



Pule'anga 'o Tonga

Komisoni Ngāue Fakapule'anga Līpooti Fakata'u 2022 – 2023



VISIONE

KE HOKO KO HA NGĀUE FAKAPULE'ANGA
'OKU FALALA'ANGA, FAKA'APA'APA'I MO
ONGOONGO LELEI FAKAVAHA'APULE'ANGA

MISIONA

KE FAKAHOKO E FATONGIA KI HA TU'UNGA
MA'OLUNGA ÓKU VEKEVEKE MO TŌNUNGA Í HA
ÁTAKAI LAVAMEÁ

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Ngaahi Fakanounou

ADB	Pangike Langa Fakalalakaka 'Esia
APRA	Sivi'i 'o e Ngāue Ki He Fakapale Fakata'u
CEO	'Ofisa Pule Ngāue
COLA	Mahu'inga Fakapa'anga 'o e Mo'ui
DFAT	Potungāue Ki Muli Mo e Fefakatau'aki
FALE	Pasifiki Fale
FTE	Tokotaha Ngāue Tu'umau
FY	Ta'u Fakapa'anga
HR/HRM	Kau Ngāue/Tokangaekina e Kau Ngāue
HTHH	Hunga Tonga Hunga Ha'apai
ICT	Tekinolosia 'o e Fakamatala mo e Fetu'utaki
KPI	Ngaahi Me'afua Ngāue Tefito
M&E	Siofi mo Fua
MAFF	Potungāue Ngoue, Me'atokoni mo e Vaotātā
MTED	Potungāue Fefakatau'aki mo e Fakalalakaka Faka'ekonomika
MDAs	Ngaahi Potungāue
MEIDECC	Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliaki 'o e 'Ea mo e Fetu'utaki
MET	Potungāue Ako Mo e Ako Ngāue
MFAT	Potungāue Ngāue Ki Muli Mo e Fefakatau'aki Nu'u Sila
MOFIN	Potungāue Pa'anga
MIA	Potungāue Ngaahi Ngāue Fakalotofonua
MLNR	Potungāue Fonua moe Ngaahi Koloa Fakaenatula
MOF	Potungāue Toutai
MoH	Potungāue Mo'ui
MPE	Potungāue Ngaahi Kautaha 'a e Pule'anga
MORC	Potungāue Pa'anga Humai Moe Kasitomu
NA	Ikai fiema'u
NBS	Potungāue Sitetisitika
OAG	'Ofisi 'o e 'Ateni Seniale
PAL	'Ofisi Palasi
PDD	Tafa'aki Ki Hono Fakalalakaka'i 'o e Fakahoko Fatongia
PMO	'Ofisi 'o e Palemia
PMS	Founga Ki Hono Tokangaekina 'o e Fakahoko Fatongia
PSC	Komisoni Ngāue Fakapule'anga
RA	Ma'u Mafai Ki He Vāhenga
SDG	Ngaahi Taumu'a Langa Fakalalakaka Tu'uloa
TA	Mataotao/Fale'i Fakatekinikale
TNQAB	Poate ki he Ngaahi Fakamo'oni mo Fakamafai'I Ako Fakafonua 'a Tonga
TOR	Ngaahi Makatu'unga 'o e Felotoi
TSDF II	Palani Fakalalakaka Fakafonua Hono II 'a Tonga 2015 – 2025
WB	Pangike 'a Mamani
WD	Fakalalakaka'i 'o e Kau Ngāue

i. Lea Fakafe'iloaki

'Eiki Palēmia mo e Minisitā 'o e Komisoni Ngāue Fakapule'anga



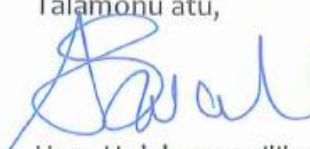
'I he mahina 'e taha-ua (12) kuo tau sītū'a mei ai', kuo tau sio ai ki he hokohoko lelei 'a e fakaakeake mei he ngaahi me'a na'e hoko 'i he kongā kimu'a 'o e ta'u 2022, pea lolotonga 'a e taimi ko 'eni' kuo fakahā'i 'e Tonga 'oku ne malava 'o sio ki he kaha'u' pea nga'unu ki mu'a. Ko e sio faka'amanaki ko iā 'oku ne fakataipe 'a e laumalie 'o e Tonga; ke fehanga'angai mo e ngaahi pole kae kītaki pē, pea ko e Tonga kotoa 'i he ngaahi sekitoa kehekehe, kuo nau fakahā'i 'enau lotolahi pē ke fakahoko honau fatongia'. 'Oku ou fiefia ko e lotolahi ko 'eni 'oku ho'ata mai mei he matu'uaki 'a e Ngāue Fakapule'anga' kae hokohoko atu 'ene fakahoko fatongia.

Ko e ngaahi polokalama na'e kamata'i 'i he ta'u 2022 ke tokoni ki he fakaakeake', na'e fakataumu'a ke tokoni ki hono fakaivia 'a e pa'anga ngāue 'a e Pule'anga Tonga, fakaivia hono matu'uaki 'a e feliuliaki 'o e 'ea, ngaahi fakatamaki fakaenatulā, pea mo e ngaahi fakatu'utamaki ki he mo'uilelei; mo tokoni ki he fakaakeake faka'ekonomika' mo e fakalakalaka hono ma'u 'a e ngaahi faingamālie ngāue. Ko e ngaahi polokalama eni 'oku fenāpasi moe ngaahi fakafo'ou 'o e pule'anga' ke fakalakalaka 'a e tu'unga fakapa'anga', langa fakalakalaka 'a e sekitoa fakapa'anga pea mo fakava'e 'a e tu'unga mateuteu ki ha ngaahi fakatamaki 'i he kaha'u. 'Oku ou fiefia 'i he'eku vakai atu ki hono fakahoko 'a e ngaahi palani ki he fakaakeake 'a e ngaahi potungāue kotoa 'a e pule'anga' ke toe faka'auliliki ange pea mo ngāue'i 'a e ngaahi palani ngāue ke fakahoko fakatatau ki he ngaahi lao takitaha.

Ko e Komisoni Ngāue Fakapule'anga, 'i he malumalu 'o e tataki 'a e Komisoni' pea poupou ki ai 'a e Pule Ngāue', 'oku ne 'omai ha ngāue fakapule'anga 'oku potupotu tatau 'o tupu mei he; taimi tonu 'a e fale'i ki he 'Eiki Palēmia' moe Pule'anga'; tataki pea mo e poupou'i 'o e kau 'Ofisa Pule Ngāue' pea mo e kau 'ofisa ma'olunga'; siofi 'a e lelei 'o e ngāue fakapule'anga' makatu'unga 'i he ngaahi lao ki hono pule'i 'o e kau ngāue; tuku atu ha ngaahi fakamatala falala'anga fekau'aki mo e kau ngāue; pea mo e hokohoko lelei 'a hono fakakakato 'a e ngaahi polokalama Fakafo'ou 'o e Ngāue Fakapule'anga ke toe mā'opo'opo pea mo si'i ange 'a e fakamole ki hono fakahoko 'a e ngaahi fatongia 'a e Ngāue Fakapule'anga hono kotoa pē.

'Oku kei tukupā ai pe 'a e Komisoni ki he visone ke hoko ko ha ngāue fakapule'anga 'oku falala'anga, faka'apa'apa'i mo 'iloa fakamamani lahi tupu mei hono fakaivia 'a e ngaahi hoa ngāue lolotonga pea mo fakamaheni ki he kakai mei he Pasifiki pea mo tu'apule'anga foki, ke vahevahe pea mo talanoa'i ha ngaahi founa ke fakalakalaka kimu'a 'a e ngāue fakapule'anga'. 'Oku ou fiefia koe'uhi ko 'enau poupou mai ki he pule'anga' pea mo 'ene ngaahi fakafo'ou', pea mo e hokohoko atu 'enau tukupā ki he ngāue fakatauhi sipi ki he ngaahi potungāue kotoa pē.

'Oku ou tui ta'etoeveiveia ko e 'Otua' 'oku Ne pule fakaleveleva kiate kitautolu kotoa pea 'oku tau fakafeta'i 'i he 'Ene malu'i' mo 'Ene hoifua mai' – **"kapau 'oku kau 'a e 'Otua ma'atautolu, pea ko hai tū 'e ta'ofi mai"**. Ko e 'Otua' mo Tonga ko hotau tofi'a' pē ia 'i he lolotonga ni pea 'e pehē ai pe 'o ta'engata.

Talamonū atu,

Hon. Hu'akavameiliku
'Eiki Palēmia 'o Tonga



ii. Tangata'eiki Sea, Komisoni Ngāue Fakapule'anga



Na'e uesia lahi 'a Tonga ni koe'uhi ko e ngaahi me'a na'e hoko 'i he kamata'anga 'o e ta'u 2022 pea na'e lahi 'aupito 'a e tokanga ki he ngaahi ngāue 'e tokoni ki he fakaakeake. 'I he ta'u fakapa'anga leva ko 'eni' na'e hā mai 'a e fakalalahi 'a e foki 'o e ngāue ki he tu'unga angamaheni' koe'uhi pe koe ngāue 'osikiavelenga 'a e pule'anga mo e ngaahi kautaha 'ikai fakapule'anga. 'Oku mau fakamālō'ia 'a e tataki mo e ngāue fakatauhi sipi 'a e 'Eiki Palēmia pea mo e Hou'eiki Minisitā kotoa 'o e Kapineti, lolotonga 'a e ngaahi taimi faingata'a pehé ni.

Koe ta'u femou'ekina eni ki he Komisoni Ngāue Fakapule'anga 'a ia na'e malōlō penisoni ai 'a e Pule Ngāue tutuku ko Toketā Lia Maka 'i he mahina ko Sepitema 2022, hili ia 'ene a'usia hono ta'u onongofulu (60) pea mo 'ene hoko ko e 'Ofisa Pule Ngāue 'i he ta'u 'e fitu (7). Na'e hoko foki 'a Lia ko ha fakalotolahi ki he ngāue fakapule'anga, tupu mei he'ene mateaki 'i 'a e polokalama fakafo'ou 'o e ngāue fakapule'anga pea mo hono tūtū 'i ha **"laumalie ngāue fakasevāniti"** 'i he ngāue fakapule'anga. Na'e toe fakamavae pehe pe foki mo ha kau 'Ofisa Pule Ngāue tutuku 'e toko valu (8) kehe 'a ia na'a nau tokoni lahi 'aupito ki he ngaahi fakafo'ou ko 'eni' 'oku lolotonga ola lelei. Ko e taha eni 'o e fakakoloa tu'ukimu'a ki he Komisoni, 'a e ngāue vāofi mo e kau 'Ofisa Pule Ngāue tutuku mo e kau 'Ofisa Pule Ngāue lolotonga ka koe ngaahi kaungā ngāue pea mo e ngaahi kaungāme'a. Malo 'aupito ho'omou ngaahi kalūsefai ma'ae kakai 'o Tonga.

'Oku mau matu'aki fiefia ke talitali lelei 'a e 'Ofisa Pule Ngāue fo'ou 'o e Komisoni', Victorina Afeaki Kioa 'a ia na'e fakanofu ki hono lakanga 'i he 'aho 15 'o Ma'asi 2023. Na'e faingofua pē 'a e fetongi ko 'eni' koe'uhi pe ko Victorina ko e taha pe ia 'o e kau 'Ofisa Tokoni Pule Ngāue 'o Toketā Lia Maka talu mei he ta'u 2019 pea na'a ne toe hoko foki ko e 'Ofisa Pule Ngāue Le'ole'o 'o e Komisoni' talu mei he 'aho 01 'Okatopa 2022.

'I he lakanga ko e kau tauhi 'o e ngāue fakapule'anga, 'oku mau fakamālō'ia 'a e ngāue mateaki 'a e tokotaha ngāue fakapule'anga kotoa pē, mei he 'Ofisa Pule Ngāue ki he kau ngāue tokoni 'a ia 'oku nau ngāue 'o 'ikai ha malōlō mei he ngaahi ngāue'anga, koe'uhi ke lele lelei 'a e ngaahi ngāue 'a e Pule'anga 'i he 'aho kotoa pe. Ka na'e ta'e'oua 'a e kau helo ni, ko hotau ngafa fatongia ki he kakai 'o Tonga 'e 'ikai pe a'usia ia. Ki he kau taki mo e kotoa 'o e kau ngāue 'a e Komisoni, 'oku houna ma'u pe ho'omou tukupā ke ngāue ma'ae ngaahi Potungāue 'a e Pule'anga ki ha tu'unga 'oku toe makehe ange. Neongo ai pe ko e ha e ngaahi me'a na'a tau fehanganagai mo ia 'i he ta'u fakapa'anga 2022/23, na'e kei tu'ulāhoko ai pe hono fakaha'a 'i he Komisoni ko e fiema'u si'isi'i taha ki he'etau ngāue ko e **"ngāue fisifisimu'a"**.

'Oku ou fakafofonga'i atu 'a e kau Komisiona ke fakahoko fiefia atu 'a e lipooti fakata'u ko 'eni' pea mo e 'amanaki lelei ki he ta'u fakapa'anga 2023/2024 fakataha mo e pule ngāue, kau taki pea mo e kau ngāue kotoa 'a ia 'oku nau 'osi mateuteu ke ngāue ma'ae kakai 'o Tonga ke fakapapau'i 'oku fiefia 'a e Tonga kotoa 'i he'enu a'usia ha mo'ui 'oku toe fakalalakaka ange pea mo ma'olunga ange.

'Oku mau fakafeta'i ki he 'Otua ko e 'ikai fakangatangata 'Ene kelesi pea mo 'Ene tataki 'i hono fakahoko 'emau ngaahi fokotu'utu'u mo e palani ngāue ki he ta'u hoko mai ke tokoni ki he Ngāue Fakapule'anga 'o Tonga.

Faka'apa'apa atu

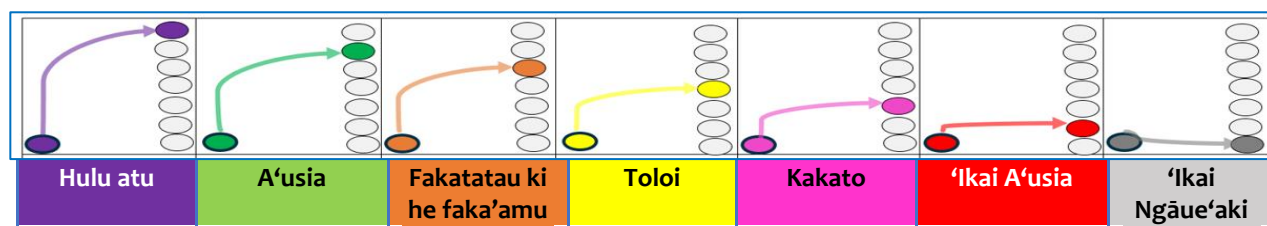

Mr. Simione Sefanaia
Tangata'eiki Sea 'o e Komisoni



1. FAKAMATALA FAKALUKUFUA ‘O E NGĀUE

Na’e fokotu’u ‘a e ‘Ofisi ‘o e Komisoni Ngāue Fakapule’anga ‘i he ‘aho 1 ‘o Siulai 2003, ko e Potungāue tefito ki hono tokangaekina ‘o e kau ngāue ‘i he potungāue fakapule’anga katoa ‘e uofulu (20). ‘I he tu’unga ko ia’, ‘oku fiema’u ai ‘a e fakahoko fatongia ‘o e Komisoni’ ki he ngaahi potungāue. ‘I he ta’u fakapa’anga ko eni’, na’e fehangahangai ai ‘a e Pule’anga’ mo e ngaahi pole mahu’inga ‘i hono tokangaekina ‘a e ngaahi houa ngāue tu’a taimi mo hono totongi’, pea na’a’ ne uesia foki ‘a e ngaahi fakahoko fatongia’ pea mo e tu’unga fakamōlale ‘a e kau ngāue’.

Ne kamata mei he ta’u fakapa’anga 2018/2019 hono ngāue’aki ‘a e sio fakafo’ituitui ki hono sivi’i ‘a e fakahoko fatongia ‘a e ngaahi va’a lalahi pē polokalama ‘e valu (8) ‘a e ‘Ofisi ‘o e Komisoni’. ‘Oku ngāue’aki foki eni ‘o fakatatau ki he ngaahi tefito’i me’afua ‘o e ngaahi taumu’a ngāue takitaha ‘a e ngaahi va’a na’e ‘osi fokotu’u ‘i he Palani ngāue ta’u tolu mo e palani ngāue fakata’u ‘a e Komisoni’ ki he ta’u fakapa’anga 2022/23.



TOKONI KI HE NGAHI TAUMU'A NGĀUE FAKALUKUFUA 'A E PULE'ANGA

‘Oku kaunga hangatonu foki ‘a e fakahoko fatongia ‘a e Komisoni’ ki he ngaahi taumu’a fakavaha’a pule’anga mo fakafeitu’u hangē ko e ngaahi taumu’a langa fakalakalaka tu’uloa ‘a e Pule’anga Fakatahata’ pehē ki he Halafononga Samoa, kae fakatefito ‘i he ngaahi taumu’a langa fakalakalaka tu’uloa fika 5 pea mo e 16.

‘I he malumalu ‘o e taumu’a fekau’aki mo e ‘inasi tatau ‘a tangata mo fefine’ (Ngaahi taumu’a langa fakalakalaka tu’uloa fika 5.5.1, 5.5.2) mo e Halafononga Samoa’ (16.6.2, 16.7.1), ne lava ‘o fakakakato mo e tanaki ‘o e taleniti mo e polokalama ako ki he Taki Lelei ma’ae kau Taki ngāue’, mo e kau Pule ngāue’, tanaki mo lesisita ‘o e kau ngāue fakapule’anga mo hono tuku mai ‘a e lipooti ki hono ‘analaiso ‘a e ngaahi fakamatala fekau’aki mo e kau ngāue fakapule’anga.

‘I he vaha’a taimi 1 Siulai 2022 – 30 Sune 2023, na’e mahino pē ‘a e tokolahi ange ‘a e kau ‘Ofisa Pule Ngāue tangata’ ‘i he ngaahi Potungāue, Tepile I & Tepile II ‘a ia na’e 69:31. ‘I he Tepile I na’e 64:36; pea ‘i he Tepile II na’e 77:33. ‘I he tu’unga ‘o e kau ‘ofisa tokoni pule ngāue’, ko e Tepile I ne tokolahi ange ai ‘a e kakai fefine’, ‘a ia na’e peseti ‘e nimangofulu-mā-ua (52%); pea ‘i he Tepile II na’e tokolahi ange ‘a e kau taki ngāue tangata’ ‘a ia na’e peseti ‘e fitungofulu-mā-tolu mo e poini tesimale ua-fitu (73.27%).

Palani Ngāue Fakata’u Tolu (3) - 2022/2023 – 2024/2025

Na’e a’u ki he peseti ‘e valungofulu (80%) ‘a e ngaahi ngāue ‘i he palani ngāue fakata’u tolu (3) ‘a e ‘ofisi’ ‘i he 2022/23 ne a’usia’ pea toloi ‘a e peseti ‘e hongofulu-mā-taha (11%) ki he ta’u fakapa’anga ka hoko’ pea peseti ‘e hiva (9%) na’e ‘ikai a’usia. Ko e holo eni mei he peseti ‘e valungofulu-mā-hiva (89%) ne a’usia ‘i he ta’u fakapa’anga 2021/22.

Ola hono ngāue'i 'o e Palani Ngāue Fakata'u

Ko e ngaahi me'afua 'e teau-onongofulu-mā-tolu (163) na'e fokotu'u ki he ta'u fakapa'anga ko eni' pea ngāue'i 'e he va'a ngāue 'e valu (8) 'a e ngaahi ola' 'o fakatatau ki he fatongia 'o e Komisoni'. Na'e a'usia 'e he komisoni' 'a e peseti 'e valungofulu-mā-ua (82%) pea 'ikai a'usia 'a e peseti 'e fitu (7%), pea na'e toloi 'a e peseti 'e hongofulu-mā-taha (11%) ki he ta'u fakapa'anga hono hoko'. Ko e holo 'eni mei he peseti 'e valungofulu-mā-fitu (87%) 'o e ta'u fakapa'anga kuo 'osi.

Ngaahi makatu'unga ne 'ikai malava 'o fakahoko ai 'a e konga 'o e ngaahi fatongia:

- a. Hoko ko e mole lahi 'a e mavahe atu 'a e 'Ofisa Pule ngāue' mo e ni'ihii 'a e kau taki ngāue' kae pehe ki he kau 'ofisa mā'olunga'. Na'e faingata'a foki hono kumi ha fetongi ki he ngaahi lakanga ko 'eni'. Ko e māhina 'e fitu (7) hono tu'uaki 'a e lakanga 'Ofisa Pule Ngāue kae pehē ki he lakanga 'Ofisa Tokoni Pule Ngāue 'o e va'a Fakalakalaka 'o e Fakahoko Fatongia'. Na'e ta'u kakato 'e taha (1) 'a e feinga ke 'i ai ha fetongi 'o e taki ngāue ki he va'a Tokanga'i 'o e Kau Ngāue'. Na'e poaki livi ako 'a e ongo 'ofisa mā'olunga 'e ua (2) 'i he māhina 'e hongofulu-mā-ua (12).
- e. Na'e le'ole'o 'a e Taki ngāue 'o e va'a Fakalaō, Tu'utu'uni ngāue mo Fakatotolo' 'i he va'a ki hono Tokangaekina 'a e Kau Ngāue' pea tokanga'i leva 'e he Taki ngāue ki he Vāhenga' 'a e va'a ki he Ngāue Faka'ofisi'. Ko e va'a Fakalakalaka 'o e Fakahoko Ngāue' pea mo e Fakalakalaka 'o e Fakahoko fatongia' na'e le'ole'o ai 'a e 'Ofisa Taki Ngāue' 'i he māhina kakato 'e fitu (7) mo ha kau ngāue pē 'e toko ua (2).
- f. Na'e toe lahi ange mo e taimi fakataha Komisoni' 'o hiki hake mei he fakataha 'e ua (2) 'i he uike' ki he fakataha 'e tolu (3) 'i he uike. Na'e tokoni mai leva 'a e kau ngāue mei he ngaahi va'a kehekehe 'o e 'ofisi', 'a ia ko e kau 'ofisa mā'olunga mei he tafa'aki Fakalao' mo e Tokanga'i 'o e kau ngāue' pea pehe ki he 'ofisa pule' ke tokanga'i 'a e ngaahi ngāue na'e fiema'u mei he Komisoni'.

Na'e hoko 'a e tokosi'i 'a e kau ngāue 'a e 'ofisi' pea pehē ki he toe fakalahi mai 'a e ngaahi fatongia' ke ne toloi ai 'a e konga 'o e ngaahi ngāue mahu'inga 'a e 'ofisi' na'e tonu ke 'osi ki he 'aho 30 'o Sune 2023. Na'e toloi ai 'a e ngaahi ngāue mei he palani fakata'u' ke toki fakakakato ki he ta'u fakapa'anga hono hoko'.

Polokalama Si'i 1: Founa Tataki mo e Pule'i Fakaengāue'anga

Ko e Tu'utu'uni Ngāue fekau'aki mo e founa ngāue kākā na'e tali ia 'e he Komisoni' pea fakahū ki he Kapineti' 'o fakatatali ai ki hano fakapaasi. 'Oku te'eki ke ma'u mai ha tali mei he Kapineti' ki he tu'unga 'o e tu'utu'uni ngāue ni ka 'oku mateuteu pē 'a e Komisoni' ke fakakakato ha ngaahi fakamatala 'o ka fiema'u mei he 'Eiki Palemia'.

'I he ta'u fakapa'anga ni, na'e hu mai ha kau mataotao pe fale'i fakatekinikale ki he 'Ofisi 'o e Komisoni'. Ko e tokotaha, na'e tokanga taha pe ki hono siofi mo fakalelei'i 'o e ngaahi tohi ngāue kae pehē ki hono fakatonutonu 'o e Fokotu'utu'u 'a e ngaahi lakanga fo'ou ki he kau ngāue fakapule'anga'. 'Oku felave'i eni pea moe ngaahi ngāue ki hono siofi 'a e fakamole fakalukufua ki he tu'unga vāhenga 'o fakatatau ki he ivi tanaki pa'anga fakalotofonua 'o e Pule'anga. Na'e tali ai 'e he polokalama tokoni 'a e Potungāue ki Muli 'a 'Aositelelia ke toe fakalōlōa 'a e aleapau ngāue 'a e tokotaha ni ki he 2024.

Ko e tokotaha mataotao leva 'e taha ne fakangāue'i ia ke tokoni ki he 'Ofisi 'o e Komisoni' ki hono fakalelei'i 'a e polokalama ngāue ki he founa ki hono tokangaekina 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga', na'e fakapaasi 'i he 'aho 01 Siulai 2016. 'I he hili e kakato e ngāue ki hono toe fakalelei'i 'o

e ngaahi founa ki hono tokangaekina ‘o e fakahoko fatongia’, na’e fakahū ai e lipooti ki he ngāue ni pea na’e ‘i ai e ngaahi ngāue makehe ne fiema’u mai mei he Komisoni’ ke tanaki ki he lipooti’ kae toki fakahoko ‘a e ngaahi fokotu’utu’u fo’ou ki he founa ki hono tokangaekina ‘o e fakahoko fatongia ‘i he ta’u fakapa’anga fo’ou’.

Ko e tokotaha mataotao hono tolu’ na’e fakangāue’i mai ki he Komisoni’ ‘i he aleapau ngāue pea mo e Komisoni Ngāue Fakapule’anga ‘a Nu’u Sila ‘i he malumalu ‘o e polokalama Pasifiki Fale. Ko ia ai’ na’e tataki mai ‘e Ms. Helen Moody ‘a e ngāue ki hono fakalelei’i pe fakatonutonu e fa’unga fakapotungāue ‘o e Komisoni’ mei Sepitema ki Novema ‘o e ta’u 2022. Ko e lipooti ki he kakato ‘o e ngāue ko ‘eni’ na’e ‘osi fakahū ia ki he Komisoni’ ‘i Tisema ‘o e ta’u 2022 pea na’e kei ‘i ai e ngaahi fiema’u makehe ki ai kae toki mahino ‘a e tu’utu’uni ‘a e Komisoni’.

Na’e ola lelei e ngāue ‘a e Komisoni’ ki hono fakangāue’i mai ha kau ‘Ofisa Pule Ngāue fo’ou ‘e valu (8) pea ne nau kamata ngāue ai pē kimu’a pea ‘osi e ta’u fakapa’anga’ ‘i he ‘aho 30 Sune 2023. ‘Oku talitali lelei ‘e he Komisoni’ ‘a e kau ‘Ofisa Pule Ngāue ni ki he fatongia ‘oku nau hanga atu ki ai’ pea ‘oku mateuteu ‘a e Komisoni’ ki hono poupou’i mo tokonia kinautolu ki he fatongia ‘oku hanganaki mai’ ke a’usia ‘a e ngaahi visone ngāue’ pea ke hokohoko atu mo e ngaahi ngāue na’e fakahoko ‘e he kau ‘Ofisa Pule Ngāue kimu’a’. ‘Oku lotua ‘e he Komisoni’ kinautolu ke nau ma’u ha lotu ‘oku to’a ke matu’uaki hono tali e ngaahi pole ‘o e fatongia’ ka e malava ke ma’u ha ngaahi ola ngāue ‘oku toe lelei ange ‘i he kaha’u’.

Polokalama Si’i 2: Ngāue Fakalao, Tu’utu’uni Ngāue mo e Fakatotolo’

‘I he faka’osinga ‘o e ta’u fakapa’anga 2022/23 na’e fakahoko ‘a e keisi tautea ‘e hongofulu-mā-fitu (17) ‘o ‘i lotu ‘i he taimi ‘oku hā ‘i he tu’utu’uni ngāue’. Pea ko e fakataha fakakātoa ‘e hongofulu-mā-fitu (17) ‘a e Komiti Fa’u Faka’ilo’. Ko e keisi vātamaki/lotomamahi pē ‘e ua (2) na’e fakakakato ‘o fekau’aki mo e fakahoko fatongia ‘a e kau ngāue’. Na’e ‘i ai mo e keisi tangi ki he Fakamaau’anga fakapule’anga’ ‘e tolu (3) pea mo e keisi fakamaau’anga lahi ‘e ua (2), ka ko e ngāue kia’i ‘e hoko atu ia ki he ta’u fakapa’anga fo’ou’.

Pololakama Si’i 3: Fakalakalaka Fakakaungāue

Na’e hokohoko atu ai pe ‘a hono fa’u mo tuku atu ‘e he tafa’aki Fakalakalaka Fakakaungāue ‘a e ngaahi fakamatala ‘analaiso fekau’aki mo e ivi ngāue mo e ngaahi fiema’u ako ngāue ma’ae katoa ‘o e ngāue fakapule’anga’, pea pehē ki hono tokanga’i ‘o e ngaahi ako fakalukufua mo e fakataukei’. Na’e holo ‘aki e tokolahi e kau ngāue fakapule’anga (Tepile I moe Tepile II) ‘a e toko teau-fitungofulu-mā-hiva (179 – 3%) mei he nimaafe-valungeau-valungofulu-mā-ua (5,882) ‘i Sune 2022 ki he nimaafe-fitungeau-mā-tolu (5,703) ‘i Sune 2023.

Na’e lekooti ‘e he ngaahi potungāue ‘i he Tepile II ‘a e hiki peseti ‘e taha (1%) ‘i he ‘enau kau ngāue’ kae holo peseti ‘e fā moe poini tesimale fitu (4.7%) e tokolahi ia ‘o e kau ngāue ‘i he Tepile I mei he ta’u fakapa’anga kimu’a’. Na’e takimu’a pē foki ‘a e Tepile I, ‘i hono fakangāue’i ‘a e tokolahi taha ‘o e kau ngāue fakapule’anga’ ‘i he peseti ‘e fitungofulu-mā-tolu (73%) kae peseti ‘e uofulu-mā-fitu (27%) pe ‘a e Tepile II. ‘Oku hokohoko atu pē mo e tokokahi ange ‘a e kau ngāue tangata’ ‘i he Tepile II’, ‘a ia ‘oku ‘i he lesiō ko e 21%:79% (Fefine:Tangata) ‘o fehanganagai ia mo e Tepile I’, ‘a ia ‘oku tokolahi ‘aupito ange ‘a e kau ngāue fefine’ ‘aki ‘a e lesiō ko e 62%:38%.

Polokalama Si’i 4: Vakai Fakalukufua

Ko e poloklama ko eni’ ‘oku nau siofi ‘a e fakahoko fatongia ‘a e ‘ofisi’ pea mo hono ‘analaiso ‘a e ngaahi fakamatala fekau’aki mo e kau ngāue fakapule’anga’ pehē ki honau vāhenga’ fakalukufua. Fakatatau ki he

Fakamatala Patiseti ki he ta'u fakapa'anga 2023/24, ko e fakamole fakalukufua ki he vāhenga 'o e kau ngāue fakapule'anga na'e fe'unga mo e peseti 'e nimangofulu-mā-fā mo e poini tesimale fā (54.4%) 'i he 'ene a'u ki he 'aho 30 'o Sune 2023, 'a ia ko e holo hifo ia mei he peseti 'e onongofulu-mā-tolu (63%) 'i he 'aho 30 'o Sune 2022. 'Oku hoko atu ai pē 'a e feinga 'a e 'Ofisi 'o e Komisoni' ke fakasi'isi'i 'a e fakamole ni ke 'oua 'e toe laka hake 'i he fakangatangata 'oku fiema'u' 'a ia ko e peseti 'e nimangofulu-mā-tolu (53%) 'o ngāue'aki 'a e ngaahi fakakaukau ni:

- A. Tokangaekina hono vahevahe ko ia 'o e ngaahi lakanga 'oku fu'u fiema'u vivili' ke 'i loto pē 'i he patiseti' ko e \$500,000.
- E. Fakamalohi'i hono ngāue'aki 'a e tu'utu'uni ngāue fo'ou ki he ngāue tu'a taimi', ke mapule'i 'a e lahi ange 'a e fakamole ki ai'.
- F. Pule'i 'a e fakamole ki he fakapale 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga' ki he 'avalisi koe \$2 miliona 'i he ta'u, pea 'i he ta'u 'e 3 kuo hili'.

'I he ngaahi lakanga fiema'u vivili 'e teau-hivangofulu-mā-taha (191) na'e fakahū mai mei he ngaahi potungāue 'e hongofulu (10), ko e ngaahi lakanga pē 'e hongofulu-mā-hiva (19) 'a ia ko e peseti 'e hongofulu (10%) ne tali 'e he komiti' ko e ngaahi lakanga fiema'u vivili. Ko e lakanga fiema'u vivili ai 'e hongofulu-mā-fā (14) 'a ia koe peseti 'e fitungofulu-mā-fā (74%) mei he Potungāue Mo'ui' pea ko e lakanga kotoa na'e tali' na'e 'i loto pē he ngaahi lakanga pule lotoloto (Tu'unga Vāhenga L ki he I). Ko e toenga pa'anga' koe \$934 pea na'e fakafoki ia ki he Potungāue Pa'anga'. Ko e polokalama Talatalanoa kotoa 'e tolungofulu-mā-valu (38) na'e fokotu'utu'u ke fakahoko ki he kau ngāue 'i Vava'u, Ha'apai, 'Eua mo Tongatapu'. Ko e tohi ongoongo 'e fitu (7) pea mo e lipooti fekau'aki mo hono Siofi mo Fua 'a e fua fatongia 'a e 'ofisi' 'e ua (2) na'e fakahū atu ki he 'Ofisi 'o e Palēmia'.

Polokalama Si'i 5: Va'a Tokangaekina 'o e Kau Ngāue

Ko hono tokangaekina mo vakai'i e ngaahi fiema'u 'a e ngaahi Potungāue 'a e Pule'anga'. Ko e fakakātoa 'o e ngaahi kole na'e fakahū ki he Komisoni', na'e fe'unga ia moe ngaahi kole fakalukufua 'e valungeau-tolungofulu-mā-fitu (837). 'I hono fakama'opo'opo', na'e tali 'e he Komisoni' 'a e ngaahi kole fakalukufua 'e valungeau-mā-ono (806) 'a ia koe peseti 'e hivangofulu-mā-ono (96%), 'ikai ke tali e ngaahi kole 'e uofulu-mā-nima (25) 'a ia koe peseti 'e tolu (3%) pea toloi e ngaahi kole 'e valungofulu-mā-valu (88) ko e peseti ia 'e hongofulu-mā-taha (11%). Na'e fakahoko e ngaahi tu'utu'uni ko 'eni' 'i ha ngaahi fakataha'anga Komisoni 'e fāngofulu-mā-hiva (49), 'o tukukehe ange 'a e ngaahi pepa 'e tolu (3) na'e tali fakamo'oni pea mo e ngaahi kole na'e tali 'i he ngaahi fakataha'anga makehe. Ko e ngaahi lakanga fiema'u vivili mei he Potungāue Mo'ui' na'e kau ia hono fakamu'omu'a he ngaahi kole ke fakapa'anga'. Na'e 'i ai foki mo e tokanga makehe ki hono fakahoko e ngaahi 'a'ahi ki he ngaahi Potungāue' ke fakahoko 'a e polokalama Talatalanoa. Ko e taumu'a 'o e polokalama talatalanoa' ke fai ha talatalanoa mo toe fakama'ala'ala 'a e ngaahi Tu'utu'uni Ngāue', tautautefito ki he tu'utu'uni ngāue fekau'aki pea mo e ngāue tu'a taimi, founa ki hono tokangaekina 'o e fakahoko fatongia pea mo e ngaahi tu'utu'uni kehe pē.

Polokalama Si'i 6: Vāhenga

Ko hono fakafuofua'i 'o e ngaahi lakanga' na'e holo ia mei he fitungeau-onongofulu-mā-tolu (763) 'i he ta'u kuohili' ki he onongeau-uofulu-mā-hiva (629) 'a ia 'oku ngalingali ko e makatu'unga eni 'i hono fakamamafa'i mai hono pule'i 'o e ngaahi lakanga 'ata' mei he Potungāue Pa'anga. 'I he tokoni mei he tokotaha Fale'i Fakatekinikale Kau Ngāue 'a e Ofisi', koe tohi talafatongia 'e tahaafe-teau-mā-valu (1,108) kuo 'osi liliu ki he fotunga fo'ou' 'o 'alu hake ai ki he peseti 'e fitungofulu (70%) kuo lava hono liliu' kae mohetolo e toenga' ki he ta'u fakapa'anga hoko mai'.

Na'e tali 'e he Kapineti' 'a e lakanga 'e tolungofulu-mā-fitu (37) na'e toe fai hono fakafuofua'i, 'a ia ko e lakanga 'e hongofulu-mā-ua (12) na'a nau 'unu ki 'olunga 'i he sikeili vāhenga' pea ko e uofulu-mā-nima (25) na'a nau tu'u ma'u pē 'i he tu'unga vāhenga na'a nau lolotonga 'i ai'. 'Oku 'i ai foki e holo lahi 'i he ngaahi lakanga 'oku 'omai ke toe fakafuofua'i, ko e si'isi'i taha 'eni kuo a'usia 'i he ta'u fakapa'anga 2022/2023.

'I Mē 'o e 2022, na'e tali 'e he Kapineti' 'a e patiseti fe'unga mo e \$2.2 miliona ko e fakapale ki he fakahoko fatongia ki he ta'u fakapa'anga 2022/2023. Koe patiseti ko eni' 'oku tatau pē hono lahi' mo e ngaahi ta'u kuo hili'. Na'e toe tali foki 'e he Kapineti' ha pa'anga 'e \$0.2 miliona ke hoko ko ha fakalahi 'o ka tōnōnou 'a e fakafuofua 'oku fokotu'u atu 'i 'olunga'.

Polokalama Si'i 7: Leva'i 'o e fakahoko fatongia'

Na'e ola lelei hono fakakakato 'a hono siofi fakalukufua 'a e tu'unga pule'i 'o e fakahoko fatongia ki he fo'i vaha'a taimi 'o e 2021/22 'o kau ki ai mo e teuteu ki he tokangaekina 'o e fakahoko fatongia 'o e 2022/23. Mei he tokolahi fakakātoa 'o e Ngāue Fakapule'anga ko e toko nimaafe-hivangeau-mā-fā (5,904) ko e peseti 'e valungofulu (80%) 'a ia ko e toko fāafe-fitungeau-uofulu-mā-fitu (4,727) na'e sivi'i 'enau fakahoko fatongia 'i he 2021/2022. Ko e hiki fakalaka 'eni mei he tokolahi fakakātoa 'o e Ngāue Fakapule'anga' 'aki 'a e toko nimaafe-onongeau-valungofulu-mā-ua (5,682) na'e sivi'i 'enau fakahoko fatongia 'i he ta'u fakapa'anga kuo 'osi'.

Ko e ta'u fakapa'anga 2021/22 na'e 'ilonga ai 'a e hokohoko 'a e fakahoko fatongia ola lelei (99%) 'a e Tepile I' mo e Tepile II ki he ta'u fakapa'anga kuo 'osi' (98%). Mei he toko fā afe-fitungeau-uofulu-mā-fitu (4,727) na'e sivi'i, ko e peseti 'e nimangofulu-mā-fitu (57%) na'e 'i he tu'unga fakafiemalie, peseti 'e tolungofulu-mā-ono (36%) na'e mahulu 'enau fakahoko fatongia, pea peseti 'e ono (6%) na'e tu'ukimu'a 'enau fakahoko fatongia'. Ko e ola 'o e ta'u fakapa'anga ko 'eni' koe ofi taha 'eni 'o e ola' ki he ola 'oku fakafuofua ke malava 'e he ivi fakapa'anga 'o e Pule'anga' (distribution curve).

TĒPILE 1: FAKAMOLE KI HE FAKAPALE 'A E FAKAHOKO FATONGIA 'A E PULE'ANGA KI HE TA'U 'E 6 KUOHILI'

Ta'u fakapa'anga	Maaka 'i lalo he 3	Maaka 3	Maaka 4	Maaka 5	Fakamole fakapa'anga (TOP\$)
2021/2022	0.3%	57%	36%	6%	\$2,396,172.33
2020/2021	0.2%	38%	56%	5%	\$2,350,655.11
2019/2020	0.3%	33%	57%	6%	\$2,134,551.93
2018/2019	2%	61%	34%	3%	\$1,768,147.14
2017/2018	5.4%	83.1%	11%	0.5%	\$1,171,725.74
2016/2017	7%	75%	18%	0.2%	\$755,444.82

Fakatokanga'i Ange: Ko e fakamole 'a e Pule'anga' ki he fakapale 'a e fakahoko fatongia' na'e lava lelei 'o 'ikai mahulu atu 'i he pa'anga \$2 miliona pe si'i hifo ai. Ko e lipooti 'a e fakahoko fatongia 'o e kau 'Ofisa Pule Ngāue 'e hongofulu (10), 'oku kei fakakakato 'a e ngāue ki ai' 'e he Komiti 'o e kau 'Ofisa Pule Ngāue.

Polokalama Si'i 8: Va'a Ngāue faka'ofisi'

Na'e tali 'a e patiseti 2022/2023 'o fakafuofua ki he peseti 'e tolungofulu (30%) ki he ngaahi ngāue 'a e 'ofisi' pea peseti 'e fitungofulu (70%) ki he vāhenga 'a e kau ngāue'. 'I he hili 'a e ta'u fakapa'anga', na'e fakamole ai 'e he 'Ofisi 'oe Komisoni' 'a e peseti 'e hivangofulu (90%) 'o e patiseti'. Ko e fakamole fakakātoa ko ia' ko e peseti 'e nimangofulu-mā-ua (52%) ko e fakamole ki he vāhenga' mo e peseti 'e tolungofulu-mā-valu (38%) ki he ngaahi ngāue 'a e 'ofisi'.

Ko e ngaahi fakamole fakapa'anga 'a e 'Ofisi 'o e Komisoni' na'e 'ikai ke fu'u lelei 'o hangē ko e ngaahi ta'u kimu'a' 'a ia ko e fakamole 'i he peseti 'e hivangofulu (90%) (ko e hiki 'aki ia 'a e 4% mei he 86%) pea ko e patiseti he fakahoko fatongia 'a e 'ofisi' (fakamole fakatatau ki he fakafuofua) 'i he peseti 'e valungofulu-ma-fā (84%) 'o holo 'aki 'a e peseti 'e fitu (7%) mei he peseti 'e hivangofulu-ma-taha (91%) 'i he ngaahi ta'u kimu'a'. Ne tu'u ma'u pē 'a e patiseti 'o e fehikitaki mei he patiseti 'e taha 'i he fā (4) pea mo e fakatau lalahi ne peseti 'e onongofulu-mā-valu (68%) pea 'ikai ha fakatau lalahi 'i he 2021/22.

NGAAHI POLE MAHU'INGA

'I he talu e ngaahi fakatamaki ne hoko 'i he fonua' 'a ia ko e pā 'a e mo'unga afi' mo e hoko mai 'a e Koviti-19, ne to e fai ai 'a e tokanga 'a e pule'anga' ki he ngaahi ngāue lalahi', mo'ui lelei', tokanga'i e kakai 'o e fonua', fakaakeake faka'ekonomika 'i he ngaahi faingamalie fefakatau'aki' pea mo e ngaahi tokoni 'a e ngaahi Pule'anga' ke fakamalohia ai 'a e tanaki 'a e pule'anga ke toe mateuteu ange ki he kaha'u'.

Kuo fakahoko ai 'e he pule'anga' 'a e ngaahi ngāue fakavavevave ki hono tokangaekina makehe 'a e ngaahi fiema'u vivili 'oku hā 'i 'olunga'. Kuo tu'usi ai mo e ngaahi fakamole kehekehe kae malava ke fakahoko 'a e ngaahi ngāue fakaakeake 'o e fonua'. Na'e malava kotoa 'a e ngaahi lavame'a ko eni' 'i he fengāue'aki 'a e ngaahi Potungāue' 'o kau ki ai mo e 'Ofisi 'o e Komisoni'. Ko e ngaahi langa fakalakalaka ko eni' ne kau atu 'a e Komisoni' 'i hono tuku atu 'a e lao ki hono tokangaekina 'a e kau ngāue', polokalama ako Taki Lelei' pea mo hono vahevahe mo fakaivia 'a e "Laumalie 'o e fakahoko fatongia" 'i he Pule'anga'.

'Oku hoko ko e mole lahi ki he polokalama ngāue 'a e 'Ofisi 'o e Komisoni ngāue fakapule'anga' 'a e malolō 'a e 'Ofisa Pule Ngāue, Dr. Lia Maka, pea mo e poaki malolō 'a e tokoni pule ngāue, pea mo e kau 'ofisa ngāue 'e toko tolu (3) 'i loto 'i he mahina 'e ono (6). Na'e fakanofu mo e 'Ofisa Pule Ngāue fo'ou, Victorina Afeaki Kioa, pea toe pē ai 'a e kau Tokoni Pule Ngāue 'e toko tolu (3) mei he lakanga 'Ofisa tokoni Pule Ngāue 'e toko nima (5). Ne fiu hono kumi ha fetongi 'o e ngaahi lakanga taki ko 'eni' koe'uhi' ko e si'isi'i e 'ilo ki he taki lelei' pea mo hono tokoni'i 'a e Pule Ngāue 'o e 'Ofisi 'o e Komisoni Ngāue fakapule'anga', pehē mo e tokoni ki he ngaahi ngāue 'a e kau ngāue fo'ou 'a e 'Ofisi 'o e Komisoni, ki hono tali 'a e ngaahi tu'utu'uni mei he Komisoni' kae pehē ki he ngaahi fiema'u 'a e ngaahi Potungāue'.

FAKAMATALA FAKA'EIKI

Fakamāvae mo e kau 'Ofisa Pule Ngāue Malolō

Na'e ikuna'i 'e he kau 'Ofisa Pule Ngāue 'e toko nima (5) 'a 'enau aleapau ngāue' pea poaki malolō 'a e kau 'Ofisa Pule Ngāue 'e toko fā (4) mei honau lakanga' 'o 'ikai ke kakato 'a e ta'u ngāue aleapau 'o 'enau ngāue'. Ko e mole lahi 'eni' 'a e kau 'Ofisa Pule Ngāue 'e toko hiva (9) ko 'eni' ki he ngaahi Potungāue 'o e Pule'anga'. 'Oku 'oatu heni 'a e talamonū 'a e 'ofisi Komisoni ngāue fakapule'anga' kia kinautolu kau 'ofisa pule ngāue, 'i he 'enau ngaahi ngāue 'osikiavelenga 'i he Pule'anga' 'o 'ene 'Afio', Kingi Tupou VI pea mo hono Pule'anga'. Ko 'enau ngaahi ngāue', na'e hoko ia ko e tokoni ki hono langa 'a e "Fakalakalaka 'o Tonga" pea 'e kei tu'ulua ai pē 'enau ngaahi ngāue' 'i he ngaahi loto 'o e kau ngāue fakapule'anga' 'oku nau kei ngāue'i 'a e fonua' pea mo e kakai 'o Tonga'. Malo e ngāue 'osikiavelenga mo mateaki.

TĒPILE 2: KAU PULE NGĀUE NA'A NAU FAKAKAKATO 'ENAU ALEAPAU NGĀUE' PEA MO POAKI NGĀUE MEI HONAU LAKANGA'

Hingoa	Potungāue ne nau Pule Ngāue ai'
1. Soane Kelemete Vahe	Potungāue Tukuhaui mo e Kasitomu
2. Dr. Tangikina Moimoi – Steen	Potungāue Ako mo e Ako Ngāue
3. Sione Moala – Mafi	Potungāue Takimamata

4. Dr. Siale 'Akau'ola	Potungāue Mo'ui
5. Temaleti Manakovī Pahulu	Potungāue Fakamaau'anga
6. Viliami Konifelenisi Fifita	Potungāue Sitesitika
7. Edgar Cocker	'Ofisi 'oe Palemia
8. Dr. Lia Maka	'Ofisi Komisoni Ngāue Fakapule'anga
9. Rosamond Bing	Potungāue Kelekele, Savea pea mo e Ngaahi Koloa Fakaenatula

Kau Pekia lolotonga 'enau fakahoko fatongia'

“Ko e 'Otua mo Tonga ko hoku Tofi'a” – Ko 'etau lea ko 'enī 'oku ne fakamanatu mai ai 'a e ngāue 'osikiavelenga mo mateaki 'a e kau ngāue fakapule'anga 'e toko hongofulu-ma-fā (14) kuo nau tōtau, lolotonga 'enau fakakaungatamaki 'i he ngāue'i e fonua 'o Tupou'. Fakatauange ke hoko ai pē 'enau ngaahi ngāue' ke tau manatua kinautolu pea 'oku tau lotu ke nau toka ai pē 'i he nonga mo e fiamālie 'a e 'Otua'.

*Na'e tu'u e tā 'a e ngaahi mafu koula 'ni
Pea 'e mālōlō 'a e ngaahi nima ngāue mālohi'ni
Ko e toe fakamanatu mai pē 'e he 'Otua'
'Oku ne 'ave pē 'a e lelei tahā
'E mae 'a e matala'i'akau'*

*Pea 'e taitō 'a e La'ā'koula'
Ka ko honau ongoongo'
'E tolonga ia 'o lauikuonga 'i he Ngāue
Fakapule'anga*

TĒPILE 3: KAUNGĀUE FAKAPULE'ANGA NE NAU PEKIA LOLOTONGA 'OKU NAU NGĀUE

Hingoa	Potungāue
1. Samiuela Vakameilalo	Potungāue Ngoue, Me'akai mo e Vaotātā
2. 'Ilaisaane Fonua	Potungāue Ako mo e Ako Ngāue
3. Latu Taufā'ao	Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliaki 'o e 'Ea mo e Fetu'utaki
4. Tevita 'Otuva	Potungāue Tukupau mo e Kasitomu
5. Kasantia Lolo Hafoka	Potungāue Ngāue lalahi
6. Ernest Vatuvei	Potungāue Ako mo e Ako Ngāue
7. 'Alisi Tangi 'a e Manu mei Vailahi Uhi Lokotui	Potungāue Ako mo e Ako Ngāue
8. Makasini Latu	Potungāue Ngāue Lalahi
9. Venasio Pauli Tupola	Potungāue Ngāue Lalahi
10. Lu'isa Tamale Taulanga	Potungāue Ngoue, Me'akai & Vaotātā
11. Sione Tonutonu	Potungāue Ako mo e Ako Ngāue
12. Vila Abbaye-De-Vauglarc Mafi	Potungāue Tukupau mo e Kasitomu
13. Sione Ma'ake Kaufusi	Potungāue Takimamata
14. Mafi Seini 'Otuva Latu	Potungāue Ako mo e Ako Ngāue

2. VAKAI FAKALŪKUFUA KI HE KOMISONI NGĀUE FAKAPULE‘ANGA

Ko e ngāue ‘a e Komisoni’ ‘oku ne kato’i ‘a e Potungāue ‘e hongofulu-mā-ono (16) pea mo e ngaahi ngāue‘anga ‘e fā (4) ‘i he malumalu ‘o e Lao (Fakatonutonu) 2002 ‘a ia ‘oku hā atu ‘i he ngaahi fatongia ‘e uofulu (20) ‘o e konga 2.1 ‘o e lipooti ni. ‘Oku hokohoko atu pē ‘a e fakahoko fatongia ‘a e Komisoni Ngāue fakapule‘anga’ ‘o fakatatau mo e Ngāue Fakapule‘anga ‘oku fakatu‘apule‘anga, faka‘apa‘apa‘i, pea falala‘anga. ‘Oku ‘uhinga eni ki ha toe faka‘ai‘ai ha ngāue‘anga ‘oku nau fevahevahe‘aki ‘i he‘enau taumu‘a ngāue’ mo ha laumalie ‘o e sevesi’, ‘i hono fakahoko ‘aki ‘a e loto ‘aki pea moe lelei taha’ ke a‘usia ‘a e taumu‘a ngāue ‘oku hā atu ko ‘eni’;

“Ko ha Ngāue Fakapule‘anga ‘oku ne fakahoko fatongia ki he kakai ‘o e Pule‘anga ‘aki ‘a e lelei taha’, faitotonu’, ngāue ‘osikiavelenga’ kae a‘usia ‘a e taumu‘a lelei ‘o e fonua” (Palani Fakalakalaka Fakafonua Hono II ‘a Tonga 2015 – 2025)”

2.1 Lao, Tu‘utu‘uni Ngāue, Ngaahi Kupu Ngāue Fekau‘aki

Ko e tu‘utu‘uni ngāue ‘a e Komisoni’ ‘oku makatu‘unga ia ‘i he ngaahi tefito‘i lao ko ‘eni’.

2.1.1 Ngaahi Tefito‘i Fatongia ‘o e Komisoni’

Ko e Komisoni Ngāue Fakapule‘anga’ (Komisoni) ‘a e sino ‘oku ne tokangaekina ‘a e leva‘i lelei ‘o e ngāue fakapule‘anga ‘a Tonga’. Ko e ngaahi tefito‘i fatongia ‘o e Komisoni’ ‘oku fakamatala‘i ia ‘i he Lao (Fakatonutonu) ki he ngāue fakapule‘anga 2010 ‘o pehē;

- a. Fokotu‘u ha ngaahi fakahoko ngāue, ngaahi tu‘unga mo e ngaahi founa ngāue ki he fakalele hokohoko atu ‘o e fakahoko ngāue mo e pule‘i ‘o e fakahoko ngāue ‘a e Ngāue Fakapule‘anga;
- e. Ngāue ko ha taha fale‘i ki he pule‘anga’ ‘i hono pule‘i ‘o e Ngāue Fakapule‘anga’;
- f. Femahino‘aki mo e Palemia’ ‘i ha taimi angamaheni felave‘i mo e fakahoko ngāue ‘a e ngāue fakapule‘anga’;
- h. Fale‘i ‘a e Palemia, pea siofi ‘a e ngāue‘aki ‘o e, ngaahi tu‘utu‘uni ngāue ki he ngāue fakapule‘anga (public employment);
- i. Fakapapau‘i ‘oku tauhi ‘e he ngāue fakapule‘anga’ ‘a e ngaahi tefito‘i taumu‘a ‘a e ngāue fakapule‘anga’;
- k. Fakanofu, hiki lakanga, fakapapau‘i, tautea‘i mo tuli ha kau ngāue mo fakalelei‘i ha ngaahi vātamaki fakangāue;
- l. Tu‘utu‘uni ‘a e ngaahi fokotu‘utu‘u takitaha mo e ngaahi tu‘unga mo e ngaahi makatu‘unga kehe, kau ki ai ‘a e vāhenga, ki hono fakangāue‘i ‘o e kau ngāue fakatatau ki he fakangofua ‘a e Kapineti;
- m. Hiki hake, tauhi mo fakapapau‘i ‘a e fakahoko totonu ‘a e tefito‘i taumu‘a ki he lelei taha’ ‘i hono fili ‘o e ni‘ihi ko e, pea mo e hiki lakanga mo e hiki ‘o e kau ngāue’;
- n. Ke tu‘utu‘uni ki he ngaahi ngāue mo e ngaahi founa fakahoko ngāue fekau‘aki mo hono fakangāue‘i mo hono fakanofu ‘o e ni‘ihi ko e kau ngāue, ko e hiki lakanga ‘o e kau ngāue pea mo e ngāue, fehikitaki, ngāue fakataimi ‘i ha toe ngāue‘anga kehe, to e fokotu‘utu‘u, tautea‘i mo e fakangata ‘o e ngāue ‘o e kau ngāue mo ha ngaahi me‘a kehe fekau‘aki mo e pule‘i ‘o e kau ngāue;
- ng. Femahino‘aki mo e fale‘i ‘a e kau ‘ofisa pule ngāue’ ‘o felave‘i mo e fakalakalaka mo e ngāue‘aki ‘o e ngaahi ngāue mo e founa ngāue totonu ki he kau ngāue’ ‘i honau ngaahi potungāue takitaha;
- o. Femahino‘aki mo e kau ‘ofisa pule ngāue’ ‘o felave‘i mo hono ngāue‘aki ‘o e ngaahi tu‘utu‘uni ngāue ki he ngāue fakapule‘anga’ ‘i honau ngaahi potungāue takitaha;

- p. Fokotu'utu'u 'a e ngaahi polokalama ako, mo e fakalalakaka fekau'aki mo e ngāue fakapule'anga fakataha mo e kau 'ofisa pule ngāue';
- s. Tokoni ki ha 'ofisa pule ngāue totonu 'i hono sivi'i 'a e fakahoko ngāue 'a e kau ngāue 'oku ngāue 'i honau ngaahi Potungāue';
- t. Femahino'aki mo e kau 'ofisa pule ngāue 'i hono fakalalakaka 'o e ngaahi polokalama mo e ngaahi tu'unga totonu 'o e mo'ui lelei mo e malu fakangāue;
- u. Fakahoko pe fokotu'u ke fakahoko 'a e ngaahi faka'eke'eke mo e ngaahi fakatoto, mo hono vakai'i 'o e ngaahi ngāue pule'i 'o e ngaahi potungāue';
- v. Tokoni ki he kau 'ofisa pule ngāue 'i hono fakahoko 'o honau ngaahi fatongia felave'i mo hono pule'i 'o 'enau ngaahi potungāue';
- a1. Pule'i mo fakasi'isi'i 'a e ngaahi vātamaki mo e ngaahi launga';
- a2. Toutou femahino'aki mo kinautolu 'oku nau tokangekina 'a e kau ngāue' pea mo 'enau ngaahi totonu fakaengāue';
- a3. Ke sivi'i mo fakahoko, 'i ha femahino'aki mo e Minisitā, ha no vakai'i fakata'u 'a e fakahoko ngāue 'a 'ene 'Ofisa Pule Ngāue;
- a4. Ha ngaahi fatongia kehe ko ia kuo hilifaki 'i he lao ni pē ha to e lao kehe, pē ko ha toe me'a kehe 'oku tu'utu'uni mai 'e he Palemia'.

Ko e ngaahi ola hā kitu'a 'o e ngaahi ngāue 'a e Komisoni' 'oku makatu'unga ia pea tu'utu'uni'i 'e he ngaahi tefito'i fatongia ko 'eni'.

2.1.2 Ngaahi kupu ngāue fekau'aki

'Oku hoko 'a e Komisoni' ko e ngāue'anga 'oku ne tokangaekina 'a e ngaahi ngāue fakaēkaungāue ki he ngaahi Potungāue 'e uofulu (20), 'a ia ko e ngaahi kupu fekau'aki 'eni pea vakai fakalūkufua ki ai 'a e Kapineti. Ka neongo ia, 'i hono fatongia ke vakai fakalūkufua ki hono leva'i 'o e fakahoko fatongia 'a e Ngāue Fakapule'angā, kuo pau ai ke ngāue 'a e Komisoni' mo e ngaahi Potungāue Tepile II 'e nima (Polisi, Tamate Afi, Kau Tau 'a 'Ene 'Afio, 'Atitā mo e Pilisoné –'ikai ke kau ai 'a e 'Ompatimeni moe Falealea').

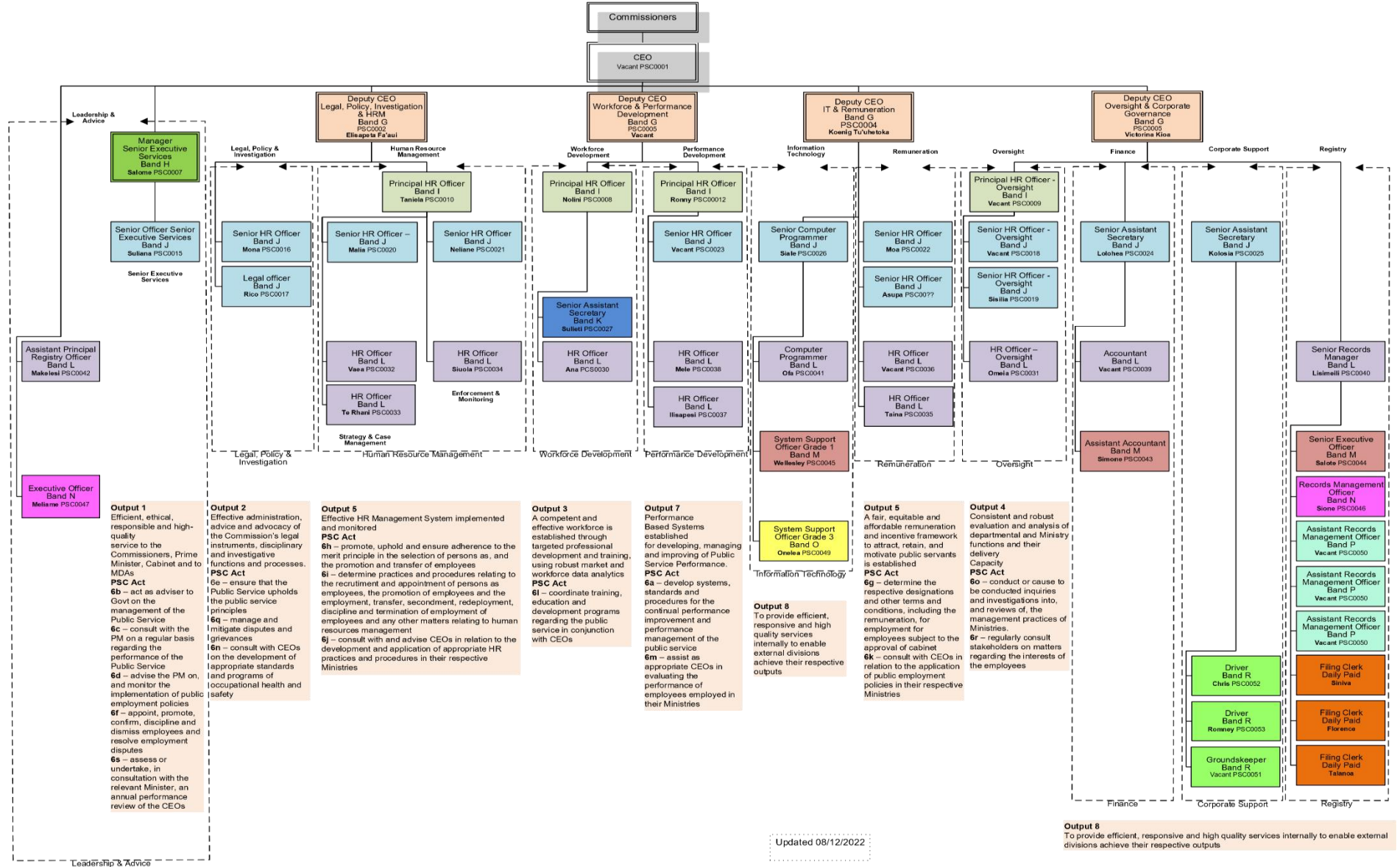
2.2 Fa'unga pule mo e fa'unga 'o e fakahoko ngāue

'Oku fakahoko fatongia 'a e Komisoni Ngāue Fakapule'anga 'i he malumalu 'o e Pule 'a e 'Eiki Palemia, pea ko hono fakahoko 'a e ngaahi ngāue fakaetu'utu'u ni 'oku leva'i ia 'e he Sea 'o e Komisoni', pea tokoni ki ai 'a e kau Komisiona 'e toko fā (4) pea 'oku nau ngāue fakataimi pē.



FAKATĀTĀ 1: MEMIPA 'O E KOMISONI

2.2.1 Fa'unga fokotu'utu'u 'o e 'Ofisi 'o e Komisoni ki he ta'u fakapa'anga 2022/2023



2.2.2 Mape ‘o Hono Leva’i ‘o e Fakahoko Fatongia ‘a e ‘Ofisi Komisoni Ngāue Fakapule’anga

Ko e mape ‘o hono leva’i mo e ola ‘o e fakahoko fatongia ‘a e ‘Ofisi ‘oe Komisoni’ ‘i he ta’u ‘e tolu (3) 2017/2018 – 2019/2020 ‘a ia na’e toe fakalelei’i ‘i he 2020/2021 ‘oku hā lanu puluu atu.

TĒPILE 4: NGAHI OLA FAKAHOKO FATONGIA ‘A E ‘OFISI ‘O E KOMISONI’: 2022/23 - 2024/25

Taumu’a Fakafonua “Ha Tonga ‘oku longomo’ui ke hakeaki’i ‘a e moui ‘a e taha kotoa”.							
Ola Fakafonua: “Ha pule lelei ‘oku kau kotoa, tolonga pea fengāue’aki, mo fakamalohia ‘a e pule ‘a e la’o”							
Tamu’a Ola Hā Ki Tu’a ‘a e ‘Ofisi Komisoni Ngāue Fakapule’anga	Tafa’aki fiema’u vivili	Ngaahi Ola Hā kitu’a si’i	Me’afua	Kamata’anga: Fiema’u 2016/2017/2018	Ngaahi Ola	Fakatu’utāmaki	Mapule’i ‘o e ngaahi fakatu’utāmaki
1. Polokalama Taki mo e Tokangaekina Kau Fakahoko Ngāue Ma’olunga’ <i>Ngaahi Ngāue lelei, tu’unga ma’olunga ki he Kau Komisioná, Palēmia, Kapineti mo e Kau Ngāue ‘a e ‘Ofisi Komisoni Kau Ngāue Fakapule’anga</i> <i>Pea ki he kotoa ‘o e pule’anga (fakafou ‘i he Tekinolosia ‘o e Fakamatala mo e Fetu’utaki moe ngaahi fa’unga ngāue kehekehe ki tu’a)</i>	Sivi’i ‘a e fakahoko fatongia ‘ae Pule Ngāue Tokangaekina e Taki lelei pea mo e taleniti Tu’utu’uni Ngāue/ Patiseti moe ngaahi fakatupu patiseti fo’ou	Fakatatau ‘a e pule ‘ae kau taki’ ki he founda leva’i ‘o e fakahoko fatongia kuo talí. Fakalalakaka ‘a e tu’unga fakahoko fatongia ‘o e Pule Ngāue mo e kau taki ma’olunga Mape ki hono fakalalakaka’i ‘o e ngāue fakataki lelei ‘a e kau ‘ofisa ma’olunga. Fatu mo fakahoko e tu’utu’uni ngāue ki he ngaahi palopalema ‘o e fakahoko fatongia	Tu’unga ‘o e ‘Ofisa Pule Ngāue (savea fekau’aki mo hono leva’i ‘o e kau ngāue pe savea fekau’aki mo e ‘ātakai fokotu’utu’u ngāue) Fakahoko fatongia ‘a e ‘Ofisa Pule Ngāue - % ‘oku a’usia ‘a e ‘amanaki fakahoko fatongia Kakato e ngāue ki he ngāue ma’olunga (Tali ‘e he Kapineti)	Kamata’anga: 2019/20 Taketi: Ke fakahoko fatongia 100% ‘a e ‘Ofisa Pule Ngāue ke a’usia ‘a e 80% ‘o e ‘amanaki ‘i he fakahoko fatongia hulu’aki ‘a e 10%	To e lelei ange ‘a e ngaahi tu’utu’uni (3.1d) To e lelei ange ‘a e founda taki To e lelei ange hono pule’i ‘o e pa’anga vāhenga (<53%) To e lelei ange mo fakalalakaka Ke fakaloto lahi e ngāue malohi mo e fie ngāue	Politikale Kaunoa ‘a e Tafa’aki Fakapolitikale Lahi ‘a e launga’ Ngaahi uesia mo e palopalema ‘o e Koviti-19.	Longomo’ui ‘a e fengāue’aki mo palani mo e Hou’eiki, Minisitā mo e Komisoni’, kau ‘Ofisa Pule Ngāue, Komisoni’ mo e ngaahi hoa ngāue tokoni
	Fakakomipiuta Vā Fakangāue	Ngaahi founda ngāue fakalotofale Ngaahi fengāue’aki mo e fetu’utaki ‘a e kau ngāue	Lele fakataha e Lesisita pea mo e polokalama vahé fakataha mo e ‘ilekitulonika ‘ae Pule’anga % ‘o e fakafiemalie ‘a e kaungāue ki he savea potungāue/mahu’inga ‘o e ngāue.	Kamata’anga : 2019/2020		Si’isi’i e ngaahi ‘ilo ki he tafa’aki Tekinolosia/ Ma’u’anga fakamatala ‘Ikai ke mamahi’i e fatongia	Fakaivia e ngaahi tāketi mo e palani ngāue ke fakahoko Fokotu’u ha kau taukei ngāue fakapalofesinale ke nau tokoni ki he ngaahi fakahoko fatongia.

2. Va'a Fakalao, Tu'utu'uni Ngāue moe Ngaahi Fakatoto <i>Fakahoko lelei 'a e ngaahi fatongia 'a e Komisoni ki he ngaahi fale'i, fakatoto, mo e tautea 'o fakatatau ki he ngaahi tu'utu'uni mo e founa ngāue fakalaó.</i>			'Ikai ha launga/ta'efiemalie	Kamata'anga: 'Ikai Fiema'u Fakapotopoto'i 'a e nga'unu 'a e ngāue pea vave ange taimi 'oku fakahoko ai, ngaahi keisi launga Ngaahi vahe ta'etotonu		Fakamole Hopo Moe fu'u fefeka e faka'uHINGA	Longomo'ui hono fa'u mo fakalelei'i e Fakahu atu 'a e palani ako ngāue ma'a e ngaahi sikolasipi— fakalotofonua pea 'i tu'apule'anga Kāpui 'e he ngaahi palani fakalotofale 'a e ngaahi faingāmalie mo e ako ngāue. Ngaahi tokoni mei he ngaahi hoa ngāue tokoni. Tu'utu'uni ngāue
3. Fakalalakaka Fakaēngāue'anga Fakatokolahi 'a e kau ngāue 'oku nau poto taau, tauhi tu'utu'uni mo ma'u faka'ilonga fe'unga 'i he ngaahi tafa'aki pule fakatekinikalé ke fakalelei'i	Fakalalakaka 'a e poto'i ngāue pule mo e tekinikalé Fiema'u 'a e Pule'anga ke fakalalakaka/ palani ako ngāue Feitu'u ako ngāue kuo fakanaunau kakato	Tuku atu ha kau ngāue ma'u faka'ilonga taau ki he ngaahi tafa'aki 'oku fiema'u vivili. To e siofi e fa'unga ngāue fakaēngāue fo'ou ki he 2021-2025 Fokotu'u ha me'a ngāue ke fakatokanga'i ai 'a e ngaahi ako ngāue taimi nounou	Ma'u mai ha ngaahi tokoni pa'anga fakavavevave % 'o e kau ngāue fakatekinikale mo fakapalofesinale Faka'ilonga'i 'e 'ehe Poate ki he Ngaahi Fakamo'oni mo Fakamafai'i Ako Fakafonua 'a Tonga.	Kamata'anga: 2019/2020 lipooti ako ngāue Taketi: Hiki 'aki 'a e 2% fakata'u 'a e tafa'aki kau poto'i ngāue. 80% hono faka'ilonga'i 'o e ngaahi tu'unga fakaako'	Ngaahi lakanga lotoloto ki he Taki ma'olunga/ Kau mataotao Ngāue'anga 'oku falala'anga, poto taau mo lelei	Ikai ke 'iai ha pa'anga Lahi 'a e hiki ki muli/ mavahe atu 'a e kau taki ngāue mo e kau mataotao.	Fakahu atu 'a e palani ako ngāue ma'ae ngaahi sikolasipi— fakalotofonua pea 'i tu'apule'anga Kāpui 'e he ngaahi palani fakalotofale 'a e ngaahi faingāmalie mo e ako ngāue. Ngaahi tokoni mei he ngaahi hoa ngāue tokoni.
4. Fakalalakaka 'o e Fakahoko Fatongia Ngaahi founa ngāue 'oku makatu'unga 'i he fakahoko fatongia ki hono fakalalakaka, leva'i mo fakalelei'i 'a e	Siofi Fakalukufua 'o e ngaahi founa ki hono tokangaekina 'o e fakahoko fatongia Mahulu e tu'unga fuafatongia	Siofi mo Fua 'o e fakahoko fatongia 'a e ngāue fakapule'anga Vakai'i mo leva'i 'o e tu'unga fakahoko fatongia	% 'o e kau ngāue 'ikai fakahoko fatongia lelei mo e ngaahi fakahoko fatongia kuo fakalalakaka 'i he ta'u fakapa'anga fakamuimui'.	Holo 'aki 'a e 60% mei he ta'u fakapa'anga fakamuimui'. Ngaahi Potungāue 2	'Ikai ha pa'anga		Ke taliui e kau 'Ofisa Pule Ngāue ki he fakahoko fatongia 'a e kau ngāue fakapule'anga' Ngaahi polokalama ke

fakalalakala 'o e fakahoko fatongia		Fakahoko fatongia mātu'aki lelei	Pailate'i polokalama fakakomipiuta 'oe ola' i he Potungāue 'e 5. Lahi 'o e ngaahi founga ngāue kuo vahevahe atu Lahi 'o e ngaahi poloseki kuo fakatokanga'i.	1 Founga Ngāue lelei taha kuo tuku atu 'Ikai toe si'i hifo 'i he Poloseki 'e 2			fakaloloto e 'ilo a e kau ngāue 'i he levolo kotoa pea poupou'i 'e he Kapineti moe kau 'Ofisa Pule Ngāue.
5. Tokangaekina 'o e kau ngāue Ha founga tokangaekina e kau ngāue 'oku ola lelei pea mo tuku atu 'o e ngaahi fatongia tokangaekina 'o e kau ngāue ki he ngaahi Potungāue	Tuku atu e mafai ki hono pule'i e ngaahi ngāue tokangaekina 'o e kau ngāue ki he ngaahi Potungāue Toe vakai'i 'o e ngaahi tu'utu'uni mo e ngaahi tu'utu'uni ngāue	Ngaahi tafa'aki na'e tali ke tuku atu ke kamata pailate'i Kakato ngaahi me'a ngāue	% 'o e ngaahi Potungāue 'oku fai pau ki he ngaahi tu'utu'uni mo e ngaahi founga ngāue ki he tokangaekina 'o e kau ngāue % 'o e ngaahi Potungāue kuo ako'i ki ai 'a e founga ngāue ki he tokangaekina 'o e kau ngāue % 'o e mateuteu ki he fatongia ki he tokangaekina 'o e kau ngāue	Kamata'anga: Fakamatala mei he 2019/2020 Taketi: Ngaahi Potungāue Pailate Fakamatala Fekau'aki moe Ngaahi Potungāue	Fakahoko fatongia tu'unga ma'olunga mo lelei 'i he Ngāue Fakapule'anga	Vaivai 'a e tu'unga 'o e tafa'aki ki he tokangaekina 'o e kau ngāue 'i he ngāue'anga Ikai ke lelei 'a hono siofi mo e tokanga'i 'o e kau ngāue 'Ikai ke fu'u mahu'inga ki he Pule'angá	Ngaahi faingamālie ke ako ngāue 'i he Komisoni, hokohoko atu 'a e ako ngāue 'ae kau 'Ofisa pule ki he tokangaekina 'o e kau ngāue 'i he ngaahi Potungāue Hokohoko atu 'a e fengāue'aki mo e Minisitaá mo e Potungāue Pa'angá. Fale'i Fakatekinikale – Mataotao he Tokoni Fatongia Tokangaekina 'oe kau ngāue.
6. Siofi Fakalukufua Mahino 'a e toe lelei ange 'a e ngaahi me'angāue mo e tñaki fakamatala ke sivi'i, toe vakai'i pea fakaivia 'a e ngaahi fatongia, fengāue'aki mo e fakahoko ngāue 'i he pule'angá.	Ngaahi ola 'o e siofi mo e fakafuofua'i mo e ngaahi ako kuo fakahoko atu ki he fakalalakala 'o e ngāue	Siofi e Ngaahi Palani Ngāue Loloa mo fakata'u. Fakahoko/nga'unu 'a e ngaahi ngāue ki he ngaahi lipooti mei he 'Atita/ Fakalelei ki he ngaahi potungāue	% 'o e ngaahi ola hā kitu'a si'i 'a e Komisoni pe ngaahi Potungāue' kuo hulu/a'usia/fakatat au ki he taumu'a Lahi 'o e vakai'i 'o e ngaahi fatongia	80% 80%	Fakalelei'i e fakamatala ki hono muimui'i e fakahoko fatongia (3.1f) To e lelei e ngaahi fakahoko fatongia 'o e	Ikai ha tokoni fakapolitikale Si'isi'i 'a e ngaahi fakamatala kuo fokotu'utu'u 'i he ngaahi Potungāue'	Malohi 'a e kau atu 'i he tu'unga faka-Minisitā mo e 'Ofisa Pule Ngāue Hokohoko atu 'a e ako ngāue fakalotofale ma'a

	Fakamālohia hono fakakelele e fa'unga 'o e ngaahi potungāue Fetu'utaki mo e fengāue'aki mo e ngaahi kupu ngāue fekauāki	Ngaahi me'angāue fakakomipiuta	fakatatau ki he taumu'ā % 'o e ngaahi fokotu'u kuo fakahoko (x R/R fakakātoa)	4 20% Kamata'anga – % 'o e poupou/launga na'e 'lau hake 'I he Savea 'o e 2019/2020	ngaahi Potungāue To e lelei ange hono pule'i 'o e fakamole fakakātoa ki he vāhenga 'a e Pule'anga '	Si 'isi'i e ngaahi taukei fakatekinikale	e siofi mo e fua 'o e ngaahi fakahoko fatongia 'i loto 'i he 'ofisi 'o e Komisoni' pea mo e kau ngāue 'oku nau tokangaekina e kau ngāue mei he ngaahi Potungāue. Tuku atu kitu'a 'a e ngaahi savea/Fale'i Fakatekinikale
7. Vāhenga Fokotu'u ha vāhenga 'oku lava ke totongi atu kene tohoaki'i mai ai ha kau ngāue fakapule'anga.	Ngaahi Fokotu'utu'u Lakanga Fo'ou Fokotu'utu'u Fakataukei Ngāue Fo'ou Ngaahi Me'a Faka'ai'ai	Fakakalasi 'oe Ngaahi lakanga ki he tokangaekina 'o e kau ngāue o fakahoa ki he vāhenga Fakakato e ngaahi tala fatongia Fa'u ha tuku'anga fakamatala ki hono fakafuofua'i 'o e ngaahi lakanga	Kakato Konga 2 Kakato Konga 1 Fakakakato e Fakakalasi e ngaahi lakanga	Ngaahi Fokotu'u Lakanga fo'ou-Kamata 30% hono fakakato moe mape'i e Fokotu'utu'u Fakataukei Ngāue fo'ou Tohi Fakahinohino fo'ou ma'ae ngāue fakapule'anga	Toe lelei ange 'a e tu'unga falala'anga, taliui mo ho'ata kitu'a 'o e ngaahi ngāue ki he vāhengā	'Ikai ke tali 'a e Ngaahi Fokotu'u Lakanga & Fokotu'utu'u Fakataukei Ngāue fo'ou Founa ngāue 'oku makatu'unga 'i he vāhenga. Fakakaukau koe ma'u ma'upē Lahi Fakamole ki he ngaahi ta'efiemalie faka ngāue.	Toutou fakahoko 'a e ngaahi talatalanoa pea faka'ilo atu ki he kaka'i 'a e Ngaahi Fokotu'u Lakanga & Fokotu'utu'u Fakataukei Ngāue fo'ou. Fakapapau'i mo e tokoni mei tu'a [Kulupu Hay].

3. FAKAMATALA FAKALUKUFUA 'A E 'OFISI KOMISONI NGĀUE FAKAPULE'ANGA

Ko e lipooti ko eni 'oku 'i he konga lalahi 'e tolu (3). Ko e konga 'uluaki' ko e fakamatala fakalukufua' pea ko e konga ua' ko e ola ia e ngaahi polokalama si'i 'a e 'Ofisi Komisoni Ngāue Fakapule'anga' ki he ta'u fakapa'anga'. Ko e konga faka'osi' ko e fakamatala ia fekau'aki mo e kau ngāue 'i he ngaahi potungāue 'i he Tepile I hange' ko 'ene haa 'i he Lao Ngāue Fakapule'anga 2002, 'i hono liliu'.

3.1 Kau Ngāue 'Ofisi Komisoni Ngāue Fakapule'anga'

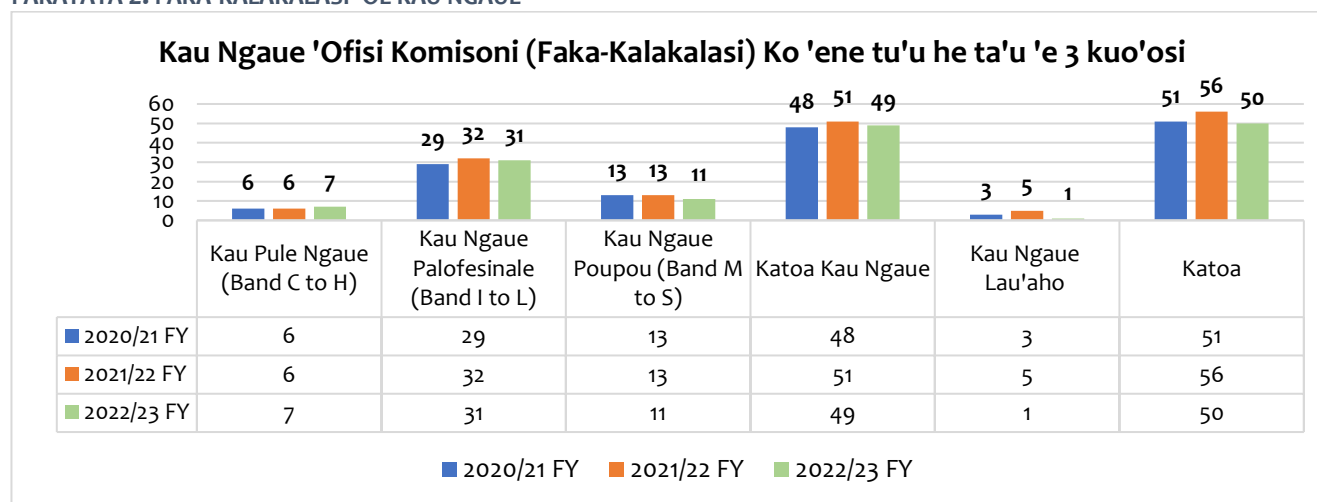
'I he 'aho 3 'o Sune 2023, na'e fe'unga 'a e kau ngāue 'a e 'Ofisi Komisoni Ngāue fakapule'anga' mo e toko nimangofulu (50) fakakātoa. 'I he ngaahi lakanga ko eni;

- a) Toko fāngofulu (40) na'a nau ma'u ngāue (*kau ai 'ae ngāue lau 'aho*).
- e) Toko tolu (3) nau lolotonga mavahe mei he ngāue' 'o ako.
- f) Lakanga 'e fitu (7) na'e 'atā pea 'oku te'eki ke fetongi (3 x Tokoni Sekelitali, 2 x Tokoni Sekelitali Ma'olunga, 1 x Tokoni Sekelitali mo e 1 x Faka'uli).

TĒPILE 5: KAU NGĀUE 'A E KOMISONI NGĀUE FAKAPULE'ANGA

	Hingoa 'oe Va'a	Kau Ngāue Tu'uma'u	Kau Ngāue Taimi Pau	Kau Ngāue Lau 'Aho	Lakanga 'Ataa	Katoa Kau Ngāue
1	Tataki mo e Tokangaekina Kau Fakahoko Ngāue Ma'olunga	3	1	-	1	5
2	Tafa'aki Fakalao, Tu'utu'uni Ngāue moe Ngaahi Fakatotolo	3	-	-	-	3
3	Fakalakalaka Fakaengāue'anga	3	-	-	-	3
4	Fakalakalaka 'o e Fakahoko Fatongia	4	-	-	1	5
5	Tokangaekina 'o e kau ngāue	6	-	-	1	7
6	Siofi Fakalukufua	4	-	-	1	5
7	Vāhenga	4	-	-	1	5
8	Ngāue Faka'ofisi	14	-	1	2	17
	Fakakātoa	41	1	1	7	50

FAKATĀTĀ 2: FAKA-KALAKALASI 'OE KAU NGĀUE'





3.1.1 Ma'u Vāhenga Mālōlō Mei He Ngāue

'I he hokosia hono ta'u onongofulu', na'e poaki mālōlō ai pē mei he ngāue 'a e 'Ofisa Pule Ngāue mālōlō 'a e Komisoni', ko Dr. Lia Maka 'i he 'aho 12 'o Sepitema 2022. Ko e mālōlō 'eni 'a Toketā Lia Maka' hili 'ene fua fatongia talu mei hono fokotu'u ia ki he lakanga ni 'i Ma'asi 2016. Na'e lolotonga fakahoko fatongia 'a Dr. Maka 'i hono teemi hono ua' (2) ki mu'a pea ne fakahū 'ene tohi kole mālōlō kimu'a 'i he kakato 'o 'ene aleapau ngāue na'e 'amanaki ki he 'aho 16 'o Ma'asi 2024.

Na'e monu'ia 'aupito 'a e kau ngāue', 'i he'enau ako 'a e me'a lahi mei he ngāue fakataha pea mo Dr. Lia Maka' pea 'oku 'ikai ke mau ma'u ha lea fe'unga ke fakamalo'ia'i 'aki 'a e tokoni kotoa mo e fakatupulekina fakaengāue ki he memipa kotoa 'o e 'Ofisi Komisoni Ngāue Fakapule'anga' 'i he ta'u ko ia 'e ono (6) ko eni kuo maluu atu'. Ko e ngaahi 'ilo fo'ou mo e ngāue mateaki na'a ne ului mai 'i he'ene fakahoko fatongia', 'oku hounga 'aupito. Fakamālō atu ki hono takiekina kimautolu ke mau feinga he 'aho kotoa **"ke hoko 'a e lelei taha' ko e ma'ulalo taha ia 'i he fakahoko fatongia 'a e 'Ofisi 'o e Komisoni'"**. Talamonu atu ki ho'o mālōlō mei he ngāue'.

3.1.2 Fokotu'u Fo'ou

Na'e fe'unga mo e toko valu (8) na'e fokotu'u fo'ou ki he 'Ofisi Komisoni Ngāue Fakapule'anga' 'i he ta'u ko 'eni'.

TĒPILE 6: FOKOTU'U FO'OU KI HE 'OFISI 'O E KOMISONI

Hingoa	Lakanga	'Aho Kamata
1. Simone Akoteu	Tokoni 'Akauniteni	23 'Aokosi 2022
2. Hephzibah Hakeai	Tokoni 'Akauniteni	14 Ma'asi 2023
3. Matangi Tu'iono	'Akauniteni	14 Ma'asi 2023
4. 'Akesa 'Ahokava	'Ofisa Tokangaekina e Kau Ngāue	27 Ma'asi 2023
5. Fua Holani	'Ofisa Tokangaekina e Kau Ngāue Ma'olunga	3 'Epeleli 2023
6. Florence Eke	Tokoni 'Ofisa Lekooti Pule	3 'Epeleli 2023
7. Sosaia Manakofua		
8. Soane Kisina		9 Mē 2023

3.1.3 Hiki Hake 'I He 'Ofisi 'o e Komisoni'

Ko e kau ngāue 'e toko tolu (3) ne nau ma'u faingamalie ke nau hiki hake ki he ngaahi lakanga ma'olunga anga 'i he 'Ofisi' 'i he ta'u ko eni 'o tatau pē mo e ta'u fakapa'anga kuo 'osi'.

TĒPILE 7: HIKI HAKE 'I HE 'OFISI 'O E KOMISONI

Hingoa/ Lakanga Lolotonga	Lakanga Hiki Hake Ki ai /Va'a	'Aho Kamata
1. 'Asupa Latu (Tokoni Sekelitali)	'Ofisa Tokangaekina Kau Ngāue Ma'olunga (Vāhenga)	05 Siulai 2022
2. 'Ilisapesi Veikune (Tokoni Sekelitali)	'Ofisa Tokangaekina Kau Ngāue Ma'olunga (Fakalalakala 'o e Fakahoko Fatongia)	04 'Okatopa 2022
3. Suliana Wolfgramm ('Ofisa Tokangaekina Kau Ngāue Ma'olunga)	'Ofisa Tokangaekina Kau Ngāue Pule (Siofi Fakalukufua)	21 Ma'asi 2023

3.1.4 Hiki Hake ki he Lakanga Ma'olunga 'i he Potungāue Kehe

Ko e ongo ‘ofisa ‘e toko ua (2) na’a na ma’u faingamālie ke na hiki ki he ongo potungāue kehe ki ha lakanga mau’olunga ange;

TĒPILE 8: HIKI KI HE LAKANGA MAU’OLUNGA ANGE ‘I HE POTUNGĀUE KEHE

Hingoa/ Lakanga Lolotonga	Lakanga Hiki Hake Ki ai /Tafa’aki	Potungāue Hiki Ki ai	‘Aho Kamata
1. Salome Foliaki ‘Akauola, Tokoni Sekelitali Pule, Potunga Ngaahi Ngāue Lalahi	Pule Ngāue Ki He Kau Ngāue Ma’olunga	‘Ofisi ‘o e Komisoni’	14 Siulai 2022
2. Lolohea Tu’uhetoka, Tokoni Sekelitali Ma’olunga, ‘Ofisi ‘o e Komisoni’	Tokoni Sekelitali Pule	‘Ofisi ‘o e Palemia	11 ‘Epeleli 2023

3.1.5 Fakafisi mei he ngāue

Ko e toko fā (4) na’a nau fakafisi mei he ngāue’ ki mu’a he ‘aho 30 Sune 2023 ‘a ia ‘oku hā atu ‘i lalo;

TĒPILE 9: FAKAFISI MEI HE NGĀUE

Hingoa	‘UHINGA ‘O E FAKAFISI	‘Aho Kamata
1. Kato’one Fa’aoa	Faingamalie Ngāue Toli Fua’i’akau	18 Siulai 2022
2. Jamie Sa	Faingamalie Ngāue Kautaha ‘Uhila ‘a Tonga	08 Novema 2022
3. Moleni Ika	‘UHINGA Fakaefamili	16 Novema 2022
4. Christopher Tangataevaha	Kumi Faingamalie Fonua Muli	08 Ma’asi 2023

3.1.6 Kapusi /Fakamālolo’i

Ko e toko tolu (3) na’e kapusi/fakamālolo’i ‘enau fakahoko fatongia’ ki mu’a he ‘aho 30 Sune 2023 ‘a ia ‘oku haa atu ‘i lalo;

TĒPILE 10: KAPUSI / FAKAMĀLOLOO’I MEI HE ‘OFISI KOMISONI

Hingoa	UHINGA	‘Aho Kamata
1. Anitoneti Nofo’akifolau	Tō nounou ‘o e taimi ne fakahoko ‘ene fakafisi	25 ‘Okatopa 2022
2. Mele Lute Hingano	Maumau’i e tu’utu’uni ngāue mamafa	15 Tisema 2022
3. Simone Akoteu	Mama’o mei he ngāue ta’e ma’u ha ngofua lolotonga ‘oku te’eki ke fakapapau’i hono fokotu’u ki he ngāue’	31 Sanuali 2023

3.1.7 Folau Ki Muli

Na’e ma’u ‘e he ‘Ofisi ‘o e Komisoni’ ha ngaahi faingamalie ke folau atu ai ha kau ngāue mei he ‘ofisi’ ki he ngaahi ako moe teuteu’i kinautolu ‘i he ngaahi ‘ēlia felave’i tonu moe ngaahi tefito’i fatongia ‘o e ‘Ofisi’ ‘o hange ko ia ‘oku haa atu ‘i lalo:

TĒPILE 11: NGAahi FOLAU KI MULI

Hingoa	Fonua Muli	Hingoa ‘O e Ako	Fakapa’anga
1. Victorina Kioa	Singapoa	‘Ilo Fo’ou ‘i he Ngāue Pule	Vahevahe: Totongi pule’anga Tonga e tikite folau
2. Fusi Nolini Vaka’uta	Singapoa	Ngāue Faka Taki moe Pule’i ‘o e Pule’anga	Vahevahe: Totongi pule’anga Tonga e tikite folau

		Palani 'o e Kau Ngāue	Totongi Kotoa 'Aositelelia
3. Lisimeili Loloa	Fisi		Totongi Kotoa 'Aositelelia
4. Ronny Fono			Totongi Kotoa 'Aositelelia
5. Siale Jr. 'Akau'ola			Totongi Kotoa 'Aositelelia
6. 'Elisapeta Lemoto Fa'au	Nu'u Sila	Ako Ngāue – Manaki	Totongi Kotoa Nu'u Sila
	'Aositelelia	Konifelenisi Ki Hono Tau'i e Faihala	Totongi Kotoa 'Aositelelia

3.1.8 Folau Fakaloto fonua

'I he Kuata 2 moe Kuata 3', na'e folau atu ai kau ngāue mei he 'Ofisi 'o e Komisoni' ki he ngaahi motu' 'o fakahoko e polokalama "Talatalanoa" moe kau ngāue 'i he ngaahi motu' 'i he taumu'a;

- Vahevahe ngaahi liliu ki he Tu'utu'uni Ngāue
- Tali ki he ngaahi fehu'i moe ngaahi palopalema
- Fakahoko ngaahi ako (Fakataukei 'o e kau ngāue fo'ou)

TĒPILE 12: FOLAU FAKALOTOFONUA 'OFISI E KOMISONI'

Vava'u	Ha'apai	'Eua
'A'ahi 1		
25 Siulai – 29 Siulai 2022	8 'Aokosi – 12 'Aokosi 2022	8 'Aokosi – 11 'Aokosi 2022
1. Victorina Kioa	1. Dr. Lia Maka	1. Keni Tu'uhetoka
2. Taniela Makisi	2. Ronny Fono	2. Ronny Fono
3. Sulieti Fakakovikaetau	3. 'Asupa Latu	3. Sulieti Fakakovikaetau
4. Lolohea Tu'uhetoka	4. Mona Taumoefolau	4. Jamie Sa
5. Ronny Fono	5. Neliane Afu	
	6. 'Ilisapesi Veikune	
	7. Nolini Vaka'uta	
'A'ahi 2		
27 Fepueli - 3 Ma'asi 2023	6 Ma'asi – 10 Ma'asi 2023	28 Fepueli – 4 Ma'asi 2023
1. Keni Tu'uhetoka	1. Moa Fonua	1. Ronny Fono
2. Elisapeta Fa'au	2. Mona Taumoefolau	2. Neliane Afu
3. 'Ilisapesi Veikune	3. Vaea 'Akau'ola	3. 'Asupa Latu
4. Malia Tonga		
5. 'Ana Tautua'a		

3.1.9 Ma'u Ngāue

TĒPILE 13: MA'U NGĀUE 'OFISI KOMISONI FAKA KUATA

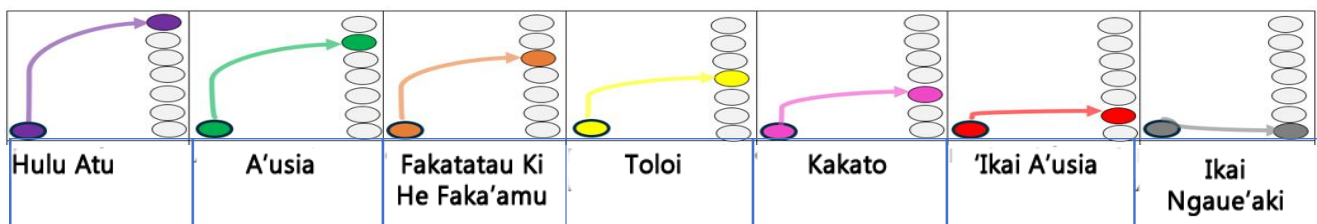
Ma'u Ngāue	Ma'u e Taimi %	Tomui %	Livi Mei He Ngāue %
Kuata 1	77%	23%	27%
Kuata 2	82%	18%	30%
Kuata 3	79%	21%	25%
Kuata 4	75%	25%	23%

4. FAKAHOKO FATONGIA ‘A E ‘OFISI ‘O E KOMISONI’ FAKA POLOKALAMA SI’I (Ola – Si’i)

Koe fakahoko fatongia ‘a e ‘Ofisi ‘oe Komisoni’ ‘oku fakamatala’i ‘i he hokohoko ko eni’:

- Koe tokoni ‘a e Komisoni’ ki he Taumu’a Ngāue Fakalukufua ‘a e Pule’anga’ (Palani Fakalalakala Fakafonua Hono II ‘a Tonga 2015 – 2025, Halafononga Samoa, Ngaahi Taumu’a Langa Fakalalakala Tu’uloa).
- Fakahoko Fatongia fakatatau ki he Palani Ngāue Faka Ta’u 2022/2023.

Ko e fakamaaka’ na’e makatu’unga ia mei hono faka’avalisi’i ‘a e ngaahi tu’unga a’usia ‘o e ngaahi taketi/taumu’a ola ‘i he ta’u’, ‘aki ‘a e ngaahi polokalama si’i (ngaahi va’a) ‘o ngāue ‘aki takitaha pē ‘e he va’a ‘a e ngaahi me’afua ‘i lalo’. ‘Oku toe ‘oatu foki mo e ‘analaiso ‘a e ola ‘o e fakahoko fatongia ‘o e Komisoni’;



FAKATĀTĀ 3: KALAFI FAKAMATALA ‘OE ME’AFUA’ MO HONO OLA

4.1 Tokoni ‘a e ‘Ofisi ‘o e Komisoni’ ki he Ngaahi Taumu’a Fakalukufua ‘a e Pule’anga’

4.1.1 Tokoni Ki He Ngaahi Taumu’a Langa Fakalalakala Tu’uloa mo e Palani Fakalalakala Fakafonua Hono II ‘a Tonga

‘Oku tokoni hangatonu e Komisoni ki he ngaahi Taumu’a Langa Fakalalakala Tu’uloa mo e Halafononga Samoa ‘i he taumu’a ‘e ua – Taumu’a Langa Fakalalakala Tu ‘uloa 5 pea mo e 16.

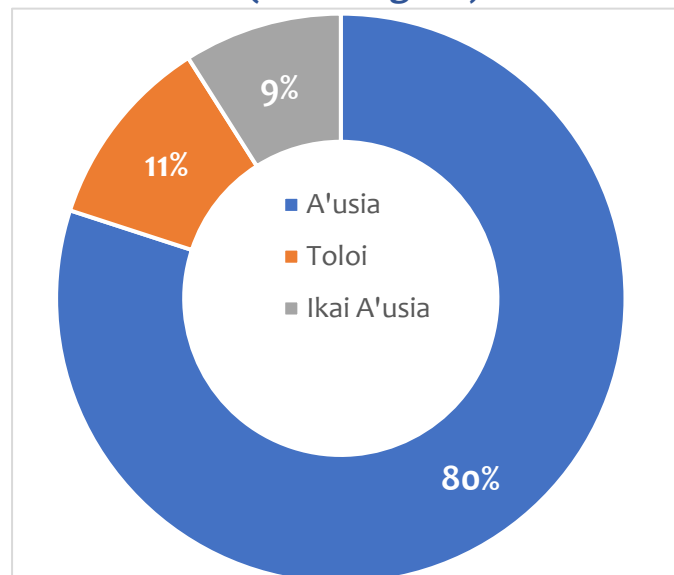
TĒPILE 14: TOKONI ‘A E ‘OFISI ‘O E KOMISONI’ KI HE NGAHI TAUMU’A LANGA FAKALAKALAKA TU’ULO MO E HALAFONONGA SAMOA

Ngaahi Taumu’a Langa Fakalalakala Tu’uloa	Halafononga SAMOA	Taketi	Ngaahi Me’afua	A’usia
Taumu’a 4 Ako lelei	S4 Ako S5 Langa e malava ke fakahoko e fatongia	Ngaahi Taumu’a Langa Fakalalakala 4b (Ngaahi Sikolasipi)	4.b.1 Lahi e ngaahi tokoni ki he ngaahi sikolasipi pea mo e fa’ahinga/kalasi ‘o e ako	Ivi Ngāue ‘o e Ngāue Fakapule’anga Taumu’a Ola 2 – Fakatupulekina e ivi ngāue. Koe ‘analaiso e ngaai fiema’u ako ngāue fakata’u ke ngāue’aki ki hono vahevahe ngaahi sikolasipi. Ako ma’ae kau Taki Ma’olunga ‘i he Taleniti mo e Taki Lelei (Ako ma’ae kau ‘Ofisa Pule Ngāue/Tokoni ‘Ofisa Pule Ngāue, polokalama teuteu’i ‘o e Taki lelei, ngaahi ako kehekehe (Ako ki he ‘uluaki tokoni etc).

Taumu’a 5 Vahevahe tatau ki he kakai tangata mo e fefine, pea fakaivia e kakai fefine mo e fānau fefine	S6 Vahevahe tatau pea moe fakatupulekina e kakai fefine	Ngaahi Taumu’a Langa Fakalakalaka Taketi 5.1 Fakangata e ngaahi fakaehaua ki he kakai mo e fānau fefine kotoa	Faka’ilonga Pe ‘oku ‘i ai ha ngaahi pa’anga ke hakeaki’i, fakamalo’ia mo muimui’i e tu’unga tatau ‘o fafine mo e ngaahi fakaehaua kiate kinautolu.	Vakai ki he Polokalama Si’i 1, 4 – Tu’utu’uni Ngāue Ki He Fakakina Fakalielia (Ngaahi ako ki he Fakakina Fakalielia, ‘ilo ki he ngaahi tu’utu’uni ngāue, tokangaekina e ngaahi ngāue ki he ‘u keisi; Ngaahi fakamatala.
		Ngaahi Taumu’a Langa Fakalakalaka Taketi 5.5 Fakapapau’i ‘a e kau kakato ‘a e kakai fefine mo ma’u faingamalie tatau ‘i he ngāue faka taki mo e tu’unga faitu’utu’uni kotoa (Fakapolitikale, ‘ekonōmika mo e mo’ui fakakātoa pē)	Faka’ilonga 5.5.2 Tokolahi e kakai fefine ‘i he ngaahi lakanga taki.	Vakai ki he Taumu’a Ola 1, 4, Lipooti ‘i he 5.5.2, ki he Levolo ‘Ofisa Tokoni Pule Ngāue ‘i he Ngāue Fakapule’anga. Fefine: Tangata (Tepile I & II) Levolo ‘Ofisa Pule Ngāue ko e 19:81% Levolo ‘Ofisa Tokoni Pule Ngāue 56%:44% (Tepile I) 20%:80% (Tepile I)
Taumu’a 16 Faka’ai’ai ha ngaahi sosaieti melino mo kau katoa ki he langa fakalakalaka ‘oku matauhi, ma’u faingamālie kotoa ki he fakamaau totonu pea langa ha ngaahi ako’anga/me’angāue ‘oku ‘aonga, tali ui, mo kau katoa ‘i he levolo kotoa.	S7 Faka’ai’ai ha sosaieti melino mo malu S8 Ngaahi Fakamatala moe Sitetisitika	Ngaahi Taumu’a Langa Fakalakalaka Taketi 16.6 Fa’u ha ngaahi ako’anga/me’angāue ‘oku ‘aonga mo ‘ata kitu’a pea tali ui ki ai ‘i he levolo kotoa	Faka’ilonga 16.6.2 Tokolahi ‘o e fonua ‘oku nau fiamālie ki he ‘enau fetaulaki fakamuimuitaha mo e sēvesi ‘a e ngāue fakapule’anga	Vakai ki he Taumu’a Ola 5 ‘i he ngaahi savea na’e fakahoko’.
	S8 Ngaahi Fakamatala moe Sitetisitika	Ngaahi Taumu’a Langa Fakalakalaka Taketi 16.7 Fakapapau’i ‘oku kau katoa, mo lava ‘o fakafofonga’i ‘a e ngaahi fai tu’utu’uni ‘i he lēvolo kotoa pē	Me’afua 16.7.1 Fakahoa ko ia ‘o e tokolahi ‘i he ngaahi tu’unga takitaha (tangata pe fefine, fakata’u, tukunga mo’uilelei, fakaTepile) ‘i he ngāue fakapule’anga, fakahoa ki he tufa fakafonua.	Vakai ki he Taumu’a 1, Taumu’a Ola 5 hange ko ia ‘i ‘olunga Koe tauhi’anga lekooti lesisita ‘a e Ngāue Fakapule’anga ‘oku fakaikiiki fakatatau ki he Fefine mo e tangata – fokotu’u pea tali ‘e he Kapineti ‘i Sune 2021 pea ‘oku liliu ma’u pe fakatatau ki he ngaahi me’a ‘oku hoko.

Fakatokanga'i Ange: Ko e taha e ngaahi maka maile mahu'inga (faka'ataa mai e ngaahi tokoni pa'anga ki hono mapule'i 'a e vāhenga) ko hono siofi 'a e fakahoko 'o e Ngaahi Tu'utu'uni Ngāue Ki He Ngāue Tu'ataimi. Koe Lesisita 'o e Ngaahi Lakanga', Ko hono vakai'i 'o e fiema'u lakanga vivili' pea mo hono talanoa'i 'o e ngaahi tu'utu'uni ngāue 'oku kaungā tonu mo e kau ngāue, 'o kau ai 'a e Fakakina Fakalielia, Takiekina Ki Hono Ngāue'aki 'o e Mitia Fakasosiale moe tu'u tau'ataina mei he ngaahi me'a fakapolitikale na'a nau tokoni lahi kotoa ki hono fakalele 'a e Ngāue Fakapule'anga mo taliaui ki hono ngaahi kupu fekau'aki.

4.2 Koe Ngaahi Ngāue Kuo Lava ‘e he ‘Ofisi ‘oe Komisoni’ Fakatatau Ki he Ngaahi Fiema’u Faka Ta’u Tolu (Palani Ngāue)



FAKATĀTĀ 4: OLA ‘O E NGAABI ME‘AFUA ‘OE PALANI NGAUE (CP) ‘I HE ‘AHO 30 SUNE 2023.

Ko e Palani Ngāue 2022/23 ki he 2025/26 ‘oku ne fakahoko mai ha ngaahi fatongia mei he ngaahi palani ngāue ‘o e ta’u ki mu’a. ‘Oku kau heni ‘a e Fakakalakalasi ‘o e Ngaahi Lakanga, fakafa’ahinga e ngaahi ngāue fakatatau ki ho nau ngaahi tala fatongia mo e mape’i ‘o e ngaahi pōto’i ngāue ‘aia ‘oku ‘i he peseti ‘e fitungofulu (70%) kuo ‘osi fakakakato’. Ko hono ‘unuaki’i fakakongokonga ‘a e ngāue ki hono tokangaekina ‘o e kau ngāue’ na’e ‘ikai ke kakato makatu’unga pē mei he nounou faka kaungāue ‘o kau ai ‘a e ‘ikai ha tokoni ‘ofisa pule ngāue ‘i he va’a ko ‘eni’. Ko hono mapule’i ‘o e vāhenga ‘o e ngāue fakapule’anga’ na’e faingofua ange ‘i hono fakahū mai ‘a e polokalama fakakomipiuta (TimeTrex) ke ngāue’aki ko ha tauhi’anga lekooti faka ‘initaneti. Ko e tu’utu’uni ngāue ki he Ngāue Kakā ‘oku kei fakatatali ke fakapaasi ‘e he Kapineti; ko hono siofi

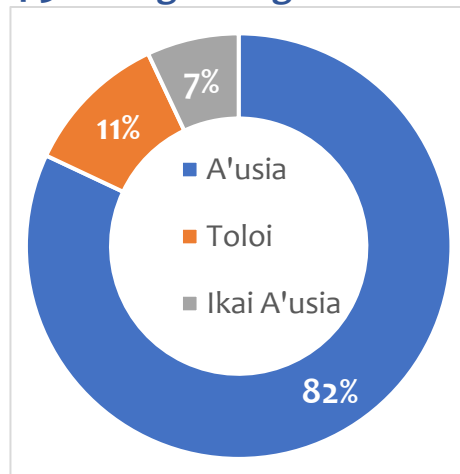
‘o e tu’utu’uni ngāue ki he ngāue tu’ataimi’ ‘o fakatatau ki he tu’utu’uni ngāue’; fakaivia e kau ngāue’ ‘o fakatefito he ngaahi taleniti’ mo e ngāue faka taki’ pea mo hono langa hake fakalukufua ‘a e tu’unga fakangāue ‘o e kau ngāue fakapule’anga’.

Na’e fe’unga fakakātoa mo e ngaahi me’afua levolo ma’olunga ‘e nimangofulu-mā-ono (56) na’e tali ke fakahoko ‘i he ta’u fakapa’anga 2022/2023. Koe ngaahi a’usia ‘a e ngaahi va’a ‘oku haa atu ‘i lalo;

TĒPILE 15: KONGOKONGA LALAHĪ E OLA ‘O E PALANI FAKALUKUFUA MO E SIOFI MO FUA E FAKAHOKO FATONGIA ‘A E KOMISONI’ KI HE TA’U FAKAPA’ANGA 2022/23

OLA FAKAPESETI ‘O E FAKAHOKO FATONGIA ‘A E KOMISONI’ FAKATATAU KI HE NGAABI ME‘AFUA MA‘OLUNGA ‘I HE PALANI FAKATA‘U TOLU’ - TA‘U 2022-23							
Siofi 'Aki 'Ae Lanu Maama Hala		Ngaahi Ngāue	A'usia	Lele Lelei	Toloi	'Ikai A'usia	NA
1	Tataki mo e Tokangaekina Kau Fakahoko Ngāue Ma’olunga	37	84%		11%	5%	
2	Va’a Fakalao, Tu’utu’uni Ngāue moe Ngaahi Fakatotolo	35	97%			3%	
3	Fakalakalaka Fakaēngāue’anga	13	77%		15%	8%	
4	Siofi Fakalukufua	17	47%		35%	18%	
5	Tokangaekina ‘o e kau ngāue	10	60%		30%	10%	
6	Vāhenga	15	87%		13%		
7	Fakalakalaka ‘o e Fakahoko Fatongia	16	88%		6%	6%	
8	Ngāue Faka ‘ofisi	20	90%			10%	
Katoa # Me’afua		163	82%	0%	11%	7%	0%

4.3 Koe ngaahi ngāue ‘a e Komisoni’ ki hono fakakakato ‘a e Palani Ngāue Fakata’u



2022/2023

Na'e fengāue'aki fakataha 'a e ngaahi polokalama si'i 'e valu (8) 'a e 'Ofisi 'o e Komisoni' ki hono a'usia 'o e ngaahi taumu'a ngāue 'i he vaha'a taimi ko 'eni'. Na'e fe'unga mo e peseti 'e valungofulu-mā-ua (82%) fakakātoa 'o e ngaahi me'afua ngāue 'e teau-onongofulu-mā-tolu (163) na'e a'usia', peseti 'e hongofulu-mā-taha (11%) na'e toloi, pea ko e peseti 'e fitu (7%) na'e 'ikai a'usia.

Ko hono vahevahe iiki 'o e ngaahi ngāue 'e teau-onongofulu-mā-tolu (163) mei he Palani Ngāue Fakata'U 'oku 'oatu ia 'i he tepile 'i lalo' mei he ngaahi va'a ngāue kotoa pē;

FAKATĀTĀ 5: OLA 'OE PALANI NGĀUE FAKATA'U 'I HE 'AHO 30 SUNE 2023.

TĒPILE 16: KO E OLA FAKALUKUFUA 'O E NGĀUE 'A E KOMISONI' FAKATATAU KI HE PALANI FAKATA'U 'O E TA'U FAKAPA'ANGA 2022/23.

OLA (FAKAPESITI) 'O E FAKAHOKO FATONGAIA 'A E KOMISONI' FAKATATAU KI HE NGAHI ME'AFUA MA'OLUNGA 'I HE PALANI FAKATA'U TOLU' TA'U 2022-23						
Siofi 'Aki 'Ae Lanu Maama Hala	Ngaahi Ngāue	A'usia	Lele Lelei	Toloi	'Ikai A'usia	NA
1 Tataki mo e Tokangaekina Kau Fakahoko Ngāue Ma'olunga	37	84%		11%	5%	
2 Va'a Fakalao, Tu'utu'uni Ngāue moe Ngaahi Fakatotolo	35	97%			3%	
3 Fakalakalaka Fakaēngāue'anga	13	77%		15%	8%	
4 Siofi Fakalukufua	17	47%		35%	18%	
5 Tokangaekina 'o e kau ngāue	10	60%		30%	10%	
6 Vāhenga	15	87%		13%		
7 Fakalakalaka 'o e Fakahoko Fatongia	16	88%		6%	6%	
8 Ngāue Faka 'ofisi	20	90%			10%	
Koe fakakātoa 'o e ngāhi me'afua ngāue':	163	82%	0%	11%	7%	0%

TĒPILE 17: KOE OLA 'O E FAKAHOKO FATONGIA 'A E KAU NGĀUE 'A E 'OFISI 'OE KOMISONI' KI HE TA'U FAKAPA'ANGA 2022/23

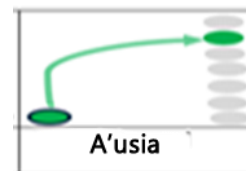
'Ofisi 'o e Komisoni	Lalo He 3 (1 ki he 1.99)	Lalo He 3 (2 ki he 2.9)	Maaka 3 (3 ki he 3.4)	Maaka 4 (3.5 ki he 4.4)	Maaka 5 (4.5 ki he 5)	KATOAA
2016/17 Ola Faka 'osi	0(0%)	1 (5%)	15 (68%)	6 (27%)	0 (0%)	22
2017/18 Ola Faka 'osi	0(0%)	0 (0%)	20 (65%)	10 (32%)	1 (3%)	31
2018/19 Ola Faka 'osi	0(0%)	2 (5%)	16 (42%)	19 (50%)	1 (3%)	38
2019/20 Ola Faka 'osi	0(0%)	1 (3%)	9 (23%)	27 (71%)	1 (3%)	38
2020/21 Ola Faka 'osi	0(0%)	2(6%)	13(36%)	21(58%)	0(0%)	36
2021/22 Ola Faka 'osi	0 (0%)	0 (0%)	19 (63%)	10 (33%)	1 (3%)	30

4.4 Ko ha Fakamatala nounou 'o e Ngaahi Ngāue 'a e Komisoni' Na'e Lava 'o Fakatatau Ki He Ngaahi Ola 'oe Tefito'i Taumu'a 'o e ngaahi Polokalama Si'i

'Oku fakamatala'i eni fakatatau ki he ngāhi polokalama si'i 'e 8 'a e 'Ofisi'.

Polokalama 1: Founa Tataki mo e Pule'i Fakaengāue'anga

Faitu'utu'uni mo e sevesi ngāue 'oku hōhoamālie, 'ikai filifilimanako pea 'aonga ki he Komisoni Ngāue Fakapule'anga', Palemia', Kapineti' pea mo e kau ngāue 'a e Komisoni'.



Polokalama 1 'oku ne tokanga'i 'a e ngāue tefito 'e ua.

- Ko e **Va'a Tokoni ki he Komisoni** 'oku ne tokangaekina 'a e ngaahi fatongia felāve'i mo e Komisoni' pea mo e ngāue 'a e 'Ofisa Pule Ngāue'. Ko e va'a ko 'eni' 'oku ngāue vāofi pea mo e Va'a Tokangaekina 'o e Kau Ngāue ka e pehē ki he Va'a ki he fale'i mo e ngaahi ngāue fakalao 'i he ngaahi ngāue fakasekelitali 'o hangē ko e hiki e ngaahi miniti fakataha', lekooti e ngāahi fakamatala ka e pehē ki he ngaahi fiema'u makehe 'a e Komisoni'.
- Ko e ngaahi sēvesi ngāue mo e tokoni fakasekelitali ki he fiema'u mei he **'Ofisi 'o e Pule Ngāue ki he Komisoni**.

SO 1.1 Ngaahi fatongia mo e sēvesi ngāue 'oe Komisoni' – Faitu'utu'uni 'oku hōhoamālie, ta'efilifili mānako pea 'aonga

- Tali 'a e fakalōlōa ta'u 'e taha ki he aleapau ngāue 'a e Sea 'o e Komisoni' mei he 'Ofisi 'o e Palēmia', pea tali 'e he Kapineti' 'o kamata lau mei he 'aho 02 Ma 'asi 2023 ki he 'aho 04 Ma'asi 2024.
- Koe fakataha Komisoni fakakātoa 'e teau-tolungofulu-mā-fā (134) na'e fakahoko 'i he ta'u fakapa'anga 2022/23 pea ko hono fakaikiiki 'oku 'asi atu ia 'i lalo.

Natula 'o e Ngaahi Fakataha Komisoni':					
Mahina:	Kau Ngāue	Tu'utu'uni ngāue / Felāve'i mo e kau 'Ofisa Pule Ngāue	Komisoni Makehe	Tufa pē	FAKAKATO
1 Siulai 2022	2	3	2	-	7
1 'Aokosi 2022	3	3	5	2	13
1 Sepitema 2022	4	3	1	-	8
1 'Okatopa 2022	4	4	8	-	16
1 Novema 2022	5	6	6	-	17
1 Tisema 2022	3	3	6	-	12
1 Sanuali 2023	3	1	1	-	5
1 Fepueli 2023	4	1	1	-	6
1 Ma'asi 2023	4	6	2	-	12
1 'Epeleli 2023	4	4	5	-	13
1 Mē 2023	5	4	3	-	12
1 Sune 2023	4	4	5	-	13
Fakakatoa	45	42	45	2	134

TĒPILE 18: NGAHI FAKATAHA KOMISONI KI HE TA'U FAKAPA'ANGA 2022/2023

SO 1.2 Ngaahi fale'i ta'efilifili manako mo hōhoamālie ki he Palemia' mo e Kapineti'

- Fakapaasi mo tali 'a hono fakahū e pepa fakataha felave'i mo hono fakangāue'i 'o e Kau 'Ofisa Pule Ngāue 'e toko ono (6) mo hono aleapau ngāue.

SO 1.3 Fakangāue'i mo e vakai ki he Fakahoko Fatongia 'a e kau 'Ofisa Pule Ngāue

- Na'e fetaulaki 'a e Komisoni' mo e ta'u ngāue faingata'a 'i he Pule'anga' makatu'unga eni 'i he malōlō atu e Kau 'Ofisa Pule Ngāue 'e hiva (9) mei he ngāue fakapule'anga'. Ko 'enau mālōlō atu

eni mei he ngāue fakapule‘anga’ tu‘unga ‘i he ‘osi ‘ae taimi ‘enau aleapau ngāue’ ka e pehē ki he ngaahi ‘uhinga taautaha pē.

- Na’e katama foki ‘a e ouau fakamo‘oni aleapau pea mo e kau ‘Ofisa Pule Ngāue fo‘ou’ ‘i Sanuali 2023. Koe fokotu‘utu‘u lelei ‘aupito ‘eni, pea na’e talitali lelei ‘e he ‘Eiki Palēmia’ pea mo e Hou‘eiki Kapineti’, pehē ki he Komisoni’ pea tautautefito ki he ‘Ofisa Pule Ngāue fo‘ou’ pea mo hono fāmili’. ‘I he ouau ni ‘oku veipā kotoa ai, ‘a e ‘Ofisa Pule Ngāue’, ‘Eiki Minisitā pea pehē ki he Komisoni’ kuo pau ke nau ngāue fakataha, fefaka‘apa‘apa‘aki ka e ola lelei ‘a e teemi ngāue ‘a e ‘Ofisa Pule Ngāue’.

SO 1.3.1 Kau ‘Ofisa Pule Ngāue fo‘ou’ e toko valu (8)

TĒPILE 19: FAKANOFU ‘A E KAU PULE NGĀUE FO‘OU

Hingoa	Lakanga ‘Ofisa Pule Ngāue	‘Aho kamata ngāue
1. Kilisitina Tuaimeī‘api	‘Ofisa Pule Ngāue ki he Pa‘anga	05 ‘Aokosi 2022
2. Michael Cokanasiga	‘Ofisa Pule Ngāue ki he Pa‘anga Hū mai mo e Kasitomu	10 Sanuali 2023
3. Paula Pouvalu Ma‘u	Sekelitali Pule pea mo e Sekelitali ki he Kapineti	27 Sanuali 2023
4. Victorina Afeaki Kioa	‘Ofisa Pule Ngāue ki he Komisoni Ngāue Fakapule‘anga	15 Ma‘asi 2023
5. Sione Fo‘i‘akau Lolohea	Pule Sitetisitika	11 ‘Epeleli 2023
6. ‘Isikeli Ngalu Oko	‘Ofisa Pule Ngāue ki he Ako pea mo e Ako Ngāue	12 ‘Epeleli 2023
7. Viliami Takau	‘Ofisa Pule Ngāue ki he Takimamata	13 ‘Epeleli 2023
8. Dr. Sela Teukisiafo‘ou Moa	‘Ofisa Pule Ngāue ki he Fakamaau‘anga	24 Sune 2023

Fakamatala nounou: Fakanofu ‘o e Pule Ngāue fo‘ou ki he Potungāue Mo‘ui ne toki fakahoko ia ‘i he ta‘u fakapa‘anga 2023/2024

SO 1.3.2 Fakangāue‘i e Kau ‘Ofisa Pule Ngāue motu‘a ki he lakanga mo e teemi fo‘ou ‘i he Aleapau ngāue

Hingoa	Lakanga ‘Ofisa Pule Ngāue	‘Aho kamata ngāue
1. Sione Sisifa	Fakahinohino Lao Pule	07 Nōvema 2022
2. Dr. Fotu Valeli Kuohiko Fisi‘iahi	‘Ofisa Pule Ngāue ki he Ngaahi Ngāue Fakalotofonua	19 Mē 2023
3. Sione Pulotu ‘Akau‘ola	‘Ofisa Pule Ngāue ki he Ngaahi Pisinisi ‘a e Pule‘anga	26 Sune 2023

TEPILE 20: TO E FAKANGĀUE‘I E KAU ‘OFISA PULE NGĀUE MOTU‘A

SO 1.3.3 Kakato e taimi ki he Aleapau ngāue ‘o e Kau ‘Ofisa Pule Ngāue

Hingoa	Lakanga ‘Ofisa Pule Ngāue	‘Aho ne ‘ataa ai e lakanga ‘Ofisa Pule Ngāue
1. Mr. Soane Kelemete Vahe	Pule ngaue malolō ki he Potungaue Tanaki Pa‘anga mo e Kasitomu	10 ‘Aokosi 2022
2. Dr. Tangikina Moimoi Steen	Pule Ngaue malolō ki he Potungaue Ako mo e Ako ngaue	11 Novema 2022
3. Mr. Sione Moala – Mafi	Pule Ngaue malolō ki he Potungaue Takimamata	7 Fepueli 2023

4. Dr. Siale 'Akau'ola	Pule Ngaue malolō ki he Potungaue Mo'ui	16 Mē 2023
5. Mrs. Temaleti Manakovi Pahulu	Pule Ngaue malolō ki he Potungaue Fakamaau'anga	24 Sune 2023

TEPILE 21: TOKOLAHĪ E KAU PULE NGĀUE NE KAKATO 'ENAU ALEAPAU NGĀUE LOLOTONGA E TA'U FAKAPA'ANGA 2022/2023

SO 1.3.4 Mālōlō ki mu'a 'i he taimi ne ngata ai 'a e Aleapau ngāue'.

Hingoa	Lakanga 'Ofisa Pule Ngāue	'Aho na'e 'osī ai 'a e 'Ofisa Pule Ngāue
1. Dr. Viliami Konifelenisi Fifita	Pule Sītētisitika mālōlō	15 'Aokosi 2022
2. Edgar Cocker	Sekelitali Pule mo e Sekelitali ki Kapineti mālōlō	05 Sepitema 2022
3. Dr. Lia Maka	Pule Ngāue mālōlō ki he Komisoni Ngāue Fakapule'anga	12 Sepitema 2022
4. Rosamond Bing	Pule Ngāue mālōlō ki he Kelekele, Savea pea mo e Ngaahi Koloa Fakaenatula	21 Nōvema 2022

TĒPILE 22: TOKOLAHĪ E KAU PULE NGĀUE NE NAU MALOLŌ ATU PE PENISONI MEI HE LAKANGA

SO 1.3.5 Ngaahi fakataha 'a e kau 'Ofisa Pule Ngāue'

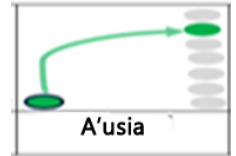
- Na'e malava ke fakahoko e ngaahi fakataha 'a e kau 'Ofisa Pule Ngāue' 'e fā (4) lolotonga 'a e ta'u fakapa'anga'.

SO 1.4 Siofia pea mo hono ngāue fakapotopoto 'aki 'a e Kau Ngāue pea mo e ngaahi naunau 'a e Komisoni'

- Ko e Lipooti Fakata'u ki he ta'u 2021/2022 na'e tali 'e he Kapineti 'i he 'aho 07 Sepitema 2022 pea fakahū ki he Fale Alea' 'i he 'aho 12 'o Sepitema 2022.
- Ko e Palani Ngāue ki he 2022/2023 na'e fakahū ki he Kapineti 'mo e Fale Alea' 'i 'Epeleli 2023.
- Polokalama ngāue ki hono tokoni'i e Komisoni' mei he tokoni 'o e Ngāue Fakapule'anga 'a Nu'u Sila' na'a ne fakaivia 'a e ngaahi va'a ngāue' ki he Taki ngāue, fakalelei'i 'o e fa'unga fakapotungāue pea mo e 'analaiso 'o e ngaahi fakamatala'.
- Ngaahi ako ngāue mei he polokalama tokoni ki he taki ngāue' pea mo e kulupu 'oku nau tokangaekina e Polokalama ki hono Fakapalanisi 'o e Mafai, ko e poupou ki he kau ngāue 'i he ngaahi lakanga taki ngāue 'i he fengāue'aki pea mo e Ngāue Fakapule'anga 'a 'Aositelelia.
- Kakato 'a e ngāue 'a e Komisoni' ki hono tali e tu'utu'uni ngāue ki he Ngāue Kākā 'i he ngāue fakapule'anga pea na'e fakahū ki he Kapineti' 'i 'Aokosi 2022. 'Oku kei fakaongoongo 'a e Komisoni' ki hono fakapaasi pea mo ha toe ngaahi tu'utu'uni mei he Kapineti'.
- Tali e fakalōlōa 'o e aleapau ngāue 'a Mr. John Fotheringham ki 'Epeleli 2024, ko e mataotao mo e tokotaha fale'i 'i he va'a ki hono tokangaekina 'o e kau ngāue mo e vā fakangāue 'i he malumalu mo e tokoni 'a e poloseki Polokalama Tokoni 'a 'Aositelelia pea mo e Pule'anga 'Aositelelia.

Polokalama 2: Ngāue Fakalao, Tu'utu'uni Ngāue mo e Fakatotolo

Pule'i lelei, fale'i mo e taukave'i 'o e ngāue fakalao 'a e Komisoni', ngaahi ngāue fakatonutonu mo e fakatotolo pea mo e founga ngāue.



'I he ta'u fakapa'anga ko 'eni', na'e fokotu'u 'a e palani ngāue 'e tolu (3) ke ngāue'i, 'a ia ko e;

- Fakalakalaka mo e tokangaekina 'o e Ngaahi Tu'utu'uni Ngāue'
- Ngaahi Lao mo e Ngaahi Tu'utu'uni
- Ngāue Fakalao mo e Fakatotolo

SO 2.1 Fakalakalaka mo e tokangaekina 'o e ngaahi tu'utu'uni ngāue'

SO 2.1.1 Fale'i fakalao mā'olunga mo 'ikai fakapolitikale 'o e tu'utu'uni ngāue ki he Palemia', Komisoni' pea mo e ngaahi Potungāue'.

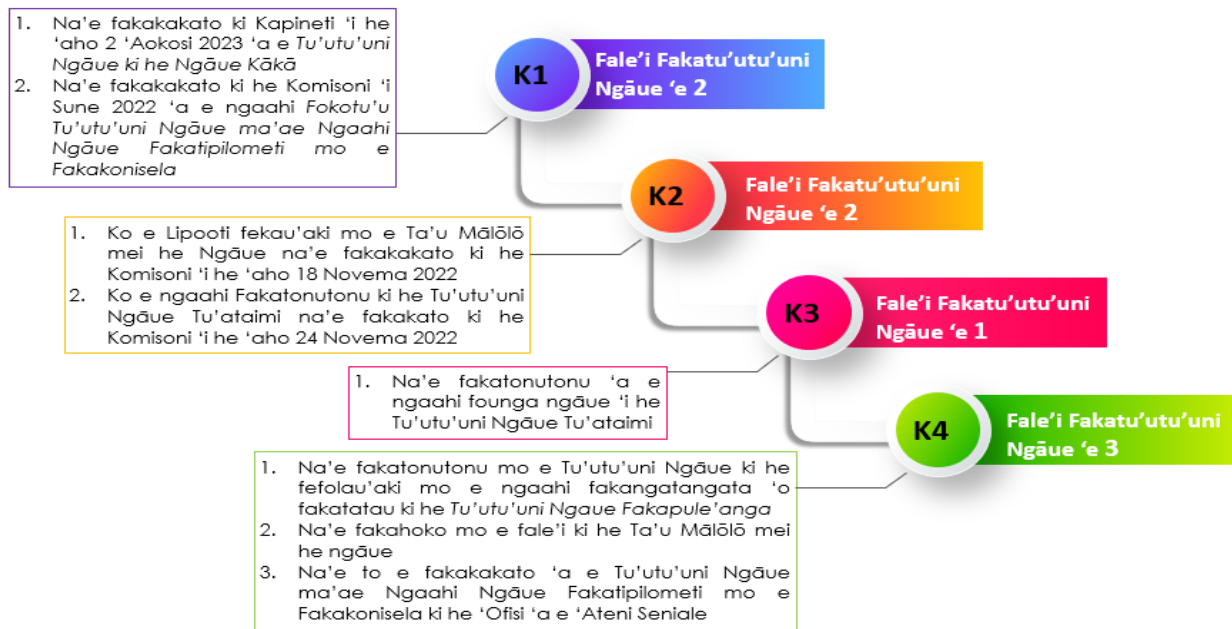
Ngaahi fakamanatu fakatu'utu'uni ngāue	Ngaahi fakamanatu fakatu'utu'uni ngāue	Ngaahi fakamanatu fakatu'utu'uni ngāue	Ngaahi fakamanatu fakatu'utu'uni ngāue
4	4	7	2
- Kau "Ofisa felave'itonu" mo e kau ngāue 'oku Mama'o mei he ngāue 'ikai ma'u ha ngofua/poaki 'i he 'aho 17 Siulai 2022 - Fakatonutonu ki he Mavahe Fakataimi mei he Ngāue Fakapule'anga 'i he 'aho 9 'Aokosi 2022 - Fakahū e kau ngāue 'i he 'aho 17 Sepitema 2022 - Ma'u Kava/faikava 'i he 'aho 23 Sepitema 2022	- Ngāue'aki 'o e me'alele fakapule'anga 'i he 'aho 20 'Okatopa 2022 - Tohi fakaongoongo lelei 'i he 'aho 28 'Okatopa 2022 - Malolo Kilisimasi 'i he 'aho 4 Novema 2022 - Fakaongoongo – Fakafisi mo e Malolo mei he ngāue 'i he 'aho 11 Novema 2022	- Fakatonutonu Ngāue tu'ataimi 'i he 16 Sanuali 2023 - Liliu 'aho 'o e houa ngāue tu'ataimi 'i he 'aho 24 Sanuali 2023 - Fakangofua ki he livi 'i he 'aho 30 Sanuali 2023 - Leva'i 'o e livi (totongi livi) 'i he 'aho 6 Fepueli 2023 - Founga Lāunga 'i he 'aho 15 Fepueli 2023 - Fa'ahinga 'o e livi 'i he 'aho 2 Fepueli 2023	- Mavahe Fakataimi mei he Ngāue Fakapule'anga 'i he 'aho 16 Mē 2023 - Houa ngāue 'i he 'aho Mē 2023
Kuata 1	Kuata 2	Kuata 3	Kuata 4

FAKATĀTĀ 6: NGAHI FAKAMANATU FAKATU'UTU UNI NGĀUE LOLOTONGA E TA'U FAKAPA'ANGA 2022/2023

Fakatokanga'i Ange: Ko e fakamanatu tu'utu'uni ngāue 'e hongofulu-mā-fitu (17) na'e fakakakato mo fakahoko ki he ngaahi potungāue 'o ngāue'aki e imeili, feisipuka mo e uepisaiti 'ae Komisoni'.

SO 2.1.2 Pepa fekau'aki mo e ngaahi me'a fakalao ne fakahū ki he Komisoni' pea na'e tali/fakatokanga'i

Ko e pepa kotoa 'e valu (8) fekau'aki mo e ngaahi me'a fakalao ne fakahū 'e he tafa'aki ngāue ni ki he Komisoni' 'a ia 'oku fakahā atu 'i lalo;



FAKATĀTĀ 7: NGAHI PEPA TU'UTU'UNI NE FAKAHU KI HE KOMISONI

SO 2.1.3 Ngaahi tu'utu'uni ngāue fo'ou mo fakatonutonu na'e Kāsete'i

Ko e Tu'utu'uni Ngāue fekau'aki mo e ngāue tu'ataimi pē na'e lava hono kāsete'i 'i he ta'u fakapa'anga ko 'eni' 'a ia na'e kāsete'i 'i he 'aho 9 Tisema 2022.

SO 2.2 Ngaahi Lao mo e ngaahi tu'utu'uni ngāue

SO 2.2.1 Taimi ki hono to e siofi 'o e ngaahi Lao'

Ko e ngāue ki hono siofi fakalukufua 'a e ngaahi lao'na'e fakakakato 'e he 'Ofisi 'o e 'Ateni Seniale 'i he 2021 pea na'e toe fai hono fakalelei'i 'e he Komisoni' ke fenāpāasi pea mo e Tu'utu'uni Ngāue ki he Kau Ngāue Fakapule'anga' pea pehē foki mo ha ngaahi tu'utu'uni felave'i mo ia.

SO 2.2.2 Faka'ilo atu 'a e ngaahi fakatonutonu ki he Lao' mo e Ngaahi Tu'utu'uni'

Ke tokoni ki hono faka'ilo atu 'a e ngaahi tu'utu'uni ngāue', na'e fokotu'utu'u 'e he va'a ni 'a e ngaahi polokalama ako fekau'aki mo e ngaahi Tu'utu'uni Ngāue fo'ou' mo e ngaahi fakatonutonu' lolotonga e polokalama Talatalanoa ki he ngaahi 'otu motu' (Vava'u, Ha'apai mo 'Eua) 'i 'Aokosi 2022 mo Fepueli 2023.

SO 2.3 Ngāue Fakalao mo e Fakatotolo (Founga tautea, vātamaki/ lotomamahi mo e tangi ki he fakamaau'anga 'o e ngāue fakapule'anga)

Polokalama 2.3 Ngāue Fakalao mo e Fakatotolo

K2

- Keisi Tautea 'e 3 na'e fakakakato, Keisi 'e 11 na'e hoko atu mei he Kuata 1 mo e keisi fo'ou 'e 2
- Fakataha 'e 7 'a e Komiti Fa'u Faka'ilo
- Na' e hoko atu e ngāue ki he keisi Lotomamahi fakaengāue 'e 2 mei he Kuata 1

Q4

- Keisi Tautea 'e 4 na'e fakakakato, Keisi 'e 6 na'e hoko atu mei he Kuata 3
- Fakataha 'e 2 a e Komiti Fa'u Faka'ilo
- Keisi Lotomamahi fakaengāue 'e 2 na'e kakato e Ngāue kiai
- Keisi fo'ou 'e 3 ki he Tangi ki he Fakamaau'anga
- Keisi fo'ou 'e 2 e Fakamaau'anga Lahi

K1

- Keisi Tautea 'e 6 na'e hokohoko mei he Ta'u Fakapa'anga 2021/2022
- Fakataha 'e 5 'a e Komiti Fa'u Faka'ilo
- Keisi Lotomamahi fakaengāue 'e 2

K3

- Na'e kakato e ngāue ki he keisi Tautea 'e 10 pea ko e keisi 'e 4 na'e hoko atu mei he Kuata 2
- Fakataha 'e 3 'a e Komiti Fa'u Faka'ilo
- Na' e to e hoko atu e ngāue ki he keisi Lotomamahi fakaengāue 'e 2 mei he Kuata 1

FAKATĀTĀ 8: TOKOLAHĪ 'O E NGAHI KEISI TAUTEA, VĀTAMAKI/LOTOMAMAHĪ MO E TANGI KI HE FAKAMAAU'ANGA 'O E NGĀUE FAKAPULE'ANGA 'I HE TA'U FAKAPA'ANGA 2022/2023

Fakatokanga'i Ange: Ko e keisi fakakātoa 'e hongofulu-mā-fitu (17) na'e ngāue'i mo fakakakato'. Na'e kau ki heni mo e keisi Vātamaki/Lotomamahi 'e ua (2), keisi Tangi ki he Fakamaau'anga 'e tolu (3) mo e keisi Fakamaau'anga Lahi 'e ua (2) pea na'e toloi mai ki he Ta'u Fakapa'anga fo'ou'.

Polokalama 3: Fakalakalaka Fakakaungāue

Tupulaki 'a e taukei, maheni ngāue, pōto'ingāue moe tu'unga fakaako fe'unga 'i he ngaahi 'elia fakataki pea mo faka-technikale ma'a e kau Ngāue Fakapule'anga'

Ko e va'a ko'eni' 'oku 'i ai 'a e tefito'i polokalama 'e fā (4) na'e fokotu'u ke fakalele ki he ta'u fakapa'anga ko 'eni', 'a ia ko e;

- i. Palani ako 'a e kau ngāue
- ii. Fakamatala fakaikiiki 'o e kau ngāue & 'Analaiso 'o e Ngaahi fiema'u Ako'
- ii. Tu'unga fakataki & Tokanga'i e ngaahi taleniti'
- iii. Tokoni ki he kau ngāue

SO 3.1 Palani Ako ngāue fakata'u

Na'e lava lelei pea na'e kakato hono fakahoko 'a e polokalama ako 'e fāngofulu-mā-fitu (47) ki he kau ngāue fakapule'anga 'i he ta'u fakapa'anga 2022/23. Ko e ngaahi fakamatala 'oku hā atu 'i lalo 'i he tepile;

KOMISONI NGAUE FAKAPULE'ANGA – LIPOOTI FAKATA'U 2022/2023

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TĒPILE 23: NGAHI AKO

Ngaahi Ako	Lahi e ako na'e fakahoko	Fakataumu'a 'o e ako ki he kau ngāue -
Fakataukei 'o e kau ngāue fo'ou mo e ngaahi tu'utu'uni ngāue	6	Kau Neesi, Vava'u, Ha'apai, 'Eua, 2x Tongatapu (kaungāue fo'ou)
Ako ki he ngaahi tu'utu'uni	38	Kau Faiako x7, Vava'u x6, Ha'apai x5, 'Eua x4
Polokalama ako angamaheni a. Malu mei he ngaahi hia faka'initaneti e. Tokanga'i e ngaahi faile f. 'Uluaki tokoni 'o ka hoko ha fakatamaki	1 1 1	Kau ngāue va'a Tekinolosia 'o e Fakamatala mo e Fetu'utaki 'i he pule'anga Timi Faile 'oe Potungaue Sitesitika Kotoa 'o e ngaahi Potungāue
FAKAKĀTOA	47	

SO 3.2 Fakamatala fakaikiiki 'o e kau ngāue & 'Analaiso 'o e Ngaahi fiema'u Faka-Ako

- Lava lelei 'o fakakakato 'a e ngaahi ako na'e fiema'u ke 'analaiso 'a e kau ngāue fakapule'anga pea 'ave ki he polokalama tokoni 'a Nu'u Sila pea mo 'Aositelēlia ke nau tokoni mai kihe ngaahi sikolasipi kihe 2024.
- Kakato hono fa'u 'o e lipooti fakakuata fika 1, 2, 3 pea tufaki ki he ngaahi Potungāue kotoa pea mo e ngaahi fai tu'utu'uni na'e fakahoko.
- Kakato 'a e lipooti fakata'u kihe ta'u 2022 pea fakapaasi 'e he 'Ofisa Pule Ngāue 'o e Komisoni' 'i 'Aokosi 2022.

SO 3.3 Tu'unga Fakataki & Tokanga'i e ngaahi Talēniti

TĒPILE 24: TU'UNGA FAKATAKI & NGAHI TALĒNITI 'I HE KUATA TAKITAHA

KUATA 1	KUATA 2	KUATA 3	KUATA 4
Ongo polokalama ako: - Singapoa "Ngaahi 'ilo fo'ou 'o e founa pule'i" - Langa 'o e ngaahi founa totonu ki ha fonua malohi.	- Fakataha mo e Talekita fakafonua 'a e Ngaahi Polokalama Ako 'i he Fengāue'aki 'a 'Aositelelia mo e Pasifiki. - Fakataha mo e timi 'oku ne tokanga'i 'a e ngaahi tokoni kumi faingamalie ngāue ki Tu'apule'anga	- Fakataha mo e Talekita Pule 'a e Polokalama ki hono Fakapalanisi 'o e Mafai fekau'aki mo e polokalama ako fakataki. - Foaki 'o e ngaahi setifikeiti 'e Hon. Hu'akavameiliku ke faka'ilonga'i 'a e kau ma'u sikolasipi tu'ukimu'a. - Kau atu ki he ako fakatakimu'a mo e mahu'inga 'o e pule'i lelei – 20-24 Ma'asi 2023.	2x Talateu ki he ako fakataki ki he kau 'Ofisa Pule Ngāue, tokoni pule ngāe mo e kau 'Ofisa ma'olunga ange (toko 60) - Ako ki hono Sivi'i pē 'e kita 'a 'ete tu'unga faitotonu. - Ako ki he anga tonu & 'efika mei he Pasifiki Fale. - Ako ki he fakava'e 'o e Pule Fakataki mei he Pasifiki Fale.

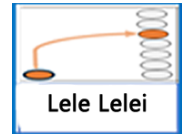
SO 3.4 Tokoni ki he kau ngāue

- Lava lelei hono fakakakato 'a e ngāue akoako 'e tolu (3) mei he 'Apiako Ma'olunga Ange 'a Tonga (TIHE) pea koe tokotaha ai na'e hoko ko e tokotaha ngāue tu'uma'u ki he 'Ofisi Komisoni Ngāue Fakapule'anga he kakato e māhina ngāue akoako.
- Ko e ngaahi Sikolasipi mei Siapani na'e 'osi lava 'o vahevahe ki he ngaahi Potungāue.
- Palani mo fokotu'u 'a e ngaahi tu'uaki mei he 'Ofisi 'o e Komisoni' ke lava 'o mahino ki he ngaahi ako'anga kolisi' 'a e fatongia fakangāue 'o e Komisoni'.

- Fokotu‘u e fe‘auhi fa‘u ‘esei ke fakalahi ‘a e ‘ilo ‘a e fānau ako’ ki he fatongia ‘o e Komisoni’ pea na’e lava ‘o fakamaaka pea foaki mo e ngaahi pale.

Polokalama 4: Vakai Fakalukufua’

Vakai fakalukufua mo ‘analaiso ‘a e fakahoko fatongia ‘a e ngaahi Potungāue’ mo ‘enau ivi fakahoko ngāue’.



Ko e ngaahi fatongia ne fakahoko he ta‘u ni’:

1. Ola fakakātoa ‘o e fakahoko fatongia ‘a e Komisoni’
2. Vakai‘i fakaengāue‘anga ‘o e ngaahi Potungāue
3. Muimui‘i ‘o e Fakamole ki he Vāhenga Fakalukufua’
4. Fetu‘utaki mo e fengāue‘aki mo e ngaahi hoa ngāue’
5. ‘Analaiso mo hono tauhi ‘o e ngaahi fakamatala’

4.1 Ola fakakātoa ‘o e fakahoko fatongia ‘a e Komisoni’

4.1.1 Lekooti ki he ola ‘o e fakahoko fatongia Fakata‘u Tolu’

‘Oku hokohoko atu hono ngāue‘aki ‘a e lekooti ki he ola ‘o e fakahoko fatongia’ ko ha me‘a ngāue ke ne sivi‘i mo muimui‘i ‘a e ola ‘o e fakahoko fatongia ‘a e ‘Ofisi ‘o e Komisoni’. Ko e lekooti ni ‘oku fakahū atu ia ki he Va‘a Palani Fakafonua ‘a e ‘Ofisi ‘o e Palemia’ tu‘o ua (2) ‘i he ta‘u. Ko e fakaikiiki ‘oku ‘oatu ia ‘i he konga 4.2 ‘i lalō.

4.1.2 Lekooti ‘o e Ola ‘o e ngaahi Taumu‘a Ngāue Fakata‘u-Taha

Ko e lekooti ki he ola ‘o e taumu‘a ngāue fakata‘u ko ha me‘angāue fakaloto Potungāue ‘oku ngāue‘aki ‘e he va‘a ni ke muimui‘i ‘a e fakalakalaka ‘o e ngaahi taumu‘a ngāue fakata‘u kuo fokotu‘u’ pea fakapaasi ‘i he palani ngāue’. ‘Oku fakakakato pea muimui‘i tu‘o taha (1) ‘i he kuata ‘a e Palani Ngāue Fakata‘u-Taha’ pea koe ma‘u‘anga fakamatala foki ia ki hono fakakakato ‘o e tepile ki hono siofi mo e fua ‘o e fakahoko fatongia ‘a e Komisoni’. Ko e fakaikiiki ‘oku ‘oatu mo ia ‘i he Konga 4.2.

4.2 Vakai‘i Fakangāue‘anga ‘o e ngaahi Potungāue

- a. Na’e fokotu‘utu‘u ‘e he va‘a ko‘eni’ ‘a e ngāue ki hono vakai‘i fakangāue‘anga ‘a e ‘Ofisi ‘o e Komisoni’ ‘a ia na’e fakahoko ‘e he mataotao ko Helen Moody makatu‘unga ‘i he tokoni ‘a e Komisoni’ ‘a Nu‘u Sila’ mo e Pasifiki Fale. Ko e ngāue ni na’e kau ki ai ‘a e fa‘unga fakakātoa ‘o e ngāue‘anga’, founa fakalele ‘o e ngāue‘anga’ pea mo e fa‘unga pule ‘a e ‘Ofisi ‘o e Komisoni’. Na’e fakahū atu ‘a e lipooti fekau‘aki mo e ngāue ni ki he Komisoni’ pea ‘oku kei fakatatali ki ha tu‘utu‘uni.
- e. Ko e fa‘unga ‘o e ngaahi Potungāue ‘e hongofulu-mā-valu (18) na’e fakahū mai hono tatau faka‘ilekitulonika’ pea ne fakafehoanaki ia mo e lekooti ‘o e kau ngāue ki he Potungāue Takitaha. ‘Oku toe mei ai ‘a e Potungāue ‘e ua (2) ke toki fakakakato hono fakafehoanaki’ ‘i he ta‘u fakapa‘anga ka hoko mai’ (‘oku kei fakatatali ki ha fa‘unga ‘o e ongo Potungāue).

4.3 Muimui‘i ‘o e fakamole ki he vāhenga fakalukufua ‘o e Kau Ngāue Fakapule‘anga

- a) Fakatatau ki he fakamatala mei he Potungāue Pa‘anga’, ko e fakamole ki he vāhenga’ na’e a‘u ki he peseti ‘e nimangofulu-mā-fā poini tesimale fā (54.4%) ‘o e pa‘anga hū mai fakalotofonua ‘a e Pule‘anga’. Ko ‘ene holo hifo eni mei he peseti ‘e onongofulu-mā-tolu (63) mei he Ta‘u Fakapa‘anga 2021/22. Ko e lipooti ‘a e Potungāue Pa‘anga ‘i he Fakamatala patiseti’ na’e fakamahino ai ‘a e

fakataumu'a ke tokanga'i 'a e ngaahi lakanga 'atā 'oku 'ikai fu'u fiema'u. Na'e fakahā foki ai 'a e taumu'a ke holoki 'a e ngaahi monū'ia fakapa'anga makehe 'o hangē ko e ngāue tu'a taimi' mo e ngaahi monu'ia makehe 'oku 'ikai kau 'i he fakamole ki he vāhenga 'a ia 'oku hā 'i he ngaahi fokotu'utu'u faka vāhenga (Fa'unga Vāhenga).

- e) Ko e lakanga fiema'u vivili fakakatoa 'e teau-hivangofulu-mā-taha (191) na'e fakahū mai mei he Potungāue 'e hongofulu-mā-ono (16) 'a e Pule'anga'. Ko e mahu'inga fakapa'anga 'o e ngaahi kole lakanga fiema'u vivili' na'e fakafuofua ki he \$4,257,395 'a ia 'oku liunga valu ia 'i he pa'anga na'e vahe'i mai 'i he Patiseti' mei he Potungāue Pa'anga' 'a ia ko e \$500,000 (ko e vaeua malie ia 'o e pa'anga fakakātoa na'e vahe'i ki he ngāue ko 'eni' 'i he patiseti 2021/22).
- f) Ko hono aofangatuku', ko e lakanga pē 'e hongofulu-mā-hiva (19) na'e tali ke fakapa'anga' 'a ia na'e fakakātoa ia ki he \$499,066 (peseti 'e 99.8 ia 'o e pa'anga na'e vahe'i mei he patiseti'). Ko e ngaahi lakanga kotoa na'e tali' ko e ngaahi lakanga ma'olunga pē (Vāhenga L ki he vāhenga I).

TĒPILE 25: KOMITI FILI KI HE TA'U FAKAPA'ANGA 2022/2023

Vahevahe ngāue ki he fili 'o e ngaahi lakanga fiema'u vivili	Pa'anga na'e foaki	Palanisi 'o e Pa'anga
Katoa 'o e pa'anga fiema'u vivili ki he ta'u fakapa'anga 2022/2023		T\$ 500,000
Lakanga 'e 191 na'e fakahu mai	T\$ 55,374	T\$ 444,626
	T\$ 20,075	T\$ 424,551
Lakanga 'e 19 na'e tali (10%)	T\$ 20,075	T\$ 404,476
	T\$ 20,075	T\$ 384,401
	T\$ 383,467	T\$ 934
FAKAKĀTOA	T\$ 499,066	T\$ 934 (Palanisi)

Fakatokanga'i Ange: Ko e peseti e 74 'o e ngaahi lakanga na'e tali' ko e ngaahi lakanga 'a e Potungāue Mo'ui' (lakanga 'e 14) 'a ia ko e peseti ia 'e 76 'o e patiseti fakakātoa ki he ngaahi lakanga fiema'u vivili na'e vahe'i mei he Pule'anga'.

4.4 Fetu'utaki mo e Fengāue'aki mo e ngaahi hoa ngāue

4.4.1 Polokalama kitu'a' – Polokalama Talatalanoa, Tu'utu'uni Ngāue fekau'aki moe Fakakina Fakalielia mo e ngaahi tu'utu'uni ngāue kehe pē

Ko e polokalama Talatalanoa 'e ua (2) na'e fakahoko ki he Ngaahi 'Otu Motu' 'ata'ata pē. Na'e fakahoko eni ke fakapapau'i 'oku tatau pē 'a e ngaahi fakamatala 'oku ma'u 'i Tongatapu ni' pea mo ia 'oku ma'u 'i he ngaahi 'Otu Motu'. Ko e ngaahi me'a eni ne taumu'a ki ai 'a e Polokalama Talatalanoa':

- Tu'utu'uni Ngāue fekau'aki moe Fakakina Fakalielia'
- Tu'utu'uni faka'ulungaanga ki he Ngāue fakapule'anga 2010
- Ngaahi tu'utu'uni ki he ngāue'aki 'o e mitia fakasosiale ma'a e ngāue fakapule'anga 'o Tonga'.
- Tu'utu'uni ngāue ki hono Vilohi 'a e kau ngāue.
- Ngaahi fehu'i angamaheni fekau'aki mo e va'a tokangaekina 'o e fakahoko fatongia.

4.4.2 Tohi Ongongo

Ko e ngaahi tohi ongoongo fakakātoa 'e fitu (7) na'e tufa ki he ngaahi Potungāue mo e Kautaha Fakapule'anga'. Ne toki fai hono liliu mei hono tufaki fakamāhina ki he fakamāhina ua (2) 'i he hili ko ia e ongo 'uluaki māhina 'e ua' (2) (Siulai & 'Aokosi 2022).

4.4.3 Polokalama Televisone mo e Letio

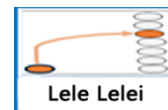
Ne toe fai hono fakamafola mai 'i he televisone' 'i he 'aho 31 'Okatopa 2022 'a e polokalama ne 'osi hiki fekau'aki pea mo e tu'utu'uni ngāue 'a e ngāue fakapule'anga' 'o fekau'aki pea mo e 'ikai ngofua ke faka-politikale pe kau ki ha me'a fakapolitikale' ha taha ngāue fakapule'anga. Ne makatu'unga eni 'i he teuteu ko ia ki he fili si'i ne fakahoko he lolotonga 'o e ta'u fakapa'anga'.

4.5 'Analaiso pea mo hono tauhi 'o e ngaahi Fakamatala

Ne hokohoko atu pē 'a e palani fakata'u ki hono 'analaiso mo hono tauhi 'o e ngaahi fakamatala ki he ta'u 2022/2023 pea ke fakamahu'inga'i 'a e ngaahi fakamatala fekau'aki mo e kau ngāue fakapule'anga 'o Tonga'. Na'e 'ikai foki ke malava 'a e konga lahi 'o e ngāue fekau'aki mo e fatongia ni makatu'unga 'i he 'ikai kakato 'a e ngaahi ma'u'anga fakamatala mei he ngāahi kupu fekau'aki 'o hangē ko e Potungāue Pa'anga ke malava hano 'analaiso 'o e ngaahi fakamatala lahi. Ka neongo ia, 'oku kei fakamahu'inga'i pe 'e he 'Ofisi 'o e Komisoni' 'a e ngaahi fakamatala 'oku tanaki mei he ngaahi va'a kehe' ke fakakakato 'aki 'a e ngaahi fiema'u fakalukufua 'a e 'Ofisi'.

Polokalama 5: Tokangaekina 'o e kau Ngāue'

Ko e ngaahi founa lelei ki hono tokangaekina 'o e kau ngāue fakapule'anga' 'oku muimui'i, poupou'i pea tokangaekina



Ko e ngaahi ngāue ne fakahoko 'i he ta'u ni:

1. Pailate'i 'a hono tukutuku atu 'a e ngaahi fatongia mei he Komisoni' ki he ngaahi Potungāue'
2. Tokangaekina 'o e Ngaahi Keisi fekau'aki mo e Kau Ngāue
3. Ngaahi ngāue Fale'i mo Tokoni fekau'aki mo hono tokangaekina 'o e kau Ngāue'

5.1 Tukuange mo muimui'i 'o e ngāue 'i he ngaahi Potungāue

Ko e palani ngāue ki hono tukuange atu 'o e ngaahi ngāue' na'e tuku fakatatali ia makatu'unga 'i he 'ikai ke 'i ai ha taha 'i he lakanga 'ofisa tokoni pule ngāue' (katoa 'o e 2022/23) fakataha mo e lolotonga mama'o atu mo e tokoni sekelitali pule 'i ha sikolasipi ako ki muli talu mei Sepitema 2022. Ko e toenga leva 'o e kau ngāue 'i he va'a' ni (Sekelitali Tokoni Ma'olunga 'e ua (2) mo e Sekelitali Tokoni 'e tolu (3) na'a nau fataki mai 'a e polokalama ngāue ni mo hono teuteu'i 'o e ngaahi pepa ki he Komisoni' 'i he uike kotoa pē.

Ko e ngaahi faingamalie ki he konga hoko ki hono tuku atu e ngaahi mafai pule ki he ngaahi Potungāue' 'oku kau ai 'eni:

- a. Ko hono hiki hake hono tukuange atu ki he ngaahi Potungāue 'a e founa ki he fakangāue'i 'o ha taha ki he ngaahi lakanga 'i he Vāhenga M 'o fai ki lalo.
- e. Tukuange atu mo hono pule'i 'o e ngaahi livi' ki he ngaahi Potungāue'.

'Oku lolotonga fakatatali 'a e ngāue ni kae 'oleva ke fokotu'u ha taha ki he lakanga 'ofisa tokoni pule ngāue ki he va'a 'oku ne Tokangaekina 'a e Kau Ngāue'.

5.2 Tokangaekina 'o e ngaahi keisi fekau'aki mo hono fakangāue'i 'o e kau ngāue

- Ko e ngaahi pepa kotoa 'e valungeau-tolungeau-mā-fitu (837) fekau'aki mo hono fakangāue'i 'o e kau ngāue' na'e fakahū mai mei he ngaahi Potungāue' pea na'e malava ke tēpile'i ke fai tu'utu'uni ki ai 'a e Komisoni'. Ko e holo 'eni mei he keisi kotoa 'e hivangeau-uofulu (920) 'i he ta'u fakapa'anga 2021/22.

- Ko e ngaahi tu'utu'uni Komisoni kotoa 'e valungeau-uofulu-mā-tolu (823) na'e tukuange 'a ia ko e holo 'eni mei he ngaahi tu'utu'uni 'e hivangeau-hongofulu-mā-ua (912) na'e lekooti 'i he ta'u fakapa'anga 2021/22.
- Ko e kehekehe heni' 'oku makatu'unga ia mei hono toe fakahū ha keisi tatau na'e 'osi fakahū kimu'a ki he Komisoni' pea na'e lau ia ki he lahi 'o e ngaahi pepa kuo fakahū, ko e tu'utu'uni pē 'e taha 'oku tā' hili hono aofangatuku 'a e keisi ko ia'. Ko e 'uhinga ia 'oku kehekehe ai 'a e lahi 'o e ngaahi pepa ne fakahū pea mo e lahi 'o e ngaahi keisi'.

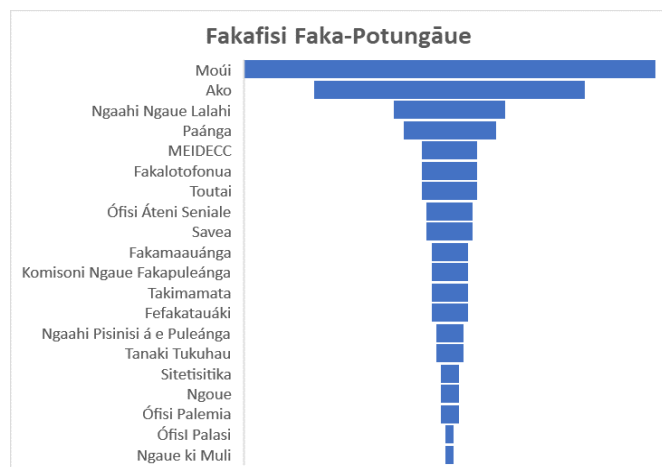
TĒPILE 26: FAKAMA'OPO'OPO 'O E NGAHI KEISI NA'E NGĀUE KI AI 'A E KOMISONI' KI HE TA'U FAKAPA'ANGA 2022/2023

Kuata	Fakataha	Fakataha Makehe	Pepa Ne Vilohi pē ki he kau Komisiona' 'o 'ikai ke fakataha'i	Keisi				Katoa Ngaahi Keisi na'e Tu'utu'uni
				Tali/Fakatokanga'i 'e he Komisoni	Toe Talanoa'i	'Ikai Tali	Toloi	
Kuata 1	10	2	1	191	224	1	32	191
Kuata 2	11	3	1	192	230	6	27	212
Kuata 3	10	0	1	195	216	6	15	218
Kuata 4	13	0	0	193	216	12	14	202
Katoa	44	5	3	771	886	25	88	823

TĒPILE 27: FAKAMA'OPO'OPO E LAHI 'O E NGAHI KEISI 'O FAKATATAU KI HE KALASI 'OKU NAU KAU KI AI'

Fa'ahinga	Kuata 1	Kuata 2	Kuata 3	Kuata 4	Katoa
Hiki hake 'i he Lakanga	36	36	39	47	158
Fokotu'u Fo'ou	40	32	33	51	156
Fakafisi	33	21	59	40	153
Poaki Livi Ta'e Vahe	10	21	17	5	53
Fakaloloa Ngāue & Mālōlō mei he Ngāue'	14	12	10	6	42

Fakatokanga'i Ange: Ko e tēpile 'i olunga' 'oku 'i ai 'a e fakamatala fekau'aki pea mo e kalasi kehekehe 'o e ngaahi pepa na'e fakahū ki he Komisoni' fekau'aki mo e kau ngāue' mei he ngaahi Potungāue'. Ko e ngaahi kalasi kehekehe 'e nima (5) tu'ukimu'a he lahi taha hono fakahū mai' 'a ia 'oku fakaikiiki atu 'i 'olunga' pea ko e 70% kotoa ia 'o e ngaahi keisi ne faitu'utu'u ni ki ai 'a e Komisoni'.

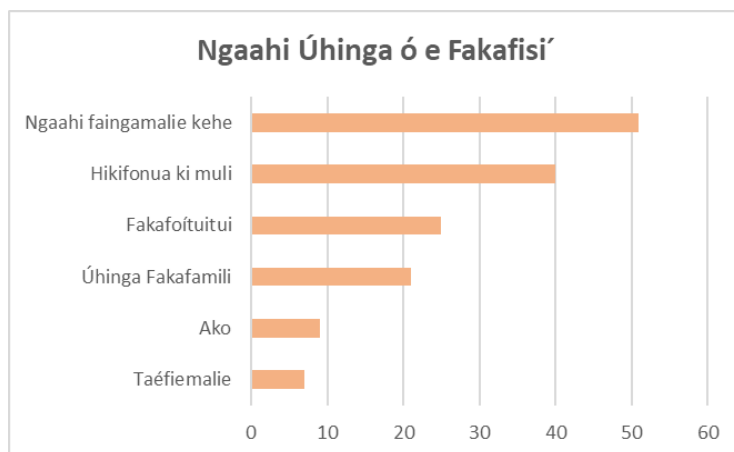


Fakafisi

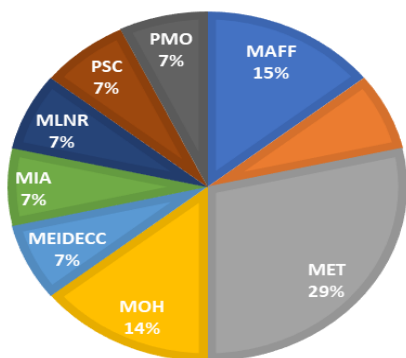
Ko e ngaahi kole fakafisi fakakātoa 'e teau-nimangofulu-mā-tolu (153) na'e tali mei he ngaahi Potungāue kotoa 'e uofulu (20) 'a e Pule'anga'. Ko e lahi taha 'a e ngaahi kole fakafisi' pea mei he Potungāue Mo'ui', koe toko fāngofulu-mā-fā (44), hoko atu kiai 'a e Potungāue Ako' mo e Ako Ngāue' mo e toko uofulu-mā-hiva (29) pea mo e toko hongofulu-mā-ua (12) mei he Potungāue 'o e ngaahi ngāue Lalahi'. Ko e kau fakafisi leva 'e toko fā (4) pea mei he 'Ofisi 'o e Komisoni'.

FAKATĀTĀ 9: FAKAFISI FAKA-POTUNGĀUE

‘Oku ‘i ai ‘a e hiki mā‘olunga ‘i he fika ‘o e ngaahi kole fakafisi ‘oku fakahū mai ki he ‘Ofisi ‘o e Komisoni’. Ko e hiki mā‘olunga eni mei he keisi ‘e onongofulu-mā-ua (62) ‘i he ta‘u fakapa‘anga 2021/22. Ko e ‘uhinga ‘o e ngaahi kole fakafisi ‘oku kau ai e mā‘u faingamālie ngāue ‘i muli, hiki ‘o nofo fonua ‘i muli, ngaahi ‘uhinga fakafo‘ituitui ‘o kau ai e me‘a fakafāfili pē mo fakataautaha. Na‘e ‘i ai mo ha ni‘ihi si‘i na‘a nau kole fakafisi ko e ‘uhinga fakaako. Na‘e ‘i ai mo e kau ngāue ‘e toko fitu (7) na‘a nau kole fakafisi koe‘uhi’ ko ‘enau ta‘efiemālie ki he founa ngāue ‘a e kau taki ngāue’.



FAKATĀTĀ 11: NGAHI ‘UHINGA KI HE FAKAFISI

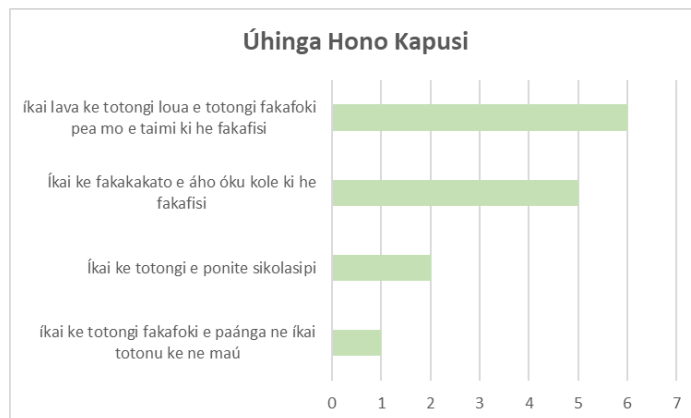


Kapusi mei he ngāue’

Ko e toko hongofulu mā-fa (14) ‘o e kau ngāue mei he ngaahi Potungāue ‘e hiva (9) na‘e kapusi mei he ngāue fakapule‘anga’ ‘i he ta‘u fakapa‘anga 22/23. Na‘e taki mu‘a ‘a e tokolahi ‘o e kau ngāue ne kapusi mei he ngāue fakapule‘anga’ ‘a e Potungāue Ako mo e Ako Ngāue’ mo e keisi ‘e fā (4) pea ua (2) mei he Potungāue Ngōue, Me‘atokoni mo e Vaotātā’ pea takitaha ‘a e Potungāue Mo‘ui ‘mo e Potungāue kehe ‘e ono (6) ‘i he ‘ene hā ko ia he Fakatātā 12.

FAKATĀTĀ 12: NGAHI POTUNGĀUE NA‘E KAPUSI MEI AI ‘AE KAUNGĀUE’

Ko e konga si‘i ‘o e ngaahi keisi kapusi ‘i he ta‘u fakapa‘anga ko ‘enī’ na‘e makatu‘unga ia mei he ‘ikai ke totongi ‘a e mo‘ua pa‘anga ki he pule‘anga’ ‘i he ‘enau fakafisi’. ‘Oku tupu foki ‘eni mei he ‘ikai fakakakato ‘a e taimi ki hono fakahā ai ‘a e taimi te nau fakafisi ai’. Ne ‘i ai mo e ni‘ihi ko e ‘ikai lava ke totongi fakafoki ‘a e pa‘anga na‘e ‘ikai ke totonu ke ne mā‘u ‘a ia ‘oku fakahā ‘i he Fakatātā 13. Ko e ngaahi tu‘utu‘uni kotoa pē feave‘i mo e kapusi ko ‘enī’ ‘e fakahū atu ia ki he ‘Ofisi ‘o e ‘Ateni Seniale’ ke nau fakahoko ‘a e ngāue fakalao ki ai’ pea ‘e kau ai pē pea mo e ngaahi keisi na‘e ‘ikai totongi ‘enau pōnite ki he sikolasipi pea moe sekonimeni.



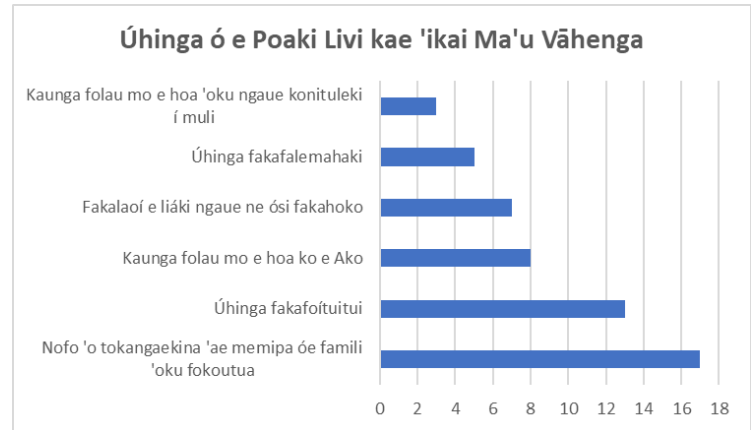
FAKATĀTĀ 13: NGAHI ‘UHINGA KI HONO KAPUSI ‘O E KAUNGĀUE

Poaki mā‘u vāhenga mālōlō

Ko e ngaahi kole poaki mā‘u vāhenga mālōlō ‘e uofulu-ma-fā (24) na‘e lekooti ‘i he ta‘u fakapa‘anga ko ‘enī’ pea mo e toko hongofulu-mā-hiva (19) kehe na‘e kole poaki mālōlō ‘i he ‘uhinga fakafaito‘o, ko e ‘ikai ke nau toe lava ‘o fakahoko honau fatongia’ ki he tu‘unga ‘oku totonu ke ‘i ai’.

Poaki Livi kae 'ikai ma'u vāhenga

Ko e ngaahi kole poaki livi ta'ema'u vāhenga fakakātoa 'e nimangofulu-mā-tolu (53) na'e fakahū mai pea tali. Ko e hiki hake 'eni mei he kole 'e fāngofulu-mā-ua (42) na'e lekooti mei he ta'u fakapa'anga kuo 'osí. Ko e lahi taha 'o e ngaahi kole poaki livi ta'ema'u vāhenga 'i he 'ene 'asi ko ia he Fakatātā 14' koe kole ke livi 'o nofo 'o tokanga'i taimi kakato ha memipa 'o e famili' 'oku mo'ua honau sinō 'i ha mahaki fakaesino.



FAKATĀTĀ 14: NGAHI 'UHINGA 'O E POAKI LIVI KAE 'IKAI MA'U

5.3 Ngaahi fale'i fekau'aki mo hono tokangaekina 'o e kau ngāue' mo e ngaahi tokoni fakaengāue kehe pē

'Oku kei hokohoko atu pē 'a hono poupoua 'a e ngaahi Potungāue' 'i he ngāahi founa ki hono fakangāue'i 'o ha taha 'o hangē ko e kole ke kau 'i he kau pēnolō ki he faka'eke'eke 'o e ngaahi lakanga' pea mo fakapapau'i ko e kau pēnolō' kuo fakataukei'i kotoa kinautolu ki he ngāue ni pea 'osi tali ke nau kau ki he lisi 'o e kau pēnolō faka'eke'eke 'o e ngaahi lakanga'.

Na'e kei hokohoko pē 'a hono fale'i 'a e ngaahi Potungāue' 'o fakatatau ki he 'enau ngaahi fiema'u tokoni' pea mo tokonia kinautolu 'i he 'enau ngāhi fai tu'utu'u ni'. Na'e kau atu foki mo e konga 'o e kau ngāue 'o e va'a ni ki he ngāhi fakataha 'a e ngaahi Potungāue' 'o fakatatau pē ki he 'enau ngaahi fiema'u' ke toe fakamahino 'a e ngaahi 'elia 'oku nau fiema'u ke fai ange ai ha ngaahi tokoni.

Polokalama 6: Vāhenga



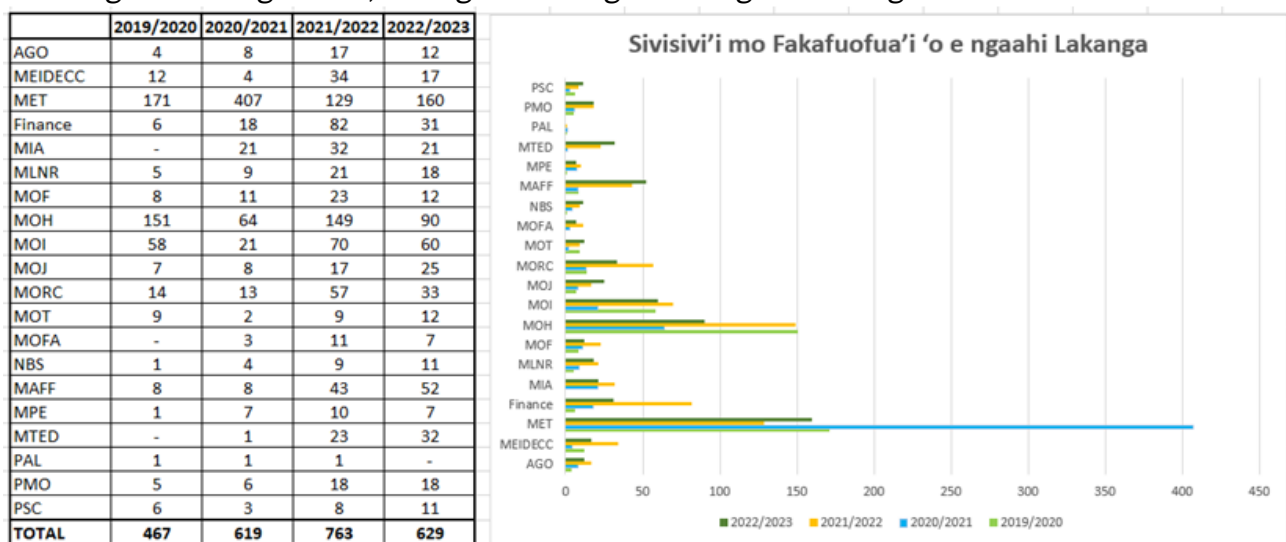
FAKATĀTĀ 15: NGAHI NGĀUE 'A E Tafa'aki Vāhenga ki he ta'u fakapa'anga 2022/2023

Ko e taumu'a 'o e va'a Vahenga' ko hono feinga'i ke lava 'o fakalelei'i 'a e vahevahe tatau, totonu pea mo taau 'a e ngaahi fokotu'utu'u vahenga' ke tohoaki'i, tauhi mo faka'ai'ai 'a e kau ngäue faka-pule'anga'. 'Oku fakahoko 'eni 'i ha ngaahi vahevahe ngäue 'e fä (4).

1. Sivitiesi'i mo fakafuofua'i 'o e ngaahi lakanga'
2. Fokotu'utu'u faka-taukei ngäue mo e tohi tala ngäue
3. Fokotu'utu'u 'a e ngaahi lakanga fo'ou' ki he kau ngäue fakapule'anga
4. Ngaahi ola pe fakapale fakangäue ki he fakahoko ngäue'

6.1 Sivitiesi'i mo fakafuofua'i 'o e ngaahi lakanga' mo hono ngaahi tu'unga vāhenga'

Ko e ngaahi lakanga fakakātoa 'e onongeau-uofulu-mā-hiva (629) na'e fakahū mai ke fai hono sivitiesi'i mo fakafuofua'i hono ngāahi tu'unga vāhenga'. 'I hono fakafehoanaki ki he ta'u kuo'osi' 'oku 'i ai 'a e holo 'i he ngaahi lakanga 'oku fakahū mai ke fai hono sivitiesi'i mo fakafuofua'i'. Ko e ngāahi lakanga ko 'eni' 'oku kau ai 'a e ngaahi lakanga fo'ou, lakanga mahu'inga mo e ngaahi lakanga motu'a.



FAKATĀTĀ 16: NGĀAHI LAKANGA NA'E TOE VAKAVAKAI'I FAKAPOTUNGĀUE

Ko hono toe vakai'i 'o e ngaahi lakanga'

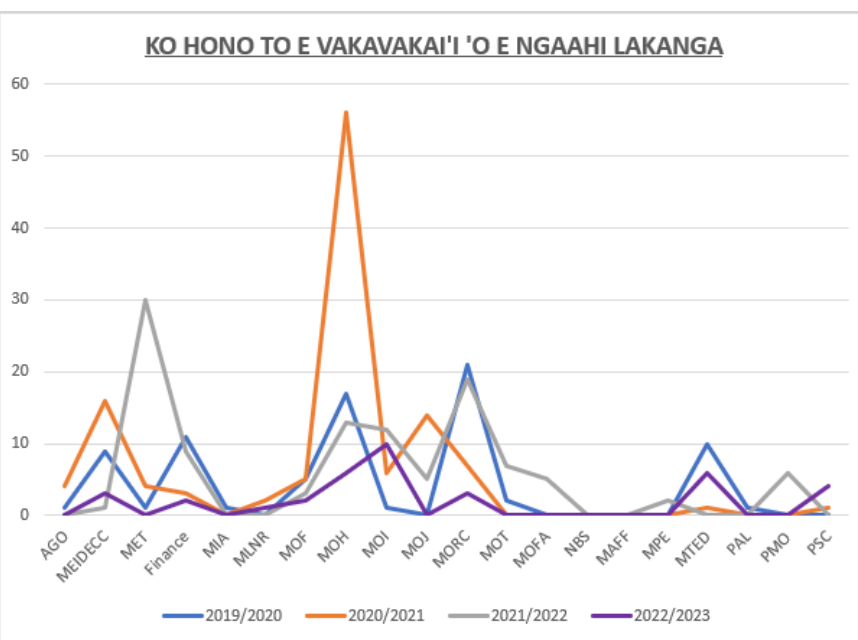
'I Novema 'o e ta'u 2022, na'e fakahū mai ha lakanga 'e fāngofulu-mā-ono (46) mei he potungäue 'e hiva (9) 'a e pule'anga', ke fai hano to e vakai'i 'a e ngaahi fokotu'utu'u tu'unga 'oku 'i ai 'a e ngaahi lakanga koeni'. Na'e fakafoki ha lakanga 'e hiva (9), pea ko e lakanga leva 'e tolungofulu-ma-fitu (37) na'e fakahū ke fai hano toe vakai'i. Na'e kau mai foki 'a e 'Ofisi Ma'u Mafai Vāhenga' ki hono toe fakapapau'i 'a e ngaahi ola hono toe vakai'i 'o e ngaahi lakanga.

Ko e fakamatala nounou ki he ola hono toe vakai'i mo sivitiesi'i 'o e ngaahi lakanga kotoa pē na'e fakahū mai fakatatau ki he Tu'utu'uni Kapineti Fika 367 'o e 'aho 14 'o 'Epeleli 2023:

- Lakanga 'e hongofulu-mā-ua (12) na'e tali ke 'unu hake ki he tu'unga vāhenga ma'olunga ange
- Lakanga 'e uofulu-mā-nima (25) na'e tali ke tu'uma'u pē 'i he tu'unga vāhenga tatau
- Na'e 'ikai ke 'i ai ha lakanga na'e tali ke holo hifo ki ha tu'unga vāhenga ma'ulalo

Ko e tēpile 'oku hā atu 'i lalo' 'oku' ne fakamā'opo'opo 'a e ngāahi lakanga kotoa pē na'e fakahū mai ke toe fai hono vakai'i.

	2019/2020	2020/2021	2021/2022	2022/2023
AGO	1	4	-	-
MEIDECC	9	16	1	3
MET	1	4	30	-
Finance	11	3	9	2
MIA	1	-	-	-
MLNR	-	2	-	1
MOF	5	5	3	2
MOH	17	56	13	6
MOI	1	6	12	10
MOJ	-	14	5	-
MORC	21	7	19	3
MOT	2	-	7	-
MOFA	-	-	5	-
NBS	-	-	-	-
MAFF	-	-	-	-
MPE	-	-	2	-
MTED	10	1	-	6
PAL	1	-	-	-
PMO	-	-	6	-
PSC	-	1	-	4
TOTAL	80	119	112	37



FAKATĀTĀ 17: NGA'HI POTUNGĀUE NE 'I AI 'ENAU NGĀ'HI LAKANGA NE FIEMA'U KE TOE VAKAI'I

6.2 Fokotu'utu'u fakataukei ngāue mo e tohi Tala ngāue

Na'e fakahoko 'e he tafa'aki ni fakataha mo e tokoni 'a e 'Ofisa fale'i ma'olunga ki hono tokangaekina 'o e kau ngāue mei he Pule'anga 'Aositelēlia', John Fotheringham, 'a hono ako'i mo fakataukei'i 'o e ngaahi potungāue' ki hono fa'u 'o e tohi talangāue'. Ne lava lelei 'o fakakakato 'a e ngaahi tohi talangāue 'e tahaafe-teau-mā-valu (1,108) ki he potungāue 'e hongofulu (10) ('Ofisi 'o e Palemia', Potungāue Tānaki Pa'anga mo e Tute', Potungāue ki he ngaahi pisinisi 'a e Pule'anga', Potungāue Fonua', Savea' mo e Koloa Fakaenatula', Potungāue Ngāahi ngāue lalahi', Potungāue Pa'anga', Potungāue Takimamata', Potungāue Ngāue fakalotofonua' pea mo e Potungāue Ngoue', Me'atokoni' mo e Vaotātā'), 'a ia koe peseti ia 'e fitungofulu (70%) 'o e ngaahi tohi talangāue'. 'E toki fakakakato 'a e ngāue ni ki he ta'u fakapa'anga 2023/2024.

6.3 Fokotu'utu'u 'a e ngaahi lakanga ki he kau ngāue fakapule'anga'

'Oku 'omi 'e he fa'unga fokotu'utu'u 'a e ngāahi lakanga ki he Kau Ngāue Fakapule'anga' ha founa ke faitatau mo 'i ai 'a e femahino'aki 'i he va'a kotoa 'o e ngāue fakapule'anga', 'i hono hulu'i mai 'o e tu'unga takitaha 'a e ngaahi taukei mo e tu'unga fakaako ma'ulalo taha 'oku fiema'u ki he lakanga takitaha fakataha mo hono fakamahino mai 'a e vāhenga ki he ngaahi tu'unga takitaha. 'Oku kei hokohoko atu 'a e fengāue'aki 'a e va'a ni mo e Komisoni' ki hono toe siofi 'a e fokotu'utu'u 'o e ngaahi lakanga' ma'ae kau Ngāue Fakapule'anga'.

'I he ta'u fakapa'anga 2022/2023, na'e lava ai hono fakakalakalasi 'a e ngaahi lakanga' fakatatau ki hono ngāahi fatongia takitaha. Na'e ki'i toloi fakataimi ai 'a e ngāue' ni, kae tāfataha 'a e va'a ni ki hono toe vakai'i 'o e fokotu'utu'u 'a e ngaahi lakanga fo'ou' ki he kau ngāue fakapule'anga'.

6.4 Vāhenga - Ngaahi monū'ia mo e fakapale fakangāue'

6.4.1 Ngaahi Pepa na'e fakahū atu ki he Komisoni' - Fekau'aki moe ngaahi monū'ia, faka'ai'ai pea mo e ngaahi fakapale fakangāue ki he fakahoko ngāue'

Na'e lava foki 'e he tafa'aki ni 'o fa'u ha ngaahi pepa fekau'aki mo e ngaahi faingamālie, fokotu'utu'u fo'ou pea mo e fakapale ki he kau ngāue fakapule'anga'. 'I he ta'u Fakapa'anga 2022/2023, na'e lava 'o fai 'a e ngāue ki hono fakalelei'i 'o e ngaahi tu'utu'uni ki he kau ngāue fakapule'anga' 'o kau ai 'a e Tu'utu'uni Kupu 1B.5 & 5A.5 ke fakatokanga'i 'a kinautolu 'oku toe fakangāue'i' ka na'a nau fili ke nau mālōlō mei he ngāue' kae ma'u 'enau vāhenga.

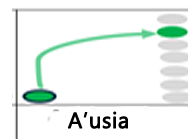
Ne kau foki mo e tu'unga vāhenga lolotonga' hono toe vakai'i'. Na'e tali lelei 'e he Kapineti' ke fai 'a e hiki vāhenga pēseti 'e tolu (3) koe'uhi' koe lahi 'a e hikihihi 'i he totongi 'o e koloa'. Ko e hiki vāhenga ko 'eni' na'e kamata ia 'i he 'aho 1 Siulai 2022.

6.4.2 Totongi fakapale fakata'u ki he ola 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga'

'Oku kei hokohoko atu ai pē 'a e hoko 'a e va'a ni ko e sekelitali ki he Kōmiti 'oku nau tokanga'i hono totongi 'o e Fakapale fakata'u ki he ola 'o e fua e fakahoko fatongia 'a e kau Ngāue fakapule'anga'. Ko e kōmiti ni kuo pau ke fakahoko tu'o taha 'a 'enau fakataha' 'i he ta'u, ke fakapapau'i 'a e lahi 'o e pa'anga 'oku faingamālie ke totongi'aki 'a e ola 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga'. 'I he 'aho 31 'o Ma'asi 2023, na'e tali ai 'e he Kapineti' 'a e lipooti ne fakahū atu mei he Komiti 'oku nau Sivi'i 'o e Ngāue Ki He Fakapale Fakata'u' fekau'aki mo e ola 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga'.

Polokalama 7: Leva'i 'o e fakahoko fatongia

Fokotu'u ha ngaahi polokalama ki hono langa hake, leva'i, pea mo fakalalakaka'i 'o e fakahoko fatongia 'a e ngāue fakapule'anga'.



Ko e polokalama si'i hono fitu (7) 'oku 'i ai hono ngaahi tefito'i fatongia lalahi 'e fā (4) 'oku fakataumu'a ia ki hono siofi mo fakapapau'i 'a e ngaahi ngāue 'oku kaungatonu ki he fakalalakaka'i 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga' pea mo e ngaahi polokalama ki hono faka'ai'ai 'a e kau ngāue fakapule'anga' ki he ngāue fisifisimu'a'.

1. Ako'i mo fakahinohino 'o e founa fakahoko fatongia'
2. Muimui'i mo vakai'i 'a e fakahoko fatongia fakapotungāue'
3. Vakai'i mo fakapapau'i 'a e tu'unga 'o e fakahoko fatongia' (Tēpile I & Tēpile II)
4. Ngaahi fokotu'utu'u fo'ou ki he fakalalakaka 'o e fakahoko fatongia'

7.1 Ako'i mo fakahinohino 'a e founa fakahoko fatongia'

Na'e hokohoko lelei pe 'a hono tokoni'i 'e he va'a kau ngāue ki he fakalalakaka'i 'o e fakahoko fatongia' 'a e ngāue fakapule'anga' 'a e ngāahi polokalama ako mo fakahinohino', 'o 'ikai ngata pē 'i he kau 'ofisa 'i he va'a ko eni'; kae kau atu foki mo kinatuolu kau 'Ofisa Pule Ngāue mo e kau ngāue kotoa 'a e ngaahi Potungāue'.

- Polokalama Ako'i mo Fakahinohino 'o e kau taki ngāue 'e ono (6) mei he 'Ofisi 'o e Komisoni', Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliaki 'o e 'Ea mo e Fetu'utaki, Potungāue Toutai, Potungāue Fefakatau'aki moe Fakalalakaka Faka 'Ekonomika, Potungaue Ngaahi Kautaha 'a e Pule'anga', Potungaue Sitesitika pea mo e Potungaue Tamate Afi.

- Fakataha fakatautaha mo e kotoa ‘o e kau ‘Ofisa Pule Ngāue Ma‘olunga ‘o e ngaahi potungāue (Tēpile I & Tēpile II) ki hono leva‘i ‘o e fakahoko fatongia ki he 2021/22.
- Fakahoko ‘a e ngaahi polokalama ako ngāue ‘i he ‘Ofisi ‘o e Komisoni ki hono langa‘i hake ‘a e ‘ilo mo e taukei ‘a e ngaahi Potungāue fekau‘aki moe founa hono siofi mo tokanga‘i e fakahoko fatongia‘ kau ki ai ‘a e Potungāue Ngōue, Me‘atokoni moe Vaotātā x2, Potungāue Ngaahi Ngaue Lalahi x1, Potungāue Pa‘anga Hūmai mo e Kasitomu x1, mo e ‘Ofisi ‘o e Komisoni’ x1.

7.2 Muimui‘i mo vakai‘i ‘a e ola ‘o e fakahoko ngāue fakapotungāue

‘Oku hokohoko lelei pē ‘a e ngāue ‘a e va‘a ni ‘i hono muimui‘i ‘oku fakalele lelei pe ‘a e founa hono siofi mo tokanga‘i e fakahoko fatongia ki he kotoa ‘o e kau ngāue fakapule‘anga’; ‘o fakatatau ki he palani ngāue ki hono fakalele ‘o e tokanga‘i e fakahoko fatongia‘ ki he ta‘u fakapa‘anga 2022/23. Ko e tēpile ‘oku hā atu ‘i lalo’, ‘oku ne fakahā ai ‘a e ngaahi fakaikiiki ki he ngāahi ngāue na‘e lava‘i pea ola lelei ki hono muimui‘i mo fakama‘opo‘opo ‘o e founa ki hono tokangaekina e fakahoko fatongia‘.

TĒPILE 28: NGAHI NGĀUE KI HONO TOKANGAEKINA E FAKAHOKO FATONGIA FAKAKUATA

Ngāue ki hono tokangaekina e fakahoko fatongia fakakuata	Lahi ‘o e ngaahi Lipoōti na‘e fa‘u’
1. Lipoōti Fakakuata ki Siulai 2022	20
2. Lipoōti Fakakuata ki ‘Okatopa 2022	20
3. Lipoōti Fakakuata ki Sanuali 2023	20
4. Sivi ‘o e fakahoko fatongia ki he Vaeua Ta‘u 2022/23	25 (kau mai kiai mo e Tēpile II)
5. Lipoōti Fakakuata ki ‘Epeleli 2023	20

7.3 Vakai‘i mo fakapapau‘i ‘a e tu‘unga ‘o e fakahoko fatongia (Tēpile I & Tēpile II)

Ola ‘o e Fakahoko Fatongia ‘o e kau ngāue fakapule‘anga’ ki he ta‘u fakapa‘anga 2021/22

- Ko e ngaahi fakapale ‘o e ola e fakahoko fatongia ‘a e kau ngāue fakapule‘anga’ ki he ta‘u fakapa‘anga 2021/22 na‘e tali ‘e he Kapineti’ ‘aki ‘a e lipoōti na‘e tuku atu mei he Komiti Sio Fakalukufua ‘o e ola ‘o e fakahoko fatongia ‘a e kau ngāue fakapule‘anga’ ‘i Ma‘asi, 2023’.
- Mei he tokolahi fakalukufua ‘o e kau ngāue fakapule‘anga’ koe toko nimaafe-hivangeau-mā-fā (5,904), ko e toko fāafe-fitungeau-uofulu-mā-fitu (4,727) pē na‘e vakai‘i ‘a e tu‘unga ‘o ‘enau fakahoko ngāue’ ‘i he 2021/2022.
- Ko e fakakātoa ‘o e ola ‘o e fakahoko fatongia’ koe pēseti ‘e hivehiva (99%) ‘o e toko fāafe-fitungeau-uofulu-mā-fitu (4,727) na‘e ‘i he tu‘unga ma‘olunga ‘aupito. Ko e peseti ‘e nimangofulu-mā-fitu (57%) na‘e ‘i he tu‘unga fakafiemālie pē ‘enau fakahoko fatongia, koe peseti ‘e tolungofulu-mā-ono (36%) ‘akinautolu na‘e mahulu ‘enau fakahoko ngāue’, pea koe peseti ‘e 6% na‘e tu ‘u kimu‘a ‘enau fakahoko fatongia’. Pea ko e toko hongofulu-mā-nima (15) ‘o kinautolu kau ngāue fakapule‘anga na‘e ‘ikai fakafiemālie ‘enau fakahoko fatongia’.
- Koe kau ngāue fakapule‘anga ‘ikai fakahoko fatongia lelei’ na‘e ‘i ai ‘a e tupu hake mei he 0.2% ki he 0.3% ‘i he 2022/23. ‘A ia ‘e kau atu ‘akinautolu ni ke fakakakato ‘a e Palani Fakalelei Ngāue ke tokonia mo muimu‘i ‘enau ngāue pea ‘e fakahoko ia ‘e he ‘Ofisi ‘o e Komisoni’.

TĒPILE 29: OLA ‘O E FAKAPALE ‘O E FAKAHOKO FATONGIA FAKAPOTUNGĀUE KI HE 2021/2022

Potungāue	Kau Ngāue	Foomu na’e kakato	Foomu kongā ua	Foomu te’eki kakato	‘Ikai kau he PMS
1 AGO	37	25	7	8	3
2 MTED	90	60	17	0	13
3 MEIDECC	180	143	8	4	25
4 Potungāue Ngōue	195	142	15	0	38
5 Potungāue Pa’anga	179	88	61	0	30
6 Potungāue Toutai	84	31	38	0	15
7 Potungāue ki Muli	40	33	0	7	0
8 Potungāue Mo’ui	1170	800	28	52	290
9 Mol	186	133	15	10	28
10 MIA	66	36	12	1	17
11 Potungāue Fakamaau’anga	119	86	14	5	14
12 Potungāue Fonua	145	100	6	23	16
13 MPE	34	16	11	0	7
14 MoRC	207	128	45	0	34
15 Potungāue Takimamata	53	40	5	0	8
16 Sitetisitika	51	37	4	1	9
17 ‘Ofisi Komisoni Ngāue Fakapule’anga	44	20	10	5	9
18 ‘Ofisi Palasi	26	23	1	0	2
19 ‘Ofisi ‘o e Palēmia	84	60	13	1	10
20 Potungāue Ako	1469	1192	134	0	143
Fakakātoa Tēpile I	4459	3193	444	111	711
1 Pilisone	185	105	52	0	28
2 Polisi	504	244	63	27	170
3 HMAF	563	474	0	4	85
4 TOAG	39	36	3	0	0
5 TFES	154	66	62	0	26
Fakakātoa Tēpile II	1445	925	180	31	309
FAKALUKUFUA	5904	4118	624	142	1020

Fakatokanga’i Ange: Ko e kau ngāue fakapule’anga ‘e 624(11%) na’e kau ia ki he Ola na’e Konga Ua’ (Pro rata) pea ko e 1020 (17%) leva na’e ‘ikai ke nau kau ‘i he sivi ‘o ‘enau fakahoko fatongia. ‘Oku toe hiki hake ‘a e tokolahi ‘o kinautolu ‘oku ‘ikai kau ki he sivi ‘o ‘enau fakahoko fatongia’ mei he 704 ‘i he ta’u fakapa’anga kuo ‘osi’. Na’e ‘i ai leva ‘a e toko teau-fāngofulu-mā-ua (142) na’e ‘ikai kakato ‘enau foomu’ fakafehoanaki ia mo e toko teau-hongofulu-mā-hiva (119) ‘i he ta’u fakapa’anga kuo ‘osi’.

Fakahoko fatongia ‘a e ‘Ofisa Pule Ngāue 2021/2022

Ko e kau ‘Ofisa Pule Ngāue ‘e hongofulu (10) na’e ‘i ai ‘enau ola fakahoko fatongia ‘i he 2021/22 pea ‘oku lolotonga fakapapau’i ‘a e ngaahi fakapale ni koe’uhi ‘oku te’eki ai ke lava ‘o fakakakato ‘a e ngāue ‘a e Kōmiti ‘a e Kau ‘Ofisa Pule Ngāue’.

Totongi ‘o e fakapale ‘a e ola e fakahoko fatongia ki he ngāue fakapule’anga’

Ko e fakakātoa ‘o e fakamole ki he ta’u fakapa’anga 2021/22 na’e \$2.4 miliona, fakafehoanaki ia ki he patiseti na’e talí ko e \$2.2 miliona. Ko e toe tñaki mai ‘a e \$0.2 miliona’ na’e fakapa’anga ia mei he patiseti ‘a e ngaāhi Potungāue’ ki he ta’u fakapa’anga 2022/23.

7.4 Ngaahi polokalama fakalalakaka fakaengāue’

Polokalama fakakomipiuta ‘o e ngaahi ola’

Ko e polokalama fakakomipiuta (TimeTrex platform) ko e tokoni ki hono tokangaekina ‘o e kau ngāue pea ko e hoko atu ia ‘o hono fakahoko ‘o e polokalama fakakomipiuta ‘o e Ola’ mei he polokalama komipiuta (Microsoft Excel/Database) ki ha polokalama mei he ‘initāneti pē. Ka neongo ia, kuo ‘ikai ke toe ngāue ‘a e polokalama fakakomipiuta (TimeTrex) ke tokoni ki hono tokangaekina ‘o e kau ngāue. ‘Oku ‘i ai pē ‘a e

‘amanaki lelei ‘e toe ‘i ai pē ‘a e faingamālie ki ha toe polokalama ‘e sio ki ai ‘a e ‘Ofisi ‘o e Komisoni’ ke hoko atu ki ai ‘a e ngāue ko ‘eni’ ki he ta’u fakapa’anga hono hoko’.

Konifelenisi fakata’u ki hono vahevahe ‘o e ngāahi founa ngāue lelei’.

Ko e Konifelenisi’ ni ‘oku vahevahe ai ‘a e Ngāahi Founa lelei taha ‘oku ngāue’aki ‘e he ngaahi Potungāue’. Na’e fakahoko ia ki he Senitā Fakataha’anga Fa’onelua’ ‘i he ‘aho 28 Sune 2023. Ko e Kaveinga ‘o e Konifelenisi ko ‘eni’ ko e “Katoanga’i ‘a e hokosia ‘o e Ta’u 20 ‘o e ‘Ofisi ‘o e Komisoni’”.

TĒPILE 30: OLA NGĀAHI VAHEVAHE FOUNA NGĀUE LELEI FAKA-POTUNGĀUE’

Potungāue	Vahevahe Founa Ngāue lelei
a. Potungāue Polisi	Ako ki he fakahoko fatongia ‘a e Potungāue – “Ko e ola fakalukufua ‘o e founa ki he fekumi na’e fakahoko’, ko hono fakakau ‘a e kotoa ‘o e kau ngāue ‘a e Potungāue Polisi’ ke talanoa’i ‘a e tūkunga lolotonga ‘a e Potungāue’.
e. Potungāue Tukuhaui	Laka mo e Kuonga’ – “Fokotu’u ‘a e Liliu Faka’ilekitulonika ki he lelei fakalukufua ‘a Tonga”
f. Potungāue Toutai	Faama Mokohunu ‘i Tonga – “Ko e taumu’a’ ke langa’i hake ‘a e tūkunga mo’ui ‘i he ngaahi kolo’ ‘i hono fakalahi ‘a e faama’ mo hono tokoni’i ke fakalalakaka mo fakatolonga ‘a e faama ‘o e ngaahi me’a mo’ui ‘i tahi ‘i Tonga ni’, mo e tokoni ki he tu’unga faka’ekonomika”.
h. Potungāue Ki He Ma’u’anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, ‘Atakai, Feliuliuaki ‘o e ‘Ea mo e Fetu’utaki	Fakatokanga tō kimu’a & Ngāahi langa fakalalakaka ki he feliuliuaki ‘o e ‘Ea’ Palani ki hono pule’i mo fakatolonga ‘o e ma’u’anga ivi Ngaahi polokalama tokateu Tokangaekina pea mo fakafetu’utaki fakafonua ‘a e ngaahi fakatamaki’ Ko e va’a fetu’utaki fakavavevave mo e Langa fakalalakaka ‘o e tekinolosia’ Ngaahi fatongia ki hono tokangaekina ‘o e ‘ataakai mo e mo’ui fakasōsiale ‘Oseni tu’ulua Polokalama ma’ae kau Taki ‘mo hono pule’i ‘o e ngāue’anga’
i. Potungāue ki he Ngaahi Ngāue Fakalotofonua’	Ngaahi Polokalama tokoni kitu’a ‘a e Potungāue ki he Ngaahi Ngāue Fakalotofonua’ – Ko e Misiona ‘o e polokalama ni ke fokotu’u mo tuku atu ha ngaahi ngāue tu’ukimu’a ‘oku fakapolofesinale ki hono tokonia ‘o e kakai’, ngaahi kolo’, pule’anga’ ‘i hono langa ha fonua ‘oku malu, tolonga, mo faka’apa’apa’i foki.
k. ‘Ofisi Komisoni ma’ae Kau Ngāue Fakapule’anga	Netiueka fakataautaha- Ko e ngāue ki hono malu’i ‘a e ngaahi fetu’utaki faka-‘initaneti pea mo malu’i foki ‘a e ngaahi fakapulipuli fakataautaha ‘a e ngaahi fetu’utaki fakataautaha ‘i he ‘initāneti.

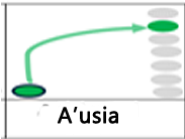
Ko hono toe siofi ‘o e founa pule’i ‘o e fakahoko fatongia’.

Ko e ngaahi fakamatala fakataukei fakangāue ki hono toe siofi ‘a e Founa Pule’i ‘o e fakahoko fatongia’ ma’ae Pule’anga Tonga’ na’e fakahoko ia ‘e he ‘Ofisa Fale’i Ma’olunga mei he Potungāue ki Muli ‘a ‘Aositelelia, ko Kelvin Andrews. Ko hono tu’o ua ‘eni’ ‘a e fakahoko ‘a e ngāue ni, talu mei he kamata mai ‘a e founa pule’i ‘o e fakahoko fatongia’ ‘i he 01 Siulai, 2016. Na’e tuku atu ki he kau ngāue fakapule’angá ha savea ‘i he ‘initāneti’ (PMS Pulse), muimui atu ki ai mo ha ngaahi fakataha taautaha mo kinautolu kau ngāue fakapule’anga na’e fili’i mei he Tepile I & Tepile II’. Hili ‘a e ngāue ni, na’e fakakakato ‘e he tokotaha

ngāue fakatekinikale’ni ki he Komisoni’ ‘a e ola ‘o e ngāue ni ‘i ha lipooti ke nau toki aofangatuku. Na’e ‘i ai ‘a e ngaahi fiema’u makehe mei he Komisoni’ ki he lipooti’ni pea ‘e fokotu’u ia ko e tefito’i ngāue ke fakahoko ‘i he ta ‘u fakapa’anga fo’ou’.

Polokalama 8: Va’a ki he Ngāue Faka’ofisi

Ke tokangaekina mo seevi ‘a e ngaahi ngāue fakalotofale ‘a e ‘ofisi ‘aki ‘a e lelei taha kae malava ke a’usia he takitaha va’a ‘enau taumu’a ngāue.



Ko e va’a ki he ngāue faka’ofisi’ ‘oku ne fakatefito pē ki he ngaahi ngāue mo e ola fakalotofale ‘i he Potungāue’ pea ko hono ngaahi polokalama iiki leva ‘eni:

- 8.1 Va’a palani mo e pule’i ‘o e ngaahi me’a fakapa’anga
- 8.2 Siofi ‘o e ngaahi fatongia fakalotofale pea mo e fakahoko fatongia ‘a e ‘Ofisi’
- 8.3 Lesisita, Kasete mo e pule’i ‘o e ngaahi lekooti’
- 8.4 Tekinolosia ‘o e fakamatala’ mo e fetu’utaki’

8.1 Va’a palani mo hono pule’i ‘o e va’a fakapa’anga

8.1.1: Palani ngāue fakata’u tolu mo e Palani ngāue fakata’u taha

Na’e fakahu ‘a e Palani fakata’u tolu ki he 2023/24-2025/26 ki he va’a Palani ‘a e ‘Ofisi Palemia’ ‘i he ‘aho 29 ‘o ‘Epeleli 2023. ‘Oku lipooti ‘a e fakaikiiki ‘o e palani faka-ta’u tolu (3) mo e ngaahi lavame’a ‘i he palani fakata’u taha (1) ‘i he Konga 4 ‘i ‘olunga’. Na’e fakahoko ha ongo fakataha ‘Fakafo’ou’ ‘e ua (2) ke alea’i ‘a e ngaahi me’a na’e mahu’nga taha ki he ‘Ofisi ‘o e Komisoni’ ki he ta’u fakapa’anga 2022/23; taha ‘i Siulai 2022 pea ko e taha ‘i Sanuali 2023.

8.1.2: Fakangāue’i ‘o e kau ngāue ‘i he ‘Ofisi ‘o e Komisoni’

‘Oku ‘oatu ‘a e fakaikiiki ‘o e ngāue ko ‘eni’ ‘i he **Konga 3** ‘i ‘olunga’

8.1.3: Tokanga’i ‘o e ngaahi ngāue fakapa’anga’

‘Oku tālanga’i ‘a e ngaahi fiema’u ki he lipooti fakapa’anga’ ‘i ha Konga mavahe ‘oe lipooti’ni (Pule’i pa’anga mo e fakamole).

8.2 Siofi ‘o e ngaahi fatongia fakalotofale pea mo e fakahoko fatongia ‘a e potungāue’

‘I he lolotonga e ta’u’, na’e lahi e ngaahi ngāue na’e fakahoko ke siofi’aki e ngaahi ngāue fakata’u ‘a e Komisoni’. ‘I he Tepile 31, ‘oku hā atu ‘a e ngaahi fatongia fakalalakaka’i e fakahoko fatongia ia ‘a e kau ngāue ‘a e Komisoni’ ‘o hangē ko hono fakafuofua’i ‘e he tafa’aki ki hono fakalalakaka’i ‘o e fakahoko fatongia’ ‘o makatu’unga ‘i he

Ngaahi kuata	Maaka
Kuata 1	94%
Kuata 2	91%
Kuata 3	90%
Kuata 4	83%

TĒPILE 31: ‘AVALISI ‘O E TU’UNGA TALIANGI ‘AE ‘OFISI ‘I HE 2022/2023

lipooti e ngaahi ngāue ki hono tokangaekina e fakahoko fatongia fakakuata na’e fakahoko ‘i he ta’u fakapa’anga 2022/23. Ko e ‘avalisi ‘o e tialiāgi’ ‘i he faka’osinga ‘o e ta’u’ ko e peseti ‘e hivangofulu (90%).

Na’e kei hokohoko atu pē ‘a e tokanga ‘a e kau ngāue ‘i he ‘Ofisi ‘o e Komisoni’ ki hono fakamamafa’i ‘a e ‘ulungaanga fakaengāue mo fakapalofesinale ‘a e kau ngāue’. ‘I he faka’osinga ‘o e Ta’u Fakapa’anga’ na’e fakahoko ha ngaahi fakataha ako fakakātoa ‘e hongofulu-mā-ua (12), ma’ae lelei pē ‘a e kau ngāue ‘a e Komisoni’. ‘Oku kau heni ‘a e faiako mei tu’a pea mo e faiako ‘i loto pē ‘i he Komisoni’.

8.3 Lesisita, Kasete mo e Pule’i ‘o e Ngaahi Lekooti

8.3.1 Lesisita

Koe’uhī ko homau tefito’i fatongia ki he ‘u Potungāue kotoa’, ko e tafa’aki Lesisitā ‘oku nau lekooti ‘a e ngaahi tohi kotoa ‘oku hū mai ki loto mo hū atu ki tu’a mei he ‘Ofisi ‘o e Komisoni’. Ko hono muimui’i faka ‘aho ‘o e ngaahi tohi ko ‘eni’ ‘oku ‘ikai ko ha ngāue faingofua he ko e ngaahi faile taautaha ‘a e kātoa ‘o e kau ngāue fakapule’anga mālōlō’ mo e kau ngāue lolotonga’ ‘oku tauhi ia ‘i he Komisoni’. ‘Oku fakafuofua ‘oku laka hake he faile ‘e taha mano (10,000). (*Oku ‘ikai ke kau heni ‘a e ngaahi faile fakalukufua’ mo e ngaahi faile hinehina’*). Ko hono fakama’opo’opo’ ‘oku hā atu ‘i lalo ‘i he tēpile fika 33.

TĒPILE 33: NGAHI KALASI ‘O E KEISI (HŪ MAI)

Keisi	Katoa
Fokotuú Lakanga Foóu	153
Toe Fokotu’u Lakanga Foóu	4
Mālōlō Mei He Ngāue	46
Fakafisi Mei He Ngāue	157
Mālōlō Mei He Ngāue -‘UHINGA FAKAFALEMAHAKI	13
Pekia Lolotonga Kei Ngāue	14
Kapusi Mei He Ngāue	15
Kaniseli Fokotuú Lakanga Foóu	9
Kakato ‘a e Aleapau Ngāue	3
KĀTOA	414

8.3.3 Tauhi ‘o e Lekooti

Na’e fe’unga mo e ngaahi putu ‘e fitungofulu-mā-fitu (77) ‘o e kau ngāue fakapule’anga lolotonga’ moe kau ngāue fakapule’anga mālōlō ne fakahoko mai ki he Ófisi ‘o e Komisoni’ ‘i he 2022/23. Ko e taha foki e ngaahi fatongia ‘o e Komisoni’ ko hono ‘oatu ‘o e ngaahi lekooti ngāue ‘o e kau pekia’ ki he ‘Ofisi ‘o e Palemia’ ke fakakakato ‘aki ‘a e fatongia ‘o e Palēmia’ mo e Pule’anga’ ki he ngaahi famili ‘o e kau pekia’.

TĒPILE 32: NGAHI TOHI HŪ MAI MO E HŪ ATU KITU’A MEI HE ‘OFISI

Tohi Hū mai fakafetu’utaki - Hū kitu’a 2022/23	
Fakakātoa ‘o e Tohi Hū mai	2304
Fakakātoa ‘o e Tohi Hū atu	2454

8.3.2 Kāsete

‘I he lolotonga ‘o e ta’u fakapa’anga’, na’e fe’unga mo e toko teau-nimangofulu-mā-fitu (157) na’e fokotu’u lakanga fo’ou pe toe fokotu’u lakanga fo’ou ki he ngāue fakapule’anga’, pea koe toko uangeau nimangofulu-ma-fitu (257) ne nau mavahe atu mei he ngāue fakapule’anga’pea koe lahi taha’ na’e fakafou he mālōlō mei he ngāue’ pea moe fakafisi.

TĒPILE 34: LAHI ‘O E NGAHI PUTU

Ngaahi Putu Fakapule’anga	Kātoa
Lolotonga Ngāue	21
Mālōlō Penisoni	54
Mālōlō Fakafalemahaki	2
Kātoa	77

8.4 Tekinolosia ‘o e Fakamatala’ mo e Fetu‘utaki’

8.4.1 Founga ngāue fakamīsini mo e fakakomipiuta ‘o e ngaahi fakamatala’

Ko e taha ‘o e ngaahi a’usia tu’ukimu’a ‘o e ta’u ni ko e malava ke fa’u ‘a e polokalama ‘Ke ne fika’i e tu’unga vāhenga ‘i hono fakangāue’i ha taha ki he Ngāue Fakapule’anga’. Ko e ngāue ni ‘oku malava ai ke toe tonu ange hono fakahū ki he komipiuta’ ‘a e vahe ‘a e kau ngāue’ ‘i he taimi pē ‘oku hū ai ki ha lakanga fo’ou/hiki vāhenga ‘o fakatatau ki he ngaahi tefito’i tu’utu’uni ngāue. Neongo ko e timi ‘oku nau tokangaekina e kau ngāue pē te nau monu’ia lahi mei heni ‘i he taimi te nau ngāue ai ki he ‘enau ngaahi pepa fakataha ki he Komisoni’. ‘E lava pē foki ke ngāue’aki ‘e he ngaahi timi kehe’ ki ha’anau ngaahi fiema’u. ‘Oku tākaki atu ki ai, hono fa’u mo e tanaki’anga fakamatala ki he ngaahi koloa tu’u pau ke tokoni ki he tafa’aki ki he Tekinolosia ‘o e Fakamatala mo e Fetu‘utaki ki hono muimuia ‘a e ngaahi koloa tu’upau ‘i loto ‘i he ‘Ofisi ‘o e Komisoni’. ‘E fakakomipiuta ‘e he tafa’aki ki he Tekinolosia ‘o e Fakamatala mo e Fetu‘utaki ‘a e ngaahi fakamatala ki he faile ‘e nimangeau-hongofulu-mā-taha (511) mo e ngaahi faile fo’ou ‘e uangeau-uofulu (220). ‘E fakafo’ou leva ‘a e tanaki’anga fakamatala’ ki he polokalama fakakomipiuta (Microsoft Excel) mo e fakahokohoko fakamotu’alea ‘o e ngaahi faile fakatautaha ‘o e kau ngāue fakapule’anga’.

8.4.2 Poupou mo e tokoni fakakomipiuta mo hono tokanga’i ‘a e uepisaiti

Ko e toe a’usia tu’ukimu’a ‘e taha ko e lava ‘o fakafo’ou ‘a e uepisaiti ‘a e Komisoni’ ‘i he fiema’u ‘e he ‘Ofisa Pule Ngāue ‘o e Komisoni’ ‘a ia ne kau ‘i ai mo hono fakalelei ‘a e fakafaingofua hono ngāue’aki, fakamaau ‘a e ngaahi fakamatala pea toe fakalahi ‘a e ngaahi me’angāue ‘i loto ke ngāue’aki. Ko e tanaki mahu’inga ‘i he fakafo’ou hono ua ko eni’ ko hono fakakau atu ‘a e foomu launga’ ke lava ‘e he kakai’ ‘o lipooti mai ha ngaahi me’a ‘oku nau tokanga ki ai pe ko ha ngāue kākā ki he Komisoni’. ‘I he ta’u fakapa’anga 2022/23, na’e ngāue ai ‘a e tafa’aki Tekinolosia ‘o e Fakamatala mo e Fetu‘utaki ki he ngaahi fiema’u tokoni ‘e teau-fāngofulu-mā-tolu (143) mei he kau ngāue ‘a e Komisoni’. Na’e lava foki ‘e he timi’ ‘o tuku hake ‘i he uepisaiti ‘a e ‘Ofisi ‘o e Komisoni’ mo e lakanga ‘atā ‘e onongofulu (60) mo e ngaahi lipooti ‘e hongofulu-mā-hiva (19).

8.4.3 Fakatahataha’i ‘o e ngaahi tanaki’anga fakamatala fekau’aki mo e kau ngāue ‘a e ‘Ofisi Komisoni Ngāue Fakapule’anga’

Na’e lava lelei hono fili ‘a e sisitemi ke toe lelei ange hono tokanga’i ‘o e ngaahi faile mo e tanaki’anga fakamatala ‘a e ‘Ofisi Komisoni Ngāue Fakapule’anga’ – ‘a ia ko e polokalama fakakomipiuta (Timetrex). Na’e kamata’i mai ‘i he ma’u’anga fakamatala ko ‘eni’ ‘a e kau ngāue ‘i he fengāue’aki mo e timi ‘a Falepa’anga’ pea mo e timi ‘ilekitulonika ‘a e pule’anga, ‘a ia na’e fakapa’anga ‘e he pule’anga ‘Aositelelia’. Na’e kau ‘i he pailate’i ‘o e polokalama ni ‘a e tākaki ‘o e fakamatala fekau’aki mo e ngāue ma’a e kau ngāue kotoa ‘i he ‘Ofisi Komisoni Ngāue Fakapule’anga’, ‘Ofisi Palēmia’ mo Falepa’anga ki he polokalama fakakomipiuta (TimeTrex) ko hano ‘ahi’ahi’i pē. Na’e kau ‘i he sitepu hono hoko’ ‘a e polokalama fakakomipiuta (Timetrex) ke ne tokangaekina ‘a e livi’, vāhenga’, pea pehē foki ki hono fakahokohoko ‘a e tu’unga ‘o e ngaahi potungāue taki taha.

Na’e iku toloi ‘eni ko e sio foki ki he faingamālie ke fakatau ai ‘e falepa’anga ‘a e sisitemi fo’ou ke tokanga’i ‘aki ‘a e me’a fakapa’anga kotoa pē he pule’anga’, pea koe sisitemi ko iā ‘oku ‘i ai ‘a e konga ai ‘e lava ke ngāue’aki ‘e he ‘ofisi ‘o e Komisoni’ ke tokanga’i ‘aki e ngaahi fakamatala fekau’aki mo e kau ngāue fakapule’anga ‘a Tonga’. ‘E tatali leva ke toe fai ‘a e fakataha mo Falepa’anga pea mo e timi ‘ilekitulonika ‘a e pule’anga’ ‘i he ta’u fakapa’anga hono hoko’.

Pule'i Pa'anga mo e Fakamole

i. Fakamatala Fatongia

Ko e fakamatala fakapa'anga ki ha kautaha 'a e pule'anga': 'Ofisi Komisoni Ngāue Fakapule'anga (ko e Komisoni). Ko e tefito'i ngāue 'a e 'Ofisi 'o e Komisoni' ke 'oange ha ngaahi poupu mo e tokoni ki he Ngaahi Potungāue' ki hono tokangaekina 'o e Kau Ngāue' 'o fakafou 'i ha ngaahi fale'i pea ko hano fa'u ha ngaahi tu'utu'uni.

'Oku fakatahataha'i kotoa 'a e ngaahi fakamatala fakapa'anga' ki he Potungāue Pa'anga' 'a ia 'oku ne tauhi 'a e ngaahi 'akauni pangikē kotoa pē ki he ngaahi Potungāue'. 'Oku nau tokanga'i 'a e ngaahi fakamole fakapa'anga' 'oku fai 'e he ngaahi Potungāue kotoa pē lolotonga 'a e ta'u fakapa'anga'. 'Oku fakahaa'i 'a e ngaahi totongi kotoa pē 'oku fai mei he patiseti 'a e 'ofisi' 'i he Fakamatala ki he Pa'anga Hū Mai mo e Pa'anga Hū Atu'. Na'e teuteu'i 'e he 'Ofisa Pule Ngāue 'o e Komisoni' mo e kau ngāue kuo fakamafai'i ki hono teuteu'i 'o e ngaahi fakamatala fakapa'anga' mo e lipooti ki he Lipooti Fakata'u Fakapa'anga 2022-23 'a e 'Ofisi 'o e Komisoni'.

Ko e pa'anga 'oku hā atu 'i he lipooti' ko e pa'anga Tonga.

ii. Fakamatala ki he pa'anga hū mai mo e pa'anga hū atu

TĒPILE 35: FAKAMATALA KI HE PA'ANGA HŪ MAI MO E PA'ANGA HŪ ATU

	2023 TOP	2022 TOP
Pa'anga Hū Mai		
Pa'anga Vahevahe mai mei he Pule'anga'	\$ 2,140,100.00	\$ 2,085,300.00
Pa'anga Hū Mai (Tō nounou)	\$ -	\$ 5,429.63
Totongi fakafoki Malu'i	\$ -	\$ 18,823.96
Peau Kula	\$ -	\$ 1.00
Pa'anga Ngāue Fakalakalaka Hū Mai	\$ -	\$ 10,710.82
Katoa Pa'anga Hū Mai	\$ 2,140,100.00	\$ 2,120,265.41
Fakamole Angamaheni		
Kau Ngāue Tu'uma'u	\$ 1,469,300.00	\$ 1,206,236.63
Kau Ngāue Lau'aho	\$ 27,700.00	\$ 21,800.00
Fefononga'aki mo Fetu'utaki	\$ 73,000.00	\$ 65,000.00
Tauhi Mo Fakalele Ngāue	\$ 36,200.00	\$ 36,886.00
Totongi Koloa mo Ngāue	\$ 427,400.00	\$ 416,997.00
Me'a'ofa Fakangāue mo e 'inasi	\$ 10,000.00	\$ 3,001.00
Ngaahi Koloa	\$ 96,500.00	\$ 359,633.96
Katoa Pa'anga Totongi Atu Angamaheni	\$ 2,140,100.00	\$ 2,109,554.59
Pa'anga Ngāue Fakalakalaka Hū Mai		
Fefononga'aki Mo Fetu'utaki	\$ -	\$ 320.00
Totongi Koloa mo Ngāue	\$ -	\$ 10,063.97
Kātoa Pa'anga Ngāue Fakalakalaka Hū Mai	\$ -	\$ 10,383.97

Fakatokanga'i Ange: 'Oku 'ikai tanaki pe ma'u mai 'e he 'Ofisi Komisoni' ha pa'anga mei he kakai.

iii. Fakamatala ‘o e Fakahoa ‘a e fakafuofua fakaangaanga’ mo e pa’anga kuo ‘osi hū atu’.

TĒPILE 36: FAKAHOA ‘A E FAKAFUOFUA FAKAANGAANGA MO E PA’ANGA KUO ‘OSI HŪ KITU’A

Pa’anga Hu Atu Angamaheni	Kulupu	Fakafuofua Fakaangaanga	Pa’anga Hu atu Totonu
Kau Ngāue Tu’uma’u	10XX	\$ 1,469,300.00	\$ 1,102,294.15
Kau Ngāue Lau’aho	11XX	\$ 27,700.00	\$ 19,357.18
Fefononga’aki mo e Fetu’utaki	12XX	\$ 73,000.00	\$ 57,628.85
Tauhi moe Fakalele Ngāue	13XX	\$ 36,200.00	\$ 45,491.77
Totongi Koloa mo e Ngāue	14XX	\$ 427,400.00	\$ 538,855.25
Me’a’ofa Fakangāue mo e ‘Inasi	15XX	\$ 10,000.00	\$ 9,942.35
Ngaahi Koloa	20XX	\$ 96,500.00	\$ 145,645.20
Katoa Pa’anga Hū atu Angamaheni		\$ 2,140,100.00	\$ 1,919,214.75

iv. Ngaahi fehikitaki ‘o e Patiseti

Na’e feinga ‘e he ‘Ofisi ‘o e Komisoni’ ‘a e lelei tahā ke tauhi ‘a e ngaahi pa’anga na’e fehikitaki’ ki he tu’unga ma’ulalo tahā ‘a ia na’e lekooti ‘i he Ta’u fakapa’anga 2021/22 (ngaahi fehikitaki pa’anga ‘e 4). ‘Oku ne fakamamafa’i ‘a e tukupā ‘a e ‘Ofisi Komisoni’ ki hono palani’i ‘o e patiseti totonu’ mo hono tokanga’i ‘o e pa’anga’ ke faka’aonga’i pē ‘o fakatatau pea mo e palani’ mo e ngofua na’e tali mai’.

TĒPILE 37: FEHIKITAKI ‘O E PATISETI

Ta’u Fakapa’anga	FY/2018-19	FY/2019-20	FY/2020-21	FY/2021-22	FY/2022-23
Ngaahi Taumu’a ‘o e fehikitaki ‘i loto he Patiseti’	20	15	15	8	7
Fehikitaki ‘o e Patiseti Totonu’	16	7	8	4	4
Ngaahi Taumu’a ‘o e fehikitaki ‘i loto he Patiseti ‘o fakatatau ki he Fehikitaki ‘o e Patiseti Totonu’	80%	47%	53%	50%	57%

Fakatokanga’i Ange: Ko e ‘uhinga ‘o e ngaahi fehikitaki na’e fakahoko’: (1) toe fakalahi ‘a e ngaahi fakataha Komisoni’; (2) Toko Hongofulu-mā-ua (12) ‘a e fakanofu ‘a e kau ‘Ofisa Pule Ngāue ‘i he ta’u fakapa ‘anga 2022/23; (3) Fakafo’ou ‘a e laiseni Microsoft 365 ma’a e kau ngāue; (4) Fakalelei’i ‘o e ‘ofisi’ ke hao lelei ‘a e kau ngāue ‘a e Komisoni’.

Ko e patiseti ‘a e ‘ofisi Komisoni’ ‘i he 2022/2023 ko e peseti ‘e tolungofulu (30%) ki hono fakahoko ‘a e ngaahi ngāue’ pea peseti ‘e fitungofulu (70%) ki he vāhenga ‘a e kau ngāue’. Ko e fakakātoa ‘o e fakamole totonu na’e a’usia ‘e he ‘Ofisi’ ko e peseti ‘e nimangofulu-ma-ua poini tesimale fā (52.4%) ki he vāhenga’, pea mo e peseti ‘e tolungofulu-ma-fitu poini tesimale tolu (37.3%) ki hono fakahoko ‘a e ngaahi ngāue’ ‘o fakakātoa ‘a e fakamolē, ko e peseti ‘e valungofulu-ma-hiva poini tesimale fitu (89.7%) ‘o e patiseti’ na’e faka’aonga’i. Ko e toenga ‘o e pa’anga na’e ‘ikai ke ngāue’aki’ koe peseti ‘e hongofulu poini tesimale tolu (10.3%), ko e ngaahi lakanga ia ‘oku ‘atā pea na’e te’eki ke ‘i ai ha taha he ngaahi lakanga ko ia’ ‘i he kuata tolu (3) mo e fā (4) ‘o hangē ko ia ‘oku hā atu ‘i he ngaahi tēpile ‘i lalo’;

TĒPILE 38: LAKANGA 'ATĀ 'I HE KUATA 3 & 4

Fakakulupu	Patiseti Kuo Fakangofuá	Pa'anga Fehikitaki 'i Ioto	Patiseti Kuo Fakalelei'
Kulupu 10-Kau Ngāue Tu'uma'u			
Vāhenga	\$ 1,269,300.00	-\$ 223,000.00	\$ 1,046,300.00
Ngaahi tokoni 'a e Pule'anga' ki he Vāhenga Mālōlō	\$ 134,000.00	-\$ 6,000.00	\$ 128,000.00
Pa'anga Le'ole'o Lakanga	\$ 18,000.00	\$ 7,000.00	\$ 25,000.00
Ngaahi Monu'ia Pule Ngāue/Minisitā	\$ 20,000.00	-\$ 10,000.00	\$ 10,000.00
Kulupu 12-Fefolau'aki Mo e Fetu'utaki			
Fefononga'aki Fakalotofonua	\$ 54,000.00	-\$ 11,000.00	\$ 43,000.00
Fefononga'aki Fakatu'apule'anga	\$ 2,000.00	\$ 23,000.00	\$ 25,000.00
Kulupu 13-Tauhi mo Tokanga'i ngaahi Ngāue			
Tokanga'i 'o e Me'angāue faka'ōfisi	\$ 4,000.00	\$ 3,000.00	\$ 7,000.00
Tokanga'i 'o e ngaahi Fale	\$ 3,000.00	\$ 18,000.00	\$ 21,000.00
Faka'auha 'o e veve	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00
Kulupu 14-Fakatau Koloa moe Ngaue			
Ako & Ngaahi Konifelenisi	\$ 2,000.00	\$ 3,000.00	\$ 5,000.00
Me'atokoni/Fakamamalo	\$ 20,000.00	\$ 20,000.00	\$ 40,000.00
Tototogi 'o e Fakataha	\$ 193,800.00	\$ 92,000.00	\$ 285,800.00
Paaki 'o ha Ngaahi Tohi	\$ 19,000.00	-\$ 10,000.00	\$ 9,000.00
Vai	\$ 8,000.00	-\$ 6,000.00	\$ 2,000.00
Ngaahi naunau ki he 'ofisi	\$ 43,100.00	\$ 10,000.00	\$ 53,100.00
Totongi 'o e fale	\$ 12,000.00	\$ 5,000.00	\$ 17,000.00
Laiseni	\$ 8,000.00	\$ 31,000.00	\$ 39,000.00
Kulupu 20-Fakamole Lahai'			
Fakalelei	\$ 55,000.00	\$ 10,000.00	\$ 65,000.00
Naunau Fo'ou	\$ 21,500.00	\$ 43,000.00	\$ 64,500.00
FAKAKĀTOA:	\$ 1,887,700.00	\$ -	\$ 1,887,700.00

v. Fakaikiiki 'o e Fakamole 'a e ngaahi Va'a Ngāue'

Ko e fakakātoa 'o e ngaahi fakamole 'a e va'a ngāue kotoa pē 'a e 'Ofisi Komisoni' ko e peseti 'e hivangofulu (90%) 'o e patiseti'. Ko hono ngaahi fakaikiiki 'oku hā atu ia 'i he tēpile 'i lalo':

TĒPILE 39: KO HONO FAKA'AONGA'I 'O E PATISETI' 'E HE NGAHI VA'A NGĀUE

Ngaahi Va'a Ngāue	Patiseti Kuo Fakangofuá	Pa'anga 'oku Hiki	Patiseti Kuo Fakalelei'	Patiseti Totonu	Palanisi 'i he 30th of June 2023	Peseti 'o hono faka'aonga'i e patiseti	Peseti 'o e toenga patiseti
Founga Tataki mo e Pule'i Fakaengāue'anga	\$ 454,500.00	\$79,000.00	\$ 533,500.00	\$ 483,590.97	\$ 49,909.03	9%	9%
Ngāue Fakalao, Tu'utu'uni Ngāue moe Fakato	\$ 116,200.00	-\$ 5,000.00	\$ 111,200.00	\$ 109,025.81	\$ 2,174.19	98%	2%
Fakalakalaka Fakakaungāue	\$ 90,000.00	\$3,000.00	\$ 93,000.00	\$ 91,392.58	\$ 1,607.42	98%	2%
Vakai Fakalukufua	\$ 170,400.00	-\$39,000.00	\$ 131,400.00	\$ 117,529.24	\$ 13,870.76	89%	11%
Tokangaekina 'o e kau Ngāue'	\$ 216,900.00	-\$ 40,000.00	\$ 176,900.00	\$ 157,484.89	\$ 19,415.11	89%	11%
Vāhenga	\$ 175,700.00	-\$ 20,000.00	\$ 155,700.00	\$ 132,013.61	\$ 23,686.39	85%	15%
Leva'i 'o e fakahoko fatongia	\$ 189,500.00	-\$ 39,000.00	\$ 150,500.00	\$ 124,035.33	\$ 26,464.67	82%	18%
Va'a ki he Ngāue Faka'ofisi	\$ 726,900.00	\$ 61,000.00	\$ 787,900.00	\$ 704,142.32	\$ 83,757.68	89%	11%
Fakakatoa	\$ 2,140,100.00	\$ -	\$ 2,140,100.00	\$ 1,919,214.75	\$ 220,885.25	90%	10.0%

vi. Fakaikiiki 'o e Fakamole' 'o fakatatau ki he Fakakulupu'

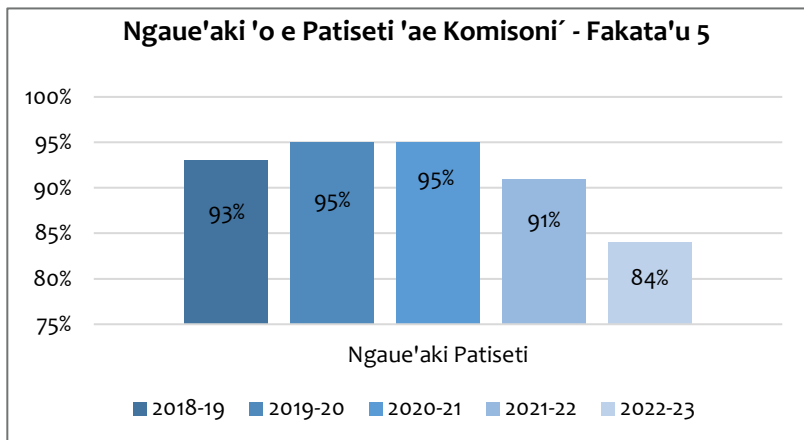
'Oku fakahā atu 'i he fakaikiiki 'o e kulupu', ko e ngaahi ngāue fekau'aki pea mo e fefononga'aki mo e fetu'utaki, na'e a'usia 'a e peseti 'e onongofulu-mā-valu (68%) pea fakahaofi ai 'a e peseti 'e tolungofulu-mā-ua (32%). Ko e kulupu 'Kau Ngāue' na'e fakahaofi ai 'a e peseti 'e hongofulu-mā-taha (11%) 'o e patiseti lolotonga' koe'uhí ko e kau ngāue na'e hiki atu mei he 'Ofisi 'o e Komisoni'.

TĒPILE 40: VAHEVAHE 'O E NGAHI FAKAMOLE' 'O FAKATATAU KI HONAU NGAHI KULUPU

Fakakulupu	Patiseti	Fakamole	Fakamole' fakatatau ki he Patiseti
Kulupu 10-Kau ngāue Tu'uma'u	\$ 1,237,300.00	\$ 1,102,294.15	89%
Vāhenga	\$ 1,046,300.00	\$ 960,475.83	92%
Ngāue Tu'ataimi	\$ 28,000.00	\$ 19,964.14	71%
Ngaahi tokoni 'a e pule'anga ki he Vāhenga Mālōlō	\$ 128,000.00	\$ 97,774.99	76%
Pa'anga Le'ole'o Lakanga	\$ 25,000.00	\$ 20,908.19	84%
Ngaahi Monū'ia CEO/Minister	\$ 10,000.00	\$ 3,171.00	32%
Kulupu 11-Kau Ngāue lau 'aho	\$ 27,700.00	\$ 19,357.18	70%
Totongi Ngāue	\$ 27,700.00	\$ 19,357.18	70%
Kulupu 12-Fefolau'aki & Fefononga'aki	\$ 85,000.00	\$ 57,628.85	68%
Fefononga'aki Fakaloto fonua	\$ 43,000.00	\$ 27,923.40	65%
Fefononga'aki Fakatu'apule'anga	\$ 25,000.00	\$ 14,469.35	58%
Fetu'utaki	\$ 1,000.00	\$ 975.00	98%
Fakama'fola	\$ 9,000.00	\$ 7,403.25	82%
Tu'uaki	\$ 7,000.00	\$ 6,857.85	98%
Kulupu 13-Tauhi mo Tokanga'i ngaahi Ngāue	\$ 58,200.00	\$ 45,491.77	78%
'Utu	\$ 15,000.00	\$ 12,076.40	81%
Tokanga'i 'o e Komipiutā	\$ 1,000.00	\$ -	0%
Tokanga'i 'o e Me'angāue faka'ōfisi	\$ 7,000.00	\$ 5,620.27	80%
Tokanga'i 'o e ngaahi me'alele	\$ 12,200.00	\$ 6,815.54	56%
Tokanga'i 'o e ngaahi fale	\$ 21,000.00	\$ 20,059.56	96%
Faka'auha 'o e veve	\$ 2,000.00	\$ 920.00	46%
Kulupu 14-Fakatau Kōloa mo e Ngaue	\$ 572,400.00	\$ 538,855.25	94%
'Uhila	\$ 50,000.00	\$ 43,386.49	87%
Vai	\$ 2,000.00	\$ 764.99	38%
Ngaahi naunau ki he 'ofisi	\$ 53,100.00	\$ 53,024.21	100%
Paaki 'o ha Ngaahi Tohi	\$ 9,000.00	\$ 8,429.80	94%
Pa'anga foaki	\$ 1,200.00	\$ 400.00	33%
Totongi Ngaue'aki ha koloa	\$ 10,700.00	\$ 9,975.00	93%
Ako & ngaahi konifelenisi	\$ 5,000.00	\$ 4,366.90	87%
Totongi 'o e fale	\$ 17,000.00	\$ 15,032.75	88%
Me'a'ofa	\$ 8,500.00	\$ 6,035.79	71%
Me'akai/fakamāmālohi	\$ 40,000.00	\$ 39,579.90	99%
Laiseni	\$ 39,000.00	\$ 35,747.01	92%
Ngaahi Nāunau Fakama'ā	\$ 11,100.00	\$ 7,308.40	66%
Totongi 'o e fakataha	\$ 285,800.00	\$ 279,780.00	98%
Tokotaha faifale'i & TA	\$ 40,000.00	\$ 35,024.01	88%
Kulupu 15-Fakangofua mo Fe'ave'aki	\$ 10,000.00	\$ 9,942.35	99%
Foaki pale	\$ 10,000.00	\$ 9,942.35	99%
Kulupu 20-Fakamole Lalahi	\$ 149,500.00	\$ 145,645.20	97%
Fakalelei	\$ 65,000.00	\$ 64,990.35	100%
Naunau Fo'ou	\$ 64,500.00	\$ 62,099.85	96%
Komipiuta Fo'ou	\$ 20,000.00	\$ 18,555.00	93%
FAKAKĀTOA	\$ 2,140,100.00	\$ 1,919,214.75	90%

vii. Ola ‘o e taumu‘a ngāue ‘a e ‘Ofisi Komisoni’ ‘i he ngaahi ngāue fakapa‘anga’

FAKATĀTĀ 18: TAUMU‘A NGĀUE ‘A E ‘OFISI KOMISONI’ MO E OLA ‘O E NGĀUE FAKAPA‘ANGA’



Ko e ola ‘o e ngaahi ngāue fakapa‘anga ‘a e ‘Ofisi Komisoni’ ‘i he 2022/23 na‘e ngāue‘aki ‘a e peseti ‘e hivangofulu (90%) ‘o e patiseti’, ‘o makatu‘unga ia ‘i he patiseti totonu ‘oku faka‘aonga‘i’ mo e lahi ‘o e pa‘anga na‘e fakafuofua ‘e ngāue‘aki ‘e he ‘Ofisi ‘o e Komisoni’. Ko e holo ko ia ki he peseti ‘e valungofulu-mā-fā (84%), na‘e tupunga ia mei he ngaahi liliu ‘i he ngaahi ngāue na‘e palani kimu‘a ki he ta‘u fakapa‘anga fo‘ou’ ke malava ‘o faingamālie mo ‘ata‘atā ‘a e ‘Eiki Palēmia’, kau fakafongā muli’ mo e kau ngāue mahu‘inga mei he Ngaahi Potungāue Fakapule‘anga’ ke nau lava ‘o kau mai ki he ngaahi polokalama na‘e toloi ki he ta‘u fakapa‘anga hono hoko’.

viii. Fakatau Lalahi

Ko e fakakātoa ‘o e ngaahi fakamole ni ko e \$109,673.16 ki he ta‘u fakapa‘anga 2022-2023, ko e peseti ‘e onongofulu-mā-valu (68%) na‘e fakahoko ‘o fakatatau ki he ngaahi tu‘utu‘uni ‘Fakatau Lalahi’ ‘i he vaha‘a \$12,000-\$ 19,999 mo e peseti ‘e tolungofulu-mā-ua (32%) na‘e ‘ikai muimui ki he ngaahi lao mo e tu‘utu‘uni ‘Fakatau Lalahi’ (lahi hake ‘i he \$20,000). Na‘e ‘ikai lava ‘e he ‘Ofisi ‘oe Komisoni’ ‘o ta‘ofi pe toloi ‘a e fakamole ko ‘eni’ koe‘uhi ko e mahu‘inga ke malava ‘o fakahoko ‘a e fatongia’ ke kakato ‘i he ta‘u fakapa‘anga ko ‘eni’.

Ko e fakafuofua mo hono fa‘u ‘o ha lakanga, ko e taha ia ‘o e tefito‘i ngāue pe fatongia ‘o e Komisoni’, pea ‘oku tokanga‘i ia ‘e he va‘a Vāhenga. ‘I he‘ene pehē, ‘oku fiema‘u ‘a e kau ngāue ‘a e Komisoni’ ke ako‘i kinautolu pea ma‘u mo ‘enau ngaahi tohi fakamo‘oni ako ki hono fakafuofua‘i mo fa‘u ‘o ha lakanga ‘a ia ‘oku ‘i he malumalu ‘o e ngaahi founa ‘o e HAY. ‘E toki foaki ‘a e fakamo‘oni ako‘ni hili hono fakakakato lelei ‘o e ako ki he founa ko ‘eni’. Ko ha ni‘ihi toko si‘i pē ‘oku nau lolotonga ma‘u e fakamo‘oni ako ko ‘eni’. Na‘e makatu‘unga foki ‘eni’ ‘i he tokolahi kuo nau ‘osi mavahe atu mei he ‘Ofisi ‘o e Komisoni’. Na‘e fiema‘u ke ako‘i mo ma‘u ha fakamo‘oni ako ‘a e kau ngāue fo‘ou’ ke nau fetongi ‘a e ni‘ihi kuo nau ‘osi mavahe atu mei he ‘Ofisi ‘o e Komisoni’. Na‘e fetu‘utaki leva kia Mr. Andrew Mackmurdie mo ha kole ke fakahoko ‘a e ako ko ‘eni’. Koe‘uhi ko e faingata‘a ke ma‘u hano taimi ‘atā koe‘uhi ko ‘ene ngāue ‘oku fakahoko ‘i ‘Afilika’. Ko ia ai, na‘e palani ‘a Mr. Andrew Mackmurdie ki he ta‘u fakapa‘anga 2023/24 ka koe‘uhi ko e ngaahi tukunga feliliu‘aki ‘ene taimi ngāue, na‘e fakahā mai ke fakahoko ‘a e ako ni ‘i Mē 2023. Ko ia ai, na‘e puke ‘a e faingamālie ‘o ‘ene ‘atā mai’ ke fakahoko ai ‘a e ako‘ni ke lava. Na‘e ‘ikai lava ai ke faka‘ehi‘ehi mei he fakamole ko ‘eni’ koe‘uhi ko e mahu‘inga ke fakahoko ‘a e fatongia’. Na‘e ‘ikai ai ke lava ‘a e ngaahi fiema‘u na‘e fokotu‘u ‘i he ngaahi tu‘utu‘uni ‘Fakatau Lalahi’ (fakatau lahi hake ‘i he \$20,000).

‘Ikai ngata ai’, na‘e fiema‘u ‘e he ‘Ofisi ‘o e Komisoni’ ha me‘alele fo‘ou ke fetongi‘aki ‘a e ongo me‘alele motu‘a ‘e ua (2) ‘a ia na‘e totonu ke tuku atu ka na‘e ‘ikai ke ‘i ai ha pa‘anga ke fakatau‘aki hano fetongi. Koe‘uhi ko e lahi ko ia ‘a e fakamole ki hono tokanga‘i ‘o e ngaahi me‘alele ko ‘eni’ ‘i he ta‘u ko ia ‘e hongofulu mā nima (15) kuo hili’. Na‘e tali ai ‘a e fakatangi ne fai’ ‘o fakangofua mai ‘i he ‘aho faka‘osi ‘o e ta‘u fakapa‘anga’ 2022/2023 ki hono fakapa‘anga mo fakangofua ‘a e ‘Ofisi ‘oe Komisoni’ ki hono fakatau

‘o ha me‘alele fo‘ou ke fakahoko ‘aki e fua fatongia ‘a e ‘Ofisi Komisoni’ ‘o ‘ikai ke feau ai ‘a e ngaahi fiema‘u na’e fokotu‘u ‘i he ngaahi tu‘utu‘uni fakatau lalahi’. ‘Oku fakahā atu ‘e he Tēpile 41 ‘i lalo’, neongo ‘a e liliu ‘i he ola’ ka na’e makatu‘unga he fiema‘u vivili ko ‘eni’ ‘o fakatupu ai ha fa‘ahinga founa ‘oku ‘ikai ke talangofua ki he tu‘utu‘uni ‘fakatau lalahi’. Koe ta‘u ‘e tolu (3) kimu‘a’ na’e haohaoa ai ‘a e Komisoni’ ‘o ‘ikai ha maumau lao, pea na’e fakahoko fakatatau pē ki he ngaahi tu‘utu‘uni ‘o e Fakatau lalahi’.

TĒPILE 41: PALANI FAKATAU LALAHI ‘OVA ‘I HE \$20,000 ‘I HE TA‘U ‘E FĀ KUO ‘OSI’

Ta‘u Fakapa‘anga	Lahi ‘o e fokotu‘u fakatau	Lahi ‘oe fokotu‘u fakatau na’e tali	Lahi ‘o e muimui pau	Lahi ‘o e ‘ikai muimui pau	Peseti ‘o e Muimui pau	Peseti ‘o e ‘Ikai Muimui pau
2019-20	2	1	1	0	100%	0%
2020-21	0	0	0	0	100%	0%
2021-22	0	0	0	0	100%	0%
2022-23	1	2	0	2	0%	100%

ix. Lipooti ‘a e ‘Atita

Ko e ‘atita’i ‘o e ngaahi lipooti ki he vaha‘a taimi ‘o Siulai 2019 ki Mē 2023, na’e ‘ikai ke ma‘u ai ha maumau lao pe tu‘utu‘uni ‘a e ‘Ofisi’ hili hono sivi‘i ‘o e ngaahi lipooti’.

x. Ko e ‘api ngāue’, ngaahi misini mo e me‘angāue’

‘Oku fakahā atu ‘i he fakamatala ni ‘a e ‘api ngāue’anga, koloa naunau misini mo e me‘angāue ‘oku ‘i ai hono mahu‘inga lolotonga, hili e ngāue ki hono holoki hono mahu‘inga’ fakatatau ki hono ta‘u ngāue‘aki ‘a ia na’e ngāue‘aki ‘a e founa hangatonu’.

‘Oku fakatefito ‘a e holoki ‘o e ngaahi koloa’ mei he lahi ‘o e ta‘u hono ngāue‘aki ‘o e ngaahi koloa ko ia’.

TĒPILE 42: NGAahi NAUNAU

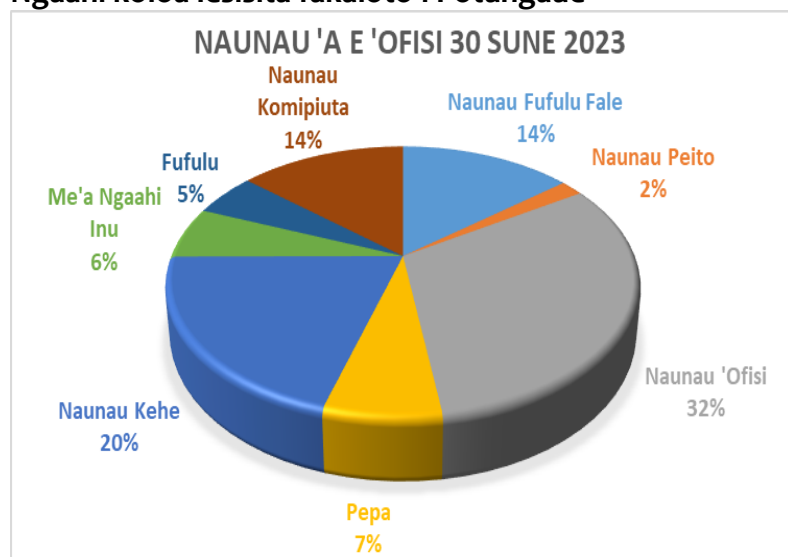
Ngaahi Naunau	Pēseti ‘oku fakasi‘isi’i ai ‘a e mahu‘inga ‘o e Ngaahi Naunau ‘i he ta‘u kotoa pē
Fale	5%
Komipiuta	20%
Naunau Fale	10%
Me‘alele	10%
Ngaahi naunau kehe faka‘ofisi (Ngaahi misini paaki mo e ngaahi naunau faka‘ofisi)	10%

TĒPILE 43: FAKAMATALA NOUNOU ‘O E NGAahi KOLOA ‘A E ‘OFISI ‘O E KOMISONI’

	2018/19TF Mahu‘inga	2019/20 TF Mahu‘inga	2020/21 TF Mahu‘inga	2021/22 TF Mahu‘inga	2022/23 TF Mahu‘inga
Mahu‘inga Fakakātoa	\$323,812.45	\$406,182.11	\$485,725.32	\$453,736.39	\$652,036.43

Fakatokanga’i Ange: Ko e lahi ‘o e lesisita ki he koloa mei he 2021-22 ta‘u fakapa‘anga ki he 2022-23, koe \$198,300 na’e tupunga ia mei hono fakalelei’i ‘o e ‘ofisi’, ke fakanofonofo lelei mo malu ‘a e kau ngāue Komisoni kotoa. Na’e kau ‘i he ngaahi fakamatala fo‘ou’ ‘a e me‘a ngāue fakakomipiuta pea pehē ki he me‘alele fo‘ou ‘a e ‘ofisi’.

Ngaahi koloa lesisita fakaloto'i Potungāue



Ko e Fakatātā 19 'oku ne fakamatala ki he lau koloa na'e fakahoko 'i he 'aho 30 Sune 2023.

Hange ko ia 'oku hā 'i he fakatātā 19, 'oku 'i he tu'unga fakafiemālie pē 'a e ngaahi naunau 'oku fiema'u ki he ngāue faka'aho 'a e kau ngāue' 'o a'u ki he kamata'anga 'o e ta'u fakapa'anga fo'ou'. Ko e ngaahi koloa mahu'inga taha ki he ta'u fakapa'anga hono hoko' 'oku kau ai 'a e naunau fakakomipiuta, pepa mo e naunau kehe foki.

FAKATĀTĀ 19: OLA HONO LAU 'A E NGAHI KOLOA' 'I HE 30 SUNE 2023

5. NGAHI POLE VIVILI

'I he kei hokohoko atu 'a e fakaakeake 'a e fonua' mei he hili ange 'a e pā 'a e mo'ungaafi pea mo e Koviti-19, 'oku fehangaangai ai 'a e 'Ofisi 'o e Komisoni' mo e pole 'i hono fa'u 'o e ngaahi tu'utu'uni ngāue 'a ia 'oku fakatefito 'i hono fakafuofua' 'o e vāhenga fakalukufua' ki he peseti pē 'e nimangofulu-mā-tolu (53%) 'o e pa'anga hū mai fakalotofonua'. Ko e lahi taha 'o e ngaahi tu'utu'uni ngāue ne lahi hono fahu'ia mai' ne fekau'aki ia mo e tu'utu'uni ngāue fo'ou ki he ngāue tu'a taimi' pea ma'u vāhenga mei ai, 'o fakatautefito pē 'eni pea mo e fakangatangata 'a e houa ngāue tu'a taimi' ki he houa pē 'e fāngofulu (40) 'i he māhina. Tānaki pē ki ai' ko e fehangaangai fakalotofale 'a e 'ofisi' mo e pole 'o e tokosi' 'a e kau ngāue 'o 'ikai malava ke fakahoko kakato 'a e tefito' ngāue ne palani ngāue mei he ta'u 'e tolu (3) kuo hili' kae pehē ki he tefito' fatongia ne palani ki he ta'u fakapa'anga ko 'eni'. 'Oku hā atu hono fakaikiiki' 'i he tēpile 'i lalo';

TĒPILE 44: NGAHI POLE FEHANGAHANGAI MO E KOMISONI

Ola Tamaki	Tu'unga 'o e Ola Tamaki			Fakaikiiki	Va'a kaunga ki ai
	Ma'olunga	Lotoloto	Ma'ulalo		
Sio Fakalukufua					
Toe vāofi ange Potungāue fengāue'aki	✓			'Oku hoko 'a e 'ikai ke fevahevahe'aki 'a e ngaahi fakamatala' ke faingata'a ai 'ae ngauē. 'Oku fakatefito e konga lahi 'a e ngāue 'a e 'Ofisi 'oe Komisoni' ki he ngaahi fakamatala mei Fale Pa'anga 'o hangē ko e ngāue tu'a taimi, siofi 'o e ngaahi lakanga mahu'inga 'oku fiema'u, leva'i 'o e fakahoko fatongia', vāhenga fakalukufua pea mo e ngaahi ngāue kehe pē. 'Oku 'ikai ai ke faka'atā mai 'e he Potungāue Pa'anga ia 'a e ngaahi fakamatala pea mo hono toloi hono	Kotoa 'a e ngaahi va'a

				tukuange mai ‘o e ngaahi fakamatala koia. ‘Oku ‘ikai ai ke malava ke fakakakato ‘a e ngaahi ‘analaiso ke fakahū ki he Komisoni’.	
Mata vaivai ‘i hono fakamalohi’i ‘e he Kau ‘Ofisa Pule Ngāue ‘o e ngaahi potungāue’ ‘a e Tu’utu’uni ngāue	✓			Kuo fakahoko ‘e he ‘ofisi ha ngaahi tu’utu’uni ne faingata’a koe’uhī ko e fekaunga’aki mo e ngaahi fiema’u vivili ‘a e Pule’anga’ ‘i he ngaahi ‘elia hangē ko hono pule’i ‘o e vāhenga fakalukufua’, leva’i ‘o e fakahoko fatongia’, fakangāue’i ‘o e kau ngāue, Ngaahi Fokotu’utu’u Lakanga mo e ngaahi ngāue kehe pē. Kaikehe, kuo ‘ikai ai ke fakamalohi’i ‘e he kau ‘Ofisa Pule Ngāue’ ‘a hono fusi a’u ‘a e ngaahi tu’utu’uni ngāue ki he ‘enau kau ngāue’ kae fakahū mai ia ki he Komisoni’ ke nau aofangatuku.	Kotoa ‘a e ngaahi va’a
Talangofua ki he ngaahi tu’utu’uni ngāue		✓		Lahi ‘a e ‘ikai ke talangofua ‘a e ngaahi Potungāue’ ki he ngaahi tu’utu’uni ngāue pea kuo a’u ki ha taimi kuo hulu e totongi’ pea ‘ikai ke totongi ‘e he ‘ofisa’ ‘a e nounou ‘o e ‘aho ngāue ‘oku tonu ke ne ngāue’i’ he teu ke fakafisi’. ‘Oku kau eni ki hono fakatuai ‘a e ngāue ki he ngaahi keisi’i pea tātaki ai pē ‘a e ngāue’ mo e ngaahi keisi ‘o hokosia mo hono toutou fakamanatu ki he kau ngāue’ ‘a ‘enau totongi hulu pe koe totongi ‘o ‘enau ‘aho ne tonu ke ngāue’i.	Tafaa’aki tokanga’i e kau ngāue’ mo e va’a Lao
Ko ha fakakaukau mo ha tō’onga ‘oku te ngāue tokotaha pē ‘o ‘ikai ke ngāue fakatokolahi pea mo vahevahe mo fetokoni’aki (Silo mindset)			✓	‘Oku vaivai ‘a e fengāue’aki ‘i he ngaahi Potungāue ‘a e Pule’anga’. Ko e ngaahi naunau’ ‘e malava pe ke vahevahe ‘i he ngaahi Potungāue’ pea fakalakalaka ai ‘ae fakahoko fatongia’ pea moe fakamole ‘a e Pule’anga’. Kaikehe, ‘oku totonu pē ke hoko ‘eni ko ha me’a ke tokanga kiai ‘a e kau ‘Ofisa Pule Ngāue’ ‘i he ta’u fakapa’anga ka hokō.	Va’a Taki
Ngāue Faka’aho					
Fakafisi ‘a e kau ngāue pea ‘atā ‘a e ngaahi lakanga’	✓			Fakafisi ‘a e kau ngāue ‘e toko fā (4) pea ma’u vāhenga malolō mo e ‘Ofisa Pule Ngāue. ‘Ataa e ngaahi lakanga ‘e hongofulu-mā-valu (18) pea ko e lakanga pe ‘e hongofulu-mā-taha (11) ne lava ke fakangāue’i ‘i he ta’u fakapa’anga 2022/23. ‘Oku mahino mai heni, ‘a e ‘ikai ke malava ke fakakakato ‘a e ngaahi ngāue ‘a e ‘Ofisi ‘oe Komisoni’ mo hono toloi ‘a e ngaahi ngāue ‘o e ta’u fakapa’anga 2022/23.	Kotoa e ngaahi va’a
Ngaahi palopalema ‘i hono		✓		‘Oku kei hokohoko atu pē ‘a e ngaahi faka’uhinga kehekehe ‘i hono ngāue’aki ‘a e fatongia ‘ofi’ pea mo e fatongia felāve’i tonu	Va’a tokanga’i kau ngāue mo e va’a Vāhenga

faka'uhinga'i 'o e ngaahi fiema'u ki ha fatongia ofi pea mo e fatongia 'oku felāve'i tonu mo e lakanga'				'i hono fakahoa 'o e ngaahi fiema'u ki ha lakanga.	
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5.1 Ngaahi fakatamaki mo hono pule'i

'Oku hā eni 'i he kongā 4 'o e lipooti 'i 'olunga'.

6. NGAHI ME'A KE FAKAHĀ PEA MO TALI TU'UTU'UNI FAKALAO

6.1 Lipooti 'a e 'Atita

Ko e 'atita 'o e fakahoko fakatongia' 'o fakatatau mo muimui ki he ngaahi tu'utu'uni' 'i he vaha'a taimi 'o Siulai 2015 ki Sune 2019 na'e 'ikai ke ma'u ai ha maumau'i 'o ha tu'utu'uni ngāue 'a e Komisoni'. Kuo te'eki ke toe fakahoko ha 'atita 'o e fakahoko fatongia 'a e 'Ofisi 'o e Komisoni' talu mei he 2019.

6.2 Fakaikiiki 'o e fakamatala fekau'aki mo e ngaahi me'afua fakangāue

'Oku 'osi fakakakato 'eni 'i he kongā 3 'o e lipooti.

6.3 Ngaahi tu'utu'uni 'a e Minisitā

Na'e 'i ai ha lipooti 'e uofulu-mā-fitu (27) na'e fakahū atu ki he Kapineti' kau ki ai 'a e ngaahi ngāue ki he tu'utu'uni ngāue, ngaahi monū'ia vāhenga malōlō, aleapau ngāue 'a e kau 'Ofisa Pule Ngāue' 'a ia na'e tali kotoa pē 'e he Kapineti'.

6.4 Fakahā 'o e Pule Lelei'

'I he taimi kotoa pē, 'oku fakahā 'e he Komisoni' 'o kapau 'oku 'i ai ha taimi 'e fepaki ai 'enau fai tu'utu'uni mo 'enau ngaahi fiema'u' 'i he ngaahi me'a 'oku fekau'aki mo hono fkanāue'i ha tokotaha, fakangata 'a e ngāue' pe tautea', fakakikihi pe loto mamahi. 'Oku ngāue'aki pē 'a e founa tatau ki he fakanofa 'o ha 'Ofisa Pule Ngāue pea mo e fai fatongia 'a e Komisoni'.

6.5 Ko e Ngaahi tu'utu'uni 'a e Pule'anga'

Tali tu'utu'uni: 'Oku tali tu'utu'uni pē 'a e ngaahi Potungāue ia 'o fakatatau ki he ngaahi fiema'u 'a e Lao ki he Ngāue Fakapule'anga' kae tautautefito ki he ngaahi tu'utu'uni fakangāue, leva'i 'o e fakahoko fatongia, pea mo e tu'utu'uni faka'ulungaanga. Ka neongo ia', ko e ngaahi tefito'i tu'utu'uni ngāue kotoa pē kuo 'osi fakahoko ia ki he ngaahi Potungāue'.

Ngaahi tu'utu'uni ngāue kuo kakato;

- Ko e Tu'utu'uni Ngāue fekau'aki mo e Fakakina Fakalielia 'i he Ngāue'anga' na'e kasete'i 'i 'Epeleli 2021; pea ko e ngaahi fakahinohino ngāue kehe pē 'o kau ki ai hono fakatonulea 'a e Tu'utu'uni Ngāue Faka'ulungaanga'. Ko e ngaahi tu'utu'uni ngāue kuo 'osi tali pea kasete'i 'oku 'osi kau pē ia 'i he ngaahi kongā kimu'a 'o e lipooti'.

6.6 Vāhenga ‘o e Poate’ mo e ngaahi Komiti

Ko e Komisoni Ngāue Fakapule‘anga’ ‘oku kau ki ai ‘a e kau memipa ngāue fakataimi pē ‘e toko nima (5), ‘a ia ‘oku nau lipooti hangatonu pē ki he ‘Eiki Palēmia. ‘Oku fakahoko tu‘o ua (2) pe tolu (3) ‘a e fakataha ‘a e Komisoni’ ‘i he uike. Ko e fakakātoa ‘a e ngaahi faitu‘utu‘uni ‘a e Komisoni’ ‘i he ta‘u fakapa‘anga’ ‘oku hā mahino mai pē mei he lahi ‘o e ngaahi pepa kuo fakahū atu ke nau tālanga‘i. Ko e patiseti ki he fakataha Komisoni ‘o e ta‘u fakapa‘anga 2022/23 ne peseti ‘e hongofulu-mā-ua (12%).

TĒPILE 45: VĀHENGĀ FAKAKĀTOA ‘O E KOMISONI’

Totongi ‘o e ngaahi fakataha Komisoni – ‘i he Ta‘u Fakapa‘anga	
2019/20	\$159,670.00
2020/21	\$195,670.00
2021/22	\$167,770.00
2022/23	\$254,950.00

Ko e kotoa ‘o e ngaahi fakamole ki he ngaahi fakataha Komisoni 2021/22 ne ‘i he peseti ‘e nimangofulu-mā-ua (52%). ‘Oku hā mahino mai heni ‘a e toe lahi ange ‘a e ngaahi fakataha Komisoni mei he valungofulu-mā-tolu (83) ‘i he ta‘u fakapa‘anga kimu‘a ki he teau-tolungofulu-mā-fā (134) ‘o e 2022/23. ‘Oku fakafuofua ke fakataha tu‘o ua (2) ki he tolu (3) ‘a e Komisoni ‘i he uike – pea oku tupu mei heni ‘a e tupu ‘a e totongi fakataha.

TĒPILE 46: VĀHENGĀ FAKAFO‘I FAKATAHA ‘O E KOMISONI

Sea ‘o e Komisoni	\$260 ki he fo‘i fakataha tanaki atu kiai \$170 ki he houa ‘o e teuteu kotoa pe. Lahi taha ki he houa ‘e ua (2) ‘a e teuteu ‘oku fakangofua
Komisiona	\$170 ki he fo‘i fakataha \$150 ki he houa ‘o e teuteu kotoa pe. Lahi taha ki he houa ‘e ua (2) ‘a e teuteu ‘oku fakangofua.

7. FAKAMA‘OPO‘OPO

Ko e fakatamaki ‘e ua na‘e hoko ‘i he kuata hono 3 ‘o e piliote ko ‘eni’ pea na‘e tu‘u fakataha ai ‘a e Pule‘anga’ ‘o ngāue mo fakahoko ha ngaahi ngāue fo‘ou ki hono fakaakeake ‘o e Fonua’. Na‘e ngāue fakataha ai ‘i he ngaahi māhina lahi ‘a e ngaahi Potungāue ‘a e Pule‘anga’, ngaahi Poate Pisinisi ‘a e Pule‘anga’, ngaahi kautaha fakatautaha’, ngaahi Potungāue ‘ikai kau ki he Pule‘anga mo e ngaahi ngāue‘anga Tokoni ‘o hangē ko e Kolosi Kula’, Kautaha Tonga Mo‘uilelei, Poate Pule‘i ‘o e Takimamata’ pea mo e Pangikē Pule’. Na‘e ‘i ai mo e ngaahi va‘a ngāue kehe ne nau kau mai pē ki he komiti ngāue ko ‘eni ki he ngaahi fakatamaki’.

Na‘e fai e mamata ai ki hono fakamahu‘inga‘i ‘e he Pule‘anga’ ‘a e ngaahi fiema‘u vivili mahu‘ingā, pea na‘e tokoni ai ‘a e ‘Ofisi ‘oe Komisoni’ ‘i he fengāue‘aki pea mo e kau Pule Ngāue’ pehē ki he ngaahi timi kehekehe ‘i hono tokonia ‘o e ngaahi fatongia kehe ko‘eni; (Tokanga‘i ‘o e kau ngāue’, ngaahi me‘a ngāue mo e ngaahi me‘alele, faka-fetu‘utaki mo hono fakakakato e ngaahi fiema‘u ‘o e ngaahi kulupu ngāue ki he Potungāue Mo‘ui. Na‘e toe fa‘u foki ‘e he ‘Ofisi ‘o e Komisoni’ ‘a e fakahinohino makehe ki hono tākiekina ‘a e ngaahi tu‘utu‘uni ngāue ki he ngāue mei ‘api’, taimi ngāue ‘a e kau ngāue’ pea mo hono tokanga‘i pē ‘a e totonu ‘o e kau ngāue’. Na‘e toe ‘aonga foki ‘a e ngaahi tu‘utu‘uni ngāue’ mo e ngaahi fakahinohino ko ‘eni’ ki he ngaahi fonua kaungā‘api’ ‘i he Pasifiki’, he na‘a nau kole mai pea na‘e vahevahe atu ‘o nau ngāue‘aki.

‘Oku hounga’ia ‘aupito ‘a e kau ngāue ‘a e ‘Ofisi ‘oe Komisoni’ ki he ‘Eiki Palēmia’, Kapineti’ pea mo e kau Komisiona’ koe’uhī ko e tataki lelei pea moe faka’atu’i hono tofa ‘etau ngāue. ‘Oku ‘ikai ngalo ‘a e kau Hoa Ngāue ki he Fakalakalaka’, tautautefito ki he Potungāue Ngāue Ki Muli– Nu’u Sila, Komisoni ‘a Nu’u Sila’, Pangikē ‘a Mamani, Pangikē Fakalakalaka ‘a ‘Esia’, Sekelitali ki he Kominuieli, Kautaha Ngāue Fakavaha’a Pule’anga, Kau Ngāue ‘Ofa ‘a ‘Aositelēlia’ pea mo e ngaahi kulupu fetokoni’aki kotoa pē.

----- *Ngata Ai* -----

KONGA 2 'O E LIPOOTI

8. NGAAHI FAKAMATALA MOE 'ANALAI SO 'O E KAU NGĀUE FAKAPULE'ANGĀ

Fakaikiiki Fakakaungāue Vahevahe Fakalakanga

01 Siulai 2022 ki 30 Sune 2023

- a) 'Avalisi ta'u motu'a 'i he ngāue fakapule'anga'
= 40
- e) **Fakafehoanaki e kakai tangata' moe kakai fefine'**
= 63% ♀ vs 37% ♂
- f) Kau ngāue matu'otu'a mo fuoloa (Vāhenga C, D, E, F & G)
= **3% i.e., kau ngāue 'e 136**
- h) **Kau ngāue fakapalōfesinale (Vāhenga H, I, J, K, L & M)**
= **71% i.e., kau ngāue 'e 2,951**
- i) Kau ngāue (Vāhenga N, O, P Q, R & S)
= **26% i.e., kau ngāue 'e 1,075**

Tu'unga Malava 'o e kau ngāue' Taukei Lolotonga'

- i. Toketā Filōsefa = 64% fefine; 36% tangata
- ii. MA = 42% fefine; 58% tangata
- iii. Tu'unga fakaako toe tākaki mai he 'osi hoto 'uluaki mata'itohi = 72% fefine; 28% tangata
- iv. 'Uluaki Mata'itohi = 58% fefine; 42% tangata
- v. Tipiloma = 69% fefine; 31% tangata
- vi. Setifikeiti = 60% fefine; 40% tangata
- vii. Setifikeiti mei he ako ma'olungā = 59% fefine; 41% tangata
- viii. 'Ikai ha tu'unga fakaako = 23% fefine; 77% tangata

- a. Fakakātoa kau ngāue (tokanga'i e 'Ofisi 'oe Komisoni): kaungāue 'e 4,162, holo 'aki 'a e 5% fakatatau kihe 2021/2022 fa'ahi ta'u fakapa'anga pea moe kaungāue 'e 4,359.
- e. Potungāue tokolahi tahā: Potungāue Ako mo e Ako Ngāue 30% (1,237)
- f. Potungāue 'e 3 'oku vave 'enau fakatokolahi': Potungāue Fefakatau'aki 6%, Potungāue ki he Ngāue ki Muli 5%, Potungāue Ngōue & Potungāue Toutai 4%
- h. Potungāue 'e 3 'oku lahi e fe'unuaki 'enau kau ngāue: 'Ofisi 'o e 'Ateni Seniale 14%, Potungāue Ako 9%, 'Ofisi Palemia 9%
- i. Potungāue tokosi'i tahā: Palasi 1% (25) 'i he ta'u hokohoko 'aki 'eni e 3
- k. Pēseti fakakātoa e fe'unuaki e kau ngāue 'a e ū potungāue' = 2%

Tokolahi fakakau ngāue 'a e ngāue fakapule'anga'

Fakamatala 'i he 'aho – 30 Sune 2023

1. Kau ngaue fo'ou fakakātoa: 187
2. Ngaahi Fe'unuaki 'i loto he ngaahi Potungāue = **205**
3. Fakafisi meihe ngaue fakaPule'anga: 375
Ngaahi 'uhinga 'oe nofo mei he ngaue fakapule'anga;
 - a. Fakafisi: (138) 37%
 - e. Malōlō Fakangāue: (71) 19%
 - f. Malōlō Fakafalemahaki: (18) 5%
 - h. Malōlō lolotonga kei ngāue: (13) 4%
 - i. Kapusi mei he ngāue: (24) 6%
 - k. Fakangata fokotu'u fo'ou: (9) 2%
 - l. Fili tau'atāina ke mavahe mei he ngāue: (98) 26%
 - m. Lava e ta'u ngaue 'ae Pule taki ngaue: (4) 1%

**Fe'unuaki
Fakakaungāue**
Halafononga 'o e ngaahi fakamatala'

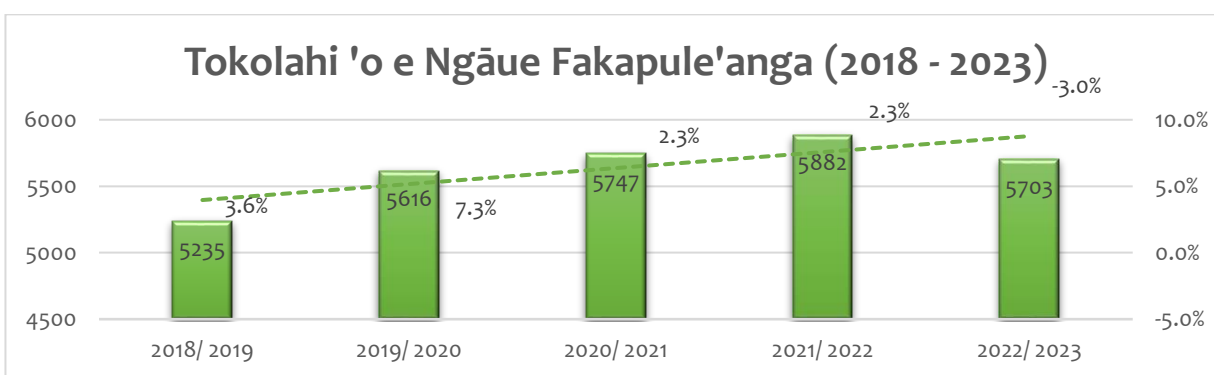
Tokolahi 'o e Ngāue Fakapule'angā

'Oku vahevahe 'a e Ngāue Fakapule'angā ki he ongo Kulupu Lalahi 'e 2, ko e Tēpile I mo e Tēpile II;

- Ko e Tēpile I 'oku 'i he malumalu ia 'o e Komisoni Ngāue Fakapule'angā; kau ki ai 'a e Potungāue 'e hongofulu-mā-fitu (17) pea mo e ngaahi kautaha 'e fā (4);
- Ko e Tēpile II 'oku tu'u tau'ataina ia mei he Komisoni 'o fakamalumalu pē 'i Fale Alea'; Potungāue Polisi', Tāmata Afi' mo e Pilisone', Kau Tau 'a 'Ene Afio', 'Ofisi 'o e 'Atita Seniale' pea mo e 'Ofisi 'o e 'Omipatimeni'.

Tokolahi fakakau ngāue	Fakaikiiki fakakau ngāue	Fe'unuaki fakakau ngāue	Tu'unga malava 'o e kau ngāue
Tokolahi e kau ngāue 'i he Potungāue	- Fakalakanga - Tu'unga fakavāhenga - Ta'u Motu'a - Fakaikiiki 'o e kakai; tangata mo e kakai fefine	- Hū fo'ou mo e mavahe atu - Ngāue fakataimi ki tu'a - Hiki ki ha ngāue 'e taha - Fakafisi mei he ngāue' - Ma'u vāhenga malōlō - Toe fakangāue'i ha tokotaha ngāue	Fakamo'oni ako

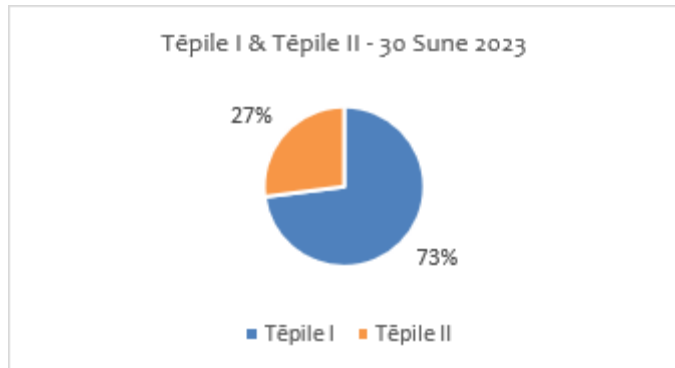
- Ko e kau Tau 'a 'Ene 'Afio' na'e tokolahi taha ai 'a e kau ngāue mei he Tēpile II ko e nimangeau-valungofulu-mā-taha (581), hoko ki ai 'a e Potungāue Polisi' ko e toko nimangeau-tolungofulu-mā-hiva (539), Pilisone ko e teau-onongofulu-mā-valu (168), Tamate Afi' ko e teau-uofulu-mā-fā (124), Falealea ko e onongofulu-mā-nima (65) pea 'Atita ko e fāngofulu-mā-tolu (43). Ko e 'Omipatimeni 'oku toko si'i tahā ko e toko uofulu-mā-taha (21).
- Ko e kau ngāue fakalukufua 'i he Tēpile I mo e II na'e fe'unga hono tokolahi' mo e toko nimaafe-fitungeau-mā-tolu (5,703) 'i he'ene a'u mai ki he 'aho 30 'o Sune 2023, 'a ia 'oku holo'aki 'a e peseti 'e (-3%) mei he toko nimaafe-valungeau-valungofulu-mā-ua (5,882) 'i he ta'u fakapa'anga kuo hili'.



FAKATĀTĀ 20: TOKOLAHĪ 'O E NGĀUE FAKAPULE'ANGĀ 2018 - 2023

- 'Oku kei tokolahi ange pē 'a e kau ngāue 'i he Tēpile I 'a ia ko e kau ngāue fakapule'angā kotoa ki he peseti 'e fitungofulu-mā-tolu (73%) 'i he Tēpile I pea peseti 'e uofulu-mā-fitu (27%) pē 'a e Tēpile II.

- Ko hono vahevahe ‘o e kau ngāue fefine moe tangata ‘i he Tēpile II ko e **21.5%:78.5%** (fefine:tangata) pea ko e ‘Ofisi ‘o e ‘Atita Seniale’ ‘oku ‘ilonga ai ‘a e tokolahi ange ‘a e kau ngāue fefine’ ‘i he tangata’ ‘a ia koe **61%:39%** pea hoko atu ki ai ‘a e Falealea’ mo e **57%:43%**.



FAKATĀTĀ 21: TĒPILE I & TĒPILE II ‘I SUNE 2023

‘E fakatefito pē ‘a e lipooti ko‘eni ki he Tēpile I ‘a ia ‘oku ‘i he malumalu ‘o e Lao ki he Ngāue Fakapule’anga.

Tēpile I: Sitetisitika ‘o e Kau Ngāue

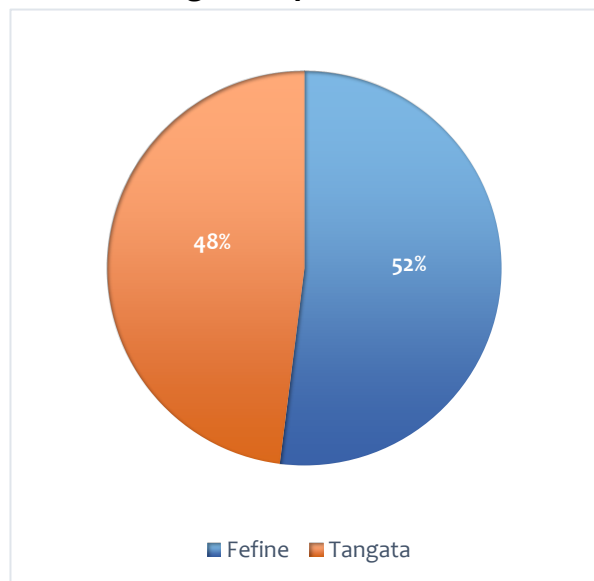
Kau Ngāue ‘oku ala ma‘u’

Ko e tokolahi fakakātoa ‘o e kau ngāue fakapule’anga’ na’e fe’unga mo ha toko fāafe-teau-onongofulu-mā-ua (4,162) ‘i he faka’osinga ‘o Sune 2023, ‘a ia ko e holo ‘aki ‘ae peseti ‘e nima (5%) mei he tokolahi fakalukufua ‘i he taimi tatau pē ‘o e 2022 ‘a ia na’e fe’unga mo ha toko fā-afe-tolungeau-nimangofulu-mā-hiva (4,359). ‘Oku ma’ulalo ange ‘a e

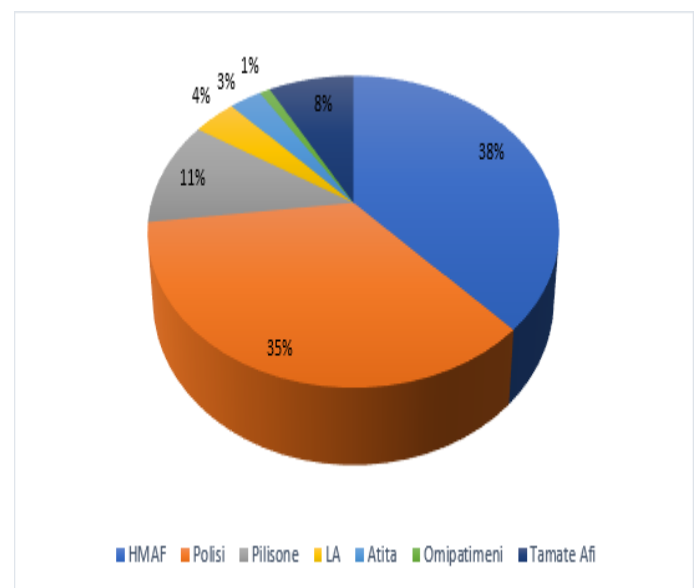
peseti tupu ko ‘eni’ ‘i he tupu tokolahi ko ia ‘i he ta’u fakapa’anga 2021/2022.

‘Oku hā atu ‘i lalo ‘a e fe‘unu‘aki ‘i he tupu ‘a e tokolahi ‘o e kau Ngāue Fakapule’anga’ ‘i hono vakai’i fakapotungāue ‘i he kuata ‘e fā (4) mei Siulai 2022 ki Sune 2023;

Kau Ngāue Tēpile I

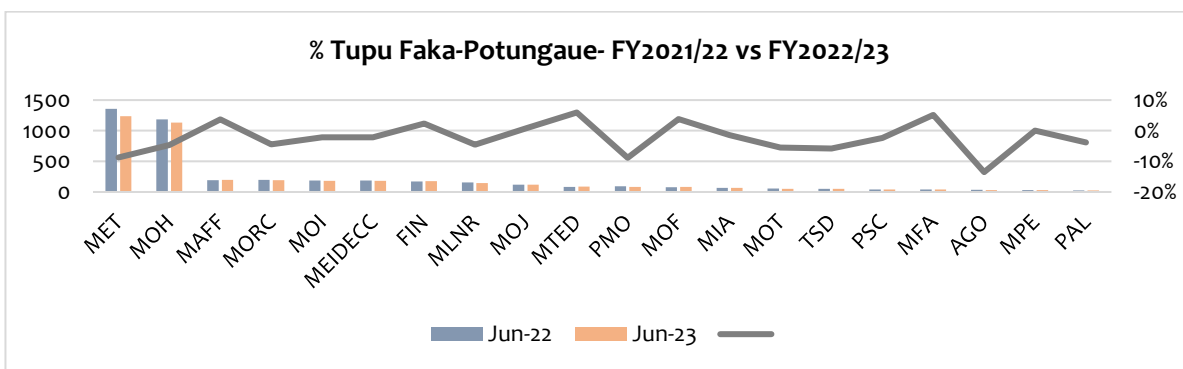


FAKATĀTĀ 22: TĒPILE I & TĒPILE II, FEFINE & TANGATA – 30 SUNE 2023



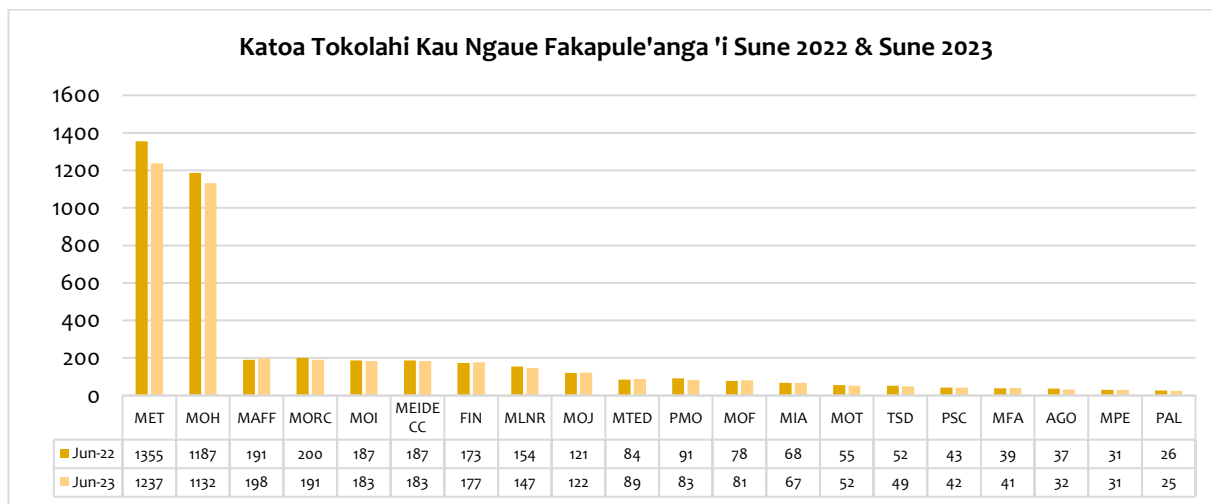
FAKATĀTĀ 23: TĒPILE II ‘I HE ‘AHO – 30 SUNE 2023

FAKATĀTĀ 24: TUPU ‘A E NGAHI POTUNGĀUE



‘I he ta’u hokohoko ‘e nima (5) kuo hili’ ko e ongo Potungāue lalahi tahā ‘a e Potungāue Ako’ mo e Ako Ngāue’ pea mo e Potungāue Mo’ui’. Ko e potungāue tupu lahi tahā (lau fakafo’i ‘ulu) ko e Potungāue Ngoue’ ‘a ia ko e toko fitu (7) pea hoko ki ai ‘a e Potungāue Fefakatau’aki ko e toko nima (5). Ko e Potungāue Ako’ ‘oku lahi taha ‘enau kau fakafisi’ ko e toko teau-hongofulu-mā-valu (118) pea hoko ki ai ‘a e Potungāue Mo’ui’ ko e toko nimangofulu-mā-nima (55) ‘a e kau ngāue tu’uma’u’. Ko e Potungāue Fefakatau’aki leva na’e lahi taha ‘enau peseti fakatokolahi ‘o e kau ngāue’ ‘a ia ko e peseti ‘e ono (6%) pea hoko atu ki ai e ‘Ofisi ‘a e ‘Ateni Seniale’ ko e peseti ‘e hongofulu-mā-fā (14%).

- ❖ Potungāue tokolahi tahā – Potungāue Ako moe Ako Ngāue (30%)
- ❖ Potungāue hoko hake’ – Potungāue Mo’ui (27%)
- ❖ Tupu vave tahā – Potungāue Fefakatau’aki moe Fakalalakaka Faka ‘Ekonomika (6%)
- ❖ Holo lahi taha e tokolahi kau ngāue – Potungāue Mo’ui (14%)
- ❖ Potungāue Si’isi’i tahā koe ‘Ofisi Palasi’ (1%)



FAKATĀTĀ 25: TOKOLAHĪ KAU NGĀUE ‘I HE NGAHI POTUNGĀUE TA’U FAKAPA’ANGA - 2022/23

Fakamatala Ki He Kau Ngāue

‘I he kongā ko ‘enī, ‘oku ‘i ai ‘a e vahevahe fakalakanga, fakakulupu, ta‘u motu‘a, mo e fakamatala ki he tokolahi ‘o e fefine mo tangata ‘i he ngaahi Potungāue ‘o e Tēpile I.

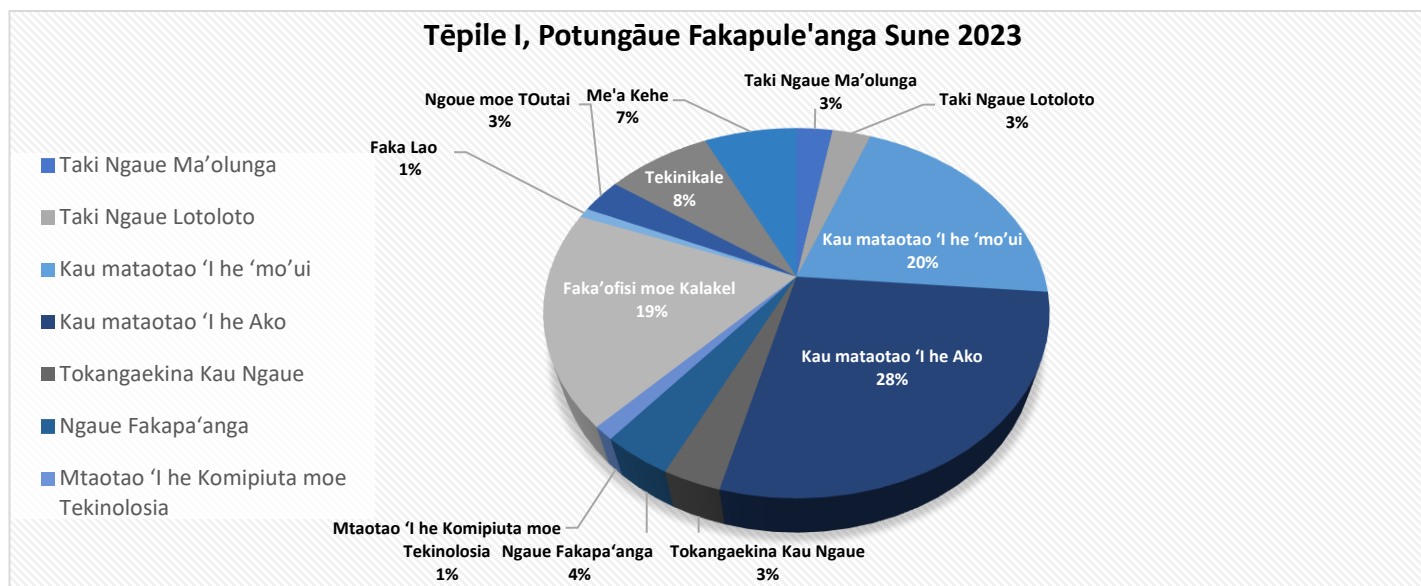
Vahevahe Fakalakanga

Ngaahi Vahevahe Faka Lakanga	2023
Taki Ngāue Ma‘olunga	116
Taki Ngāue Lotoloto	123
Kau mataotao ‘i he ‘mo‘ui	857
Kau mataotao ‘i he ako	1153
Tokangaekina Kau Ngāue	130
Ngāue Fakapa‘anga	157
Mataotao ‘i he Komipiuta moe Tekinolosia	49
Faka‘ofisi moe Kalake	781
Fakalao	36
Ngoue moe Toutai	129
Tekinikale	334
Ngāue Kehe	297
KĀTOA	4162

‘I he ngaahi ta‘u kuohilī, ko e ongo kulupu vahevahe fakalakanga ‘e ua (2) ‘oku kei hokohoko pē ‘ene tokolahi tahā ‘i he Ako’ mo e Mo‘ui, ‘a ia ‘oku fakafuofua ki he peseti ‘e fāngofulu-mā-valu (48%) ‘o e ngāue fakapule‘anga’.

Ko e ngaahi lakanga lolotonga ‘oku kei vakai‘i koe‘uhi’ ke toe tonu ange ki he natula ‘o e fatongia ‘a ia ko e kongā ia ‘o e ngāue ki hono fakakulupu ‘o e ngaahi tu‘unga ngāue.

TĒPILE 47: KULUPU FAKALAKANGA SUNE 2023



FAKATĀTĀ 26: TĒPILE I - FAKAKALASI 'OE NGAHI LAKANGA - SUNE 2023

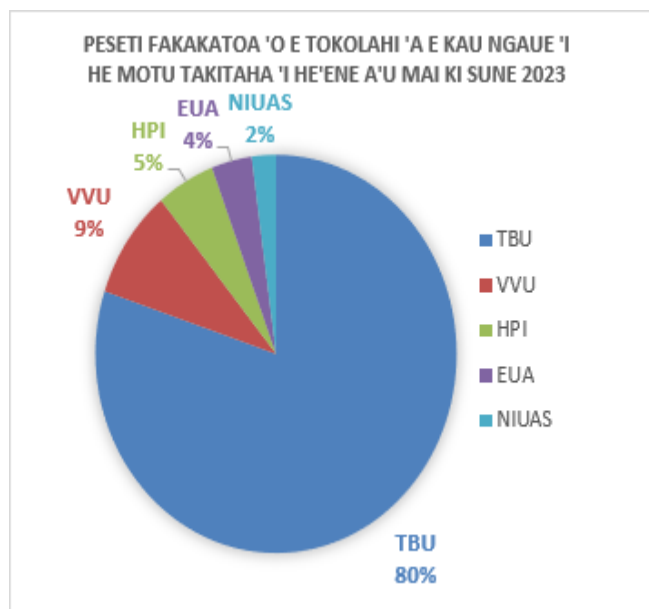
TĒPILE 48: FAKAKĀTOA ‘O E KAU NGĀUE FAKAPULE‘ANGA ‘I HE NGAAHI MOTU’

Tokolahi kau ngaue fakapo'i Potungāue 'i he motu takitaha							
	TBU	VVU	HPI	EUA	NTT	NFO	Fakakatoa
MAFF	138	26	15	11	4	4	198
MET	838	165	99	86	32	17	1237
FIN	151	7	10	4	2	3	177
MOF	67	8	3	1	1	1	81
MFA	38	3	0	0	0	0	41
MOH	949	88	49	35	6	5	1132
MOI	156	12	8	5	1	1	183
MIA	59	4	2	2	0	0	67
MOJ	112	6	3	1	0	0	122
MLNR	137	7	3	0	0	0	147
MEIDECC	156	9	10	1	3	4	183
TSD	47	2	0	0	0	0	49
AGO	32	0	0	0	0	0	32
PSC	42	0	0	0	0	0	42
PAL	25	0	0	0	0	0	25
PMO	61	8	9	1	2	2	83
MPE	31	0	0	0	0	0	31
MORC	171	16	3	1	0	0	191
MOT	46	3	1	1	1	0	52
MTED	78	7	2	1	1	0	89
Fakakatoa	3334	371	217	150	53	37	4162

Fakafuofua ki he peseti ‘e valungofulu (80%) ‘o e kau ngāue fakapule‘anga’ ‘i he malumalu ‘o e Komisoni’ ‘oku nau ngāue ‘i Tongatapu, peseti ‘e hiva (9%) ‘i Vava‘u, peseti ‘e nima (5%) ‘i Ha‘apai, peseti ‘e fā (4%) ‘i ‘Eua pea peseti ‘e ua (2%) ‘i he Ongo Niua.

TĒPILE 49: FAKAKĀTOA ‘O E KAU NGĀUE FAKAFO‘I POTUNGĀUE ‘I HE NGAAHI MOTU’

Ngaahi Motu	Tokolahi
Tongatapu	3334
Vava‘u	371
Ha‘apai	217
‘Eua	150
Ongo Niua	90
KĀTOA	4162



‘I he Polokalama Talatalanoa ‘a e ‘Ofisi Komisoni Ngāue Fakapule‘anga’ ki Vava‘u, Ha‘apai mo ‘Eua, na‘e ‘i ai ‘a e fiema‘u ke toe sai ange ‘a e founa fetu‘utaki’ mo e vahevahe ‘o e ngaahi fakamatala’ ki he ngaahi motu. Na‘e fakapapau‘i ai ‘oku fiema‘u ke to e vave mo sai ange ‘a e founa fetu‘utaki ki he kau ‘Ofisa Pule Ngāue’ ‘oku nau tokanga‘i ‘a e ngaahi Potungāue ‘i motu’ ke tokoni ki he ‘enau fakahoko fatongia’. ‘Oku kau ki ai ‘a hono siofi fakalukufua ‘o e ngāue’ mo hono tokanga‘i ‘o e ngaahi me‘a ngāue ‘a e Pule‘anga’ ‘o hangē ko e ngaahi me‘alele’. ‘I he taimi tatau foki, ‘oku ‘ikai ke ‘i ai ha ‘Ofisi Komisoni Ngāue Fakapule‘anga’ ‘i he ngaahi motu’ ka ‘oku tokoni lahi ‘a e ngaahi ‘Ofisi Kovana / Fakafofonga Pule‘anga’ ki hono tokanga‘i ‘o e kau ngāue fakapule‘anga’ ‘i he ngaahi motu’.

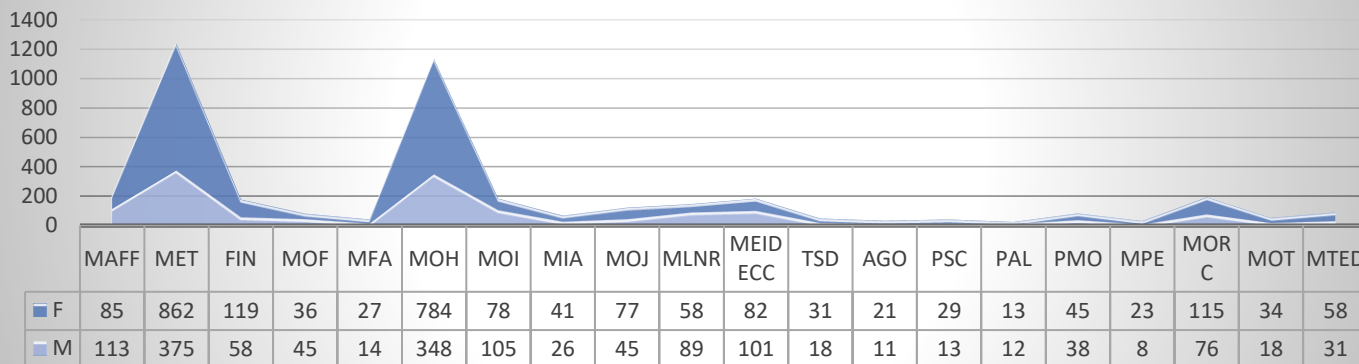
FAKATĀTĀ 27: FAKATĀTĀ FAKATATAU KI HE NGAAHI ‘OTUMOTU’

Fakaikiiki 'o e kakai Tangata mo Fefine

'I he 'aho 30 Sune 2023, ko e vahevahe 'o e kau ngāue' 'i he Tēpile I na'e peseti 'e onongofulu-mā-ua (62%) 'a e kakai fefine' pea peseti 'e tolungofulu-mā-valu (38%) 'a e kakai tangata'.

Ko e fakatātā fika 28 'i lalō', 'oku ne fakahaa'i mai e tokolahi ange 'a e kakai tangata' 'i he ngaahi Potungāue 'e nima (5) 'o e Tēpile I 'o kau ki ai 'a e Potungāue Ngōue, Me'atokoni mo e Vaotātā, Potungaue Toutai, Potungāue Ngaahi Ngaue Lalahi, Potungaue Savea pea mo e Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliuaki 'o e 'Ea mo e Fetu'utaki . Ko e Potungāue leva 'e hongofulu-mā-nima (15) 'oku tokolahi ange ai 'a e kakai Fefine'. Ko e fakakātoa' ko e

Fefine & Tangata 'I He Ngaahi Potungāue 'i Sune 2023



FAKATĀTĀ 28: TANGATA & FEFINE 'I HE NGAHI POTUNGĀUE KI SUNE 2023

peseti 'e fāngofulu-mā-fitu (47%) 'o e kakai tangata' 'oku 'i he Potungāue Mo'ui' mo e Ako' pea koe ngaahi lakanga manakoa taha 'i he ongo Potungāue ko 'eni' ko e Faiako pea mo e Neesi.

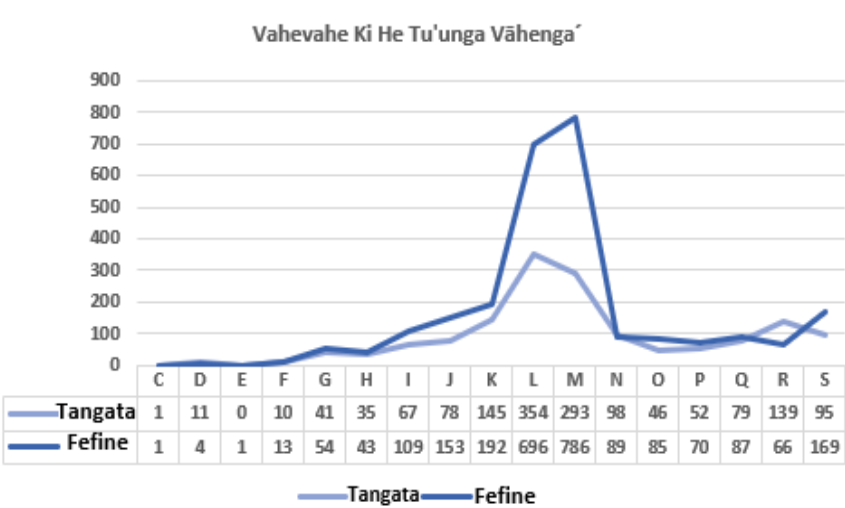
Ko e ngaahi Potungāue 'e nima (5) 'oku tokolahi taha ai 'a e kakai tangata' pea nau ngāue fuoloa taha foki, ko e Ngoue', Toutai, Ngaahi Ngāue Lalahi, Savea' moe Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliuaki 'o e 'Ea mo e Fetu'utaki, 'a ia 'oku makatu'unga eni 'i he tokolahi 'a e ngaahi 'elia fakatekinikale hangē ko e tokotaha savea, ngaahi hala, toutai, ngōue mo e kau 'ofisa tekinikale. 'Oku hā mai heni 'a e tokolahi ange pē 'a e hū mai 'a e kakai tangata' ki he ngaahi lakanga fakatatau ki honau mālohi fakatu'asino pea ko e kakai fefine ki he ngaahi lakanga tauhi pē fakakalake mo e ngāue 'ofisi.

'Oku 'i ai pē 'a e ki'i liliu 'i he fa'ahinga ngāue ko 'eni' 'i he kamata ke 'asi mai 'a e manakoa 'a e kakai fefine' ki he ngāue fakatekinikale hangē ko e 'enisinia, mo e pule toutai etc. pea kamata ke 'asi tokolahi mai mo e manakoa 'e he kakai tangata 'a e ngāue fakaneesi, faiako pea mo e ngāue faka'ofisi'. 'Oku kei lahi pē 'a e ngāue ke fai ki he 'elia ko 'eni', ka 'oku hā mahino mai 'a e kamata ke manakoa 'e he kakai fefine' 'a e ngaahi 'elia kotoa 'o e ngāue'anga' 'a ia 'e malava pē ke tau sio 'i he ngaahi Ta'u Fakapa'anga hoko mai' 'a e kamata ke palanisi 'a e kakai fefine' mo e tangata' 'i ha fa'ahinga lakanga pē.

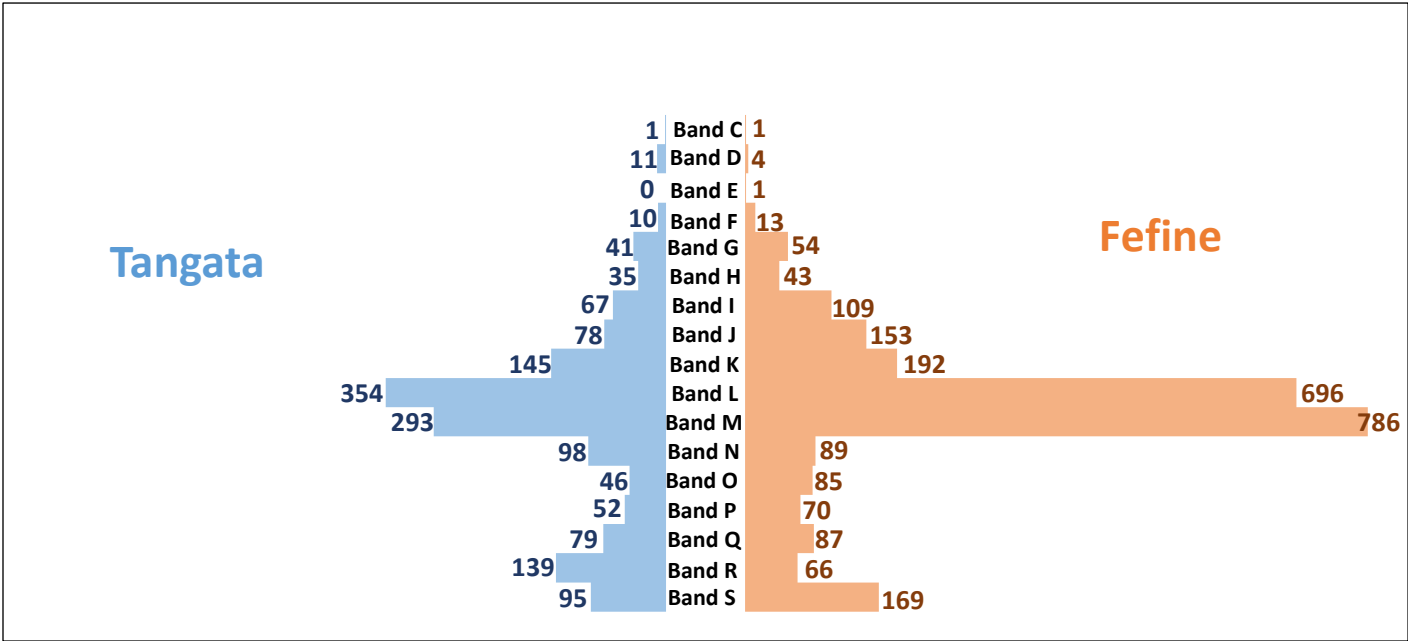
Vahevahe Taau ‘A Tangata Mo Fefine’

‘I he fakatātā ‘i lalo’, ‘oku hā mahino pē ai ‘a e lahi ange ‘a e kongā ‘o e vāhenga fakalukufua’ ki he kakai fefine ‘a ia ko e 62%:38%. ‘I hono fakalea ‘e taha’ ‘oku kei hokohoko atu pe ‘a e lahi e vāhenga ‘oku ma’u ‘e he kakai fefine’ pea ko e angamaheni pē ia mei he ngaahi ta’u fakapa’anga ‘e tolu (3) kuohili’.

Kau Pule Ngāue Fefine:	
‘I he Ta’u	
▪ 2016 – 48%	
▪ 2017 – 43%	
▪ 2018 – 50%	
▪ 2019 – 23%	
▪ 2020 – 24%	
▪ 2021 – 30%	
▪ 2022 – 26%	
▪ 2023 – 25%	
Kau Tokoni Pule Ngaue Fefine: ‘I he Ta’u	
▪ 2016 – 49%	
▪ 2017 – 54%	
▪ 2018 – 50%	
▪ 2019 – 50%	
▪ 2020 – 50%	
▪ 2021 – 52%	
▪ 2022 – 52%	
▪ 2023 – 59%	



FAKATĀTĀ 29: VAHEVAHE TAAU ‘A TANGATA MO FEFINE



FAKATĀTĀ 30: VAHEVAHE ‘A FEFINE MO TANGATA FAKATU’UNGA

Ko hono ngāue’aki ‘o e ‘avalisi fakavāhenga’ ke fakafuofua ‘a e vaeua’anga mālie ‘o e vahevahe fakavāhenga’ (‘a ia ko e fakakaukau’ ko e vaeua ‘o e kau ngāue’ ‘oku nau vahe lahi pe si’i ange ‘i he tu’unga vāhenga ko ia’).

Ko e ‘avalisi ‘o e vāhenga ma‘ae kakai tangata’ na’e fakafuofua ki he \$26,519 ‘o fakafehoanaki ki he vāhenga ‘o e kakai fefine’, ‘a ia na’e fakafuofua ia ki he \$27,863. ‘I he fakafuofua fakalukufua’, ‘oku ofi ki he \$113 miliona ‘a e fakamole ki he vāhenga ‘o e Ngāue Fakapule‘anga’ ‘o makatu‘unga ‘i he ‘avalisi ‘o e vāhenga ki he ngaahi tu‘unga vāhenga kotoa pē, ‘a ia ‘oku fakaikiiki atu ‘i he fakatātā ‘i ‘olunga.

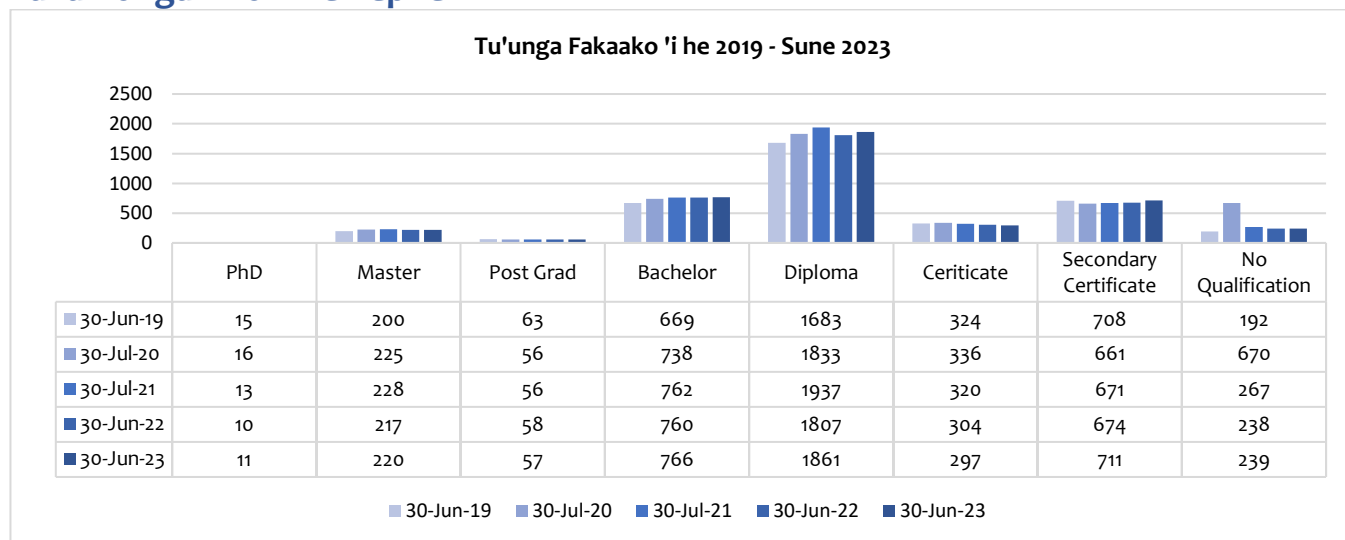
- ‘I he faka‘osinga ‘o Sune 2023, ko e ‘avalisi fakavāhenga’ koe \$21,377 ‘a ia ‘oku tō loto ia ‘i he vaha‘a ‘o e tu‘unga vāhenga L mo e M.

Fakakalakalasi/ Tu‘unga Vāhenga

‘Oku mā‘olunga taha ‘a e kakai fefine’ ‘aki ‘a e peseti ‘e onongofulu-mā-tolu (63%) ‘i he ma‘u‘anga ngāue’ pea lahi ange ‘a e faikehekehe ‘a e vāhenga ‘o e kakai fefine mo e tangata ‘i he ta‘u hongofulu-mā-valu (18) ki he fāngofulu (40). ‘Oku si‘isi‘i ange ‘a e faikehekehe ‘i he vāhenga’ ‘i he kakai tangata mei he ta‘u fāngofulu-mā-taha (41) ki he ta‘u onongofulu’ (60). Ko hono fakakātoa’, ‘oku hokohoko atu pē, ‘i he ta‘u fakapa‘anga ‘aki ‘eni ‘e tolu hokohoko ‘a e tokolahi ange ‘a e kau ma‘u vāhenga fefine ‘i he Pule‘anga.

- Koe peseti ‘e nimangofulu-mā-hiva (59%) (2466 mei he 4162) ‘o e Tēpile I’ ‘oku ‘i he tu‘unga vāhenga K, L mo e M.
- Mei he kau taki ngāue lotoloto ki he ma‘olunga ange ‘i he tu‘unga vāhenga J ki ‘olunga ‘oku ‘i he peseti ‘e hongofulu-mā-nima (15%), pea ‘i he kau ngāue ma‘ulalo ange ‘i he tu‘unga vāhenga S ki he N ‘oku ‘i ai ‘a e peseti ‘e uongofulu-mā-ono (26%).
- ‘Oku tokolahi ange ‘a e kakai tangata ‘i he tu‘unga vāhenga R, pea ‘i he tu‘unga vāhenga ma‘ulalo taha’ ko e S ‘oku tokolahi ange ai ‘a e kakai fefine’.
- Ko e kau taki ngāue ma‘olunga ‘i he levolo ‘o e ‘Ofisa Pule Ngāue (Tu‘unga Vāhenga C, D & E) ‘oku kei hokohoko pē ‘a e tokolahi ange ‘a e kakai tangata’ ‘a ia ko e toko hongofulu-mā-tolu (13) ai ko e ‘Ofisa Pule Ngāue tangata pea ko e toko ono (6) ko e ‘Ofisa Pule Ngāue fefine (fefine 37%:63%tangata) ‘i he ‘ene a‘u mai ki he ‘aho 30 ‘o Sune 2023.

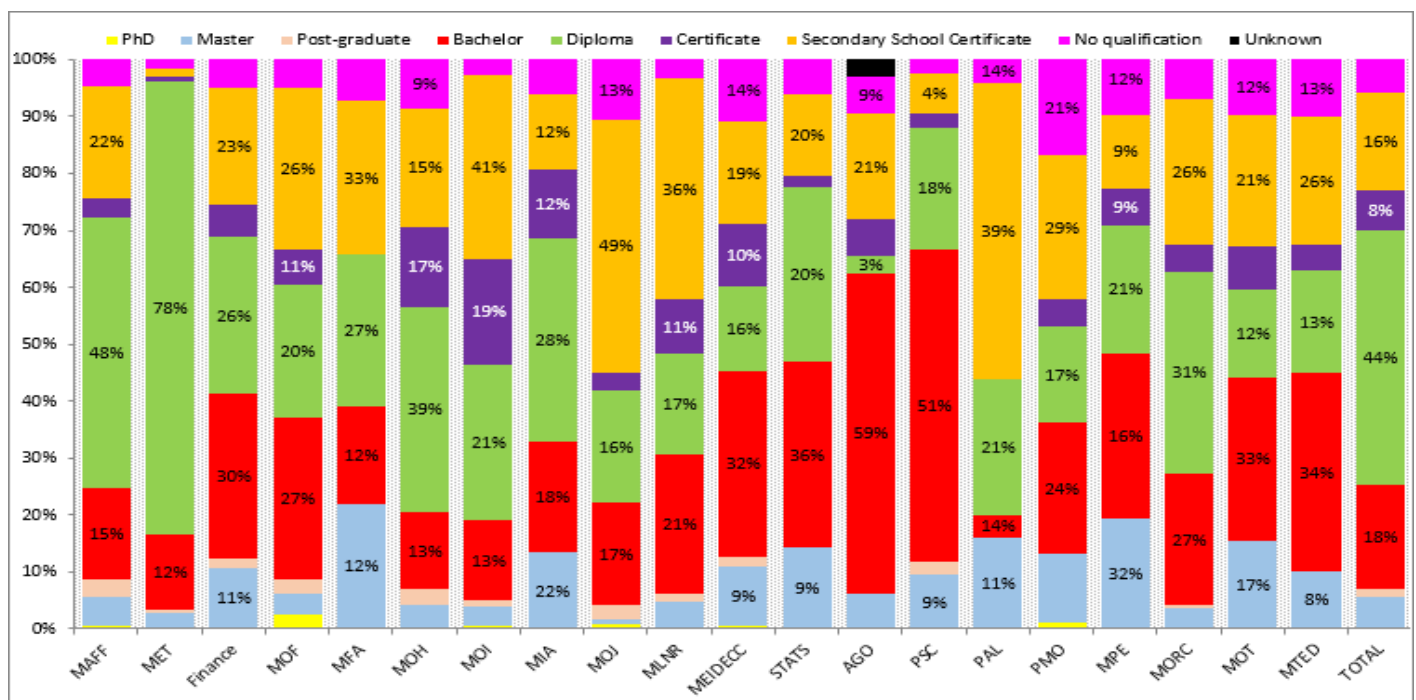
Faka‘ilonga Ako ‘i he Tēpile I



FAKATĀTĀ 31: FAKA‘ILONGA AKO ‘I SUNE 2023

- 'I he 'aho 30 Sune 2023, ko e peseti 'e nima (5%) 'o e ngāue fakapule'anga' 'oku nau ma'u mata'itohi 'uluaki pe to e mā'olunga ange.
- Ko e kau ma'u faka'ilonga Tipiloma' 'oku tokolahi tahā 'a ia ko e peseti 'e fāngofulu-mā-nima (45%) pea hoko ki ai 'a e kau ma'u faka'ilonga 'uluaki 'a ia ko e peseti 'e hongofulu-mā-valu (18%).
- Ko e peseti 'e taha (1%) 'oku nau ma'u faka'ilonga ako mā'olunga ange 'i he hili 'o e 'uluaki mata'itohi.
- 'Oku tokolahi ange 'aupito 'a e kakai fefine' 'o meimei liunga ua 'a e tokolahi 'oku nau ma'u Tipiloma' pē faka'ilonga ako 'i he tu'unga vāhenga M mo e L (1699 fefine:872 tangata). 'Oku kei 'ilonga pe eni mei he tokolahi ange 'a e kakai fefine 'i he ngaahi lakanga neesi mo e faiako'.
- Fakafuofua ki he peseti 'e ono (6%) 'o e ngāue fakapule'anga' 'oku 'ikai ha 'anau faka'ilonga ako 'o fakatatau ki he ta'u 'e tolu (3) kuohili' pea 'oku tupulaki ho nau tokolahi' koe'uhī ko e tokolahi ange 'a hono fakangāue'i 'a e kau ngāue lau 'aho' ki he ngaahi fatongia 'oku 'ikai fiema'u ha taukei pe ha 'ilo ngāue.
- Ko e tokolahi taha 'o kinautolu 'oku 'ikai ha faka'ilonga ako' 'oku nau fakahoko fatongia 'i he 'Ofisi 'o e Palemia', koe peseti 'e hongofulu-mā-fitu (17%) 'a ia ko e kau faka'uli, tauhi 'api mo e kau le'o; ko e tokolahi taha leva 'o kinautolu 'oku ma'u mata'itohi' koe 'Ofisi 'o e 'Ateni Seniale' 'a ia ko e peseti 'e nimangofulu-mā-ono (56%).
- 'Oku 'i ai pē 'a e tupulaki 'o kinautolu 'oku ma'u faka'ilonga Tipiloma' pe to e mā'olunga ange' 'a ia ko e tupu lahi tahā ko e faka'ilonga Tipiloma' pea hoko ki ai 'a e faka'ilonga ma'u mata'itohi 'uluaki'.
- 'I he tu'unga 'o e Toketa Filosefa' 'oku vahevahe tatau ai 'a e kau ngāue fefine mo tangata 'i he 50%:50%. Pea ko e mata'itohi MA, koe peseti 'e onongofulu-mā-nima (65%) mo e ngaahi faka'ilonga ako 'i he hili 'o e 'uluaki mata'itohi' peseti 'e fitungofulu-mā-hiva (79%) 'oku tokolahi ange pē 'a e kakai fefine'.

FAKATĀTĀ 32: FAKA'ILONGA AKO MA'OLUNGA TAHĀ FAKAPOTUNGAUE 'I SUNE



Tokanga'i Ange: Ko e faka Tonga ki he ngaahi tu'unga fakaakō 'oku hā atu ia 'i lalo'

	Toketa Filōsefa		Setifikeiti
	MA		Setifikeiti mei he ako ma'olunga
	Faka'ilonga ako 'i he hili 'o e 'uluaki mata'itohi		'Ikai ha faka'ilonga ako
	'Uluaki mata'itohi		'Ikai ha fakamatala
	Tipiloma		

FAKATĀTĀ 33: FAKATONGA 'OE NGAHI TU'UNGA FAKAAKŌ

Fakakulupu 'o e ta'u motu'a 'o e kau ngāue fakapule'anga'

'Oku 'i ai 'a e vāmama'o lahi 'i he kakai fefine' mo e kakai tangata' 'i he kamata 'o e to'u hū fo'ou ki he ngāue' 'a ia 'oku 'i he vaha'a 'o e ta'u hongofulu-mā-valu (18) ki he fāngofulu (40). Ko e kehekehe ko 'eni' 'i he fu'u tokolahi 'o e kakai fefine' 'oku tupu ia mei he tokolahi koia 'a e kau faiako mo e neesi fefine' 'a ia foki ko e ongo kulupu eni 'oku tokolahi taha 'i he ngāue fakapule'anga'. Ka 'i he'ene a'u ki he vaha'a ta'u motu'a fāngofulu-mā-taha (41) ki he onongofulu (60) 'oku si'isi'i 'a e fai kehekehe 'i he tokolahi 'o e kakai fefine' mo e kakai tangata'.

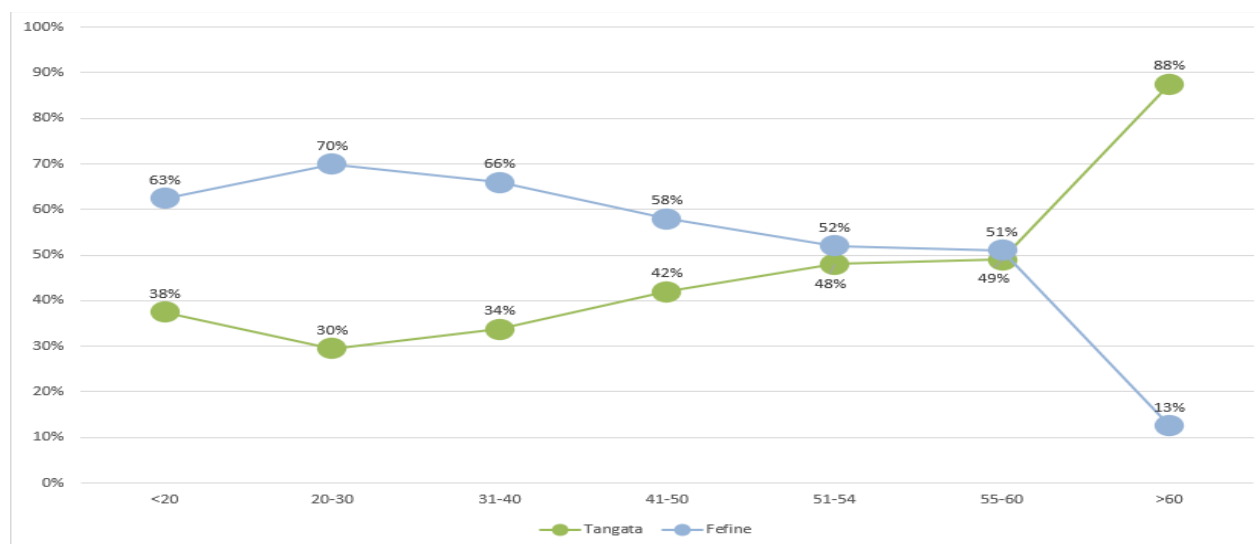
- ✓ Ta'u: 20-40 60%
- ✓ 41-50: 23%
- ✓ 51-60: 17%
- ✓ 'Avalisi Ta'u - 37

TĒPILE 50: FAKAFEHOANAKI 'O E TA'U MOTU'A 'O E KAKAI TANGATA' MOE KAKAI FEFINE'

Ta'u Motu'a	Tangata	Fefine	KĀTOA	Tangata	Fefine
<20	3	4	7	0%	0%
20-30	338	807	1145	8%	19%
31-40	455	890	1345	11%	21%
41-50	394	550	944	9%	13%
51-54	161	173	334	4%	4%
55-60	186	193	379	4%	5%
>60	7	1	8	0%	0%
Kātoa	1544	2618	4162	37%	63%

- Ko e kulupu tokolahi tahā koe peseti 'e onongofulu (60%) 'oku nau 'i he ta'u motu'a koe uangufulu (20) ki he fāngofulu (40); hoko hake ai 'a e ta'u motu'a fāngofulu-mā-taha (41) ki he nimangofulu (50) ko e peseti 'e uofulu-mā-taha (21%) pea ko e peseti 'e hongofulu-mā-fitu (17%) 'oku nau 'i he vaha'a ta'u motu'a nimangofulu-mā-taha (51) ki he onongofulu (60). 'Oku 'i ai pe 'a e kau ngāue kuo nau 'osi 'ova hake 'i he ta'u motu'a onongofulu (60) hili ange hono to e fakalōloa 'enau ngāue' koe'uhī' ko e fiema'u vivili 'enau taukei moe 'ilo ngāue', pea ko e tokolahi ai' ko e kakai tangata ko e peseti 'e nimangofulu-mā-hiva (59%).
- Ko e 'avalisi 'o e ta'u motu'a fakalukufua' ko e ta'u tolungofulu-mā-fitu (37).

FAKATĀTĀ 33: TA'U MOTU'A 'I HE TĒPILE I



Fe'unu'aki Fakakau Ngāue

Hū Ki He Ngāue mo e Mavahe Atu'

- Ko e fuofua taimi 'eni kuo tokolahi ange ai 'a e mavahe atu' 'i he hū fo'ou mai 'a e kau ngāue fakapule'anga' 'aki 'a e tokolahi ko e tolungeau-fitungofulu-mā-nima (375) ki he teau-valungofulu-mā-fitu (187).
- 'Oku kei 'i ai pē 'a e ngāahi ngāue 'oku kei fakatatali ke fakahū ke tali 'e he Komisoni' koe'uhī' 'oku te'eki ke totongi 'a e ngaahi totongi hulu mo e tōnounou (koe pa'anga ia kuo pau ke nau totongi fakafoki ki he Pule'anga').
- 'I he ta'u 'e nima (5) kuohili', ko e fuofua taimi 'eni ke si'isi'i ai 'a e hū fo'ou'.
- Ko e tokolahi taha 'a e mavahe 'i he Kuata tolu (3) 'o e ta'u fakapa'anga ko'eni', na'e tupu eni mei he tokolahi 'o e kau ngāue na'e mavahe mei he Potungāue Ako' mo e Mo'ui' ki he 'Univesiti Fakafonua 'o Tonga'.
- 'I he ta'u 'e nima (5) hokohoko', ko e ta'u fakapa'anga eni kuo si'isi'i ange ai 'a e hū fo'ou' 'i he mavahe atu'.
- 'Oku kei faingata'a pē hono tokangaekina 'a e tokolahi 'o e ngāue fakapule'anga' 'i hono feinga ke mapule'i 'a e fakamole fakalukufua ki he vāhenga' ke malava pē 'o fakapa'anga 'i he lolotonga ni pea mo e kaha'u foki.

Lahi Ange Hū Ki He Ngāue : Mavahe Atu'

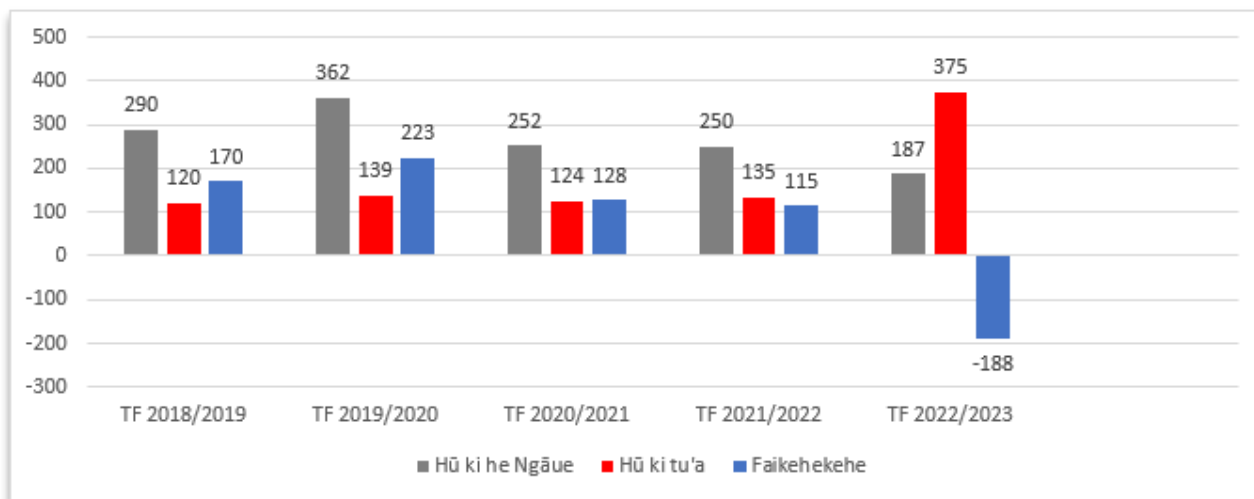
Kātoa 'a e Hū Ki He Ngāue: Mavahe Atu' – 187: 375

Potungāue Lahi Taha 'a e Hū ki he Ngāue' – Potungāue Akó mo e Ako Ngāue

Potungāue Lahi Taha 'a e Mavahe Atu' – Potungāue Akó mo e Ako Ngāue

TĒPILE 51: KAU NGĀUE FAKAPULE'ANGA HŪ FO'OU' MO E MAVAHĒ ATU' 2018 - 2023

Hū Fo'ou : Mavahe Atu 2018 - 2023					
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Hū Ki He Ngāue	290	362	252	250	187
Mavahe Atu	120	139	124	135	375
Faikehekehe	170	223	128	115	-188



FAKATĀTĀ 34: HŪ FO'OU : MAVĀHE ATU 2018 - 2023

Tu'unga Malava 'a e Kau Ngāue

Ko e konga hono ua 'o e ngāue 'a e va'a ko 'eni' ko hono fakalalakaka pea mo faka'ai'ai 'a e tu'unga malava 'o e kau ngāue fakapule'anga' fakatatau ki he Palani Ngāue Fakalalakaka 'o e Ngāue Fakapule'anga' 2018 – 2023. 'Oku kau heni 'a e ngaahi founa hangē ko e fokotu'utu'u 'o e polokalama ako ki he kau ngāue fakapule'anga', polokalama ako kiate kinautolu te nau hoko ko e kau taki 'i he kaha'u'; 'analaiso 'o e fakamatala ki he kau ngāue fakapule'anga' pea pehē ki he fengāue'aki vāofi mo e Komiti Sikolasipi 'a e Pule'anga' pea mo e ngaahi hoa ngāue 'i he fakalalakaka ki ha ngaahi faingamālie ako taimi nounou pea mo e faingamālie ako sikolasipi.

Sikolasipi

Ko e vahevahe 'o e ngaahi sikolasipi' 'oku makatu'unga pē ia 'i he ngaahi sikolasipi 'oku fakapa'anga 'e he Pule'anga Tonga', Nu'u Sila, 'Aositelelia, Siapani pea mo Siaina kau ki ai mo e ngaahi polokalama faingamālie mei he Kautaha Mo'ui Lelei 'a Mamani, Kautaha Fakamamani lahi 'o 'Aositeleliá, Ako'anga fakamamani lahi ki he Malini mo e Laó, pea mo e ngaahi sikolasipi fakalalakaka mei he Pule'anga Siapaní.

- 'I he ta'u 2022-2023, ko e toko teau-onongofulu-mā-fitu (167) 'o e kau ma'u sikolasipi' na'e foaki 'e he Pule'anga Tonga' 'i he 2023; ko e fakalaka hake 'eni mei he toko hivangofulu-mā-hiva (99) 'i he ta'u 2022.
- Ko e peseti 'e onongofulu-mā-taha (61%) 'o e ngaahi sikolasipi na'e foaki 'i he 2023' ko e faka'ilonga 'uluaki ma'u mata'itohi; hoko hake ki ai 'a e peseti 'e tolungofulu-mā-tolu (33%) ko e polokalama ma'u faka'ilonga ako he 'osi hoto 'uluaki mata'itohi' pea mo e MA.

TĒPILE 52: FAKAIKIKI 'O E SIKOLASIPI FOAKI 2019-2023

Faka'ilonga Ako	2019	2020	2021	2022	2023
Tipiloma	0	1	0	0	2
'Uluaki Mata'itohi	40	56	120	84	102
Faka'ilonga ako he 'osi hoto 'uluaki mata'itohi'	3	3	3	1	22
Faka'ilonga ako he 'osi hoto Tipiloma'	0	0	0	0	0
MA	12	19	18	14	33

Toketā Filōsefa	0	1	0	0	4
Ngaahi faka'ilonga ako kehe	0	1	2	0	2
Kātoa	55	81	143	99	167

Ko e konga lahi 'o e kau ma'u sikolasipi na'e foaki 'i he 2023' na'e kamata pē 'enau ako' mei Tonga 'o ngāue'aki 'a e 'initaneti'.

..... Ngata Ai.....



Government of Tonga

Office of the Public Service Commission Annual Report 2022 – 2023



VISION

TO BE A TRUSTED, RESPECTED AND
INTERNATIONALLY REPUTED
PUBLIC SERVICE

MISSION

TO DELIVER QUALITY SERVICES WITH
PASSION, INTEGRITY AND
EFFICIENCY VIA ENABLING
PLATFORMS

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List of Abbreviations

ADB	Asia Development Bank
APRA	Annual Performance Reward Assessment
CEO	Chief Executive Officer
COLA	Cost of Living Allowance
DFAT	Department of Foreign Affairs and Trade
FALE	Pacific Fale (Public Service MFAT program)
FTE	Full Time Employee
FY	Financial Year
HR/HRM	Human Resources/Human Resources Management
HTHH	Hunga Tonga Hunga Ha'apai
ICT	Information Communication Technology
KPI	Key Performance Indicator
M&E	Monitoring and Evaluation
MAFF	Ministry of Agriculture, Food and Forests
MTED	Ministry of Trade and Economic Development
MDAs	Ministries, Departments and Agencies
MEIDECC	Ministry of Energy, Information, Disaster Management, Environment, Climate Change and Communications
MET	Ministry of Education and Training
MFAT	Ministry of Foreign Affairs and Trade (NZ)
MFNP	Ministry of Finance and National Planning
MIA	Ministry of Internal Affairs
MLNR	Ministry of Lands and Natural Resources
MOF	Ministry of Fisheries
MoH	Ministry of Health
M&E	Monitoring and Evaluation
MTED	Ministry of Trade and Economic Development
MDAs	Ministries, Departments and Agencies
MPE	Ministry of Public Enterprise
MRC	Ministry of Revenue and Customs
NBS	National Bureau Statistics
OAG	Office of the Attorney General
PAL	Palace Office
PDD	Performance Development Division
PMO	Prime Minister's Office
PMS	Performance Management System
PSC	Public Service Commission
RA	Remuneration Authority
SDG	Sustainable Development Goal
TA	Technical Assistance
TNQAB	Tonga National Qualification and Accreditation Board
TOR	Terms of Reference
TSDF II	Tonga Strategic Development Framework II 2015 – 2025
WB	World Bank
WD	Workforce Development

ii. Foreword Statement

Prime Minister, and Minister of the Public Service Commission



In the last 12 months we have seen the continued recovery from the events of early 2022, and during this time Tonga has shown that it is able to look to the future and move forward. This positive outlook epitomizes the Tongan spirit; to face challenges and work through them, and Tongans at all levels and in every sector have shown their determination to play their part. I am pleased that this determination has been reflected in the resilience of the public service to continue its focus on service delivery.

Programs initiated in 2022 to assist with the recovery, aimed at supporting the government of Tonga to strengthen public finances; enhance resilience to climate change, natural disasters, and health-related risks; and support economic recovery and improved access to job opportunities. These programs are consistent with existing government reforms to improve fiscal sustainability, financial sector development and lay the groundwork for future crisis preparedness. I have been pleased to observe the implementation of recovery plans through the concerted efforts of all government entities; to refocus and put plans into action to deliver their respective mandates.

The Public Service Commission, under the leadership of the Commissioners and supported by the PSC Office, have provided stability to the public service through its ongoing work in providing; timely advisory services to the Prime Minister and Government; leadership and support of CEOs and senior executives; overseeing the welfare of our public servants through HR policies; providing quality HR information for informed decision-making and the continued implementation of Public Sector Reform initiatives for more streamlined and cost-effective service delivery across the entire Public Service.

The Public Service Commission remains committed to its vision to be a trusted, respected and internationally reputed public service through strengthening existing partnerships and fostering new friendships within the region and abroad, to share common issues and collaborate on ways to improve human resources management within the public service. I am heartened by their support for the government and its reforms, and their ongoing commitment to providing stewardship to all government entities.

We declare that God has Sovereignty over us all and claim His protection and favor – ***“If God is for us, who can stand against us”***. God and Tonga is our inheritance now and forever.

With my best wishes,


Hon. Hu'akavameiliku
Prime Minister of Tonga



b. Chairman, Public Service Commission



The events of early 2022 had a significant impact on Tonga, and a lot of effort was focused on the recovery operations. This financial year, however, has seen more of a return to business as usual thanks to the concerted effort from both government and non-government entities working together. We acknowledge the leadership and stewardship demonstrated by the Prime Minister and fellow Cabinet members during these difficult times.

It has been a busy year for the Public Service Commission which saw the former CEO, Dr. Lia Maka retiring in September 2022 on her 60th birthday after serving as CEO for 7 years. Lia has been an inspiration to the Public Service through championing various Public Sector Reform initiatives and instilling a “spirit of service” in the Public Service. Similarly, we also bid farewell to another eight CEOs who have all contributed immensely to the reforms that are now bearing fruit. It has been one of the Commission's greatest privileges to have worked alongside all of our past and present CEOs as colleagues and friends. Thank you for your sacrifice for the people of Tonga.

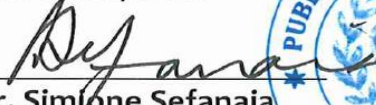
We are delighted to welcome the new CEO of the Commission, Mrs. Victorina Afeaki Kioa, whose appointment was made on 15 March 2023. The transition was relatively smooth as Victorina was one of Dr. Lia Maka's Deputy CEOs since 2019 who also assumed the mantle of leadership as Acting CEO since 01 October 2022.

As custodians of all public servants, we acknowledge the diligent of all Public Service employees, from CEOs to the support staff who work tirelessly behind the scenes so that the Government machinery continues to operate every single day. Without these unsung heroes our duty to the people of Tonga remains unachievable. To the hardworking managers and staff of PSC, we are always grateful for the commitment to delivering quality services to all the government ministries and agencies. Regardless of what we faced in 2022/2023, PSC continually demonstrated “excellence” as the bare minimum.

On behalf of my fellow Commissioners, we are pleased to present this annual report, and look forward to 2023/2024 together with the CEO, managers and staff who stand ready to serve the people of Tonga so that they do indeed enjoy a higher quality of life.

We thank God for his infinite Grace and for his guidance in implementing our proposed plans in the coming year to support the Tonga Public Service.

Faka'apa'apa atu

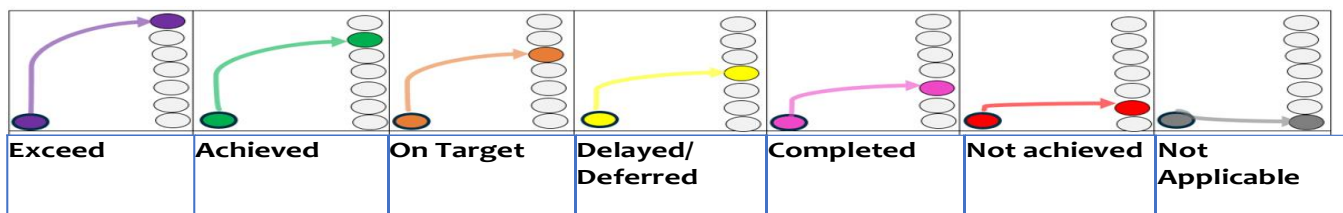

Mr. Simone Sefanaia
Chairman of the Commission



1. EXECUTIVE SUMMARY

The Public Service Commission (PSC) was established as the central Human Resource agency for twenty (20) schedule I Ministries/Agencies of the Government of Tonga on 1st July 2003. In this capacity, the work of the Commission is always demanding. In this financial year, new challenges were faced across Government due to managing reduction in overtime hours, which impacted service delivery and staff morale.

Since 2018/2019, the same self-assessment scale has been used to evaluate the performance of the eight (8) respective divisions of the PSC Office according to their individual key performance indicators and the outputs set out in the Corporate Plan and Annual Management Plan for the 2022/23.



PSC CONTRIBUTION TO WHOLE OF GOVERNMENT OBJECTIVES

The Commission contributes directly to international and regional commitments such as the Sustainable Development Goals and the SAMOA Pathway in two SDG goals (SDG 5 and SDG 16). Contribution to the SDG gender equality targets (SDG 5.5.1, 5.5.2) and SAMOA Pathway (16.6.2, 16.7.1) involved Talent and Leadership training for CEOs and Deputy CEOs, updating Public Service Register and providing an Annual Workforce Analysis Report with data relating to gender within the Public Service.

For the period of 1 July 2022 to 30 June 2023, the male: female ratio at CEO levels (Schedule 1 & 2) continues to be significantly higher for males at 69:31, with Schedule 1 at 64:36; and Schedule 2 at 77: 33. At the Deputy level, Schedule 1 has more females at 52%; Schedule 2 continues to be dominated by males at 73:27%

Corporate Plan 2022/2023 – 2024/2025

Eighty (80%) of set work of the new revised CP Log frame to be completed for 2022/23 was achieved with 11% deferred to next FY and 9% was not achieved. This achievement is less than the 89% achievement in the 2021/22 FY.

Annual Management Plan Output performance

A total of 163 key performance indicators (KPIs) for this financial year were delivered under eight (8) key outputs reflecting the core functions of the Commission. Eighty-two percent (82%) was achieved, 7% not achieved and 11% was deferred. This is a slight decrease from last year which was reported at 87%.

The key reasons for the non-achievements were due to:

- a. Loss of key senior management team members and difficulty in recruitment of replacements – CEO PSC vacant for 7 months, DCEO for PMS vacant for 7 months, DCEO for HRM vacant for 12 months. PAS for HR and AS for PMS were on study leave for 9 months and 12 months respectively.
- b. Deputy for Legal also looked after the HRM and Oversight Divisions whilst Deputy for Remuneration also looked after the Corporate Division. PMS and Workforce were managed by their PAS in an acting capacity for the remaining 7 months of the FY each with only 2 other support staff.
- c. PSC meetings increased from an average of 2 meetings per week to 3 meetings per week. This increased workload and was managed only through pooling of staff from other teams, specifically Legal, HRM and the Deputies to expedite the action items issued by the Commission.

The staffing shortages compounded by the increased workload necessitated an overhaul of the PSC CP and AMP deliverables by reprioritizing the key results to be delivered by 30 June 2023 and postponing the completion of other priorities to the next FY.

Sub Program 1 - Leadership

The Fraud Policy has been approved by the Commission and subsequently submitted to Cabinet for final approval. Further directions from the Cabinet have not been issued yet, however the Commission remains prepared to provide any additional information as may be required by the Hon. Prime Minister.

Two (2) TAs were engaged during the Financial Year. One was to review the Job Descriptions and update the Classification of Posts to contribute to the joint management of the Government Wage Bill. DFAT has extended this TA contract until 2024. The other TA was engaged to review the Government PMS approved and implemented on 01 July 2016. Upon completion of the review, a Report was submitted to the Commission and requires further actions to be completed in the new FY. A third TA was contracted by the NZ PSC through the Pacific FALE program. Ms. Helen Moody led a review of PSC's organizational, operational and governance structure (the structure) between September and November 2022. A report was finalized and submitted to the Commission in December 2022 which is still pending their finalization.

The Commission has successfully recruited eight (8) CEOs and they have already assumed duty prior to 30 June 2023. We welcome these courageous leaders and stand ready to support them in their new roles to achieve the vision entrusted to them by their predecessors. We pray they receive wisdom and strength for the challenges and milestone achievements that await you in the near future.

Sub Program 2 – Legal, Policy and Investigation

At the end of FY 2022/2023 there was a total of seventeen (17) disciplinary cases completed within the prescribed timeline. A total of seventeen (17) Charge Formulation Committee meetings were convened. There were only two (2) employment disputes and grievance cases against public servants' performance, three (3) Appeal cases and two (2) Supreme Court cases that continue into the new financial year.

Sub Program 3 – Workforce Development

The Workforce Development Sub program 3 continued to generate workforce and training analysis for the whole public service and manage generic training and inductions. Public Service employees (inclusive of Schedule I and II) decreased by 179 (3%) from 5,882 employees (June 2022) to 5,703 employees, as of 30 June 2023.

Schedule II Ministries recorded a 1% growth in their staffing whilst Schedule I recorded a 4.7% reduction from the previous FY. Schedule I Ministries continue to employ the highest number of Public Service employees at 73% whilst Schedule II accounts for the remaining 27%. Schedule II continues to its trend of predominantly male staff with a ratio of 21%:79% (female: male) whilst Schedule I is completely the opposite with predominantly female staff with a ratio of 62%:38%.

Sub Program 4 – Oversight

This Division monitors the work of the office, the data analysis and analytics in staffing and wage bill matters. According to the Budget Statement 2023/24, the wage bill as of 30 June 2023 was 54.4% which is a reduction from the 63% as of 30 June 2022. The PSC Office has continued to contribute towards the reduction of the wage bill, with a threshold of 53%, through the following initiatives:

- a. Management of allocation of critical positions to within a budget of \$500,000
- b. Enforcement of new Overtime Policy to control excessive spending.
- c. Control spending on public service performance rewards at an average of \$2m per annum over the last 3 years.

Of the 191 critical position requests submitted by 10 Ministries, only 19 positions (10%) were approved as critical positions by the Vetting Committee. 14 critical positions (74%) were for the Ministry of Health with all positions approved within the middle management level positions (Bands L to I). Only \$934 was pooled back to Finance. Thirty-eight (38) Talatalanoa programs were scheduled for Vavaú, Haápai, 'Eua and Tongatapu employees, 7 newsletters, and 2 M&E reports were submitted to the Prime Minister's Office.

Sub Program 5 - Human Resources Management

Manages and monitors MDA's HR needs. A total of 806 (96%) out 837 cases were approved by the Commission through 49 Commission meetings and 3 circulations. Twenty-five (25 - 3%) cases were not approved and 88 cases (11%) were deferred, and some were decided on a later meeting. Health critical positions were prioritized. Significant time was spent on policy trainings as part of the "Talatalanoa" program which covered a range of policy areas such as Overtime, PMS etc.

Sub Program 6 – Remuneration

Job sizing decreased from 763 in the previous year to 629 which is likely due to Finance enforcing more control on vacancies. With the help of the HR Adviser, 1,108 JDs have been transitioned to the new JD format which make up 70% and the remaining are rolled over to the next FY.

Cabinet approved 37 positions that were re-evaluated with 12 positions moving up the salary band and 25 positions remain in their current bands. The number of revaluations has reduced steadily over the past 3 years to the lowest tally in 2022/23.

A 2.2 million pa'anga budget for Performance reward was approved by Cabinet in May 2022 for the 2022/2023 FY PMS. This amount has been relatively the same over the years. Cabinet also approved a supplementation of \$0.2 million pa'anga to act as a buffer for any shortfalls on the proposed estimate.

Sub Program 7 - Performance Development

Successfully completed the oversight of the government-wide performance management system for the 2021/2022 period including preparing the 2022/23 PMS. Out of a total of 5,904 Public Service employees, 80% (4,727) were evaluated on their performance for 2021/2022. This is an increase from a total of 5,682 Public servants assessed in the previous FY.

FY 2021/22 continued to show a strong performance (99%) for both Schedule I & II compared to the previous year (98%). Of the 4,727 who were evaluated, 57% met expectations, 36% exceeded, 6% were outstanding. The overall result in this FY, more closely resembles a normal distribution curve.

TABLE 1: GOVERNMENT PMS REWARDS COST OVER 6 YEARS

Rating	Below 3	Rating of 3	Rating of 4	Rating of 5	Cost (TOP\$)
2021/2022	0.3%	57%	36%	6%	\$2,396,172.33
2020/2021	0.2%	38%	56%	5%	\$2,350,655.11
2019/2020	0.3%	33%	57%	6%	\$2,134,551.93
2018/2019	2%	61%	34%	3%	\$1,768,147.14
2017/2018	5.4%	83.1%	11%	0.5%	\$1,171,725.74
2016/2017	7%	75%	18%	0.2%	\$755,444.82

NOTE: Costs to the Government on PMS rewards have been sustainably managed at around 2 million pa'anga or less. Ten (10) CEO performance reports are still being vetted by the CEO Moderation Committee.

Sub Program 8 on Corporate Governance. The PSC Office's approved budget in 2022/2023 comprised 30% for operations and 70% for salaries and wages. At the end of the FY, the actual spending 90% of the approved budget comprising of 52% for salaries and wages and 38% for operations.

PSC financial performance, whilst strong, was not as good as the previous year with actual expenditure at 90% (up by 4% from 86%) and budget performance (expenditure against forecast) at 84%, down by 7% from 91% in the previous period. Budget transfers were maintained at only four (4) and procurement was 68% with no procurement in 2021/22.

STRATEGIC CHALLENGES

Following the unprecedented eruption and severe damages followed by Covid 19, the Government has begun rebuilding with focus on infrastructure, health and wellbeing of citizens, economic recovery through improved trade opportunities and government funding whilst strengthening our collective resilience and level of preparedness.

With the Government focused on delivery of the above priority areas, the operating environment has once again evolved. A demand arises for a more balanced approach to spending and cost cutting

programs as we begin our recovery efforts. Success hinges on the unified collaboration of all level of Government, which includes the Public Service Commission. This new political climate requires the Commission to provide more sound HR policies, strengthen servant leadership and invigorate a shared “spirit of service” across the board.

Programmatically, the PSC Office continued to thin out at the executive management level with the departure of the former CEO (Dr. Lia Maka), another Deputy CEO and 3 other staff within a 6 month period. Although the CEO was filled in early 2023 by Mrs. Victorina Afeaki Kioa, this left 3 out of 5 DCEO positions vacant and recruiting a replacement proved futile in 2022/23 FY. The lack of experienced leadership available to support the CEO PSC meant more workload for the young team within PSC which in turn lead to more frequent Commission meetings and more demand from the MDAs.

HONOURABLE MENTIONS

Farewell to former Chief Executive Officers

During the FY, five (5) Chief Executive Officers completed their CEO contracts and an additional four (4) opted to resign from their respective CEO positions prior to the completion of their CEO term of appointment. The loss of these (9) former CEOs is a great loss to the Public Service. The PSC acknowledges the conclusion of their dedicated and loyal service to His Majesty, King Tupou VI in the employment of the Government of Tonga. Their invaluable contributions towards a “more progressive Tonga” will remain in the hearts and minds of our public service employees who shall continue to uphold their legacy in service to the people of Tonga. Malo e ngaue ‘osikiavelenga mo mateaki li’oa.

TABLE 2: CEO'S THAT COMPLETE THEIR CEO CONTRACT RESIGN AND COMPLETION OF THEIR CEO TERM

Name	CEO position
1. Mr. Soane Kelemete Vahe	former CEO for Revenue and Customs
2. Dr. Tangikina Moimoi – Steen	former CEO for Education and Training
3. Mr. Sione Moala – Mafi	former CEO for Tourism
4. Dr. Siale ‘Akau’ola	former CEO for Health
5. Mrs. Temaleti Manakovi Pahulu	former CEO for Justice
6. Dr. Viliami Konifelenisi Fifita	former Government Statistician
7. Mr. Edgar Cocker	former Chief Secretary and Secretary to Cabinet
8. Dr. Lia Maka	former CEO of the Commission
9. Ms. Rosamond Bing	former CEO for Lands and Natural Resources

In-Service Deaths

“Ko e ‘Otua mo Tonga ko hoku tofi’a” – these words ring true as we remember fourteen (14) fellow public servants who passed away whilst in service to King and Country. May their memories live on in our hearts and we pray that they continue to rest in God’s love and peace forevermore:

*Hearts of gold stopped beating
Hard working hands laid to rest
God proved once again
That He only takes the best*

*Flowers may wither
The golden sun may set
But your legacy
Lives on forever in the Public Service*

TABLE 3: FELLOW PUBLIC SERVANTS WHO PASSED AWAY WHILST IN SERVICE

Name	Ministry
1. Mr. Samiuela Vakameilalo	Ministry of Agriculture, Food and Forests
2. Mrs. Ílaisesane Fonua	Ministry of Education and Training
3. Mrs. Latu Taufaaó	Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications
4. Mr. Tevita Ótuvaka	Ministry of Revenue and Customs
5. Mrs. Kasanita Lolo Hafoka	Ministry of Infrastructure
6. Mr. Ernest Vatuvei	Ministry of Education and Training
7. Mrs. Álisi Tangi á e Manu mei Vailahi Uhi Lokotui	Ministry of Education and Training
8. Mr. Makasini Latu	Ministry of Infrastructure
9. Mr. Venasio Pauli Tupola	Ministry of Education and Training
10. Mrs. Luísa Tamale Taulanga	Ministry of Agriculture, Food and Forests
11. Mr. Sione Tonutonu	Ministry of Education and Training
12. Ms. Vila Abbaye-De-Vauglarc Mafi	Ministry of Revenue and Customs
13. Mr. Sione Maáke Kaufusi	Ministry of Tourism
14. Mrs. Mafi Seini Ótuvai Latu	Ministry of Education and Training

2. OVERVIEW of the PUBLIC SERVICE COMMISSION

The PSC's mandate covers sixteen (16) Ministries and four (4) agencies under the Public Service (Amendment) Act 2002 which lists twenty (20) functions listed under Section 2.1 below. The PSC has continued to focus on reforming the public service into a nationally and internationally respected, trusted, and highly reputable entity. This means fostering a more performance-oriented workforce, shared purposes, and values; a spirit of service, and an efficient and transparent service delivery to achieve the national outcome of:

“A more efficient, effective, affordable, honest and transparent Public Service with a clear focus on priority needs, with a strong commitment to improved performance and better able to deliver the required outputs of government to all people” (TSDFII 2015 – 2025).

2.1 Legislation, Mandate, Stakeholders

The PSC and its Office operated under the following Public Service legal mandates and guiding principles;

2.1.1 Functions of the Commission

PSC is the Central Agency responsible for the effective management of the Tonga Public Service with the following principal functions (Public Service Amendment Act 2010);

- Develop systems, standards and procedures for the continual performance improvement and performance management of the Public Service;
- Act as adviser to Government on the management of the Public Service;
- Consult with the Prime Minister on a regular basis regarding the performance of the Public Service;
- Advise the Prime Minister on, and monitor the implementation of, public employment policies.
- Ensure that the Public Service upholds the Public Service Principles;

- f. Appoint, promote, confirm, discipline and dismiss employees and resolve employment disputes;
- g. Determine the respective designations and other terms and conditions, including the remuneration, for employment for employee's subject to the approval of Cabinet;
- h. Promote, uphold and ensure adherence to the merit principle in the selection of persons as, and the promotion and transfer of, employees;
- i. Determine practices and procedures relating to the recruitment and appointment of persons as employees, the promotion of employees and the employment, transfer, secondment, redeployment, discipline and termination of employment of employees and any other matters relating to human resource management;
- j. Consult with and advise Chief Executive Officers in relation to the development and application of appropriate human resource practices and procedures in their respective Ministries;
- k. Consult with Chief Executive Officers in relation to the application of public employment policies in their respective Ministries;
- l. Co-ordinate training, education and development programs regarding the Public Service in conjunction with Chief Executive Officers;
- m. Assist as appropriate Chief Executive Officers in evaluating the performance of employees employed in their Ministries;
- n. Consult with Chief Executive Officers on the development of appropriate standards and programs of occupational health and safety;
- o. Conduct or cause to be conducted inquiries and investigations into, and reviews of, the management practices of Ministries;
- p. Assist as appropriate Chief Executive Officers in the performance of their functions relating to the management of their Ministries;
- q. Manage and mitigate disputes and grievances;
- r. Regularly consult stakeholders on matters regarding the interests of the employees;
- s. Assess or undertake, in consultation with the relevant Minister, an annual performance review of the Chief Executive Officers;
- t. And such other functions as are imposed by or under this or any other Act, or as directed by the Prime Minister.

The outputs of the work of the Commission are cascaded from and directed by these functions.

2.1.2 Stakeholders

The Public Service Commission serves as a central agency that provides human resource services to twenty (20) MDAs who are our primary customers with oversight from the Cabinet. Cabinet directives also give oversight to the Commission on the Public Service performance management (PMS) and Process flowcharting, so the PSC also works with Schedule 2 Ministries (Police, Fire, HMAS, Audit and Prisons – excluding Ombudsman and Legislative Assembly).

2.2 Governance and Operational Structure

The Public Service Commission operates under the direction of the Hon Prime Minister, with policy directions implemented under the oversight of the Chairman of the Public Service Commission and four (4) Public Service Commissioners.

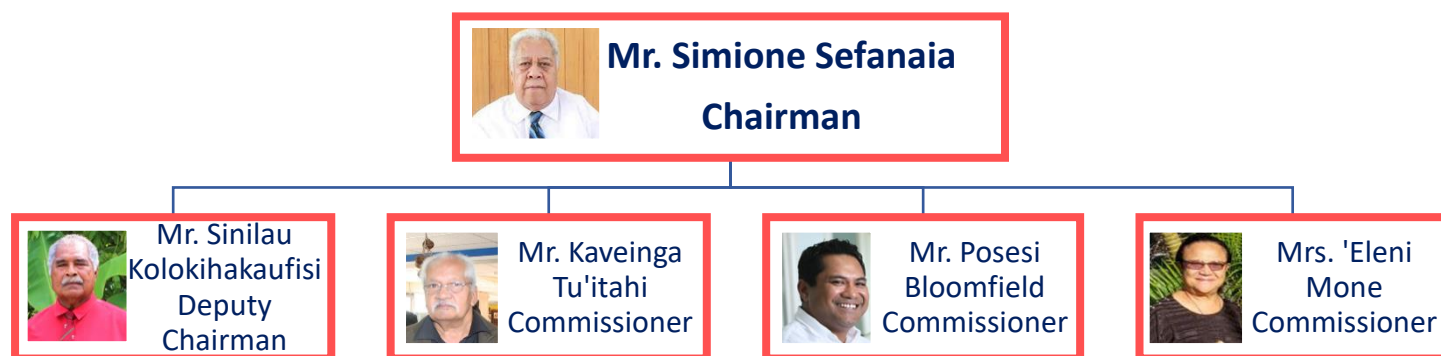
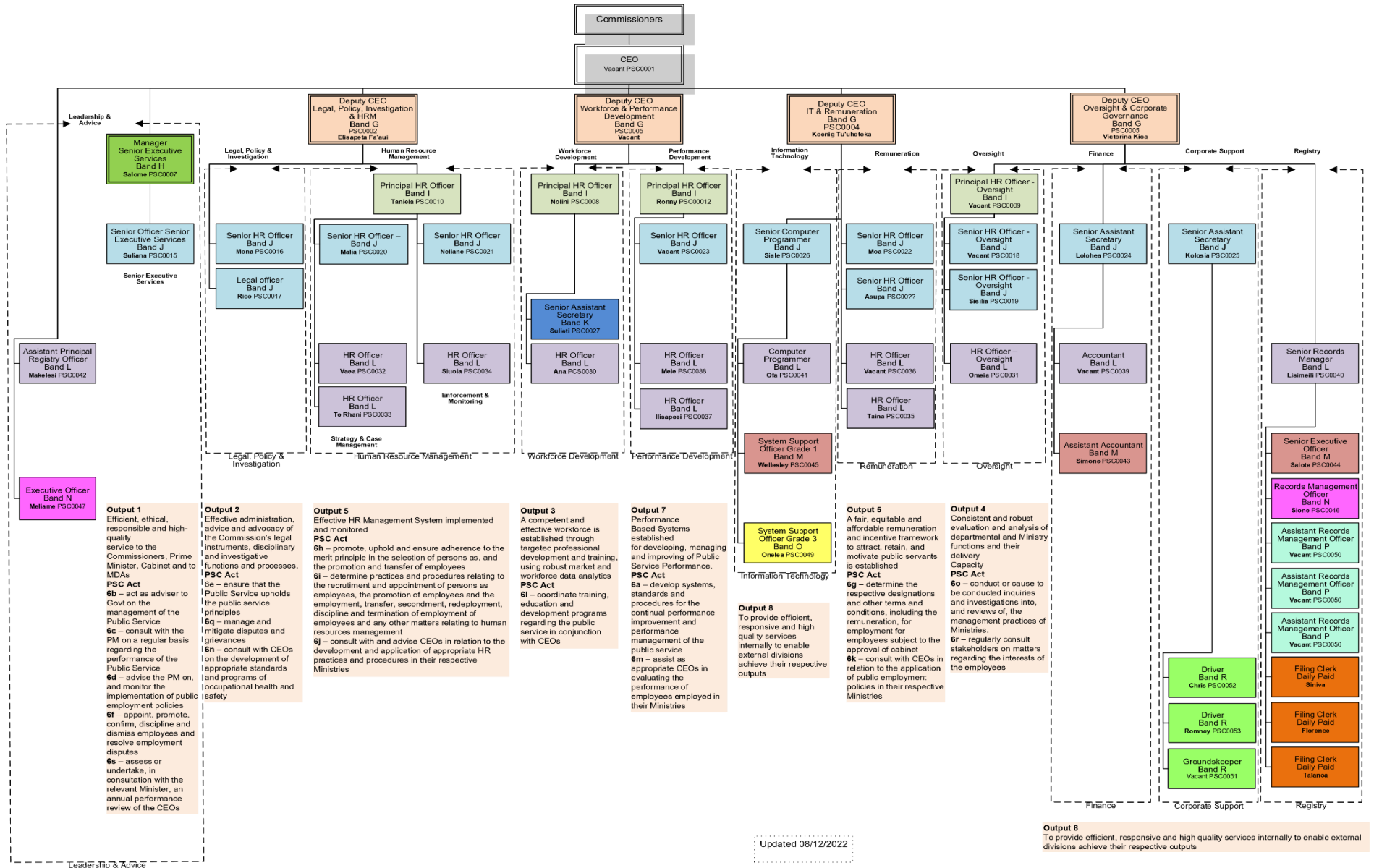


FIGURE 1: MEMBERS OF THE PUBLIC SERVICE COMMISSION

Public Service Commission Organizational Structure



PSC's Performance Management Framework

The following is PSC's results log frame over a three-year period 2017/2018 – 2019/2020. It has been revised in 2020/2021 reflected in blue.

TABLE 4: PSC'S RESULT LOG FRAME 2022/23 - 2024/25

National Impact "A more progressive Tonga supporting higher quality of life for all"							
National Outcome: "A more inclusive, sustainable and responsive good governance with strengthen rule of law"							
PSC Strategic Output	Priority area	Sub outputs	KPI/Measure	Baseline: Target 2016/2017/2018	Impact	Risk	Risk Management
1. Leadership and Senior Executive Services Efficient, ethical, responsive and high quality service to the Commissioners, Prime Minister, Cabinet and PSC staff. And to the whole of government (through the ICT – CHRIS system – external)	CEO performance Appraisal	Aligned executive management to approved performance management	CEO quality (staff engagement survey or organisational climate survey)	Baseline: 2019/20 results Target: 100% CEOs participation 80% meet performance expectation 10% exceed	Improved regulations (3.1d) More effective leadership Greater efficiency (wage bill management <53%) Greater	Political interference High rate of referrals Covid 19 and pandemic related issues	Proactive engagement and planning with Hon Ministers and Commission, CEOs, PSC staff and development partners
	Leadership and Talent Service	Framework for the implementation of development of a senior leadership cadre.	CEO performance - % who meet the performance expectations				
	Policies/Budget support trigger (new)	Policy advice and drafting on various issues.	Senior Executive service in place (Cabinet approvals)				
	Automation	Internal processes/systems	Register linked with Payroll/consolidated E-govt	Baseline 2019/2020	efficiency and turnaround time	Technology /IT gaps and capability	Strategic and targeted staff engagement
2. Legal, Policy and Investigations Effective administration, advice and advocacy of the Commission's legal instruments, disciplinary and investigative functions and processes	Employment Relations	Staff engagement and Communications	% Staff satisfaction – culture/organisational survey		Motivated and engaged staff	Lack of staff ownership	Development experts to support process
			No of Grievances /Disputes	Baseline: NA Efficiencies % progressive reduction in processing time, complaints cases, overpayments		Expensive tribunals Rigid interpretations	Proactive policy review and development
3. Workforce Development Increased pool of competent, disciplined, and qualified Public Service	Management & technical skills development/ deployment Demand driven Government wide	Pool of Qualified Staff deployment in areas of demand	Immediate and medium-term funding secured	Baseline: 2019/2020 training report Target:	Middle to senior Leadership/ Management/ Specialists' pipeline	No committed funding Increased migration/exits	PSC Training plan submitted for scholarships – in country and external More targeted in-house succession

staff in key managerial and technical areas	capacity building /training plan Fully equipped Training facility	Revised workforce Development framework 2021-2025 Mechanism for recognition and accreditation of short-term trainings in place	% Pool of Technical and professional staff in place TNQAB recognition	Pool of talent increases by 2 % annually 80% Formal recognition of qualifications	Confident, qualified, and effective workforce	of management/ Specialist staff	planning, shadowing and training Active resources mobilisation from development partners
4. Performance Development Performance Based Systems established for developing, managing and improvement of Public Service Performance.	PMS Oversight Business Excellence	Public Service Performance M&E Performance Moderation and Quality Check Tonga Business Excellence Program	% of underperformers with improved performance in a FY CHARS Dashboard/equivalent operational in at least 5 Ministries No. Of Best Practices shared No of Game Changer Projects recognized	Reduce by 60% from previous FY 2 Ministries Best Practice initiative adopted At least 2 Game Changer Projects	Ongoing performance improvement in the Public Service Improved efficiency and effectiveness of Public Service	Weak enforcement Lack of participation in Excellence Program	Hold CEOs accountable for Public Service performance Intensive Awareness Programs at all levels and to gain full support from Cabinet and CEOs
5. Human Resource Management An effective HR Management System is implemented with phased delegation in functions to line Ministries	Devolving HR management functions to Ministries Revision of Regulations and policy instructions	Approved delegation areas for pilot HR tools in place	% of Ministries in compliance with HR policies and procedures % of Ministries trained in HR systems/tools % in pilot HR delegation – HR function readiness	Baseline: 2019/2020 data Target: Pilot Ministries Ministry HR profile	High quality and efficient Public service delivery	Weak HR capacity in line agencies Poor ME & supervision Not a government priority	Attachment opportunities to PSC, ongoing training HR Manager post to each Ministry Ongoing engagement with Minister and MFNP TA – HR specialist support
6. Oversight Clear mechanisms & improved data collection to monitor, review and strengthen core functions, coordination and service delivery across the government machinery.	M&EL results matrix and learnings fed into performance improvement framework/PMS Strengthening organisational review Stakeholder Communications and Engagement	ME Monitoring of Government Corporate Plans and AMP 2. MDA Implementation/ progress reports from Auditors reports/Org review reports online automated survey tools	% of PSC or MDA sub-outputs exceeded / achieved / on target % of PSC or MDA outputs exceeded / achieved / on target No. Of Functional Reviews conducted % of recommendations progressed (x R/total R) Surveys/Public service polling results	80% 80% 4 20% Baseline – % of support/complaints Increase in 2019/2020 surveys Website hits/visits	Improved data for tracking performance (3.1f) Improved MDAs performance Improved management of government wage bill	Lack of political will Lack of organized data in MDAs Lack of in-house technical capacity	High level of engagement at Ministerial & CEO level Ongoing In-house training for M&E within the PSC and to HR staff from MDAs Outsourcing, external surveys/TAs

7. Remuneration A fair equitable and affordable remuneration and incentive framework to attract, retain and motivate public servants is established.	New COP New CF Benchmarking Incentives and Rewards	Taxonomy of HR positions linked to Payroll JDs transitioning completed Establish job evaluation & re-evaluation DB	Phase 2 Completed Phase 1 Completed Positions taxonomy updated	New COP- Baseline 30% for scoping and framing of the new CF Written taxonomy guide for the public service	Improve trustworthy, accountability, transparency of remuneration services	Rejection of New COP & CF Entitlement mentality Expensive employment disputes	Frequent consultations and public awareness of new COP & CF Verification with Hay Group/Remuneration Authority
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3. PSC GENERAL PROFILE

This report is in THREE sections. The first is the PSC Office general profile. The second is the PSC Office sub program results for the FY. The last is the Workforce Profile for the Schedule I Ministries as stipulated in the Public Service Act 2002, as amended.

3.1 PSC Staffing

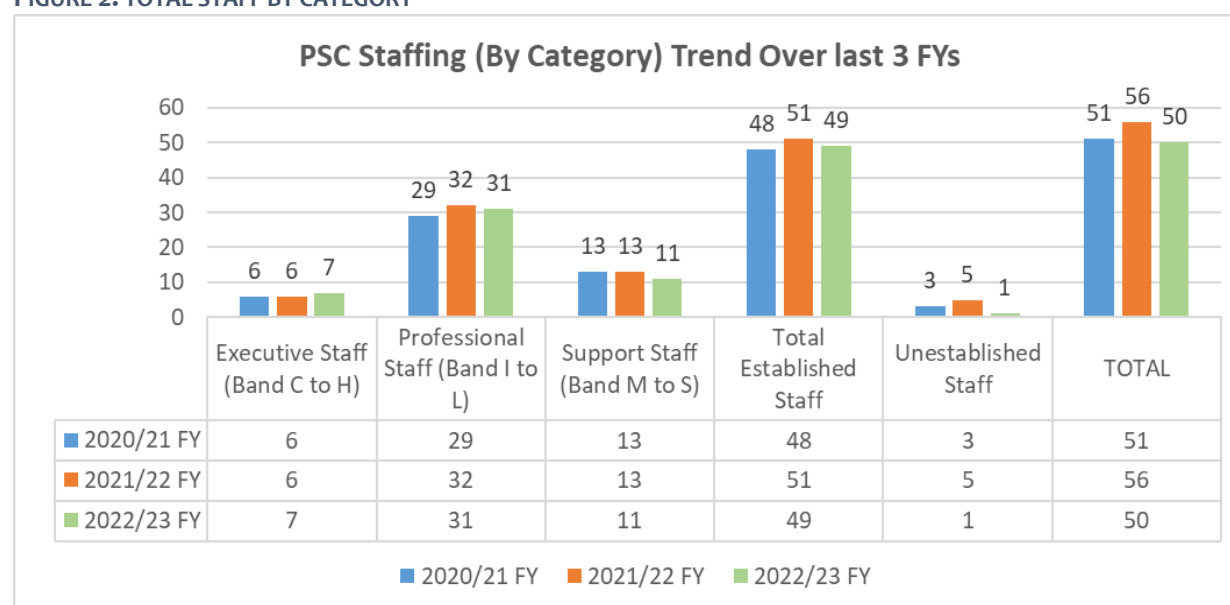
As of 30 June 2023, PSC had a total staff of fifty (50) positions altogether. Of these positions;

- a) Forty (40) employees were at post (inclusive of one daily paid employee)
- b) Three (3) employees were away on study leave
- c) Seven (7) positions had been vacated and were not yet filled (*i.e. 3x Deputy Secretary, 2x Senior Assistant Secretary, 1x Assistant Secretary & 1 Driver*).

TABLE 5: PSC STAFFING SUMMARY

	Division Name	Permanent Employees	Fixed term Employees	Daily Paid Employees	Unfilled Vacancies	Total Employees
1	Leadership Division	3	1		1	5
2	Legal and Policy Division	3				3
3	Workforce Division	3				3
4	Performance Development Division	4			1	5
5	Human Resource Division	6			1	7
6	Oversight Division	4			1	5
7	Remuneration Division	4			1	5
8	Corporate Division	14		1	2	17
	Total	41	1	1	7	50

FIGURE 2: TOTAL STAFF BY CATEGORY





3.1.1 Retirees

Upon her 60th birthday, the former CEO of the Commission, Dr. Lia Maka retired on 12 September 2022. Dr. Maka has served in the role since she took over the job in March 2016. She was serving her second consecutive term before she opted to retire (as she reached the retirement age according to policy) prior to the completion of her contractual term (i.e. 16 March 2024).

We have learned so much while working alongside Dr. Maka, and we cannot thank her enough for the impact she made on each and every PSC staff's professional growth in the last 7 years. She is truly an embodiment of innovation and hard work. Thank you for inspiring us each day to strive for **“Excellence as PSC's bare minimum”**. Congratulations on your retirement.

3.1.2 Appointments

Eight (8) new appointees joined the PSC Team during the FY.

TABLE 6: PSC'S OFFICE APPOINTMENTS

Name	Post	Assumption of duty
1. Mr. Simone Akoteu	Assistant Accountant	23 August 2022
2. Mr. Hephzibah Hakeai	Assistant Accountant	14 March 2023
3. Mr. Matangi Tuiono	Accountant	14 March 2023
4. Ms. 'Akesa 'Ahokava	Human Resource Officer	27 March 2023
5. Ms. Fua Holani	Senior Human Resource Officer	3 April 2023
6. Ms. Florence Eke	Assistant Records Management Officer	3 April 2023
7. Mr. Sosaia Manakofua		
8. Mr. Soane Kisina		9 May 2023

3.1.3 Promotions within the same Ministry

Three (3) staff promotions were processed this FY, which is the same number as the previous FY.

TABLE 7: PSC'S PROMOTIONS

Name/ current position	New Post promoted to/ Division	Assumption of duty
1. Ms. 'Asupa Latu (Assistant Secretary)	Senior Human Resource Officer (Remuneration)	05 July 2022
2. Ms. 'Ilisapesi Veikune (Assistant Secretary)	Senior Human Resource Officer (Performance Development)	04 October 2022
3. Mrs. Suliana Wolfgramm (Senior Human Resource Officer)	Principal Human Resource Officer (Oversight)	21 March 2023

3.1.4 Transfer and Promotion

Two (2) employees were promoted and were accordingly transferred from PSC/to PSC as follows;

TABLE 8: TRANSFER & PROMOTION

Name/ current position	To	Ministry	Assumption of Duty
------------------------	----	----------	--------------------

1.	Mrs. Salome Foliaki 'Akauola, Principal Assistant Secretary, MOI	Senior Executive Services Manager	PSC	14 July 2022
2.	Mrs. Lolohea Tu'uhetoka, Senior Assistant Secretary, PSC	Principal Assistant Secretary	PMO	11 April 2023

3.1.5 Resignation

Four (4) staff resigned prior to 30 June 2023 which is further detailed hereunder;

TABLE 9: RESIGNATION

Name/ current position	Reason	Effective date of resignation
1. Mrs. Kato'one Fa'aoa	Seasonal work in Australia	18 July 2022
2. Mrs. Jamie Sa	New job at Tonga Power Limited	08 November 2022
3. Mr. Moleni Ika	Family matter	16 November 2022
4. Mr. Christopher Tangataevaha	Migration abroad	08 March 2023

3.1.6 Dismissal/Termination

Three (3) staff were dismissed/terminated during the FY for reasons provided in the table below:

TABLE 10: PSC'S DISMISSAL & TERMINATION

Name/ current position	Reason	Effective date of dismissal/termination
1. Ms. Anitoneti Nofo'akifolau	Shortfall in period of notice upon resignation	25 October 2022
2. Ms. Mele Lute Hingano	Disciplinary action for serious breach of discipline	15 December 2022
3. Mr. Simone Akoteu	Absence without proper authority whilst on probation	31 January 2023

3.1.7 Overseas Travel

The PSC Office received opportunities to travel abroad for training and capacity building in areas relevant to our core functions which are summarized hereunder:

TABLE 11: PSC'S OVERSEAS TRAVEL

Name/ current position	Country	Purpose	Funding Source
1. Mrs. Victorina Kioa	Singapore	Innovation in Governance	Partial (Only cost of travel borne by Tonga)
2. Mrs. Fusi Nolini Vaka'uta	Singapore	Strategic Leadership and Public Governance	Partial (Only cost of travel borne by Tonga)
	Fiji	Workforce Planning Training Course	Fully funded by Australia
3. Mrs. Lisimeili Loloa			Fully funded by Australia
4. Mr. Ronny Fono			Fully funded by Australia
5. Mr. Siale Jr. 'Akau'ola	New Zealand	Manaki short-term training	Fully funded by NZ
6. Ms. 'Elisapeta Lemoto Fa'au	Australia	Anti-Corruption Conference	Fully funded by Australia

3.1.8 Domestic Travel

During the 2nd and 3rd Quarters, the PSC Office travelled to the Outer Islands to conduct "Talatalanoa" sessions with the government employees with the goal of:

- Sharing the latest HR policy changes
- Respond to issues/concerns raised
- Facilitate Workforce Training programs (e.g. induction etc)

TABLE 12: PSC DOMESTIC TRAVEL

Vava'u	Ha'apai	'Eua
1st Visit		
25 July – 29 July 2022	8 August – 12 August 2022	8 August – 11 August 2022
1. Mrs. Victorina Kioa	1. Dr. Lia Maka	1. Mr. Keni Tu'uhetoka
2. Mr. Taniela Makisi	2. Mr. Ronny Fono	2. Mr. Ronny Fono
3. Ms. Sulieti Fakakovikaetau	3. Ms. 'Asupa Latu	3. Ms. Sulieti Fakakovikaetau
4. Mrs. Lolohea Tu'uhetoka	4. Ms. Mona Taumoefolau	4. Mrs. Jamie Sa
5. Mr. Ronny Fono	5. Ms. Neliane Afu	
	6. Ms. 'Ilisapesi Veikune	
	7. Mrs. Nolini Vaka'uta	
2nd Visit		
27 February – 3 March 2023	6 March – 10 March 2023	28 February – 4th March 2023
1. Mr. Keni Tu'uhetoka	1. Ms. Moa Fonua	1. Mr. Ronny Fono
2. Mrs. Elisapeta Fa'au	2. Ms. Mona Taumoefolau	2. Ms. Neliane Afu
3. Ms. 'Ilisapesi Veikune	3. Mr. Vaea 'Akau'ola	3. Ms. Asupa Latu
4. Mrs. Malia Tonga		
5. Ms. 'Ana Tautua'a		

3.1.9 Attendance

TABLE 13: PSC'S ATTENDANCE SUMMARIZES BY QUARTER

Attendance	On Time %	Late %	Leave
Quarter 1	77%	23%	27%
Quarter 2	82%	18%	30%
Quarter 3	79%	21%	25%
Quarter 4	75%	25%	23%

4. PSC Performance by Sub-Programs (Sub-Outputs)

PSC's performance is discussed in the following order:

- PSC Contribution to Whole of Government Objectives (TSDFII, Samoa Pathway, SDGs)
- Performance Against the Annual Management Plan 2021/2022

The rating was based on averaging the achievement status of targets/output for the year by sub program (division) using the self-assessment scale below. A trend analysis is also provided on performance.

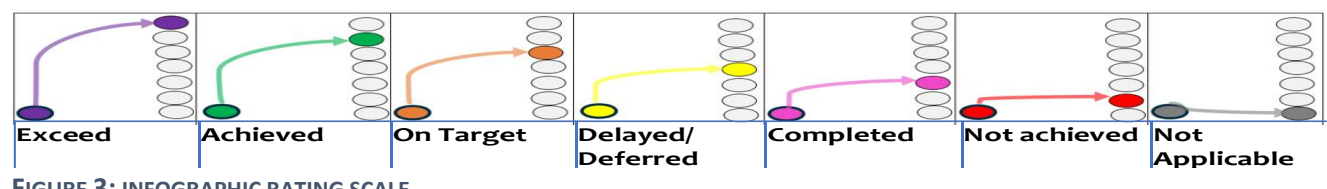


FIGURE 3: INFOGRAPHIC RATING SCALE

4.1 PSC contribution to whole of Government objectives

4.1.1 Contribution to the SDGs and TSDFII

The Commission contributes directly to the Sustainable Development Goals (SDGs) and the Samoa Pathway in two goals - SDG 5 and SDG 16.

TABLE 14: PSC CONTRIBUTION TO SDG AND SAMOA PATHWAY GOALS

SDG Goal	SAMOA Pathway	Target	Indicator	Achievement
Goal 4 Quality Education	S4 Education S5 Capacity Building	SDG 4b (Scholarships)	4.b.1 Volume of official development assistance flows for scholarships by sector and type of study	PSC public service workforce Output 2 – developing workforce capability. Annual training needs analysis inform scholarship allocation. Talent and leadership trainings for senior executives (Leadership training for CEOs/DCEOs, Foundations of Leadership program; generic training (First Aid etc).
Goal 5. Achieve gender equality and empower all women and girls	S6 Gender equality & women development	SDG Target 5.1 End all forms of discrimination against all women and girls everywhere	Indicator 5.1.1 Whether legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	Refer to PSC Sub Output 1, 4 – Sexual Harassment policy awareness training, case management process; Gender disaggregated data.
		SDG Target 5.5 Ensure women's full, effective participation & equal opportunities for leadership at all levels of decision-making (political, economic, public life)	Indicator 5.5.2 Proportion of women in managerial positions	Refer to PSC Output 1, 4 Reporting on 5.5.2, to deputy CEO level for the public service. Female: Male (Sch 1 & 2) CEO level is 19:81% Deputy level 56%:44% (Schedule 1) 20%:80% (Schedule 2)
Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	S7 Promoting peaceful society and safe community S8 Data and statistics	SDG Target 16.6 Develop effective, accountable and transparent institutions at all levels	Indicator 16.6.2 Proportion of the population satisfied with their last experience of public services	Refer to PSC Output 5 on surveys conducted.
	S8 Data and statistics	SDG Target 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Indicators 16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public service, compared to national distributions	Refer to PSC Output 1. Output 5 As per above Public Service Register is gender disaggregated – established and approved by Cabinet June 2021 has been regularly updated and is current

Note: An important milestone (a budget support trigger for wage bill management) is monitoring the implementation of the approved Overtime Policy. The Public Service Register, Critical Positions Vetting and public service consultations on HR policies including sexual harassment policy, social media and political neutrality guidelines contribute to effective and accountable governance of the public service (SDG16).

4.2 PSC progress against 3 years priorities (Corporate Plan)

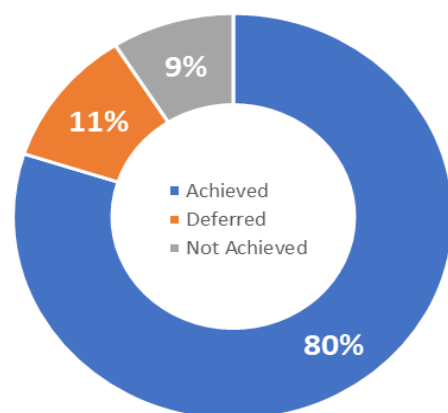


FIGURE 4: PSC CORPORATE PLAN (CP) KPI PERFORMANCE AS AT 30 JUNE 2023.

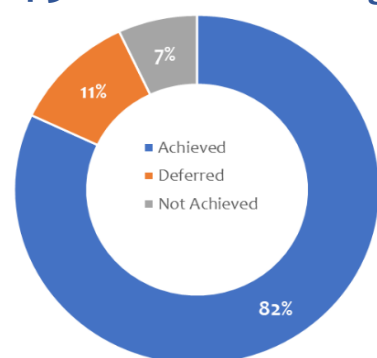
This Corporate Plan 2022/23 to 2025/26 rolls over a few targets from the previous CP which is the Classification of Posts job clustering and related work on Job Descriptions and the Public Service Competency Framework which is 70% complete. The phased HR delegation work was limited due to the absence of a substantive Deputy CEO. Managing the wage bill was easier with the introduction of TimeTrex as an online HR Database. The Fraud Policy is awaiting Cabinet approval; monitoring and enforcement of the overtime policy; strengthening workforce capability focusing on leadership and talent and on building the capacities of employees across the service.

A total of 56 High level KPIs were approved to be delivered within the 2022/23 FY. The achievement of each Division is as follows;

TABLE 15: SUMMARY OF RESULTS OF THE PSC OVERALL CP M&E MATRIX FOR 2022/23 FY

PSC Performance Against CP High Level KPIs - By Division - OVERALL FY2022-23 in %						
Traffic Light Assessment	Total # of Activites	Achieved	On Target	Delayed/ Deferred	Not Achieved	N/A
1 Leadership & SES	11	82%		9%	9%	
2 Legal, Policy and Investigation	6	100%				
3 Workforce Development	4	75%			25%	
4 Oversight	9	67%		22%	11%	
5 Human Resource Management	4	50%		25%	25%	
6 Remuneration	10	80%		20%		
7 Performance Development	5	100%				
8 Corporate Governance	7	86%			14%	
Total # of KPIs	56	80%	0%	11%	9%	0%

4.3 PSC contribution against its Annual Management Plan 2022/2023



Eight subprograms worked COLLECTIVELY to achieve the following outputs in this period. A total of 82% of a total 163 key performance indicators were achieved, 11% were deferred, 7% were not achieved.

FIGURE 5: PSC ANNUAL MANAGEMENT PLAN (AMP) DASHBOARD RESULTS AS OF 30 JUNE 2023.

A breakdown of the 163 Divisional AMP Activities' progress are provided in the table below;

TABLE 16: SUMMARY OF PSC OVERALL AMP PERFORMANCE 2022/23 FY

Traffic Light Assessment		Total # of Activities	Achieved	On Target	Delayed/Deferred	Not Achieved	N/A
1	Leadership & SES	37	84%		11%	5%	
2	Legal, Policy and Investigation	35	97%			3%	
3	Workforce Development	13	77%		15%	8%	
4	Oversight	17	47%		35%	18%	
5	Human Resource Management	10	60%		30%	10%	
6	Remuneration	15	87%		13%		
7	Performance Development	16	88%		6%	6%	
8	Corporate Governance	20	90%			10%	
Total # of KPIs		163	82%	0%	11%	7%	0%

TABLE 17: PSC STAFF PMS RESULTS 2022/23 FY

OFFICE OF THE PSC	Below 3 (1 to 1.99)	Below 3 (2 to 2.9)	3 Rating (3 to 3.4)	4 Rating (3.5 to 4.4)	5 Rating (4.5 to 5)	TOTAL
2016/17 Final Results	0(0%)	1 (5%)	15 (68%)	6 (27%)	0 (0%)	22
2017/18 Final Results	0(0%)	0 (0%)	20 (65%)	10 (32%)	1 (3%)	31
2018/19 Final Results	0(0%)	2 (5%)	16 (42%)	19 (50%)	1 (3%)	38
2019/20 Final Results	0(0%)	1 (3%)	9 (23%)	27 (71%)	1 (3%)	38
2020/21 Final Results	0(0%)	2 (6%)	13 (36%)	21 (58%)	0(0%)	36
2021/22 Final Results	0 (0%)	0 (0%)	19 (63%)	10 (33%)	1 (3%)	30

4.4 Summary of PSC progress against Key Sub-program Outputs

These are summarized according to the eight sub-programs.

Sub-Program 1: Leadership and Senior Executive Services

Efficient, ethical, responsive and high-quality service to the Commissioners, Prime Minister, Cabinet and PSC staff



Sub Program 1 manages two work streams.

- Commission Support** which looks after all Commissioners activities including CEO matters. This Unit also works alongside the HRM team as well as the Legal & Policy team to provide secretariat support to the Commission through minute taking, records management and logistical support.
- Office of the CEO** which provides secretarial support services as required by the CEO.

SO 1.1 Commission functions & services - Fair, transparent and equitable decision making

- Approval of the 1-year extension of the Chairman's contract in agreement with the Prime Minister, as approved by Cabinet, for the period as from 02nd March 2023 to 04th March 2024.
- 134 Commission meetings were convened throughout the 2022/23 FY and is further detailed below.

TABLE 18: COMMISSION MEETINGS THROUGHOUT THE 2022/23 FY

Type of PSC Meetings:					
Month:	HR	Policy/CEO related	Special	Circulation	TOTAL
1 July 2022	2	3	2		7
1 August 2022	3	3	5	2	13
1 September 2022	4	3	1		8
1 October 2022	4	4	8		16
1 November 2022	5	6	6		17
1 December 2022	3	3	6		12
1 January 2023	3	1	1		5
1 February 2023	4	1	1		6
1 March 2023	4	6	2		12
1 April 2023	4	4	5		13
1 May 2023	5	4	3		12
1 June 2023	4	4	5		13
Total	45	42	45	2	134

HL SO 1.2 Apolitical advisories and policy briefs to the PM & Cabinet

- Approval of 6 submissions related to CEO recruitment and contract management
- Approval 1 submission related to CEO performance outcome for the 2021/22 FY

SO 1.3 CEO Recruitment and Performance Management

- The Commission endured a difficult year in which Government lost nine (9) CEOs who either completed their term of appointment or opted early cessation of their CEO contractual term.
- A new contract signing ceremony started in January 2023. A great initiative where all three parties, the new CEO, the Hon Minister, and PSC, vow that to have a successful term, they must all work together and have mutual respect for each other.

SO 1.3.1 New CEOs appointed to fill eight (8) vacant CEO positions.

TABLE 19: CEO APPOINTMENT

Name	CEO position	Date of assumption
1. Mrs. Kilisitina Tuamei'api	CEO for Finance	05 th August 2022
2. Mr. Michael Cokanasiga	CEO for Revenue and Customs	10 th January 2023
3. Mr. Paula Pouvalu Ma'u	Chief Secretary and Secretary to Cabinet	27 th January 2023
4. Mrs. Victorina Kioa	CEO of the Commission	15 th March 2023
5. Mr. Sione Fo'i'akau Lolohea	Government Statistician	11 th April 2023
6. Mr. 'Isikeli Ngalu Oko	CEO for Education and Training	12 th April 2023
7. Mr. Viliami Takau	CEO for Tourism	13 th April 2023
8. Dr. Sela Teukisiafo'ou Moa	CEO for Justice	24 th June 2023

Note: Formal appointment of CEO for Health to be made in the FY 2023/2024.

SO 1.3.2 Re-appointment of CEOs for a new term in the same CEO position

TABLE 20: RE-APPOINTMENT OF CEO'S

Name	CEO position	Date of assumption as CEO
1. Mr. Sione Sisifa	Solicitor General	07 th November 2022
2. Dr. Fotu Valeli Kuohifo Fisi'iahi	CEO for Internal Affairs	19 th May 2023
3. Mr. Sione Pulotu 'Akau'ola	CEO for Public Enterprises	26 th June 2023

SO 1.3.3 Completion of CEO Contract Term.

TABLE 21: CEO'S THAT COMPLETE THEIR CEO CONTRACT TERM DURING THE 2022/23 FY

Name	CEO position	Date of completion of CEO Contract
1. Mr. Soane Kelemete Vahe	former CEO for Revenue and Customs	10 th August 2022
2. Dr. Tangikina Moimoi – Steen	former CEO for Education and Training	11 th November 2022
3. Mr. Sione Moala – Mafi	former CEO for Tourism	07 th February 2023
4. Dr. Siale 'Akau'ola	former CEO for Health	16 th May 2023
5. Mrs. Temaleti Manakovī Pahulu	former CEO for Justice	24 th June 2023

SO 1.3.4 Early Cessation of CEO Contract Term.

TABLE 22: CEO'S WHO RESIGNED AND RETIRE FROM THEIR CEO CONTRACT TERM.

Name	CEO position	Date CEO position was vacated
1. Dr. Viliami Konifelenisi Fifita	former Government Statistician	15 th August 2022
2. Mr. Edgar Cocker	former Chief Secretary and Secretary to Cabinet	05 th September 2022
3. Dr. Lia Maka	former CEO of the Commission	12 th September 2022
4. Ms. Rosamond Bing	former CEO for Lands and Natural Resources	21 st November 2022

SO 1.3.5 CEO Forum / Meetings

- A total of four (4) CEO Forums were convened during the financial year.

SO 1.4 Strategic foresight and resource mobilization –

- The PSC's Annual Report 2021/2022 to Parliament was approved by Cabinet on 07th September 2022 and submitted to the Legislative Assembly on 12th September 2022.
- PSC's new Corporate Plan 2022/2023 to Cabinet and Parliament submitted in April 2023.
- Public Service FALE Support Programs to the Commission were further strengthened to include Leadership, Organizational Review and Data Analytics.
- TAs and capacity building support from Balance of Power leadership program support for executive and middle management employees and engagement with Australia Public Service.
- The Commission has finalised the Fraud Policy for the Public Service and was submitted to Cabinet for endorsement in August 2022. Awaiting Cabinet's further directions.
- Extension of contract agreement for Technical Assistant, Mr. John Fotheringham, Human Resource Development Adviser under the Tonga Australia Support Platform/DFAT until April 2024.

Sub-Program 2: Legal, Policy & Investigation

Effective administration, advice and advocacy of the Commission's legal instrument, disciplinary and investigation functions and processes.



There were three (3) sub-output activities to be implemented during the financial year as follows;

- i. Policy development and management
- ii. Legislation and Regulations
- iii. Legal and Investigation

SO 2.1 Policy development and management

Sub-output 2.1.1 High level policy and apolitical advice to the Prime Minister, Commission and line ministries



FIGURE 6: POLICY TIPS DURING THE 2022/23 FY

NOTE: A total of **seventeen (17)** policy tips were issued and disseminated to line ministries via email, Facebook and PSC Website.

Sub-output 2.1.2 Policy submissions to Commission approved/noted

The division submitted a total of **eight (8)** policy submissions were made to the Commission as displayed below;



FIGURE 7: POLICY SUBMISSION TO COMMISSION

Sub-output 2.1.3 New/revised policies Gazetted

The only policy gazetted during this financial year was the Overtime policy on 9th December 2022.

SO 2.2 Legislation and Regulations

Sub-output 2.2.1 Scheduled legislative review

The Legislative scanning exercise completed by the Attorney General's Office in 2021 was revised by the Commission in consideration of the potential amendments to the Public Service Policy Instructions and other relevant regulations.

Sub-output 2.2.2 Awareness on legislative amendments

To promote policy awareness the division facilitated training sessions on new policies and amendments during the Talatalanoa outreach program conducted in the outer islands (Vava'u, Ha'apai and 'Eua) in August 2022 and February 2023.

SO 2.3 Legal and Investigation (Disciplinary, Disputes/Grievance, Appeals)

Sub-output 2.3 Legal and Investigation



FIGURE 8: NUMBERS OF DISPLINARY, DISPUTES/ GRIEVANCE AND APPEALS DURING THE 2022/23 FY

NOTE: Seventeen (17) disciplinary cases processed and completed. Two (2) employment disputes and grievance cases, three (3) Appeal cases and two (2) Supreme Court which are carried forward into the new FY.

Sub-Program 3: Workforce Development

Increased pool of competent, disciplined and qualified Public Service staff in key managerial and technical areas



The Division has four (4) sub-output activities to be implemented during the financial year as follows;

- Workforce Training Plan
- Workforce Analysis & Training Needs Analysis
- Leadership & Talent Management
- Workforce Outreach

SO 3.1 Annual Workforce Training Plan

Successfully facilitated and/or completed the delivery of forty-seven (47) training sessions throughout the Public Service in the 2022/23 FY. Details are provided in the table below;

TABLE 23: TYPE OF TRAINING

Type of training	Number of session(s)	Target Audience
Induction Training	6	Nurses, Vava'u, Ha'apai, 'Eua, 2x Tongatapu (new appointees)
Policy Training	38	Teachers x7, Vava'u x6, Ha'apai x5, 'Eua x4
Generic Training		
a. Cyber Security	1	Government ICT staff
b. Files Management	1	TSD Files Team
c. First Aid	1	All Ministries
TOTAL	49	

SO 3.2 Workforce Analysis & Training Needs Analysis

- Successfully completed the Public Service's Training Needs Analysis and shared with DFAT and MFAT to assist with their scholarship allocations for 2024.
- Developed Quarterly Workforce Snapshots for Quarters 1, 2 & 3 and disseminated to all Line Ministries for information and informed decision making.
- Completed the Annual Workforce Analysis Report for 2022 and approved by the CEO of the Commission in August 2022.

SO 3.3 Implement Leadership and Talent initiatives

TABLE 24: LEADERSHIP & TALENT INITIATIVES BY QUARTER

QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
Two trainings attended; 1. Singapore "Innovation in Governance 2. Building strong national integrity systems	1. Met with APTC Country Director on 2. Met with Tonga Labour Mobility Supply Management Team	1. Meeting with BOP Executive Directors on to sort out Leadership Training 2. Introduced Certificate of Recognition presented by Hon. Hu'akavameiliku to outstanding scholars 3. Attended Singapore Strategic Leadership and Public Governance Training - 20 to 24 March 2023	1. 2x Leadership Training Introductory Sessions for CEOs, Deputies and Senior staff (60 participants) 2. SAINT (Self-Assessment of Integrity Workshop Training) 3. Fale Integrity & Ethics Training Modules 4. Fale Foundations of Leadership Training

SO 3.4 Implement Workforce Outreach

- Successfully hosted 3 Interns from Tupou Institute of Higher Education and one (1) of the interns became a permanent employee of the PSC Office upon completed of his internship.
- JICA Scholarship disseminated to all line Ministries
- Developed and posted PSC's Career Poster to improve visibility of PSC as an employer at secondary school level.
- Implemented a High School Essay Competition to raise awareness of the Commission's functions. The submissions were vetted and judged according to the approved criteria. Awards Ceremony held during the Best Practice Conference.

Sub-Program 4: OVERSIGHT

Consistent and robust evaluation and analysis of departmental and Ministry functions and their delivery capacity.



Activities for this year were as follows:

1. **Monitor and evaluate PSC outputs**
2. **Conduct Organizational review of line Ministries**
3. **Wage Bill Management and Monitoring Staffing**
4. **Stakeholder Communication & Engagement**
5. **Improve data analysis and analytics**

Sub-Output 4.1 Monitoring and Evaluating PSC Outputs

4.1.1 M&E Matrix

The M&E Matrix continued to be the tool utilized for monitoring the performance of the PSC Office which has been shared on a biannual basis with the National Planning Division of the Prime Minister's Office. The details have been reported under Section 4.2 above.

4.1.2 AMP Dashboard

The AMP Dashboard is an internal tool used by the Division to track the progress of the Annual Divisional activities as set out in the approved Annual Management Plan. This is conducted once a quarter and is the key data source for informing and updating the M&E Matrix. The details have also been reported under Section 4.2 below.

Sub-Output 4.2 Organizational Review

- a. The Oversight team facilitated the functional review of the PSC Office by Ms. Helen Moody funded by the NZ PSC's Pacific Fare. The review encompassed the organisational, operational and governance structure of PSC. A detailed report has been submitted to the Commission and approval is pending.
- b. The Organizational Structure of 18 MDAs were scanned and reconciled against their staff lists. Only 2 Ministries remain and is carried over to the next FY (*pending a detailed Organizational Structure*).

Sub-Output 4.3 Monitoring of Public Service Staffing Cost

- a) As per data from the Ministry of Finance, the wage bill stands at 54.4% at the end of the 2022/23 FY. This has decreased from 63% in the previous FY 2021/22. The guidance provided by the Ministry of Finance in their Budget Statement emphasizes the initiation of measures by focusing on non-critical job vacancies. It also outlined intentions to reduce allowances, overtime, and other non-wage expenses within the total remuneration framework to attain the threshold of 53%.
- b) A total of 191 Critical Positions had been submitted from 16 Ministries altogether. The total cost of all Critical Positions submitted were an estimated **\$4,257,395** which is more than 8 times the allocated budget approved by Finance of **\$500,000** (*half of what was allocated in the 2021/22 FY*).
- c) Ultimately, only 19 positions were approved as Critical positions with a cost of \$499,066 (99.8% of the approved envelope). All endorsed posts were mid-management positions (Bands L to I).

TABLE 25: VETTING SUBCOMMITTEE 2022/23 FY

Critical Post Vetting Phases	Amount Granted	Critical Fund Balance
Total Critical Funds for 2022//2023 FY		T\$ 500,000
191 Positions submitted.	T\$ 55,374	T\$ 444,626
19 approved (10%)	T\$ 20,075	T\$ 424,551
	T\$ 20,075	T\$ 404,476
	T\$ 20,075	T\$ 384,401
	T\$ 383,467	T\$ 934
TOTAL	T\$ 499,066	T\$ 934 (Bal)

NOTE: 74% of the approved positions were for Health (14 posts) which accounted for 76% of the approved budget.

Sub-Output 4.4 Stakeholder Communication & Engagement

4.4.1 Outreach – Talatalanoa Program, Sexual Harassment Policy and Others

Two (2) Talatalanoa Programs were scheduled for the Outer Islands specifically. This was to ensure the same information widely available and accessible here in Tongatapu is also similarly made available in the Outer Islands. The focus of the Talatalanoa Program included (but not limited to) the following:

- i. Sexual Harassment Policy
- ii. Public Service Code of Ethics & Conduct 2010
- iii. Social Media Guideline for Tonga's Public Service
- iv. Staff Rotation
- v. PMS FAQs

4.4.2 NEWSLETTERS

A total of seven (7) newsletters were distributed to MDA's (Ministerial Departments and Agencies). The monthly newsletters were reduced to bimonthly with the first two months (July & August 2022) each having separate newsletters before it reverted back to once every two months.

4.4.3 TV & RADIO PROGRAMS

There was one Replay of the "Apolitical instructions for the Public Service" program that was televised by Television Tonga on 31 October 2022. This was in preparation for the bi-elections that took place during the FY.

Sub-Output 4.5 Data Analytics and Analysis

The Data Analysis and Analytics Plan for the 2022/2023 Fiscal Year maintained its emphasis on the Human Resource data of Tonga's public service. Progress on this specific Sub-Output has faced delays attributed to resource constraints and the absence of data from the Ministry of Finance that would have otherwise expedited our data analytical work. However, it's worth noting that the Commission's consolidated data available from within its other Divisions has assisted with the overall work of the PSC Office.

Sub-Program 5: HUMAN RESOURCE MANAGEMENT

Effective HR Management across Government implemented, supported and monitored.



Activities for this year are as follows:

1. Delegation/ Devolution Piloting
2. HR Case Management
3. HR Advisory & Support Services.

S.O.5.1 Delegation and Line Ministry Monitoring

The planned work on Phase Delegation were halted due to the absence of Deputy CEO for HRM (all of 2022/23) and the Principal Assistant Secretary (study leave since September 2022). The remaining staff (2x Senior Assistant Secretary and 3x Assistant Secretary were only able to cope with the processing of HR submission to the Commission on a weekly basis.

Opportunities for the next phase of the delegation of authority to the line ministries included:

- a. Upscale delegation of recruitment process for up to Band M positions to the line ministries.
- b. Delegate leave management to line ministries.

This has been deferred until the recruitment of a substantive Deputy CEO for HRM has been finalized.

S.O.5.2 HR Case Management

- A total of 837 HR submissions from the line Ministries were tabled for the Commission's consideration. This is a less than the total of 920 cases in the 2021/22 FY.
- A total of 823 PSC Decisions were issued which is less than the 912 PSC Decisions recorded in the 2021/22 FY.
- The difference is due to resubmissions a case already considered by the Commission which are counted towards the total tally of HR submission but only one decision is made once the case is finalized. Hence why the number of submission and total number of cases are different.

TABLE 26: SUMMARY OF PUBLIC SERVICE HR CASES FOR THE 2022/23 FY

Quarter	HR meetings	Special Meetings	Circulation	Cases				Total cases with final decision
				Approved/ noted	Discuss	Not Approved	Defer	
Q1	10	2	1	191	224	1	32	191
Q2	11	3	1	192	230	6	27	212
Q3	10	0	1	195	216	6	15	218
Q4	13	0	0	193	216	12	14	202
TOTAL	44	5	3	771	886	25	88	823

TABLE 27: SUMMARY OF CASES ACCORDING TO CASE SUBJECT

Subject	QTR 1	QTR 2	QTR 3	QTR 4	TOTAL CASES
Promotion	36	36	39	47	158
Appointment	40	32	33	51	156
Resignation	33	21	59	40	153
Special leave without Pay	10	21	17	5	53
Extension of Service & Retirement	14	12	10	6	42

Note – The table above contains information relating to the different categories of HR submissions made to the Commission from the line ministries. The top 5 most frequent submissions are detailed above and make up 70% of all HR cases considered by the Commission.



FIGURE 10: RESIGNATION BY MINISTRY

Commission. This is a big jump from 62 cases in 2021/22 FY. Reasons for resignation include job opportunities overseas, migration, personal reasons include family issues and other personal issues. A few employees exited for further studies. There were seven employees who resigned due to dissatisfaction with their workplace management.

Resignation

A total of 153 resignations from all the 20 Ministries and the highest number of resignations was by Health – forty-four (44) cases, followed by Education and Training with twenty-nine (29) cases and the MOI with 12 (twelve) cases. The PSC Office had four (4) resignation cases.

There is a significant increase in the number of resignation cases processed at the PSC Office to the



FIGURE 11: RESIGNATION BY REASON

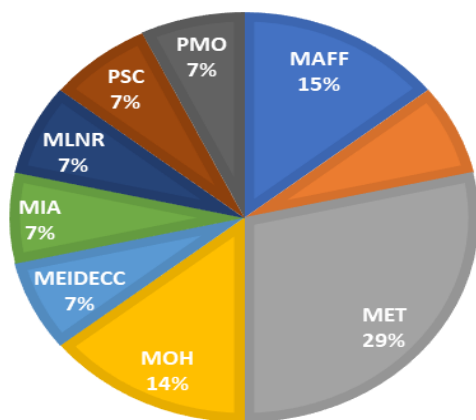


FIGURE 12: DISMISSAL BY MINISTRY

Overpayment for their resignations, not fulfilling the period of notice with one failure to settle overpayment as stated in Figure 13 on the right side. PSCD to include that dismissal will be referred to AGO for legal actions including failure to work bond and secondment.

The few dismissal cases in the FY, were due to the failure to pay both Shortfall and

Overpayment for their resignations, not fulfilling the period of notice with one failure to settle overpayment as stated in Figure 13 on the right side. PSCD to include that dismissal will be referred to AGO for legal actions including failure to work bond and secondment.

Dismissal

Fourteen (14) employees from nine (9) MDAs were unfortunate to be dismissed from the service during the 22/23 FY. Dismissal cases were topped by the Ministry of Education and Training with four (4) cases and two (2) cases from MAFF and MOH each and the other six (6) Ministries had one case each as shown in Figure 24 below.

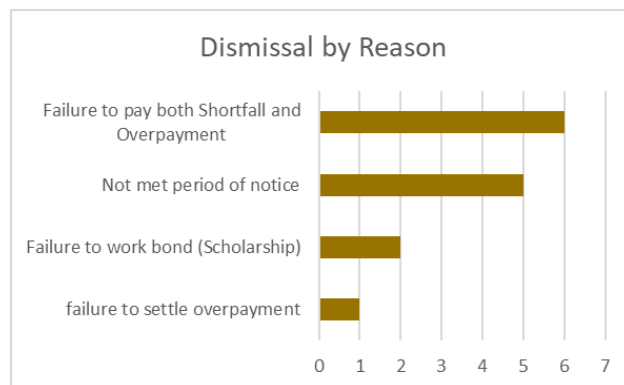


FIGURE 13: DISMISSALS BY REASON

Retirement

Twenty-four (24) retirement cases were recorded in the FY and another nineteen (19) were those whose services ceased due to medical problems that rendered them incapable of discharging their responsibilities to the required standard.

Special Leave Without Pay

A total of 53 SLWOP submissions were received and approved, an increase from 42 recorded in the previous FY. The main reason for SLWP as shown in Figure 14 was to provide full time care for a close family member with some form of illness.

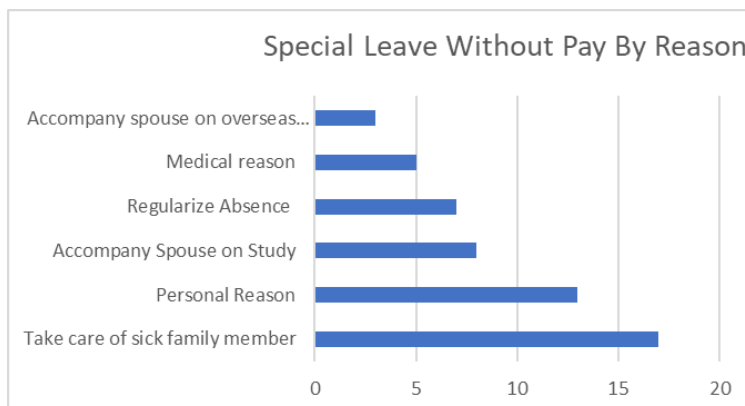


FIGURE 14: SPECIAL LEAVE WITHOUT PAY

S.O.5.3 HR Advisory & Support Services

Ongoing support for Line Ministries' recruitment processes, such as a request to be part of their panels for the shortlisting and interview process and ensure the other panelists are endorsed and have been debriefed.

The team also provided ongoing quality HR Advice to Line Ministries in accordance with their requests and also assisting them with their decision making. The team also attended some of the LMs' Office Retreat upon request to clarify areas requiring support by line ministries.

Sub-Program 6: REMUNERATION

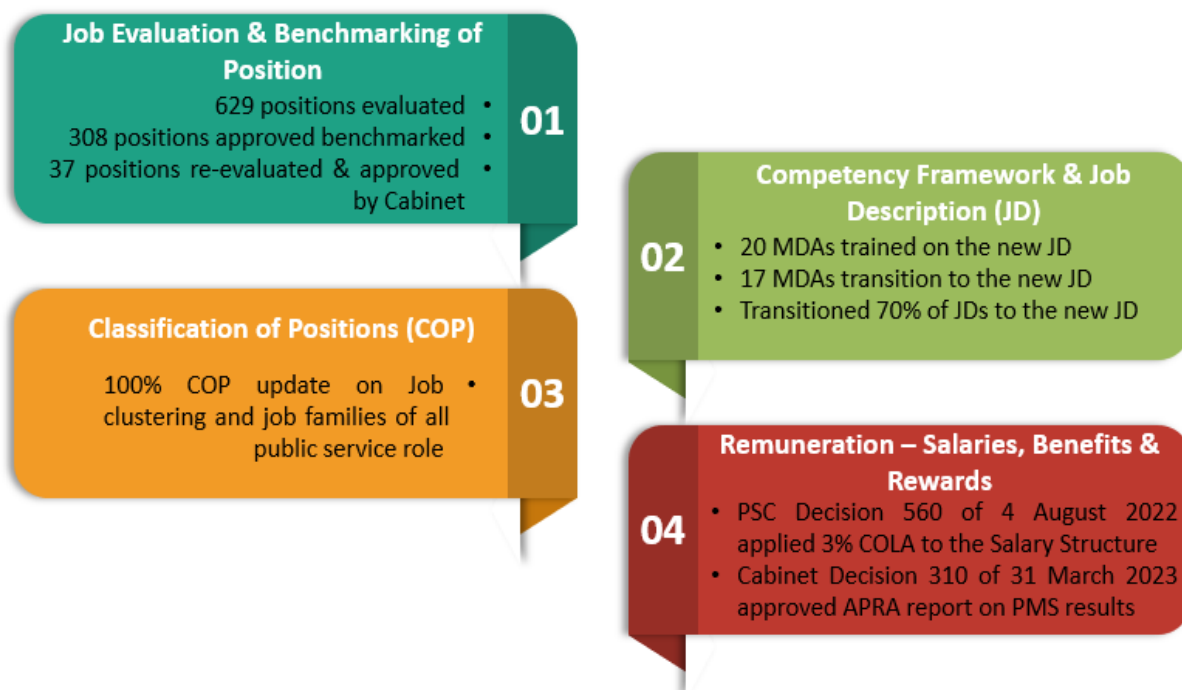


FIGURE 15: REMUNERATION ACTIVITIES FOR 2022/23 FY

The Remuneration Sub Program aim is to provide a fair, affordable, equitable, justifiable remuneration and incentive framework to attract, retain, and motivate public servants. These are delivered under 4 activities.

1. Job Evaluation and Benchmarking of Positions
2. Competency Framework (CF) & Job Descriptions (JD)
3. Classification of Positions (COP)
4. Remuneration – Salaries, Benefits and Rewards

SO 6. 1 Job Evaluation and Benchmarking of positions

MDAs submitted 629 positions to be evaluated. These positions included new positions, critical positions, and resultant positions. This is a decrease from the previous FY.

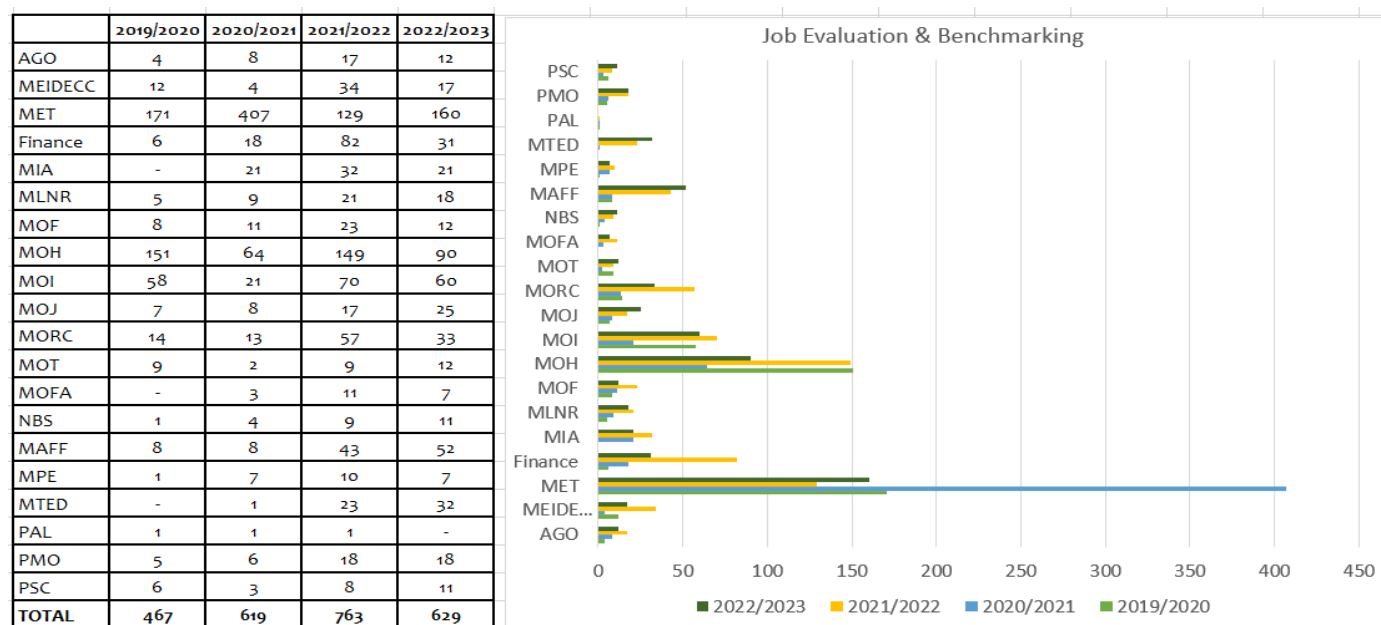


FIGURE 16: JOB EVALUATION & BENCHMARKING BY MINISTRY

Job Re-evaluation

In November 2022, 46 positions were submitted from 9 Ministries for re-evaluation. Nine (9) were withdrawn, leaving 37 positions processed for re-evaluation. These were further peer-reviewed by the Remuneration Authority for consistency.

Cabinet Decision No. 367 on 14 April 2023 approved the re-evaluation exercise results as follows:

- 12 positions were approved to move up to higher bands
- 25 positions were approved to remain in their current bands
- No position was approved to move the salary band down.

The table presented below summarized positions that were submitted to PSC for re-evaluation.

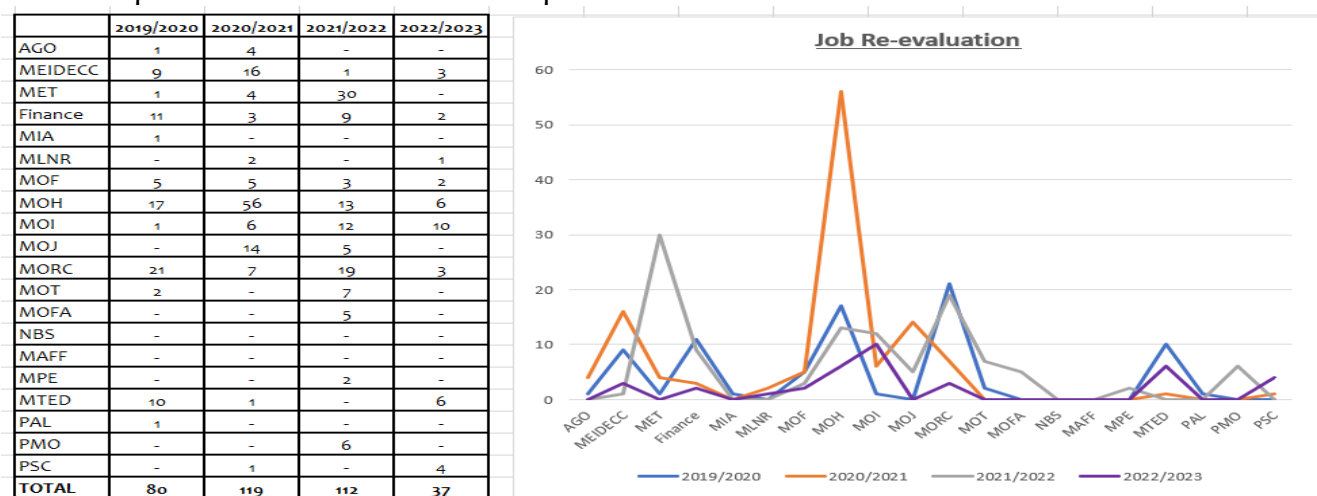


FIGURE 17: RE-EVALUATION BY MINISTRY

SO 6.2 Competency Framework (CF) and Job Descriptions (JDs) for the Public Service

The Remuneration Team together with Human Resource Adviser (DFAT), Mr. John Fotheringham conducted JD Trainings to all MDAs. Upon completion, about 1,108 (70%) Job Descriptions were updated onto the new JD template for 10 Ministries (*Prime Minister's Office, Bureau of Statistics, Ministry of Revenue and Customs, Ministry of Land and Natural Resources, Ministry of Finance, Ministry of Infrastructure, Ministry of Tourism, Ministry of Public Enterprises, Ministry of Internal Affairs, Ministry of Agriculture, Food and Forests*). The transition has been extended to 2023/2024 FY due to additional quality audit and work to be conducted by the Human Resource Adviser, Mr. John Fotheringham.

SO 6.3 Classification of Positions (COP)

The COP Framework provides consistency and transparency across the Tongan Public Service, with each band reflecting a set of minimum entry requirements, competency levels, and a corresponding salary band. Reviewing of the COP is an ongoing process, where the division provided extensive support to the Commissioners in revising the minimum entry requirements for all MDAs positions.

For the 22/23 FY, the team worked on job clusters and job families for all public service roles. However, the overhaul review of the current COP has been extended to 2023/2024 FY due to the need for further consultations with all respective Ministries.

SO 6.4 Remuneration – Salaries, Benefits and Rewards

SO 6.4.1 Policy Papers on Benefits, Incentives and Rewards

Policy papers have been developed by the division in the course of the 2022/2023 FY. One paper was the report to amendment Instructions 1B.5 & 5A.5 to recognize re-employment of those exit through redundancy. The report also addresses the conditions where a redundant employee shall normally be paid if they re-enter the Public Service at the same band.

Further reviews were done to the salary structure given that Cabinet approved a 3% COLA for the Tonga Public Service as an initiative to counter inflation. Commission Decision No. 560 of 4 August 2022 applied the 3% COLA to the existing Salary Band Structure for the Public Service effective from 1 July 2022.

SO 6.4.2 Annual Performance Rewards for the Public Service

The Remuneration Team is responsible for providing Secretarial service to the Annual Performance Rewards Assessment (APRA) Committee who sat one time during the year to consider, agree, and recommend the annual budget estimate for the annual performance reward for public servants. On 31st March 2023, Cabinet Decision No. 310 approved the APRA report on performance rewards result.

Sub Program 7: PERFORMANCE DEVELOPMENT

Performance based systems established for developing, managing, and improvement of Public Service Performance



Sub-Program 7 has four major activities focusing on quality assurance and oversight of PMS-related activities and public service initiatives to promote service excellence.

1. Performance Coaching and Mentoring
2. Performance Monitoring & Evaluation of MDAs Performance
3. Performance Moderation & Quality Check (Schedule I and Schedule II)
4. Systems Improvement Initiatives.

S.O.7.1 Performance Coaching and mentoring program

The PMS Team continued to provide coaching and mentoring support to not only PMS Managers but to the CEOs and their staff as follows;

- Six Leadership Mentoring sessions for Supervisors from PSC, MEIDECC, Fisheries, MTED, MPE, TSD & TFES
- 1-2-1 PMS meeting with all MDA CEOs (both schedule 1 & 2) on moderation of their 2021/22 PMS.
- Capacity building through PMS internal Attachment for MAFF x2 & MOI x1, MORC x1 & PSC x1.

S.O.7.2 Performance Monitoring & Evaluation of MDAs PMS implementation

The PMS Team continued to monitor the implementation of PMS across the Public Service against the PMS Implementation Plan for 2022/23 FY. The table provided hereunder provides details of the M&E activities that were successfully completed;

TABLE 28: PMS ACTIVITIES BY QUARTER

PMS Activities	No. of Reports produced
1. July 2022 Quarterly Report	20
2. October 2022 Quarterly Report	20
3. January 2023 Quarterly Report	20
4. PMS Mid-Year Review for 2022/23	25 (inclusive of Schedule II)
5. April 2023 Quarterly Report	20

S.O.7.3 Performance Moderation & Quality Check (Schedule I and Schedule II)

Results for the 2021/2022 implementation of the PMS

- a. The PMS reward for the Public Service for 2021/22 FY was approved by the Cabinet through a report submitted by the Oversight Moderation Committee in March 2023.
- b. Out of a total of 5,904 Public Service, 4,727 were evaluated on their performance for 2021/2022.
- c. The overall performance was strong with 99% of the 4,727 who were evaluated meeting expectations (57%), exceeding (36%), or performing outstandingly (6%). Fifteen (15) people did not perform to expected standards.
- d. Underperformance increased from 0.2% to 0.3% in 2022/23. These employees will undergo a performance improvement plan with support and monitoring provided by PSC.

TABLE 29: PMS REWARDS FOR THE PUBLIC SERVICE FOR THE 2021/22 FY

Ministry Name	Total No. of Employees	No. of PMS completed	No. Pro Rata	No PMS incomplete	No. ineligible
1 AGO	37	25	7	2	3
2 MTED	90	60	17	0	13
3 MEIDECC	180	143	8	4	25
4 Ministry of Agriculture, Food & Forests	195	142	15	0	38
5 Ministry of Finance	179	88	61	0	30
6 Ministry of Fisheries	84	31	38	0	15
7 Ministry of Foreign Affairs	40	33	0	7	0
8 Ministry of Health	1170	800	28	52	290
9 Ministry of Infrastructure	186	133	15	10	28
10 Ministry of Internal Affairs	66	36	12	1	17
11 Ministry of Justice	119	86	14	5	14
12 Ministry of Lands & NR	145	100	6	23	16
13 Ministry of Public Enterprises	34	16	11	0	7
14 Ministry of Revenue & Customs	207	128	45	0	34
15 Ministry of Tourism	53	40	5	0	8
16 Tonga Statistics Department	51	37	4	1	9
17 Office of the Public Service Commission	44	20	10	5	9
18 Palace Office	26	23	1	0	2
19 Prime Minister's Office	84	60	13	1	10
20 Ministry of Education and Training	1469	1192	134	0	143
Sub Total for Schedule I	4459	3193	444	111	711
1 Tonga Prisons	185	105	52	0	28
2 Tonga Police	504	244	63	27	170
3 HMAF	563	474	0	4	85
4 TOAG	39	36	3	0	0
5 TFES	154	66	62	0	26
Sub Total for Schedule II	1445	925	180	31	309
OVERALL TOTAL	5904	4118	624	142	1020

NOTE: 624 (11%) are on a pro-rata basis and 1020 employees (17%) were ineligible. This is higher than the 704 ineligible in the last FY. 142 employees did not submit a complete assessment compared to 119 in the last financial year (FY).

CEO performance 2021/2022

There were ten (10) CEOs who had performance assessments in 2021/2022 and currently CEO's performance rewards still pending given that CEO's Moderation Committee is yet to be completed

Payment of Performance Rewards for the Public Service

For the 2021/22 FY, the total amount spent was \$2.4 million Pa'anga compared to the approved budget of \$2.2 million Pa'anga. The additional \$0.2 million was funded from within the MDAs budget for 2022/23.

S.O.7.4 Systems Improvement Initiatives

CHARS Dashboard Rollout Programs

The TimeTrex platform was the next step for progressing the CHARS Dashboard from the excel database to an online platform. However, TimeTrex is no longer operational and the planned activities were discontinued. In the new FY, option for an online platform will be scoped and submitted for approval.

Best Practices at the Annual Public Service Conference

The Annual Best Practice Sharing Conference was held at Fa'onelua Convention Center on the 28th of June 2023. The theme for this year's Best Practice Conference was "Celebrating PSC's 20th Anniversary".

TABLE 30: BEST PRACTICES BY MINISTRY WITH THEIR SHARING TOPIC

Line Ministry	Best Practice Sharing Topic
1. Tonga Police	Organizational Performance Study – "The overall approach to this study was participatory and strengths-based, seeking to situate Tonga Police staff at the heart of efforts to construct narratives about the current state of their organization"

2. Ministry of Revenue & Custom	Laka mo e Kuonga – “Scaling up Digital Transformation for a prosperous Tonga.”
3. Ministry of Fisheries	Sea Cucumber Farming in Tonga – “The purpose is to improve the livelihood in communities by expanding farming and to contribute to the development, and sustainability of aquaculture in Tonga and also contribute to the GDP.”
4. MEIDECC	1. Early Warning & Climate Infrastructure Development 2. Strategic Planning & Sustainable Energy 3. Proactive Services 4. National Emergency Management & Coordination 5. Emergency Telecommunication and Technology Infrastructure Development 6. Social & Environmental Responsible 7. Sustainable Ocean 8. Leadership & Management
5. Ministry of Internal Affairs	MIA Reach Out – Mission to establish and deliver a high-quality standard of professionalism serving people, communities, and government in building a safe, prosperous, and respectable nation.
6. Public Service Commission	Virtual Private Network (VPN) - a service that protects your internet connection and privacy online.

Review of the Tonga Performance Management System.

An external review of the Performance Management System (PMS) for the Government of Tonga was conducted by Mr. Kelvin Andrews a DFAT Consultant. This is the second review since its inception on 01 July 2016. An Online PMS Pulse survey was disseminated to all line ministry employees, followed by one-to-one meetings with targeted employees from both Schedule I & II. An Outcome report was submitted by the TA which has been submitted to the Commission for their final approval. Additional work is required by the Commission and will be a key priority in the new FY.

Sub-Program 8: Corporate Governance

To provide efficient, responsive and high quality services internally to enable external Divisions to achieve their respective outputs



Corporate Governance Division is an internally focused Output with the following sub outputs

- 8.1 Planning and Financial Management
- 8.2 Internal monitoring and Performance management
- 8.3 Registry, Gazette and Records management
- 8.4 Information and Communication Technology

8.1 Planning and Financial Management

8.1.1: Corporate Plan and Annual Management Plan:

The Corporate Plan for 2023/24-2025/26 was submitted to National Planning on the 29th April 2023. Details of the Corporate Plan and Annual Management Plan achievements are reported in **Section 4** above. Two (2) Office retreats were held to discuss the priorities of the PSC Office for the 2022/23 FY; one in July 2022 and the other in January 2023.

8.1.2: Recruitment and On-boarding

The details of PSC's recruitment is provided in **Section 3** above.

8.1.3: Financial Management

The Financial Reporting requirements are discussed as a separate component hereunder (PSC Financial Management).

8.2 Internal Monitoring & Performance Management

TABLE 31: PSC AVERAGE COMPLIANCE RATING AT THE 2022/23 FY

During the year, there were numbers of activities implemented internally to manage the office annual performances. Tabulated below is the PSC's PMS compliance rating as assessed by the Performance Development Division based on the quarterly PMS activities implemented throughout the 2022/23 FY. The average compliance rating at year's end was 90%.

QUARTER	RATING
Quarter 1	94%
Quarter 2	91%
Quarter 3	90%
Quarter 4	83%

Capacity building of staff within the PSC Office continued to focus on strengthening work culture and staff professionalism. At the end of the FY a total of 12 training sessions were held for the benefit of the PSC staff. These include trainer from outside of the office and trainer within the office.

8.3 Registry, Gazette and Records Management

8.3.1 Registry

TABLE 32: OFFICE INWARDS & OUTWARDS
CORRESPONDENCE 2022/23

Given the central role of the PSC Office, the Registry Division records all correspondences coming in and going out from the PSC Office. Keeping track of these documents on a daily basis is a challenge given the Personal Files of all former and current Public servants are housed within PSC and amount to over 10,000 files (excluding General files and White Paper files). The table below summarizes the work volume.

Inwards & Outwards Correspondence – 2022/23	
Total Inwards	2304
Total Outwards	2454

TABLE 333: TYPES OF CASES (INWARDS)

Cases	Total
Appointment	153
Re-appointment	4
Retirement	46
Resignation	157
Cessation of service on medical grounds	13
Passed away during service	14
Dismissal	15
Termination of appointment	9
Completion of contract	3
Total	414

8.3.3 Records Management

Seventy-seven (77) funerals of current and former public servants were advised to the PSC Office in 2022/23. The PSC is responsible for providing their employment records of service to assist PMO with the fulfilment of the Prime Minister's condolences on behalf of the Government of Tonga.

TABLE 344: NO. OF FUNERALS DURING THE FY

Government funerals	Total
In-service	21
Pensioners	54
Medically retired	2
Total	77

8.4 Information Communication Technology

Process Automation and Digitization

A major achievement was the development of the **Entry Point Calculator**. This initiative allows for more accurate and on demand computation of employee salary upon appointment/promotion in accordance with relevant policies. Although this mostly benefits the HRM Team with their briefing papers to the Commission, it can also be utilized by the other teams for their own purposes. In addition, an Assets database was also developed to assist the ICT team in tracking the movement of ICT assets within the PSC office. ICT also digitized 511 files and 220 newly created files and updated these to excel database and PFIndex.

Helpdesk support and Website management

Another major achievement was the overhauling of the PSC website under directions from the CEO PSC which included improved user-friendliness, data cleansing and more functionalities. An important addition in the 2nd update was the inclusion of a new complaint form for lodging public concerns / reporting of abuse to PSC. During the 2022/23 FY, the ICT has successfully addressed 143 helpdesk requests from the PSC staff. The team also uploaded 60 Vacancies and 19 publications.

Centralization of PSC's HR Database

The ICT team successfully identified an online platform to consolidate the digitization of PSC's manual files and the centralization of PSC's HR Database – namely TimeTrex. This HR database was piloted in partnership with the E-government team and Finance IT team – funded by the Australian government. The pilot included migration of HR data for all staff in PSC, PMO and Finance onto TimeTrex as a trial. The next step included automation of the leave management process, merging payroll data from Finance and incorporating the organizational hierarchy.

Unfortunately, this has been deferred in light of the Ministry of Finance opting instead to consider purchasing a new Payroll system which would also include a HR Component. Hence this will await the outcome of further discussion with the Ministry of Finance and e-government staff in the next FY.

PSC Financial Management

1. Statement of responsibilities

The financial statement is for a public sector entity: Office of the Public Service Commission (the 'Commission'). The main function of the PSC Office is to provide Human Resource Management support to the Public Service MDAs through policy development and advice.

The financial statements are centralised in the Ministry of Finance which maintains all bank accounts for all MDAs with a centralized treasury function administering cash expenditures incurred by all departments during the financial year. All payments made from the Office's budget are disclosed in the Statement of Cash Receipts and Payments. The CEO PSC and authorized staff prepared financial statements and report for the PSC Office's Annual Report FY2022-23. The reporting currency is Tongan Pa'anga.

2. Statement of Cash Receipts and Payments

TABLE 355: STATEMENT OF CASH RECEIPTS AND PAYMENTS

	2023 TOP	2022 TOP
Receipts		
Government Appropriations	\$ 2,140,100.00	\$ 2,085,300.00
Cash Receipt (Shortfall)	\$ -	\$ 5,429.63
Bond Refund	\$ -	\$ 18,823.96
Tsunami	\$ -	\$ 1.00
Development Fund Receipt	\$ -	\$ 10,710.82
Total Receipts	\$ 2,140,100.00	\$ 2,120,265.41
Recurrent Payments		
Established Staff	\$ 1,469,300.00	\$ 1,206,236.63
Unestablished staff	\$ 27,700.00	\$ 21,800.00
Travel and communication	\$ 73,000.00	\$ 65,000.00
Maintenance and Operations	\$ 36,200.00	\$ 36,886.00
Purchases Goods and Services	\$ 427,400.00	\$ 416,997.00
Grant and Transfer	\$ 10,000.00	\$ 3,001.00
Capital Expenditure	\$ 96,500.00	\$ 359,633.96
Total Expenditure	\$ 2,140,100.00	\$ 2,109,554.59
Development Payment		
Travel and Communications	\$ -	\$ 320.00
Purchases Goods and Services	\$ -	\$ 10,063.97
Total Development Payment	\$ -	\$ 10,383.97

Note: Table 1.2 PSC office does not collect or receive any public monies.

3. Statement of Comparison of Budget and Actual

TABLE 366: COMPARISON OF BUDGET AND ACTUAL

Recurrent Budget	CAT	Original Budget	Actual Amount
Established Staff	10XX	\$ 1,469,300.00	\$ 1,102,294.15
Unestablished staff	11XX	\$ 27,700.00	\$ 19,357.18
Travel and communication	12XX	\$ 73,000.00	\$ 57,628.85
Maintenance and Operations	13XX	\$ 36,200.00	\$ 45,491.77
Purchases Goods and Services	14XX	\$ 427,400.00	\$ 538,855.25
Grant and Transfer	15XX	\$ 10,000.00	\$ 9,942.35
Capital Expenditure	20XX	\$ 96,500.00	\$ 145,645.20
Total Expenditure		\$ 2,140,100.00	\$ 1,919,214.75

4. PSC Budget Transfers

Transfers were maintained at the lowest level recorded in the 2021/22 FY (4 transfers) which highlights PSC's commitment to proper budget planning and managing funds for use only as planned and approved.

TABLE 377: BUDGET TRANSFERS

Financial Year	FY/2018-19	FY/2019-20	FY/2020-21	FY/2021-22	FY/2022-23
Budget Transfer KPI Target	20	15	15	8	7
Actual Budget Transfer	16	7	8	4	4
Budget Transfer KPI Target vs Actual Budget Transfer	80%	47%	53%	50%	57%

NOTE: Transfers were for: (1) Increases in Commission meetings; (2) Twelve (12) CEO recruitments in 2022/23 FY; (3) update Microsoft 365 license for staff; (4) Office renovations to adequately accommodate PSC staff.

The PSC Office's budget in 2022/2023 comprised 30% for operations and 70% for salaries and wages. The Actual spending was 52.4% for salaries and wages, and 37.3% for operations totaling 89.7% utilization. The remaining 10.3% accounts for vacant positions unfilled in Quarter 3 and 4 as depicted in Tables below;

TABLE 388: VACANT POSITIONS UNFILLED IN QUARTERS 3 & 4

Category	Approved Budget	Transfers within	Revised Budget
CAT 10-Established Staff			
Salaries	\$ 1,269,300.00	-\$ 223,000.00	\$ 1,046,300.00
Government Contributions to Retirement Fund	\$ 134,000.00	-\$ 6,000.00	\$ 128,000.00
Acting Allowance	\$ 18,000.00	\$ 7,000.00	\$ 25,000.00
CEO/Minister Benefits	\$ 20,000.00	-\$ 10,000.00	\$ 10,000.00
CAT 12-Travel and communication			
Domestic Travel	\$ 54,000.00	-\$ 11,000.00	\$ 43,000.00
Overseas Travel	\$ 2,000.00	\$ 23,000.00	\$ 25,000.00
CAT 13-Maintenance and Operations			
Maintenance of Office Equipment	\$ 4,000.00	\$ 3,000.00	\$ 7,000.00
Maintenance of Buildings & Compounds	\$ 3,000.00	\$ 18,000.00	\$ 21,000.00
Waste Disposal	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00
CAT 14-Purchases Goods and Services			
Training & Conferences	\$ 2,000.00	\$ 3,000.00	\$ 5,000.00
Catering/Refreshment	\$ 20,000.00	\$ 20,000.00	\$ 40,000.00
Meeting Fees	\$ 193,800.00	\$ 92,000.00	\$ 285,800.00
Printing	\$ 19,000.00	-\$ 10,000.00	\$ 9,000.00
Water	\$ 8,000.00	-\$ 6,000.00	\$ 2,000.00
Office Supplies	\$ 43,100.00	\$ 10,000.00	\$ 53,100.00
Facility Hire	\$ 12,000.00	\$ 5,000.00	\$ 17,000.00
Licences	\$ 8,000.00	\$ 31,000.00	\$ 39,000.00
CAT 20-Capital Expenditure			
Renovations	\$ 55,000.00	\$ 10,000.00	\$ 65,000.00
New Equipment	\$ 21,500.00	\$ 43,000.00	\$ 64,500.00
Grand Total	\$ 1,887,700.00	\$ -	\$ 1,887,700.00

5. Expenditure Analysis by Division

Overall expenditure utilization of all division was set at 90%, details are provided in the table below:

TABLE 399: BUDGET EXPENDITURE PERFORMANCE BY DIVISIONS

Division	Approved Budget	Transfer	Revised Budget	Actual	Balance as 30th of June 2023	Percentage of utilize budget	Percentage of remaining budget
Leadership	\$ 454,500.00	\$79,000.00	\$ 533,500.00	\$ 483,590.97	\$ 49,909.03	91%	9%
LEGAL AND INVESTIGATION	\$ 116,200.00	-\$ 5,000.00	\$ 111,200.00	\$ 109,025.81	\$ 2,174.19	98%	2%
WORKFORCE DIVISION	\$ 90,000.00	\$3,000.00	\$ 93,000.00	\$ 91,392.58	\$ 1,607.42	98%	2%
OVERSIGHT	\$ 170,400.00	-\$39,000.00	\$ 131,400.00	\$ 117,529.24	\$ 13,870.76	89%	11%
HUMAN RESOURCE MANAGEMENT	\$ 216,900.00	-\$40,000.00	\$ 176,900.00	\$ 157,484.89	\$ 19,415.11	89%	11%
REMUNERATION	\$ 175,700.00	-\$20,000.00	\$ 155,700.00	\$ 132,013.61	\$ 23,686.39	85%	15%
PERFORMANCE DEVELOPMENT DIVISION	\$ 189,500.00	-\$39,000.00	\$ 150,500.00	\$ 124,035.33	\$ 26,464.67	82%	18%
CORPORATE DIVISION	\$ 726,900.00	\$61,000.00	\$ 787,900.00	\$ 704,142.32	\$ 83,757.68	89%	11%
Grand Total	\$ 2,140,100.00	\$ -	\$ 2,140,100.00	\$ 1,919,214.75	\$ 220,885.25	90%	10.0%

6. Analysis of expenditure by Category

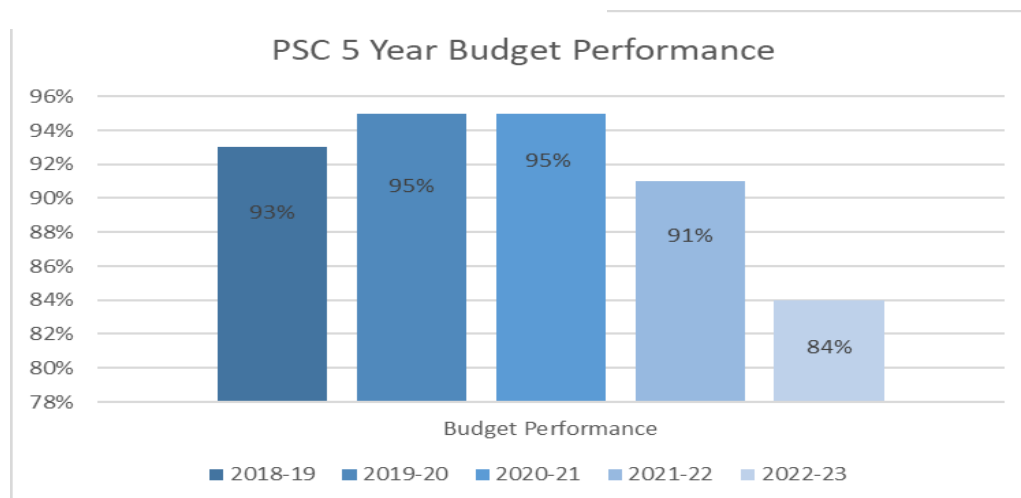
Analysis by category shows in travel and communication all activities were achieved by 68% and saved up the 32%. The **staffing** category registered underspent at 11% under the recurrent budget due to vacancies, Staff exiting the PSC Office.

TABLE 40: EXPENDITURE BY LINE ITEM AND BY CATEGORY

<u>CAT Category</u>	<u>Revised Budget</u>	<u>Actual</u>	<u>Budget vs Actual</u>
<u>CAT 10-Established Staff</u>	<u>\$ 1,237,300.00</u>	<u>\$ 1,102,294.15</u>	<u>89%</u>
Salaries	\$ 1,046,300.00	\$ 960,475.83	92%
Overtime	\$ 28,000.00	\$ 19,964.14	71%
Government Contributions to Retirement Fund	\$ 128,000.00	\$ 97,774.99	76%
Acting Allowance	\$ 25,000.00	\$ 20,908.19	84%
CEO/Minister Benefits	\$ 10,000.00	\$ 3,171.00	32%
<u>CAT 11-Unestablished Staff</u>	<u>\$ 27,700.00</u>	<u>\$ 19,357.18</u>	<u>70%</u>
Wages	\$ 27,700.00	\$ 19,357.18	70%
<u>CAT 12-Travel and communication</u>	<u>\$ 85,000.00</u>	<u>\$ 57,628.85</u>	<u>68%</u>
Domestic Travel	\$ 43,000.00	\$ 27,923.40	65%
Overseas Travel	\$ 25,000.00	\$ 14,469.35	58%
Telecommunication	\$ 1,000.00	\$ 975.00	98%
Broadcasting	\$ 9,000.00	\$ 7,403.25	82%
Advertising	\$ 7,000.00	\$ 6,857.85	98%
<u>CAT 13-Maintenance and Operations</u>	<u>\$ 58,200.00</u>	<u>\$ 45,491.77</u>	<u>78%</u>
Fuel	\$ 15,000.00	\$ 12,076.40	81%
Maintenance Computer System	\$ 1,000.00	\$ -	0%
Maintenance of Office Equipment	\$ 7,000.00	\$ 5,620.27	80%
Maintenance of Vehicles	\$ 12,200.00	\$ 6,815.54	56%
Maintenance of Buildings & Compounds	\$ 21,000.00	\$ 20,059.56	96%
Waste Disposal	\$ 2,000.00	\$ 920.00	46%
<u>CAT 14-Purchases Goods and Services</u>	<u>\$ 572,400.00</u>	<u>\$ 538,855.25</u>	<u>94%</u>
Electricity	\$ 50,000.00	\$ 43,386.49	87%
Water	\$ 2,000.00	\$ 764.99	38%
Office Supplies	\$ 53,100.00	\$ 53,024.21	100%
Printing	\$ 9,000.00	\$ 8,429.80	94%
Subscription	\$ 1,200.00	\$ 400.00	33%
Rental	\$ 10,700.00	\$ 9,975.00	93%
Training & Conferences	\$ 5,000.00	\$ 4,366.90	87%
Facility Hire	\$ 17,000.00	\$ 15,032.75	88%
Hospitality	\$ 8,500.00	\$ 6,035.79	71%
Catering/Refreshment	\$ 40,000.00	\$ 39,579.90	99%
Licences	\$ 39,000.00	\$ 35,747.01	92%
Cleaning Supplies	\$ 11,100.00	\$ 7,308.40	66%
Meeting Fees	\$ 285,800.00	\$ 279,780.00	98%
Consultant & TA	\$ 40,000.00	\$ 35,024.01	88%
<u>CAT 15-Grant and Transfer</u>	<u>\$ 10,000.00</u>	<u>\$ 9,942.35</u>	<u>99%</u>
Prize and Awards	\$ 10,000.00	\$ 9,942.35	99%
<u>CAT 20-Capital Expenditure</u>	<u>\$ 149,500.00</u>	<u>\$ 145,645.20</u>	<u>97%</u>
Renovations	\$ 65,000.00	\$ 64,990.35	100%
New Equipment	\$ 64,500.00	\$ 62,099.85	96%
New Computer	\$ 20,000.00	\$ 18,555.00	93%
Grand Total	\$ 2,140,100.00	\$ 1,919,214.75	90%

7. PSC Summary Budget Performance

FIGURE 18: PSC OUTPUT AND FINANCIAL PERFORMANCE



PSC's KPI for financial performance is 90% in 2022/23 based on actual budget spent vs the amount forecasted. The reduction to 84% was due to changes in pre-planned activities to the new FY to accommodate the availability of Hon. Prime Minister, Foreign Delegates and key personnel from within the Public Service.

8. Procurement

Overall procurement spending was \$109,673.16 for the financial year 22-23, 68% was compliant with the approved threshold \$12,000-\$19,999 and 32% did not meet the requirements set out in the Procurement Regulations (i.e. procurement in excess of \$20,000). The PSC Office could not avoid this expenditure as it was vital to our ability to deliver quality services.

Job Evaluation and Sizing is a core function of the Commission which is managed by the Remuneration Team. This process however requires that PSC staff are certified job evaluator under the HAY Methodology which is awarded only after successfully completing the HAY Training. Only a handful of certified evaluator remain with the majority having already departed PSC. In order to share the workload, the new staff need to be trained and certified to participate in the job evaluation. Thus contracting Mr. Andrew Mackmurdie to provide this training was crucial. Unfortunately, securing his services proved difficult owing to his limited availability due to work he is undertaking in Africa. Therefore, contracting Mr. Mackmurdie was planned for 2023/24 but due to fortuitous circumstances, the PSC was alerted to his availability in May 2023. Thus, the PSC went ahead with contracting Mr. Mackmurdie immediately to expedite the training of the PSC staff resulting in non-compliance.

Additionally, the PSC Office needed a new vehicle to replace two (2) old vehicles which should have been disposed but without funding allocation for a replacement, the excessive cost of maintenance for these vehicles accumulated over 15 years. Approval was finally granted prior to the close of the 2022/23 FY for funding to be allocated to PSC for the immediate purchase of a new office vehicle resulting in another non-compliant procurement. Table 40 below highlights that this is an anomaly given that in the 3 years prior, PSC had yet to incur any form of non-compliance.

TABLE 401: PROCUREMENT PROPOSAL OVER THRESHOLD OF \$20,000 FOR FOUR YEARS

Financial Year	NO. proposal	NO. Endorsed	NO. Compliance	NO. of Non Compliance	Percentage compliance	Percentage Non-compliance
2019-20	2	1	1	0	100%	0%
2020-21	0	0	0	0	100%	0%
2021-22	0	0	0	0	100%	0%
2022-23	1	2	0	2	0%	100%

9. Audit Statements

The compliance audit for the period of July 2019 – May 2023 did not raise any issues of non-compliance. Their inspection was a performance audit in which the PSC Office completed without issue.

10. Property, Plant & Equipment

The notes include the disclosure of property, plant, and equipment with current value after processing of depreciation which was applied using straight line method.

Depreciation rates are based upon the expected useful life of assets.

TABLE 412: ASSETS

Item	Depreciation rate
Building	5%
Computer	20%
Furniture & Fittings	10%
Motor Vehicles	10%
Other Plant and Equipment (Printers, scanners, and office equipment)	10%

TABLE 43: PSC FIXED ASSET SUMMARY

	2018/19 FY Cost	2019/20 FY cost	2020/21 FY cost	2021/22FY cost	2022/23 FY cost
Total Cost	\$323,812.45	\$406,182.11	\$485,725.32	\$453,736.39	\$652,036.43

Note: The increase in the asset register from 2021-22 FY to 2022-23 by \$198,300 was due to Office renovations to accommodate the entire PSC staff within very limited office space. The other new entries included IT equipment as well as the new Office vehicle.

PSC Internal Stock Register

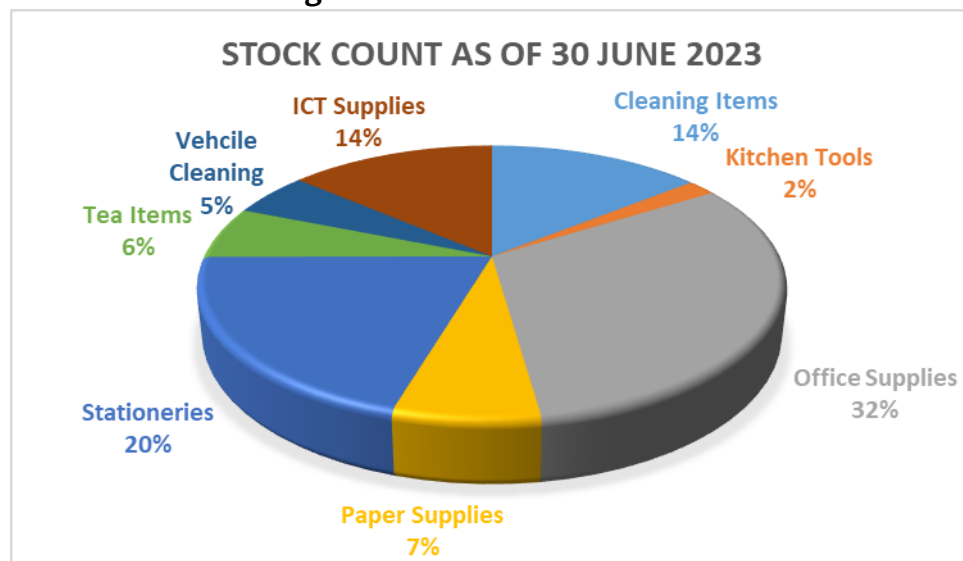


Figure 19 Illustrates the stock count as of 30 June 2023.

PSC is adequately stocked to carry us through to the start of the new FY. Priority items for the new FY include ICT supplies, Stationeries and paper supplies.

FIGURE 19: STOCK COUNT AS OF 30 JUNE 2023

5. Strategic Challenges

As recovery efforts continue post volcanic eruption and COVID 19, PSC faced challenges with the implementation of its policies which were mainly introduced as a measure for reducing the government wage bill to 53%. Majority of the policy queries received were related to the new Overtime policy, specifically the capping of overtime at 40 hours per month. Additionally, PSC faced internal challenges with limited staffing on hand to fully deliver on the Corporate Plan and Annual Management Plan priorities. Details are provided in the table below;

TABLE 424: CHALLENGES FACED BY PSC

Challenges	Challenges level Details				Division applicable to
	High	Med	Low		
Strategic					
Close collaboration with/central agencies	√			Information sharing between PSC and Finance has been difficult. PSC relies on the Finance Payroll data for information crucial to the work of the PSC – e.g. overtime, critical positions vetting, PMS, wage bill and more. Finance not forthcoming with their data has resulted in lengthy delays and missing data for a more detailed analysis to better inform Commission and Ministers.	All Divisions
MDA CEOs weak enforcement of PSC policies	√			PSC has made some difficult decision in relation to key government priorities areas which include wage bill management, PMS, Recruitment, COP etc. However, CEOs have become increasingly reluctant and even opt not to enforce policies on their staff but defer to the Commission to have the final say.	All Divisions
HR Policy compliance		√		Increased non-compliance from Line Ministries resulting in overpayments and shortfall in period of notice upon resignation. This led to delays in processing HR cases and more workload in following up with employees to settle overpayments / shortfalls in period of notice.	HRM & Legal Divisions
“Silo” mindset across the Public Service			√	Cross-agency collaboration is weak within the Public Service. Resources can be shared between Ministries to optimize performance at minimal cost to Government. However, this continues to be received less favorably by CEOs and will need to be a focus in the next FY	Leadership
Operational					
Staff turnover and vacancies	√			4 staff resigned and CEO PSC retired. 18 positions were vacant and 11 were filled within the 2022/23 FY This meant PSC could not operate at full capacity resulting in deferral of activities to 2023/24 FY and some outputs not fully achieved	All Divisions
Minimum Requirement/ Interpretation issues on similar and relevant		√		There have been ongoing interpretation differences on the use of ‘similar’ and ‘relevant’ in considering a minimum requirement for a position.	HR and Remuneration

11.1 RISKS AND RISK MANAGEMENT

These are already included in the PSC's Logframe in Section 4 above.

6. Disclosures and Legal Compliances

6.1 Audit Statements

The compliance audit for the period of July 2015 – June 2019 did not raise any issues of non-compliance. There has been no performance audit since.

6.2 Detailed key performance indicators information

This has been discussed in section 3.

6.3 Ministerial directives

There were 27 Cabinet submissions including policy matters, performance, and pensioner gratuity of CEO contracting matters that were all approved or noted by Cabinet.

6.4 Governance disclosures

At all times, the Commission declares conflict of interest in matters regarding appointments, terminations or disciplinary, dispute or grievance cases. This also applies to CEO recruitments/ appointments and to the conduct of Commissioners.

6.5 Government policy requirements

Compliance: Ministries compliance to the Public Service Act requirement especially employment policies, performance management and Code of Ethics are routinely addressed.

Policy matters completed as follows:

Non-compliance on Government policy is due to Accountable Officers negligence and dereliction on duties leading to overpayments (cost to Government); breaches of the Code of Conduct due to leniency or overlook; and the lack of ongoing regular internal Ministry briefings on appropriate behaviors and enforcing relevant policies.

6.6 Board and Remuneration Committee.

The Public Service Commission consists of five part-time Commissioners, who report directly to the Hon. Prime Minister. Commission meetings are held twice or three times weekly. The total number of Commission decisions in a FY reflects the total number of cases considered by the Commission. Meeting fees make up around 12% of the total budget for 2022-23 FY.

Commission Meeting Fees	
FY 2019/20	159,670.00
FY 2020/21	195,670.00
FY 2021/22	167,770.00
FY 2022/23	254,950.00

TABLE 45: COMMISSION MEETING FEES - 2019/2023 FY

Note: Total cost for all meeting fees increased by 52% from the 2021/22 FY. This reflects the increase in the Commission meetings from 83 in the previous FY to 134 in 2022/23. Based on the total meetings recorded, the Commission met on average – 3 times a week – hence the significant increase in the meeting fees.

TABLE 436: RATES FOR COMMISSIONERS

Chairperson	\$260 meeting fee plus \$170 per hour of preparation. Maximum of two hours preparation allowed.
Commissioners	\$170 meeting fee plus \$150 per hour of preparation. Maximum of two hours preparation allowed.

7. CONCLUSION

The two disasters that visited Tonga in the third quarter of this period galvanized the new government into new and adaptive governance and operational modalities reflecting strong resilience. The Public Service went quickly into action and the cluster modality of working in emergency situation saw all of government MDAs, the public enterprises, and the private sector, humanitarian-based NGOs such as the Tonga Red Cross, Tonga Health, Tourism Authority, and the Reserve Bank working together for several months. Other entities were coopted for the cluster committees.

We saw the government reallocate resources to priority areas and PSC worked with CEOs and teams in facilitating a support base (human resources, equipment, and vehicles), communications and logistics for the MOH in particular. Additionally, PSC developed guidance and templates in addition to special instructions to working remotely, rostering and to checking on the welfare of employees. Some neighboring countries have sought PSC's guidance and policies on these areas.

Despite these challenges, PSC has been able to achieve at least 87% of its Annual Management Plan. Much gratitude goes out to the Prime Minister and His Cabinet and the Commissioners for the considerate and strong leadership guiding and charting our work. Likewise, we acknowledge the support of our development partners, in particular, DFAT, MFAT and NZ's Public Service Fale, the World Bank, ADB, Commonwealth Secretariat, ILO, AVI in a number of joint ventures.

--- END ---

PART 2 OF THE REPORT

8. ANALYSIS OF PUBLIC SERVICE – WORKFORCE DATA

WORKFORCE PROFILE

Occupational Groups

- a) Average age in the Public Service = 40
- b) Gender Composition = 63% ♀ vs 37% ♂
- c) Senior Executive Services (Bands C, D, E, F & G) = **3% i.e., 136 employees**
- d) Professionals (Bands H, I, J, K, L & M) = **71% i.e., 2,951 employees**
- e) Junior/Support (Bands N, O, P, Q, R & S) = **26% i.e., 1,075 employees**

WORKFORCE CAPABILITY

Current Expertise

- i. **Doctorate** = 64% female; 36% male
- ii. **Masters** = 42% female; 58% male
- iii. **Post-graduate** = 72% female; 28% male
- iv. **Bachelor** = 58% female; 42% male
- v. **Diploma** = 69% female; 31% male
- vi. **Certificate** = 60% female; 40% male
- vii. **High School Certificate** = 59% female; 41% male
- viii. **No qualification** = 23% female; 77% male

- a. Total no. of employees (PSC governed): 4,162 employees, 5% decreased compared to 2021/2022 FY 4,359 employees.
- b. Largest Ministry: MET 30% (1,237)
- c. 3 Fastest growing ministry: MTED 6%, MFA 5%, MAFF & MOF 4%
- d. 3 Ministries with highest staff Turnover: AGO 14%, MET 9%, PMO 9%
- e. Smallest Ministry: Palace 1% (25) for 3rd consecutive years
- f. Staff turnover rate = 2%

WORKFORCE AVAILABILITY

Snapshot as of 30 June 2023

1. Total new appointees: 187 employees
2. Internal Transfers = 205
3. Total exits from PS: 375 employees
Means of exit from Public Service;
 - a. Resignation: one hundred thirty-eight (138) 37%
 - b. Retirement: seventy-one (71) 19%
 - c. Medical Cessation: eighteen (18) 5%
 - d. Died in Service: thirteen (13) 4%
 - e. Dismissal: twenty-four (24) 6%
 - f. Termination: nine (9) 2%
 - g. Redundancy (to TNU): ninety-eight (98) 26%
 - h. Completion of CEO Contract: four (4) 1%

WORKFORCE MOBILITY

Trend Data

Public Service Workforce size

The Tonga Public Service consists of two (2) Schedules.

- Schedule I is PSC governed; fifteen (15) Ministries and five (5) agencies.
- Schedule II operates under the jurisdiction of independent Legislations which establishes the Legislative Assembly (LA); Tonga Police, Fire and Emergency Services, Prisons, His Majesty's Armed Forces, Ombudsman and the Office of the Auditor General.

Workforce Availability	Workforce Profile	Workforce Mobility	Workforce Capability
No. of Employees by Ministry	- Occupational Grouping - Classification/ Banding - Age - Gender	- Recruitment - Secondment - Transfers - Resignations - Retirement - Redeployments	Qualifications

- HMAF registered the highest number of staff at 581, followed by Police at 539, Prisons at 168, Fire at 124, Legislative Assembly at 65 and Audit at 43. The Ombudsman Office is the lowest at 21.
- The total number of Public Service employees (inclusive of Schedule I and II) as of 30 June 2023 was registered at 5,703 employees, a decrease by -3% from 5,882 employees at the same time last financial year.

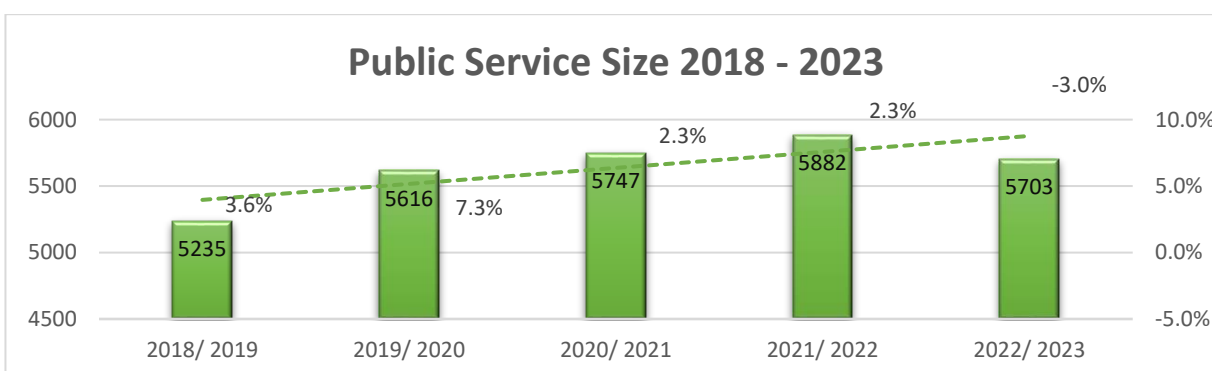


FIGURE 20: PUBLIC SERVICE SIZE 2018 - 2023

- Schedule 1 Ministries continue to employ the highest number of Public Service employees at 73% whilst Schedule 2 balances the remaining 27%.
- Female to male ratio for Schedule 2 is 21.5%:78.5% (female: male) with highest female representation in the Auditor General Office at 61%:39% and the Legislative Assembly at 57%:43%.

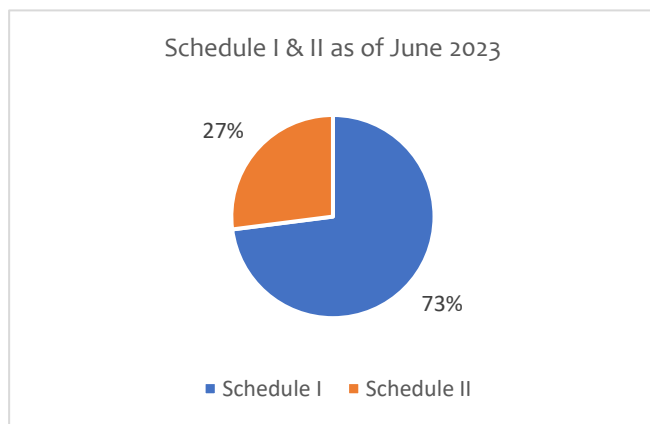


FIGURE 21: SCHEDULE I & SCHEDULE II AS OF JUNE 2023

Schedule 1 Employees List

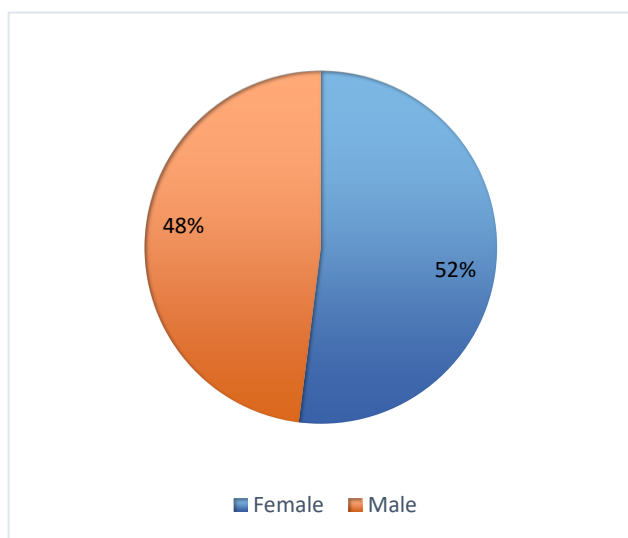


FIGURE 22: SCHEDULE I & II, FEMALE VS MALE COMPOSITION AS OF 30 JUNE 2023

The remainder of this report focuses only on Schedule 1 Ministries managed under the Public Service Act.

Schedule 1: Workforce Statistics

Workforce availability

The Public Service employed around 4,162 employees by the end of June 2023, which is a 5% decrease compared to 4,359 employees at the end of June 2022.

Provided below is a trend of the growth of the Public Service by Ministry over five (5) years from July 2018 to June 2023;

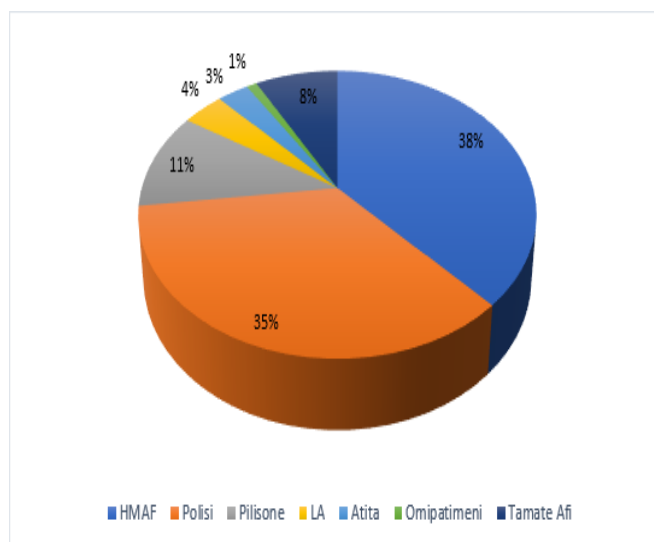


FIGURE 23: SCHEDULE II AS OF 30 JUNE 2023

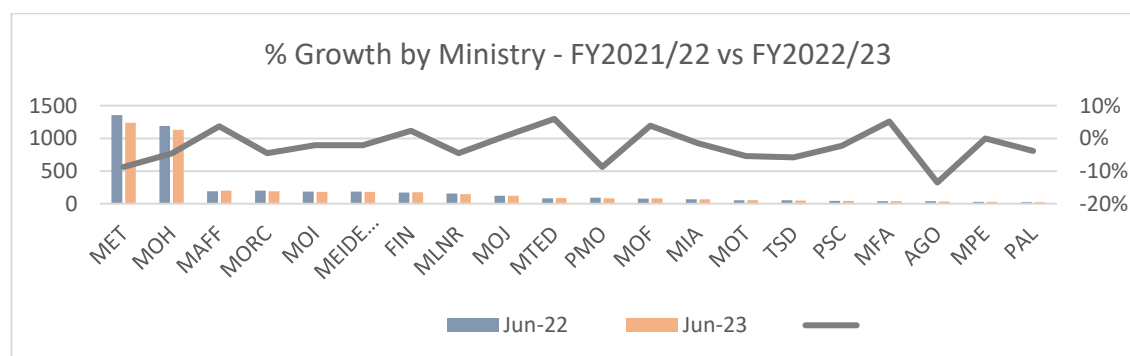


FIGURE 234: GROWTH BY MINISTRY

For the past five (5) consecutive years the two (2) largest Ministries have been the Ministry of Education and Training and the Ministry of Health. The highest nominal increase (by head count) is by MAFF with 7 additional employees and MTED with 5 additional staffs. MET has the highest reduced number of 118 staff and MOH registered a reduction of 55 staff. The Ministry of Trade and Economic Development (MTED) registered the highest % growth (6%) with the Attorney General’s Office recording the most staff reduction with a negative growth rate of 14%.

- ❖ Largest Ministry – MET (30%)
- ❖ 2nd Largest Ministry – MOH (27%)
- ❖ Fastest Growing – MTED (6%)
- ❖ Biggest reduction in staffing – MOH (14%)
- ❖ Smallest Ministry – PALACE OFFICE (1%)

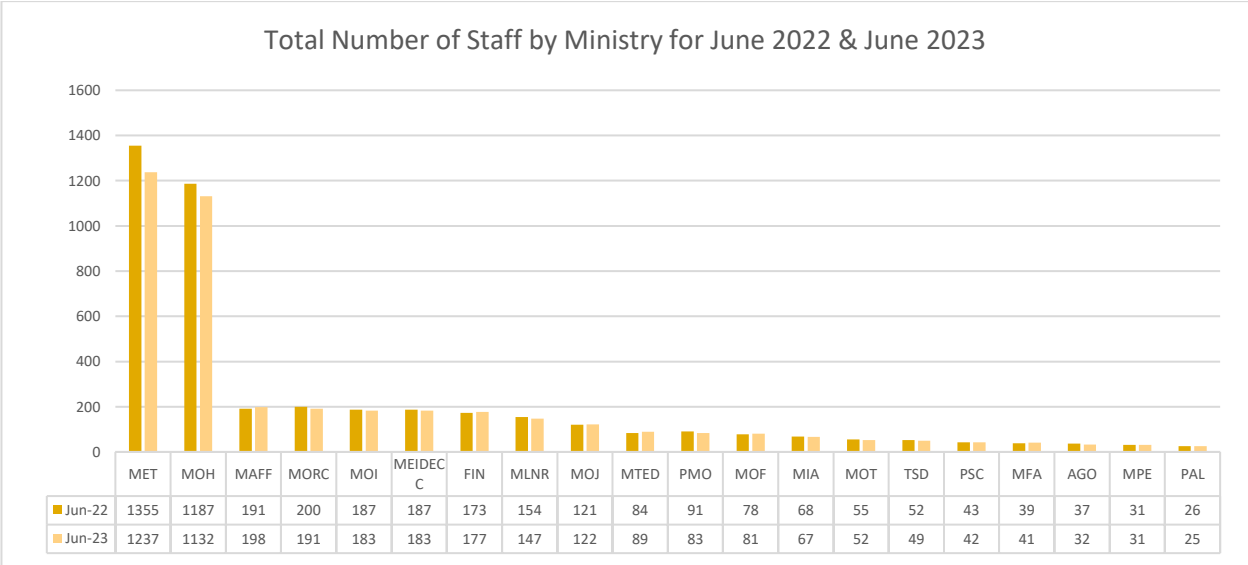


FIGURE 25: NUMBER OF STAFF BY MINISTRY - 2022/23 FY

Workforce Profile

Under this section, are occupational grouping, classifications, age, and gender information in Schedule I Ministries for this period.

Occupational Grouping

For the past years, the two (2) largest occupational groups continue to be the Education and Health sector, which account for approximately 48% of the public service.

The specifications of the major occupations grouping are aligned with the current Classification of Positions. Revisions continue to be made to reflect changes to the COP and will continue to be updated as required.

Table 47: Occupational Grouping June 2023

Occupational Groups	2023
Executive Management	116
Middle Management	123
Health Professionals	857
Education professional	1153
Human Resource	130
Finance	157
ICT professionals	49
Administrative and Clerical	781
Legal	36
Agriculture & Fisheries	129
Technical	334
Others	297
TOTAL	4162

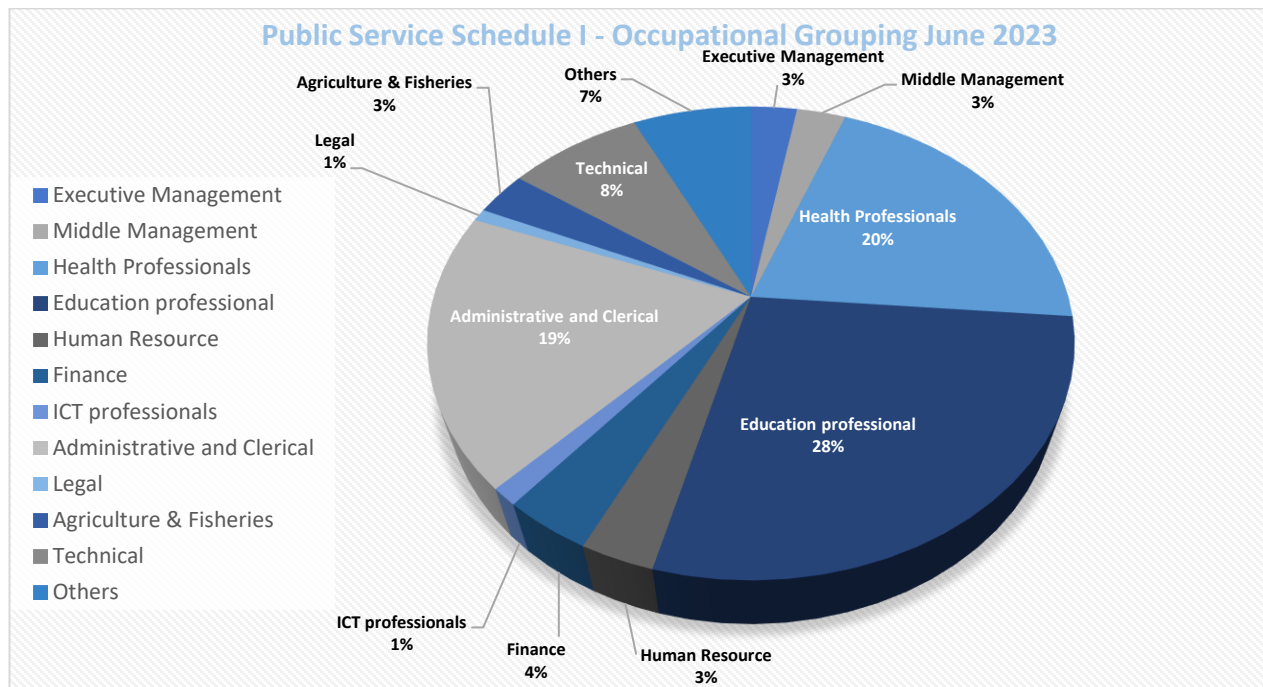


FIGURE 26: PUBLIC SERVICE SCHEDULE I - OCCUPATIONAL GROUPING JUNE 2023

TABLE 447: NUMBER OF PUBLIC SERVANTS BY MINISTRY PER ISLAND GROUP

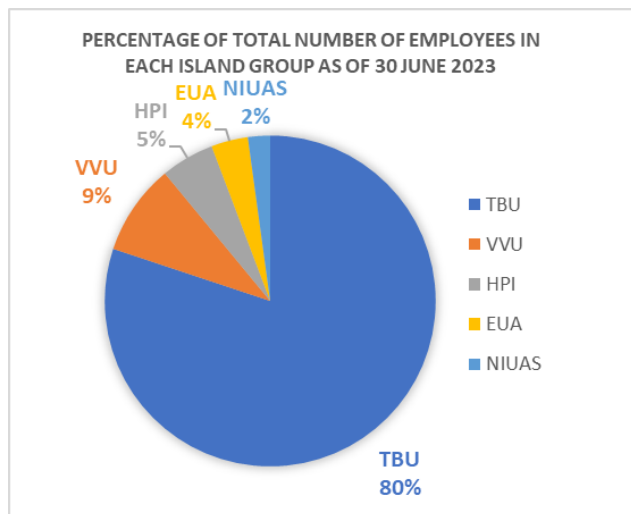
Number of Employees by Ministry per Island Group							
	TBU	VVU	HPI	EUA	NTT	NFO	Total
MAFF	138	26	15	11	4	4	198
MET	838	165	99	86	32	17	1237
FIN	151	7	10	4	2	3	177
MOF	67	8	3	1	1	1	81
MFA	38	3	0	0	0	0	41
MOH	949	88	49	35	6	5	1132
MOI	156	12	8	5	1	1	183
MIA	59	4	2	2	0	0	67
MOJ	112	6	3	1	0	0	122
MLNR	137	7	3	0	0	0	147
MEIDECC	156	9	10	1	3	4	183
TSD	47	2	0	0	0	0	49
AGO	32	0	0	0	0	0	32
PSC	42	0	0	0	0	0	42
PAL	25	0	0	0	0	0	25
PMO	61	8	9	1	2	2	83
MPE	31	0	0	0	0	0	31
MORC	171	16	3	1	0	0	191
MOT	46	3	1	1	1	0	52
MTED	78	7	2	1	1	0	89
TOTAL	3334	371	217	150	53	37	4162

Approximately 80% of public servants governed by PSC resides in Tongatapu, 9% in Vava'u, 5% in Ha'apai, 4% in 'Eua and 2% in the two (2) Niuas.

TABLE 48: TOTAL NUMBER OF EMPLOYEES PER ISLAND GROUP

Island Groups	Total
TBU	3334
VVU	371
HPI	217
EUA	150
NIUAS	90
	4162

During the PSC Office's Talatalanoa Program (Outreach) to the Outer Islands of Vava'u, Ha'apai & 'Eua, it was clear that improved communication and



information sharing needed to be improved. Given the increase in the staffing capacity for Outer Islands' Sub-branches, it was necessary to ensure timely dissemination of information to reach the OICs for their necessary actions. Other issues included proper oversight and management of the use of Government resources – e.g. vehicles etc. Without a PSC branch in the Outer Islands, improved work relations with the Governor's Office / Government Representative were established to assist with the management and supervisor of staff in the outer islands.

FIGURE 27: REPRESENTATION BY ISLAND GROUPS

Gender Profile

As of 30 June 2023, Schedule I gender composition was 62% female to 38% male employees.

The area graph (Figure 49) above reveals MAFF, MOF, MOI, MLNR, and MEIDECC as the male dominant Ministries. Fifteen Ministries show female dominance in their workforce numbers.

47% of the total male employee composition are employed under the Ministries of Health and Education with teaching and nursing careers being the heavily favored career choice within these two Ministries.

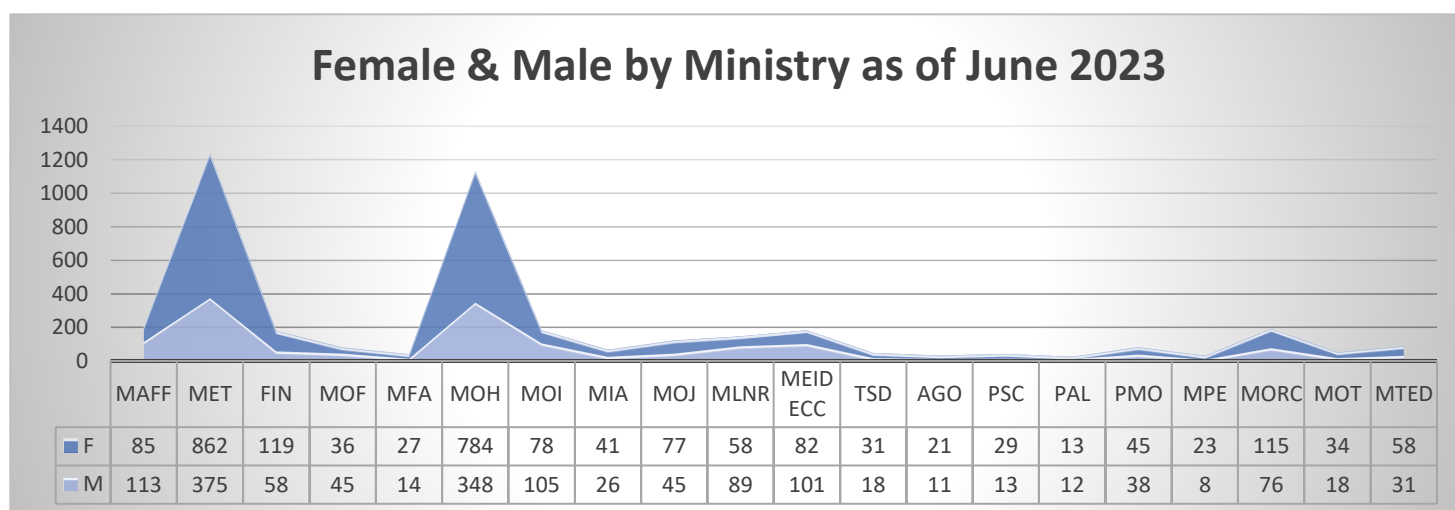


FIGURE 28: FEMALE & MALE BY MINISTRY AS OF JUNE 2023

The male dominance in the MAFF, Fisheries, MOI, MLNR & MEIDECC Ministries represent the long service employees who occupy the technical assistance roles within these Ministries (e.g., surveyor assistants, road maintenance staff, fisheries and agriculture technical officers). This represents the previous stereotyping recruitment in which males are more suited for physical labor and females for healthcare and clerical/administrative roles.

There is a shift though in this stereotypical job assignment with females taking interest in technical roles (e.g., civil engineering, fisheries management etc) and males adapting to previously female dominant

roles (e.g. nursing, teaching, office administration etc). There is still more work to be done in this area however, thus far it is clear that female employees are actively expanding the scope of their job interests and it is anticipated that the male dominant Ministries will see a more balanced gender profile in the coming FYs.

Gender Pay Parity

As in Figure 28, Gender pay parity is consistently higher for women at 63%:37% ratio compared to last year where it was 62:38%. In other words, women continued to take the larger share of the salary earnings and this trend has been maintained over the last three financial years.

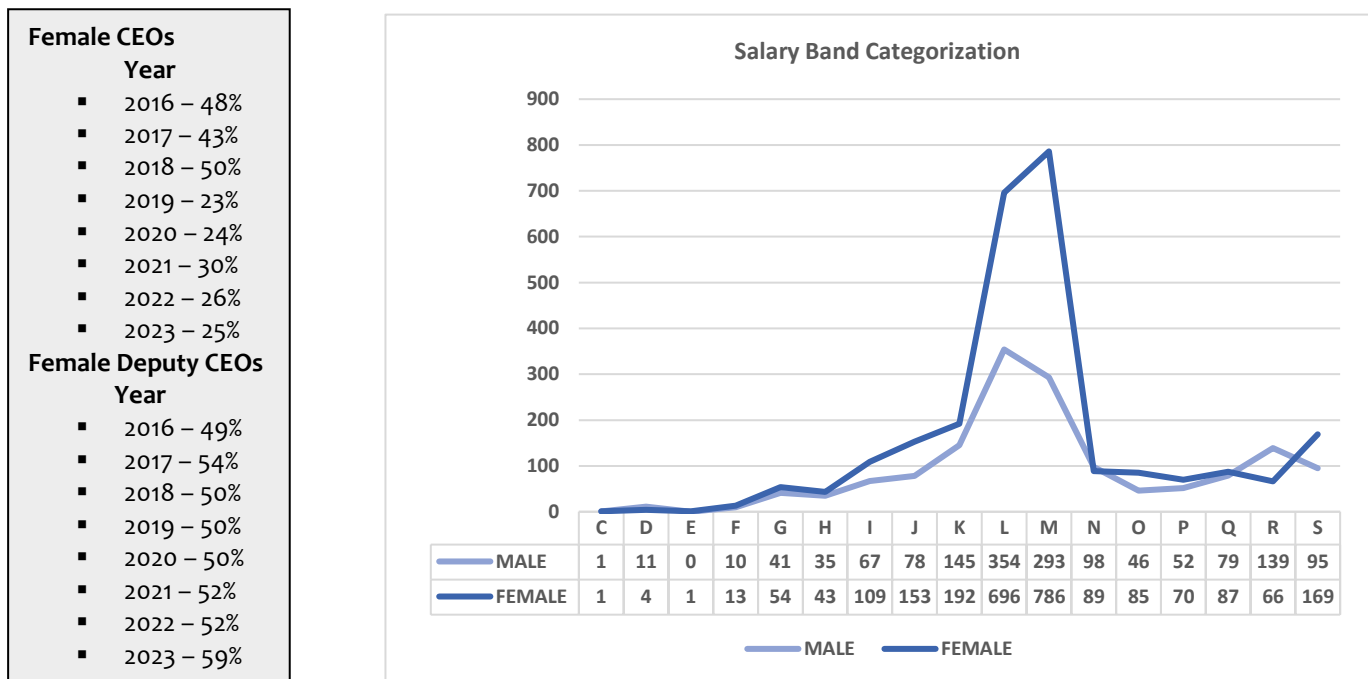
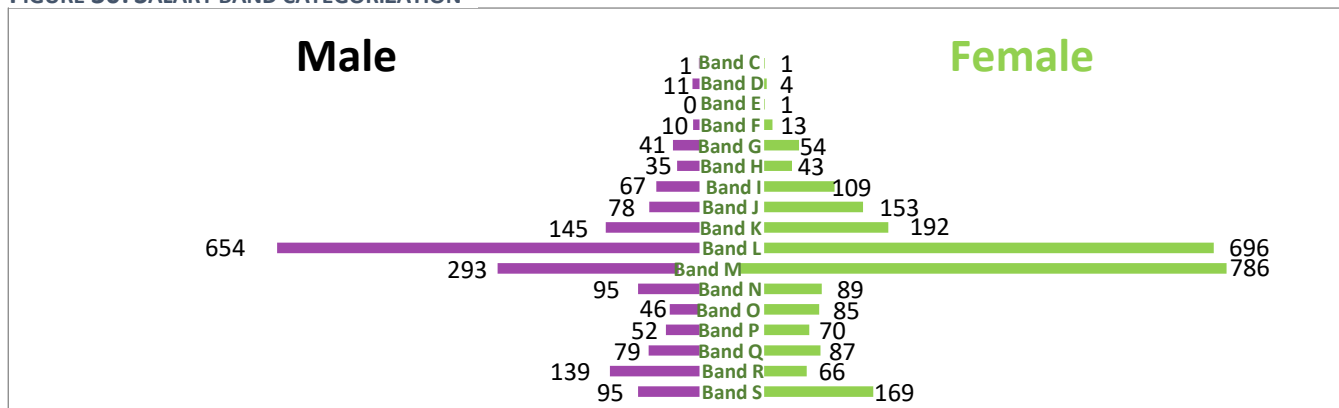


FIGURE 29: GENDER PAY PARITY

FIGURE 30: SALARY BAND CATEGORIZATION



Median salaries measure the mid-point of the salary distribution (assumption is that half of the employees are below or above this salary level).

The average median salary for male employees was estimated to be \$26,519 compared to female employees which was estimated to be around \$27,863. Overall, an estimated \$113 million represents the

relative cost of salary for the Public Service based on the median salary for each salary band and is further depicted in the graph below;

- At the end of June 2023, the average median salary was \$21,377 which lies between Band L and M.

Classification / Banding

Sixty two percent (63%) of female employees dominate these professions with high variance with male employees between the ages of 18 to 40 and lesser variance between female and male employees between the age ranges of 41 to 60 years old. In other words, women continued to take the larger share of the salary earnings and this trend has been maintained over the last three financial years.

- 63% (2618 out of 4162) of Schedule I occupies positions placed at Bands K, L and M.
- Middle to Senior Management positions (Band J and above) make up 15% and junior positions (Bands S – N) make up the remaining 25%.
- There are more males at Band R, and more female at Band S at the lower end.
- Executive Management positions at the CEO level (Bands C, D & E) continue to show male dominance with 6 female CEOs 13 male CEOs vs (37%:63%) as of 30 June 2023.

Qualifications of Schedule I

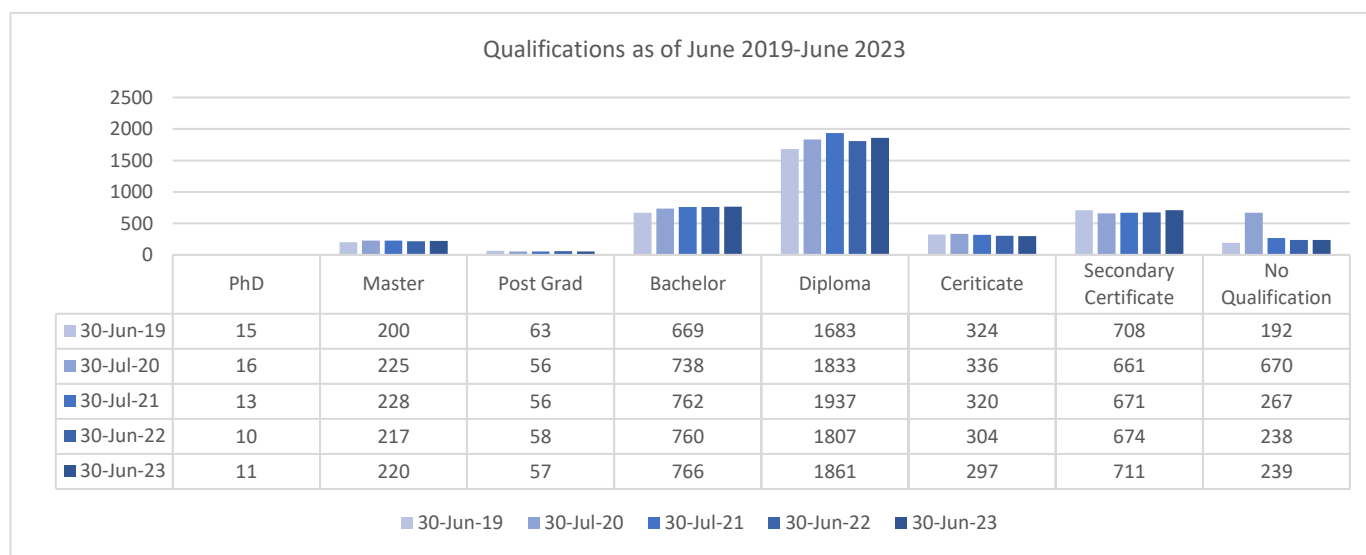


FIGURE 31: QUALIFICATIONS AS OF JUNE 2023

- 5% of the public service hold a degree or higher qualification as of 30 June 2023.
- Diploma holders remain the dominant qualification level with 45% followed by 18% for Bachelor holders.
- 1% hold postgraduate degrees.
- Females heavily outnumber males by over twice as many employees at the Diploma / Bachelor's degree entry level of Band M and Band L (1699 female :872 males). These are again attributed to female dominated occupations of nursing and teaching.
- About 6% of the Public Service had no post-secondary school qualification and over three years, the number has slightly increased due to the increase in the recruitment of daily paid laborers for non-specialized roles.

- Highest with no qualification is at the Prime Minister's Office at 17% of its staff (drivers, housekeepers, groundkeepers, watchmen etc.); and highest qualifications at Bachelor's level is at the Attorney General Office at 56%.
- However, there is a steady growth in degree holders at the Diploma to Master's Degrees with highest growth at the Diploma level, followed by those with Bachelors.
- At the PHD level there is a 50%:50% split female and male employees. At Master's and Postgraduate levels, females dominate by 63% and 79% respectively.

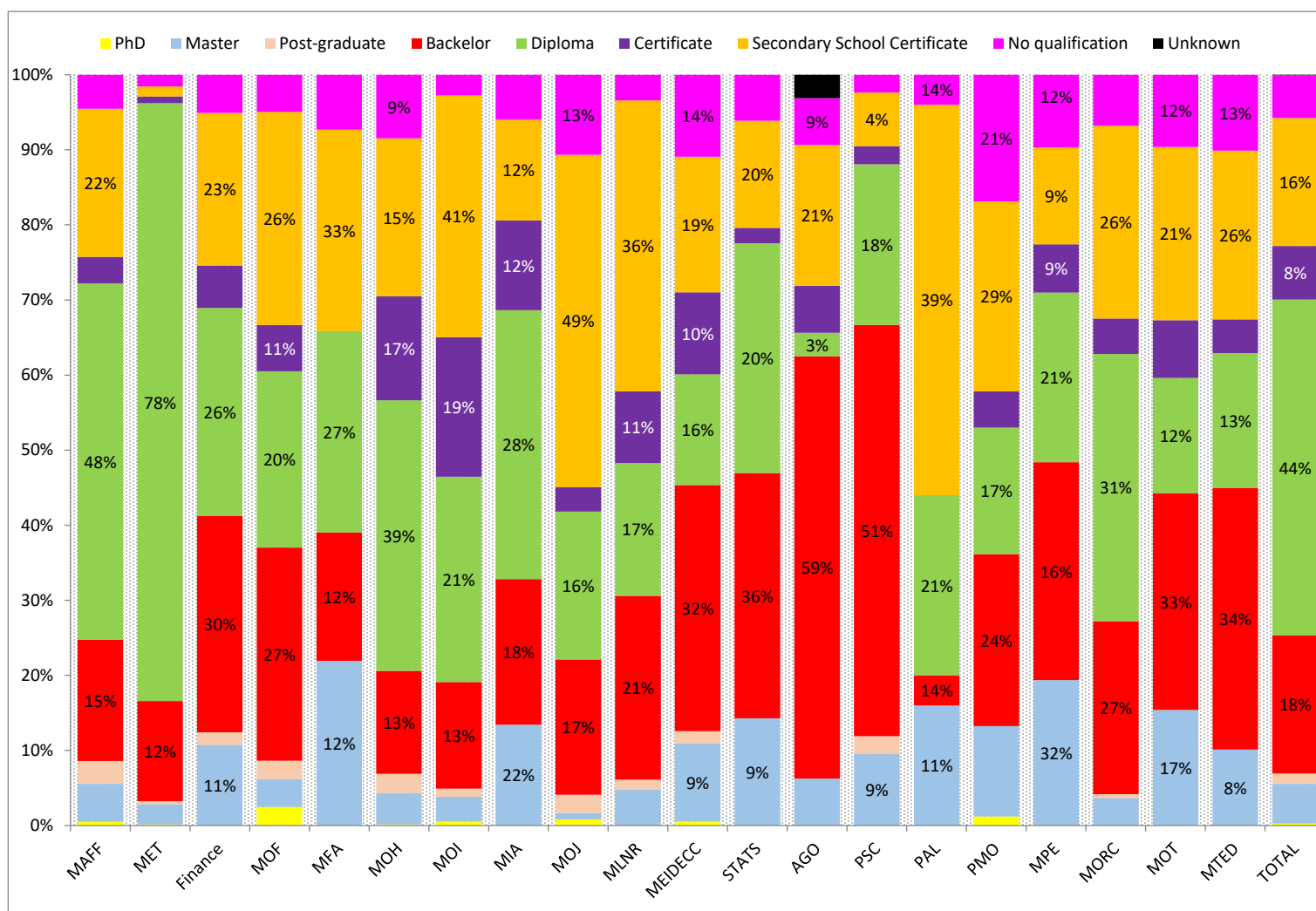


FIGURE 32: HIGHER ACADEMIC QUALIFICATION HELD BY MINISTRIES AS OF JUNE 2023

Age Profile

There is a wide gap between female and male employees at the early career stages which is between the ages of 18 to 40. This difference stems from the female dominant teaching and nursing professions with the highest number of employees in Government. However, as the age group reaches the range between 41 and 60 there is almost no variance between female and male employees.

TABLE 49: PUBLIC SERVANTS AGE VS GENDER

Age Group	Male	Female	TOTAL	Male	Female
<20	3	4	7	0%	0%
20-30	338	807	1145	8%	19%
31-40	455	890	1345	11%	21%
41-50	394	550	944	9%	13%
51-54	161	173	334	4%	4%
55-60	186	193	379	4%	5%
>60	7	1	8	0%	0%
Total	1544	2618	4162	37%	63%

- ✓ Ages: 20-40: 60%
- ✓ 42-50: 32%
- ✓ 51-60: 17%
- ✓ Average age-

- The largest group (60%) fall in the age group of 20-40 years; followed by 21% for those between 41 – 50 years and 17% for those between 51-60 years. There is a negligible number over 60 who are given work extension due to exigency of service, most (59%) of whom are male.
- The average age falls around 37 years of age.

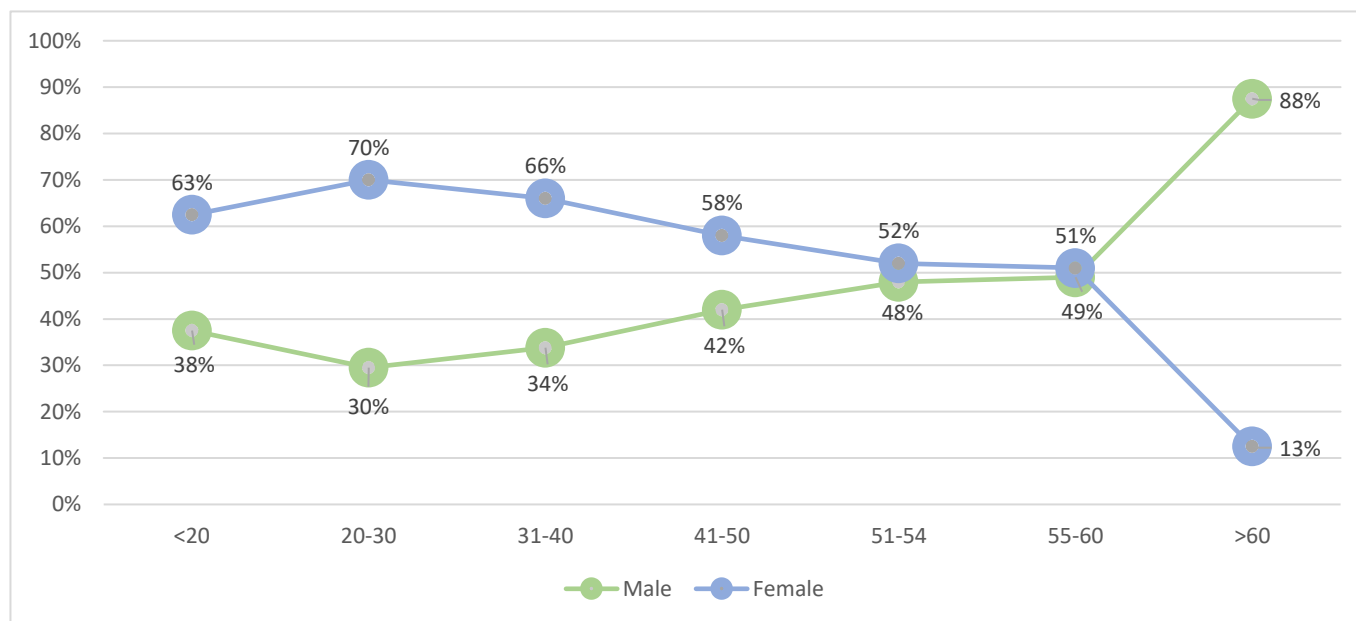


FIGURE 33: AGE PROFILE OF SCHEDULE I

Workforce Mobility

Entrance and Exits

- In this period for the first time, there were more exits than entrance with 375 to 187 new employees.
- There are still exit pending cases to be submitted to Commission for approval and this is due to overpayments and shortfalls.
- For the past five years, this is the first time to see a decrease in hiring.
- Highest exit during this FY is from Quarter 3, this reflects the redundancy program for MET and MOH employees in the established of the Tonga National University.
- Over a five-year trend, this FY registers the lowest in terms of the number of new appointees.
- The size of the public service was a major challenge in terms of the wage bill management and the long-term affordability and sustainability of Government salaries and wages.

Greater Entry vs Exit

Total entry vs exit – 187: 375

Ministry with highest recruitment – MET

Ministry with higher exit - MET

TABLE 50: PUBLIC SERVICE ENTRANCE VS EXIT 2018 - 2023

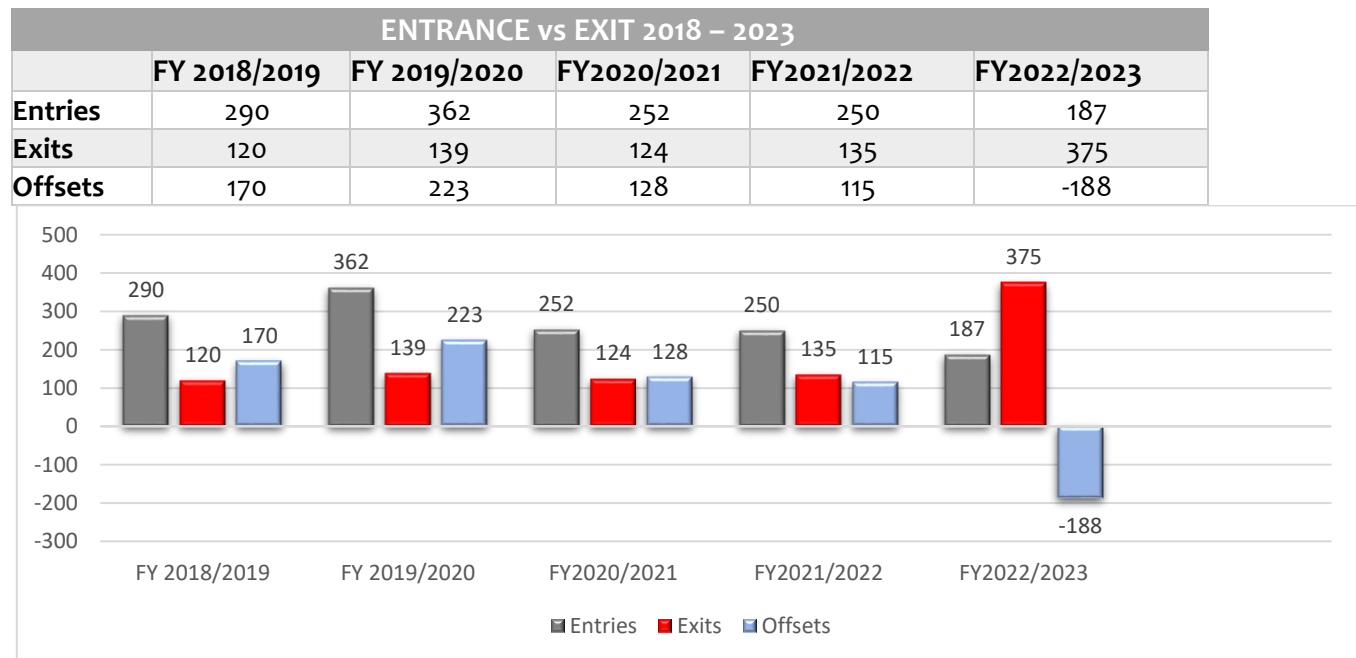


FIGURE 3424: ENTRANCE VS EXIT 2018- 2023

Workforce Capability

The second component of the work of the Workforce Development Division is developing and enhancing the capability of its employees under the Public Service Workforce Development Framework 2017 – 2023. It includes several strategies including structured generic trainings, leadership and talent development: workforce and trend analysis and joint partnership with the Government Scholarship committee and development partners in short- and long-term training scholarship opportunities.

Scholarships

The scholarship allocations are based on all scholarships funded by the Governments of Tonga, New Zealand, Australia, Japan, and China and includes other award programs from the WHO, DT Global Australia International Maritime Law Institute and JICA SDGs Global Leader Scholarship.

Data on scholarships awarded are compiled by the Workforce Team with the assistance from the Scholarship Office, the following were noted;

- Over the 2022-2023 period, a total of one hundred and sixty-seven (167) Tongan Government scholarships were awarded in 2023; an increase from 99 in 2022.
- Sixty-one (61%) scholarships awarded in 2023 are undergraduate degree programs; followed by Postgraduate/ Masters programs at 33%

TABLE 451: SUMMARY OF SCHOLARSHIPS AWARDED 2019 - 2023

Level of Study	2019	2020	2021	2022	2023
Diploma	0	1	0	0	2
Bachelor	40	56	120	84	102
Post Grad	3	3	3	1	22
Grad Dip	0	0	0	0	0
Masters	12	19	18	14	33
Doctorate	0	1	0	0	4
Others	0	1	2	0	2
Total	55	81	143	99	167

The majority of the scholars with 2023 awards commenced their studies online from within Tonga.

..... The End.....