



Pule'anga 'o Tonga

# Komisoni Ngāue Fakapule'anga



*Vīsone: Ke hoko ko ha ngāue  
fakapule'anga 'oku falala'anga mo  
faka'apa'apa'i mo ongoongo lelei  
fakavaha'apule'anga*

*Misiona: Ke fakahoko e fatongia ki ha  
tu'unga ma 'olunga 'oku vekeveke mo  
tōnunga ha 'ātakai lavame'a*

**LIPOOTI**  
**FAKATA'U**

**2023-24**

## Kanotohi

|                                                                                                                                                               |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| i. Lea Fakafe‘iloaki .....                                                                                                                                    | 7  |
| ii. Tangata‘eiki Sea, Komisoni Ngāue Fakapule‘anga .....                                                                                                      | 8  |
| 1. FAKAMATALA FAKALŪKUFUA ‘O E NGĀUE .....                                                                                                                    | 9  |
| 2. Vakai Fakalukufua Ki He Komisoni Ngāue Fakapule‘anga .....                                                                                                 | 23 |
| 2.1. Lao, Tu‘utu‘uni Ngāue, Ngaahi Kupu Ngāue Fekau‘aki .....                                                                                                 | 23 |
| 2.1.1. Ngaahi tefito‘i fatongia ‘o e Komisoni .....                                                                                                           | 23 |
| 2.1.2. Ngaahi kupu ngāue fekau‘aki ‘ .....                                                                                                                    | 24 |
| 2.2. Fa‘unga pule mo e fa‘unga ‘o e fakahoko ngāue .....                                                                                                      | 24 |
| 2.2.1 Fa‘unga fokotu‘utu‘u ‘o e ‘Ofisi ‘o e Komisoni ki he ta‘u fakapa‘anga 2023/2024 .....                                                                   | 25 |
| 2.2.2 Mape ‘a hono leva‘i ‘o e fakahoko fatongia ‘a e ‘Ofisi ‘o e Komisoni .....                                                                              | 26 |
| 1. FAKAMATALA FAKALUKUFUA ‘A E ‘OFISI KOMISONI NGĀUE FAKAPULE‘ANGA .....                                                                                      | 31 |
| 3.1 Kau Ngāue ‘Ofisi Komisoni Ngāue Fakapule‘anga ‘ .....                                                                                                     | 31 |
| 3.1.1 Fokotu‘u Fo‘ou .....                                                                                                                                    | 32 |
| 3.1.3 Hiki Hake ki he Lakanga Ma‘olunga ‘i he Potungāue Kehe .....                                                                                            | 32 |
| 3.1.4 Fakafisi mei he ngāue .....                                                                                                                             | 32 |
| 3.1.5 Folau Ki Muli .....                                                                                                                                     | 33 |
| 3.1.6 Folau Fakalotofonua .....                                                                                                                               | 34 |
| 3.1.7 Ma‘u Ngāue .....                                                                                                                                        | 35 |
| 2. FAKAHOKO FATONGIA ‘A E ‘OFISI ‘O E KOMISONI’ FAKA POLOKALAMA SI’I (Ola – Si’i) .....                                                                       | 36 |
| 4.1 Tokoni ‘a e ‘Ofisi ‘o e Komisoni’ ki he Ngaahi Taumu‘a Fakalukufua ‘a e Pule‘anga ‘ .....                                                                 | 36 |
| 4.1.1 Tokoni Ki He Ngaahi Taumu‘a Langa Fakalalakaka Tu‘uloa mo e Palani Fakalalakaka Fakafonua Hono II ‘a Tonga .....                                        | 36 |
| 4.2 Koe Ngaahi Ngāue Kuo Lava ‘e he ‘Ofisi ‘oe Komisoni’ Fakatatau Ki he Ngaahi Fiema‘u Faka Ta‘u Tolu (Palani Ngāue) .....                                   | 38 |
| 4.3 Koe ngaahi ngāue ‘a e Komisoni’ ki hono fakakakato ‘a e Palani Ngāue Fakata‘u 2022/2023 .....                                                             | 39 |
| 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 ‘ ..... | 40 |
| Polokalama 1: Founa Tataki mo e Pule‘i Fakaengāue‘anga .....                                                                                                  | 40 |
| SO 1.1 Ngaahi fatongia mo e sēvesi ngāue ‘oe Komisoni’ – Faitu‘utu‘uni ‘oku hōhoamālie, ta‘efilifili mānako pea ‘aonga .....                                  | 40 |
| SO 1.2 Ngaahi fale‘i ta‘efilifilimanako mo hōhōamālie ki he Palemia’ mo e Kapineti’ .....                                                                     | 41 |
| SO 1.3 Fakangāue‘i mo e vakai ki he Fakahoko Fatongia ‘a e kau ‘Ofisa Pule Ngāue .....                                                                        | 41 |
| SO 1.3.1 Kau ‘Ofisa Pule Ngāue fo‘ou ‘e toko ono (6) .....                                                                                                    | 41 |

|                                                                                                                                                                               |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| SO 1.3.2 Fakaloloa Aleapau Ngāue Kau ‘Ofisa Pule Ngāue .....                                                                                                                  | 41        |
| SO 1.3.4 Ngaahi fakataha ‘a e kau ‘Ofisa Pule Ngāue’ .....                                                                                                                    | 42        |
| SO 1.4 Siofia pea mo hono ngāue fakapotopoto‘aki ‘a e Kau Ngāue pea mo e ngaahi naunau ‘a e Komisoni’ ...                                                                     | 42        |
| <b>Polokalama 2: Ngāue Fakalao, Tu‘utu‘uni Ngāue mo e Fakatotolo .....</b>                                                                                                    | <b>43</b> |
| SO 2.1 Fakalakalaka mo e tokangaekina ‘o e ngaahi tu‘utu‘uni ngāue’ .....                                                                                                     | 43        |
| 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’ .....                                    | 43        |
| SO 2.1.2 Pepa fekau‘aki mo e ngaahi me‘a fakalao ne fakahū ki he Komisoni’ pea na‘e tali/ fakatokanga‘i .....                                                                 | 43        |
| SO 2.2 Ngaahi Lao mo e ngaahi tu‘utu‘uni ngāue’ .....                                                                                                                         | 44        |
| SO 2.3 Ngāue Fakalao mo e Fakatotolo (Founga tautea, vātamaki/ lotomamahi mo e tangi ki he fakamaau‘anga ‘o e ngāue fakapule‘anga).....                                       | 45        |
| <b>Polokalama 3: Fakalakalaka ‘o e kau ngāue .....</b>                                                                                                                        | <b>45</b> |
| SO 3.1 Ngaahi founga ke fakalakalaka‘i ai ‘a e kau ngāue fakapule‘anga .....                                                                                                  | 46        |
| SO 3.2 ‘Analaiso ‘o e ngaahi fakamatala ki he kau ngāue fakapule‘anga .....                                                                                                   | 46        |
| SO 3.3 Tokangaekina ‘o e tu‘unga fakataki mo e ngaahi talēniti’ .....                                                                                                         | 46        |
| SO 3.4 Polokalama ke fakakau mai pea mo a‘u atu .....                                                                                                                         | 47        |
| <b>Polokalama 4: Vakai Fakalukufua’ .....</b>                                                                                                                                 | <b>48</b> |
| 4.1 Muimui‘i mo sivilivi‘i e Ola ‘o e fakahoko fatongia ‘a e ‘Ofisi ‘o e Komisoni’ .....                                                                                      | 48        |
| 4.1.1 Tepile me‘afua ngaue ki hono Sivilivi‘i e Fakahoko Fatongia’ .....                                                                                                      | 48        |
| 4.2 Vakai‘i Fakaengāue ‘o e ngaahi lakanga ‘o e Ngaahi Potungāue .....                                                                                                        | 48        |
| 4.3 Muimui‘i ‘o e fakamole ki he vāhenga fakalukufua ‘o e Kau Ngāue Fakapule‘anga .....                                                                                       | 49        |
| 4.4 Fetu‘utaki mo e Fengāue‘aki mo e ngaahi hoa ngāue .....                                                                                                                   | 50        |
| 4.4.1 Polokalama kitu‘a’ – Polokalama Talatalanoa .....                                                                                                                       | 50        |
| ‘I he ta‘u ni, na‘e palani mo fakahoko ha Polokalama Talatalanoa ‘e ua (2), ‘a ia ko e kongia ia ‘o ‘emau Polokalama Fengāue‘aki mo e Fetu‘utaki mo e Ngaahi Hoa Ngāue’ ..... | 50        |
| 4.4.2 Tohi Ongongo .....                                                                                                                                                      | 50        |
| 4.4.3 Polokalama Televisone mo e Letio .....                                                                                                                                  | 50        |
| 4.5 ‘Analaiso mo Fakafehoanaki ‘o e Ngaahi Fakamatala.....                                                                                                                    | 50        |
| <b>Polokalama 5: Tokangaekina ‘o e Kau Ngāue’ .....</b>                                                                                                                       | <b>51</b> |
| 5.1 Tukuange mo Muimui‘i ‘o e Ngāue ‘i he Ngaahi Potungāue .....                                                                                                              | 51        |
| 5.2 Tokangaekina ‘o e Ngaahi Keisi fekau‘aki mo hono Fakangāue‘i ‘o e Kau Ngāue .....                                                                                         | 51        |
| 5.3 Ngaahi Fale‘i fekau‘aki mo hono Tokangaekina ‘o e Kau Ngāue’ mo e Ngaahi Tokoni Fakaengāue kehe pē                                                                        | 54        |
| <b>Polokalama 6: Vāhenga .....</b>                                                                                                                                            | <b>55</b> |

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 6.1 | Sivisivi'i mo fakafuofua'i 'o e ngaahi lakanga' mo hono ngaahi tu'unga vāhenga' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 55        |
| 6.2 | Fokotu'u 'o e Polokalama Lesisita .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 57        |
|     | Ko e fatongia 'o e va'a' ni ke fokotu'u 'a e polokalama ke lekooti ai 'a e ngaahi fakaikiiki (lakanga fakaikiiki 'o e lakanga, hingoa 'o e 'ofisa, hingoa 'o e lakanga, fa'ahinga 'o e lakanga, tukunga 'o e lakanga mo e tu'unga vāhenga) 'o e ngaahi lakanga kotoa 'a e ngaahi Potungāue 'oku 'i he malumalu 'o e Komisoni 'o kau ki ai mo e fakamatala fekau'aki mo e Tokotaha ngāue (tu'unga vāhenga lolotonga, tu'unga fakaako, nofo'anga, 'aho fa'ele'i, tangata pe fefine, 'aho na'e fakanofa ai ki he fatongia mo e loloa 'o e ta'u kuo fakahoko fatongia ai). Na'e kakato 'a e peseti 'e 50 'a e ngāue na'e fakahoko ki he ngāue' ni hono fakakakato pea ko e toenga 'oku toloi ki he ta'u fakapa'anga 2024/2025 kae hokohoko atu 'a e fengāue'aki mo e ngaahi Potungāue' ..... | 57        |
| 6.3 | Fokotu'u tohi tala ngāue mo e taukei ngāue .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 57        |
| 6.4 | Fokotu'utu'ú á e ngaahi lakanga foóu' ki he kau ngāue fakapuleánga .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 57        |
| 6.5 | Sisitemi mo e Faúnga Vāhenga .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 57        |
|     | 6.5.1: Ngaahi pepa naé fakahu atu ki he Komisoni' Fekauáki mo e ngaahi fakapale fakangāue ki he fakahoko fatongia .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 57        |
|     | 6.5.2: Totongi fakapale fakataú ki he ola ó e fakahoko fatongia á e kau ngāue fakapuleánga .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 58        |
|     | <b>Polokalama 7: Fakalakalaka 'o e Fakahoko fatongia .....</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>58</b> |
| 7.1 | Ako'i mo fakahinohino 'a e felavei mo e fakahoko fatongia' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 58        |
| 7.2 | Muimui'i mo vakai'i 'a e ola 'o e fakahoko ngāue fakapotungāue.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 59        |
| 7.3 | Vakai'i mo fakapapau'i 'a e tu'unga 'o e fakahoko fatongia (Kulupu I & Kulupu II) .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 59        |
| 7.4 | Ngaahi polokalama fakalakalaka fakaengāue' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 60        |
|     | <b>Polokalama 8: Va'a ki he Ngāue Faka'ofisi .....</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>61</b> |
| 8.1 | Va'a palani mo hono pule'i 'o e va'a fakapa'anga .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 62        |
|     | 8.1.1: Palani ngāue fakata'u tolu mo e Palani ngāue fakata'u taha .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 62        |
|     | 8.1.2: Fakangāue'i 'o e kau ngāue 'i he 'Ofisi 'o e Komisoni' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 62        |
|     | 8.1.3: Tokanga'i 'o e ngaahi ngāue fakapa'anga' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 62        |
| 1.2 | Siofi 'o e ngaahi fatongia fakalotofale pea mo e fakahoko fatongia 'a e potungāue' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 62        |
| 8.3 | Lesisita, Kasete mo e Pule'i 'o e Ngaahi Lekooti.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 62        |
|     | 8.3.1 Lesisita.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 62        |
|     | 8.3.2 Kāsete.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 63        |
|     | 8.3.3 Pule'i Ngaahi Lekooti .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 63        |
| 8.4 | Tekinolosia 'o e Fakamatala' mo e Fetu'utaki' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 63        |
|     | 8.4.1 Founa ngāue fakamisini mo e fakakomipiuta 'o e ngaahi fakamatala' .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 63        |
|     | 8.4.2 Poupou mo e tokoni fakakomipiuta mo hono tokanga'i 'a e uepisaiti .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 64        |
|     | 8.4.3 Fakatahataha'i 'o e polokalama tokangaekina e kau ngāue 'a e 'Ofisi Komisoni Ngāue Fakapule'anga' 64                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |
|     | <b>5.Pule'i Pa'anga mo e Fakamole.....</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>65</b> |

|                |                                                                                            |           |
|----------------|--------------------------------------------------------------------------------------------|-----------|
| 5.1.           | Fakamatala Fatongia .....                                                                  | 65        |
| 5.2.           | Fakamatala ki he pa'anga hū mai mo e pa'anga hū atu' .....                                 | 65        |
| 5.3.           | Fakamatala 'o e Fakahoa 'a e fakafuofua fakaangaanga' mo e pa'anga kuo 'osi hū atu'. ..... | 66        |
| 5.4.           | Ngaahi fehikitaki 'o e Patiseti.....                                                       | 66        |
| 5.5.           | Fakaikiiki 'o e Fakamole 'a e ngaahi Va'a Ngāue' .....                                     | 67        |
| 5.6.           | Fakaikiiki 'o e Fakamole' 'o fakatatau ki he Fakakulupu' .....                             | 68        |
| 5.7.           | Ola 'o e taumu'a ngāue 'a e 'Ofisi Komisoni 'i he ngaahi ngāue fakapa'anga' .....          | 69        |
| 5.8.           | Fakatau Lalahi .....                                                                       | 69        |
| 5.9.           | Lipooti 'a e 'Atita.....                                                                   | 70        |
| 5.10.          | Ko e 'api ngāue', ngaahi misini, mo e me'angāue' .....                                     | 70        |
| <b>3.</b>      | <b>NGAAHI POLE VIVILI.....</b>                                                             | <b>71</b> |
| 5.1            | Ngaahi fakatamaki mo hono pule'í' .....                                                    | 73        |
| <b>4.</b>      | <b>NGAAHI ME'A KE FAKAHĀ PEA MO TALI TU'UTU'UNI FAKALAO.....</b>                           | <b>73</b> |
| 6.1            | Lipooti 'a e 'Atita.....                                                                   | 73        |
| 6.2            | Fakaikiiki 'o e fakamatala fekau'aki mo e ngaahi me'afua fakangāue .....                   | 73        |
| 6.3            | Ngaahi tu'utu'uni 'a e Minisitā .....                                                      | 73        |
| 6.4            | Fakahā 'o e Pule Lelei' .....                                                              | 73        |
| 6.5            | Ko e Ngaahi tu'utu'uni 'a e Pule'anga' .....                                               | 73        |
| 6.6            | Vāhenga 'o e Poate' mo e ngaahi Komiti .....                                               | 74        |
| <b>5.</b>      | <b>FAKAMA'OPO'OPO .....</b>                                                                | <b>74</b> |
| <b>KONGA 2</b> | <b>'O E LIPOOTI .....</b>                                                                  | <b>76</b> |
| <b>6.</b>      | <b>NGAAHI FAKAMATALA MO E 'ANALAI SO 'O E KAU NGĀUE FAKAPULE'ANGĀ.....</b>                 | <b>76</b> |
|                | Tokolahi 'o e Kau Ngāue Fakapule'angā .....                                                | 77        |
|                | Fakamatala Ki he Kau Ngāue' .....                                                          | 80        |
|                | Fakaikiiki 'o e kau ngāue Tangata mo Fefine.....                                           | 82        |
|                | Vahevahe Taau 'a Tangata mo Fafine' .....                                                  | 84        |
|                | Fakakalakalasi/ Tu'unga Vāhenga .....                                                      | 85        |
|                | Faka'ilonga Ako 'i he Kulupu I .....                                                       | 85        |
|                | Fakakulupu 'o e ta'u motu'a 'o e kau ngāue fakapule'anga' .....                            | 87        |
|                | Fe'unu'aki 'a e Kau Ngāue .....                                                            | 88        |
|                | Tu'unga Malava 'a e Kau Ngāue' .....                                                       | 89        |
|                | Sikolasipi.....                                                                            | 89        |

## Ngaahi Fakanounou

|         |                                                                                                                                       |
|---------|---------------------------------------------------------------------------------------------------------------------------------------|
| ADB     | Pangike Langa Fakalakalaka ‘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 Fakalakalaka Faka’ekonōmika                                                                              |
| MDAs    | Ngaahi Potungāue                                                                                                                      |
| MEIDECC | Potungāue ki he Ma’u’anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, ‘Ātakai, 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 mo e Ngaahi Koloa Fakaenatula                                                                                         |
| MOF     | Potungāue Toutai                                                                                                                      |
| MoH     | Potungāue Mo’ui                                                                                                                       |
| MPE     | Potungāue Ngaahi Kautaha ‘a e Pule’anga                                                                                               |
| MORC    | Potungāue Pa’anga Hūmai mo e Kasitomu                                                                                                 |
| NA      | Ikai Fiema’u                                                                                                                          |
| NBS     | Potungāue Sitetisitika                                                                                                                |
| AGO     | ‘Ofisi ‘o e ‘Ateni Seniale                                                                                                            |
| PAL     | ‘Ofisi Palasi                                                                                                                         |
| PDD     | Tafa’aki ki hono Fakalakalaka’i ‘o e Fakahoko Fatongia                                                                                |
| PMO     | ‘Ofisi ‘o e Palēmia                                                                                                                   |
| 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 Fakalakalaka 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 Fakalakalaka Fakafonua hono II ‘a Tonga 2015 – 2025                                                                            |
| WB      | Pangikē ‘a Mamani                                                                                                                     |
| WD      | Fakalakalaka’i ‘o e Kau Ngāue                                                                                                         |

## i. Lea Fakafe'iloaki

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



'Oku ou fiefia ke 'oatu 'a e Fakamatala Fakata'u 'o e 2023/24, 'a ia 'oku fakahaa'i mei ai 'a e fakalaka lahi kuo tau ikuna mai 'i he fakaivia 'o e pule lelei, fakahoko fatongia ki he kakai', mo e langa fakalakalaka fakafonua'. Ko e lipooti' ni 'oku' ne faka'ilonga'i makehe mai 'a e fakahoko fatongia uoungataha 'a e Ngāue Fakapule'anga' pea mo 'etau tukupā ke langa ha Tonga 'oku tu'uloa mo mateuteu ma'u pe ki he kaha'u'.

Ko e ta'u kuohili' ko e taha ia he ta'u 'o e fakaakeake mo e fakatupulekina hotau Fonua'. Ko ia 'oku tau kei fononga atu ki hono tokangaekina 'a e ngaahi kau peau na'e fepaki mo ia 'i he kamata'anga 'o e 2022, 'oku ou polepole 'i he founa 'o 'etau fakafetaulaki ki he ngaahi faingata'a' ni. 'I he kotoa 'o e ngaahi Potungāue mo e Va'a Ngāue', ko e fakamahu'inga'i e fai fatongia, faitotonu mo e fakahoko'aki 'a e ki he lelei taha', 'a ia 'oku ne fakakaveinga'i 'etau fononga ke

fakapapau'i 'oku tau fakafetaulaki tonu ki he ngaahi pole mo e faingata'a', pea ke tau fakatoka foki ha kaha'u 'e toe tu'umālie ange mo lavame'a.

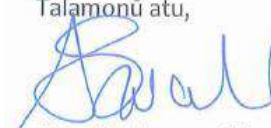
'I he malumalu 'o e tataki 'a e Komisoni Ngāue Fakapule'anga', ko e fakahoko fatongia 'a e Ngāue Fakapule'anga', na'e fakama'unga ia ki hono tokangaekina e ngaahi tefito'i fatongia pau mo vivili 'a ia kuo fai hono toe fakafo'ou, 'o hangē ko e fakaakeake 'a e tu'unga faka'ēkonomika', ngaahi me'a fakakomipiuta' pea mo hono siofi 'a e lelei 'o e kau ngāue fakapule'anga'. Ko e ngaahi fokotu'utu'u ko eni' 'oku mātu'aki mahu'inga ia ke fakapapau'i 'oku fakahoko totonu, tali ui mo longomo'ui 'a e ngaahi Potungāue' 'i he fakafetaulaki tonu ki he ngaahi fiema'u 'a e kakai 'o Tonga'.

'I he 'etau laka atu ki mu'a', 'e hokohoko atu ai pē 'a 'etau ngāue ke fehanganhangai mo e ngaahi pole 'o e fakaivia e pa'anga ngāue 'a e Pule'anga Tonga', fakaivia hono matu'uaki e feliuliaki 'o e 'ea', mo e tokangaekina e tu'unga mo'ui lelei 'a e kakai'. Ko 'etau ngaahi Palani Fakataumu'a mo e ngaahi faitu'utu'uni ke fakahoko, te tau fakapapau'i 'oku tau mateuteu fe'unga ke poupoua 'a e Tonga 'oku vikitaki atu kimu'a pea mo hono to'utangata 'oku hanga mai.

'Oku ou fie 'oatu ha fakamālō lahi ki he kau Komisiona', ki he Pule Ngāue mo e 'Ofisi 'o e Komisoni', pea mo e kau ngāue fakapule'anga kotoa pē 'i he ho'omou fakahoko fatongia 'osikiavelenga 'i he ta'u' ni. Ko ho'omou fakahoko fatongia' na'e mātu'aki mahu'inga ia ke tau a'usia ai 'a 'etau vīsone ki Tonga'.

'I he tataki 'a e 'Otua', 'oku ou tui ta'etoeveiveiua ko 'etau ngāue fakataha' 'e hokohoko atu ai pē 'a 'etau langa ha kaha'u 'oku malohi mo kaukaua.

Ko e 'Otua' mo Tonga ko hotau tofi'a pē ia, 'i he lolotonga' ni pea 'e pehē ai pē 'o ta'engata.

Talamonū atu,  
  
Hon. Hu'akavameiliku  
'Eiki Palēmia 'o Tonga



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



'I he'etau a'usia 'a e faka'osinga 'o e Ta'u Fakapa'anga 2023/24, 'oku ou matu'aki fiefia ke faka'ilonga'i makehe 'a e fakalalakaka kuo fakahoko 'i he Ngāue Fakapule'anga'. Ko e ta'u ni ko e taimi ia 'o e fakatupulekina mo e liliu fo'ou, 'i he 'etau nga'unu atu 'i he funga 'o e fakaakeake mei he ngaahi faingata'a, mo 'etau lave monū 'i he ngaahi faingamālie fo'ou ki he fakalelei mo toe fakalaka ange 'o e fakahoko fatongia'.

Ko e ngāue 'osikiavelenga 'a e tokotaha Ngāue Fakapule'anga kotoa pē – pe 'oku kau 'i he fatongia 'o e taki ngāue' pe ngāue pē mei tu'a puipui – na'e mātū'aki mahu'inga kotoa ia ke tauhi 'a e fakahoko fatongia 'a e Pule'anga' ki ha tu'unga 'oku mā'olunga mo lelei. Ko e ngāue fai mateaki ko 'eni', 'oku ne fakapapau'i ko e kakai 'o Tonga' te nau kei 'inasi ai pē 'i he ngaahi monū'ia 'o e fakahoko fatongia lelei 'a e kau Ngāue Fakapule'anga'.

'I he tataki 'a e Pule Ngāue, Victorina Afeaki-Kioa, na'e fou atu ai 'a e Komisoni Ngāue Fakapule'anga ki ha akenga fo'ou 'o e liliu. Ko e vīsone 'a Victorina ke hoko atu e fakalalakaka mo e ngaahi 'ilo fo'ou fakakomipiuta, 'a ia 'oku ne takiekina ai e Komisoni', pea fai tokonia ai 'etau laka ki mu'a'.

Ko e 'asenita 'o e polokalama ngāue fakafo'ou 'a e Pule'anga' ki he ngaahi sekitoa', tautautefito ki hono toe vakai'i 'o e ngaahi tu'utu'uni ngāue', tokangaekina e ola 'o e fakahoko fatongia' mo e fakaivia 'o e kau ngāue', 'oku' ne 'omai ha fakalaka makehe he ta'u' ni. Ko e ngaahi fakalelei' ni, 'oku' ne fakahā mai 'etau tukupā ke taliui kakato ki he fatongia ke fakahoko lelei mo taau. Tanaki atu ki ai, ko 'etau fakatokanga'i e ngaahi ngāue mahu'inga 'o hangē ko e tau'i e feliuliaki 'o e 'ea' mo e ngāue fepoupouaki fakafonua 'oku ne fakaivia ai ke tau tuku 'a Tonga kimu'a ke taaimu'a 'i he Pasifiki'.

'Oku ou fie 'oatu 'eku fakamālō'ia 'a e kotoa 'o e kau Ngāue Fakapule'anga' 'i he'enu ngāue malohi mo lototō. Ko ho'omou ngaahi fakahoko fatongia' na'e mahu'inga 'aupito ki he a'usia 'o 'etau kaveinga ngāue' pea mo e lelei fakalūkufua ki he kakai 'o Tonga'.

'I he'etau nga'unu atu ki he 2024, 'oku tau tokanga'i e ngaahi pole 'i mu'a 'iate kitautolu kae falala pē, ko e hokohoko atu 'a e ngāue 'aufuatō 'a 'etau kau Ngāue Fakapule'anga', te tau langa ha Ngāue Fakapule'anga 'oku longomo'ui, tali ui, mo fakahoko fatongia pau.

'Oku mau fakamālō ki he tataki 'a e 'Otua Mafimafi mo 'Ene kelesi', pea 'oku mau fiefia ai pē ke fai fatongia ma'ae kakai 'o Tonga' 'aki ha ngaahi taumu'a fakafo'ou mo fungani 'i he ta'u 'oku tau hanga atu ki ai.

Faka'apa'apa atu

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



# 1. FAKAMATALA FAKALŪKUFUA ‘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 ngaahi Potungāue Fakapule’anga kotoa ‘e uofulu (20). ‘I he tu’unga ko ia’, ‘oku fu’u femou’ekina ma’u pē ‘a e fakahoko fatongia ‘a e Komisoni’ ‘i he ngaahi fiema’u mei he ngaahi Potungāue’. Ko e lipooti ni ‘oku’ ne falute fakalūkufua ‘a e fakahoko fatongia, ngaahi fokotu’utu’u ngāue mo e hala fononga ‘o e Potungāue’ ki he Ta’u Fakapa’anga 2023/24.

## 1.1. TOKONI KI HE NGAHI TAUMU’A NGĀUE FAKALŪKUFUA ‘A E PULE’ANGA

‘Oku kaunga hangatonu foki ‘a e fakahoko fatongia ‘a e Komisoni’ ki he ngaahi taumu’a fakavaha’apule’anga mo fakafeitu’u hangē ko e ngaahi taumu’a langa fakalakalaka tu’uloa ‘a e Pule’anga Fakatahataha’ pehē ki he Halafononga Samoa, kae fakatefito ‘i he ngaahi taumu’a Langa Fakalakalaka Tu’uloa fika 5 pea mo e 16. ‘Oku kaungatonu foki ki he taumu’a fekau’aki mo e ‘inasi tatau ‘a tangata mo fefine (Taumu’a Langa Fakalakalaka Tu’uloa Fika 5.5.1, 5.5.2) mo e Halafonongoa Samoa (16.6.2, 16.7.1). ‘Oku kau foki heni ‘a e Talēniti mo e polokalama ako ki he taki lelei ma’ae kau Pule Ngāue mo e kau Taki Ngāue, tānaki mo lesisita ‘o e kau ngāue fakapule’anga’ mo hono tuku mai ‘a e lipooti ki hono ‘analaiso ‘a e ngaahi fakamatala fekau’aki ki he tangata mo fefine ‘i he kau ngāue fakapule’anga’. Pea ‘oku mateuteu atu ai ‘a e Potungāue’ ke a’usia ‘a e ngaahi ngāue’ ni:



## 1.2. Ngaahi Tefito'i Ngāue Mahu'inga 'oku' ne hulu'i mai 'a e Ta'u Fakapule'anga 2023/24.

### 1.2.1. Fakamanatu 'o e makamaile ta'u 'e 20 'o e Komisoni Ngāue Fakapule'anga'

'I he 'aho 'uluaki (1) 'o Siulai 2023, na'e faka'ilonga'i 'e he 'Ofisi Komisoni Ngāue Fakapule'anga', 'a e makamaile ta'u 'e uofulu (20) hono fokotu'u', ke hoko ko e Tefito'i Potungāue ke ne tokangaekina 'a e kau ngāue fakapule'anga' 'i he ngaahi potungāue 'a e Pule'anga'. Na'e fakahoko 'a e katoanga' ni 'i he 'aho 25 'o 'Aokosi 2023, ko e makamaile 'oku 'ata mai ai 'a e ta'u 'e uofulu (20) 'o e liliu, 'osikiavelenga mo e fakalakalaka kimu'a 'i he ngāue.



“Na'e koloa'ia 'a e Katoanga' 'i he me'a fakalangilangi 'a e Tama Pilinisi Kalauni', Tupouto'a 'Ulukalala mo e Ta'ahine Pilinisesi Kalauni', Sinaitakala. Ko e fakalangilangi na'e koloa'ia ai 'a e Katoanga Fakamanatu 'o e Ta'u 20.

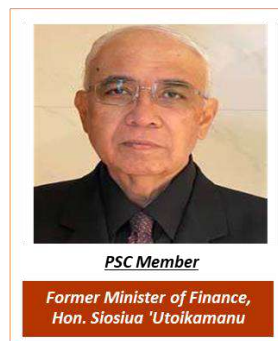
Na'e kau foki mo e Palēmia', kau Minisitā 'o e Kapineti', kau Fakafofonga Fakatipilometika mei muli' mo e kau fakaafe fakalangilangi. 'Oku' tau fakatokanga'i ai ka na'e ta'e'oua 'a e kau ngāue kimu'a 'o e 'Ofisi Komisoni' 'e 'ikai hoko 'a e 'aho' ni. Na'a' mau loto fakatōkilalo ke talitali mo tokangaekina 'a e kau Komisiona kimu'a', kau 'Ofisa Pule Ngāue mo e kau ngāue tutuku ke fakafiefia'i fakataha 'a e ngaahi ta'u ngāue na'e fononga mai ai 'a e 'Ofisi Komisoni'.



‘I he mafoa ‘a e ata ‘o e Mileniume’, na’e vakai ‘a e Pule’anga Tonga’ ki he fiema’u ha liliu fakafo’ou ‘i he Ngāue Fakapule’anga ‘i Tonga’, ‘i he tokoni fakapa’anga mai ‘a e Ngaahi Hoa Ngāue’, na’e kamata ‘a e ngaahi polokalama Fakalelei ki he Sekitoa ‘Ekonōmika’ mo e Ngāue ‘a e Pule’anga’ ‘i he kamata’anga ‘o e ta’u 2000. Ko e taumu’a’ ke langa ha ngāue fakapule’anga ‘oku fakatefito ‘i he fakahoko fatongia, ke fakalakalaka ‘a e fakahoko fatongia ki he kakai ‘o e fonua’ pea mo e ngaahi pisinisi taautaha’.

Ko e tu’utu’uni ngāue ki he ngāue fakapule’anga’ na’e tali ia ‘i he 2002, pea fiema’u ke fokotu’u ‘a e Komisoni Ngāue Fakapule’anga’ mo e fakahinohino mahino ki he ngaahi fatongia mo e ngāue ke fakahoko’. Ko e ngaahi tu’utu’uni fekau’aki mo e kau ngāue’ na’e tukuhifo mei he Kapineti’ ki he Komisoni Ngāue Fakapule’anga’, pea ko e hoko atu ‘e he Komisoni Ngāue Fakapule’anga’ ‘a e ngāue na’e fakahoko ‘e he Va’a Ngāue Fokotu’u ‘o e ‘Ofisi Palēmia’. ‘I he ‘aho 1 Siulai 2003, na’e kamata faka’ofisiale ai ‘a e fakahoko fatongia ai ‘a e ‘ofisi’.

## Ko e kau mēmipa paionia ‘o e Komisoni Ngāue Fakapule’anga’



Talu mei hono fokotu’u ko ia ‘o e Komisoni Ngāue Fakapule’anga’, ko e memipa ‘e tolu (3) na’e fuofua fakanofu ke nau kamata’i ‘a e ‘uluaki fakataha Komisoni’. Ko e Palēmia ‘o Tonga ‘o e ‘aho ko ia’ ko e Tama Pilinisi Lavaka Ata, ‘a ia ‘oku lolotonga ‘i he Taloni’, Nōpele Fielakepa kuo’ ne mama’o atu pea mo e Minisitā Pa’anga ‘o e ‘aho ko ia’, Siosua ‘Utoikamanu.

Talu mei he ‘uluaki Komisoni’, na’e toe fokotu’u ha kau Komisiona fo’ou ‘i he’ene a’u mai ki he ‘aho ni’ ( ko e toko nima ‘oku lolotonga ngāue’ pea ‘oku hā ia ‘i he Konga 2.2), pea na’a nau fakapapau ke tauhi mo fakahoko ‘a e ngaahi tukufakaholo mo e ngaahi tefito’i mo’oni na’e fokotu’u ai ‘a e Komisoni Ngāue Fakapule’anga’. ‘Oku mau fakamālō mo e loto hounga’ia kiate kinautolu ‘i he fakahoko fatongia mahu’inga kuo fakahoko’.



Ms. Mishka Tu’ifua



Mr. Sione  
‘Uhilamoelangi Liava’a

*Former PSC  
Chairlady/Chairman*



Mr. Ross Chapman



Ms. Tai’atu ‘Ata’ata



Mr. Fillimone Fifita



Mr. Simione Sefanaia



Mr. Simi Tekiteki



Dr. Litili ‘Ofanoa



Mr. Tsutomu Nakao



Mr. Finau Tutone



Mr. Kaveinga Tu’itahi



Dr. Taniela Fusimalohi

*Former PSC Commissioners*

## Kau 'Ofisa Pule Ngāue 'o e Komisoni'

'I he kau fakataha mo e kau fuofua Komisiona', ko Kelepi Makakaufaki 'a e 'uluaki 'Ofisa Pule Ngāue ki he Komisoni', mei he 'aho 'uluaki (1) 'o Siulai 2003 'o a'u ki he kakato 'a hono taimi fakahoko fatongia' 'i he 'aho 30 'o Sune 2006. Na'e 'i ai mo e kau 'Ofisa Pule Ngāue tutuku kimu'a 'o e Komisoni' 'e toko tolu (3) pea 'oku mau faka'amu ke faka'ilonga'i 'a 'enau ngaahi fakahoko fatongia'. Ko Victorina Kioa 'a e 'Ofisa Pule Ngāue lolotonga 'i he Komisoni' mei he 2023.

Ka ko e lava 'a e ta'u 'e 20 'o e faifononga 'a e 'Ofisi 'o e Komisoni Ngāue Fakapule'anga' mo e manatu ki he ngaahi faingata'a mo e a'usia na'a' nau lava 'o ikuna'i. Kātoa eni ki he ngāue fakasevāniti, faka'utumauku mo taliangi 'a e kau Komisiona', Pule Ngāue' mo e kau ngāue 'i he 'Ofisi Komisoni Ngāue Fakapule'anga'. Ko honau kotoa' na'a' ne fakahoko 'a e malava lelei 'o e fatongia' 'i hono Tokangaekina 'o e Kau Ngāue Fakapule'anga' fakatatau ki he ngaahi fiema'u mo e tūkunga lolotonga'. Ko e ngaahi a'usia' ni 'oku' ne faka'ai'ai 'a e fatongia 'o e Komisoni Ngāue Fakapule'anga' ke kei makatu'unga 'i he pule lelei, pea taumu'a ke fakahoko fatongia lelei ki he kakai 'o Tonga'. Fakafeta'i ki he 'Otua' 'i he ta'u 'e 20 kuo hili', Fakafeta'i 'i he mo'ui 'a e kau ngāue mateaki kuo' nau fakahoko fatongia ki he Komisoni' ko e Sea, Komisiona, 'Ofisa Pule Ngāue mo e kau ngāue'. 'Oku mau polepole he 'aho ni ke ngāue fakesevāniti fakataha ke fakalangilangi'i pea manatua 'a e ngaahi kalusefai ke ngāue ta'efilifilimanako ma'ae kakai 'o Tonga'.

Mr. Kelepi  
Makakaufaki



Ms. Apisake  
Soakai

Dr. Palenitina  
Langa'oi



Dr. Lia Maka

Mrs. Victorina  
Kioa



*Fakalangilangi'i 'a e kau ngāue kuo fuoloa ta'u 'enau fakahoko fatongia mai 'i he 'Ofisi 'o e Komisoni Ngāue Fakapule'anga'*

### 1.2.2. Fili Fakafofonga Mēmipa ki he Poate Vāhenga Mālōloo’

Makatu’unga ‘i he Tohi Fakahinohino ki he Fili kau Fakafofonga Mēmipa ki he Poate Vāhenga Mālōloo’ ‘o e 2019, Konga 4 (Taimi Ngāue Fakalūkufua) Ko ha memipa fili ke ne fakafofonga ‘i he ta’u ngāue ‘e 4. Ko e kau memipa fakafofonga ki he Poate Vāhenga Mālōlō ‘o e 2019 na’e ngata ‘enau aleapau’ ‘i he ‘aho 28 ‘o ‘Okatopa 2023.

Ko e Kōmiti Fili ‘o e kau Fakafofonga ki he Poate Vāhenga Mālōloo’ 2023 ‘a kinautolu’ ni:

1. Victorina Kioa, ‘Ofisa Pule Ngāue ‘Ofisi Komisoni, ‘Ofisa Pule Fili mo e Sea ‘o e Komiti Fili’
2. Sione Sisifa, Loea Seniale mo e memipa ‘o e Komiti Fili’
3. Tevita L. Veituna, ‘Ofisa Taki Ngāue, Poate Vāhenga Mālōlō mo e memipa ‘o e Komiti Fili’.
4. Franz K. Tu’uhetoka, Tokoni ‘Ofisa Pule Ngāue, ‘Ofisi Komisoni Kau Ngāue Fakapule’anga’ mo e Sekelitali ki he Komiti Fili’.

Na’e fakahoko he Komiti ha fakataha fakakātoa ‘e hiva (9) mei ‘Aokosi 2023 - ‘Okatopa 2023. Ko e ngaahi ‘aho ko eni na’e fokotu’utu’u ki he Fili.

| Fika. | Ngāue na’e fakahoko’            | ‘Aho             |
|-------|---------------------------------|------------------|
| 1     | Fanongonongo ‘o e Fili’         | 21 ‘Aokosi 2023  |
| 2     | Tāpuni ‘o e ngaahi Fokotu’u’    | 12 Sepitema 2023 |
| 3     | ‘Aho Fili’                      | 27 Sepitema 2023 |
| 4     | Tāpuni ‘o e ngaahi Tohi Lāunga’ | 5 ‘Okatopa 2023  |

Ngaahi Fakatonutonu ki he ngaahi tohi fakahinohino fili’, na’e tali ‘i he ‘aho 18 ‘o ‘Aokosi 2023 ka na’e fakakau atu hono tanaki ki ai ‘a e Potungaue ki he Ngaahi Kautaha ‘a e Pule’anga’.

Ko e kau kanititeiti fakakātoa ‘e toko valu (8) na’e fokotu’u mai ki he fili’ pea ko e toko ono (6) ai na’e lava ke kau he Fili ‘i he tēpile ‘i lalo’.

|    |                                                           |
|----|-----------------------------------------------------------|
| 1. | Manu ‘Aipolo ‘Akau’ola<br>Potungāue Ako mo e Ako Ngāue’   |
| 2. | Herbert ‘Isoa Takeifanga<br>Potungāue Ako mo e Ako Ngāue’ |
| 3. | Sione Folau Lokotui<br>Potungāue Fakamaau’anga’           |
| 4. | Seilosehina Fifita<br>Potungāue Ako mo e Ako Ngāue’       |
| 5. | Sione Vave Faleafa<br>Potungāue Pa’anga’                  |
| 6. | Pisila ‘Otunuku<br>Potungāue Pa’anga’                     |

Ko e Fili ‘o e 2023 na’e kau fo’ou mai ki ai ‘a e Ngaahi Kautaha ‘a e Pule’anga’ ko e memipa fo’ou ki he Poate Vāhenga Mālōlō. Ko hono fakahoko ko ia hono lesisita ‘enau kau mai na’e toki fakakakato pē

kimu’a pea tapuni ‘a e taimi hono fokotu’u mai ‘a e kau kanititeiti’. Na’e fakahoko ‘a e Fili’ ‘i he ‘aho Pulelulu 27 ‘o Sepitema 2023. Ko e fai’anga fili fakakātoa ‘e 75 na’e tali ke fakahoko ai ‘a e Fili’.

- 58 ‘i Tongatapu
- 8 ‘i Vava’u
- 5 ‘i Ha’apai
- 2 ‘i ‘Eua pea
- 2 (taki taha ‘a e ongo Niua’)

Ko e kau ‘Ōfisa Faifili ‘e toko 41 na’e tokoni ki hono fakahoko ‘a e fili’ (8 mei he Ngaahi Kautaha ‘a e Pule’anga’) mo e toko 151 ko e kau Tokoni ‘Ōfisa Faifili (12 mei he Ngaahi Kautaha ‘a e Pule’anga’)

### Ko e kau Mēmipa Fakafofonga na’e Fili’ mo e kau Talifaki’ ki he 2023 - 2027

#### Kau Mēmipa Fakafofonga

| Hokohoko | Hingoa ‘o e Kanititeiti’ | Lahi ‘o e Fili’ | Pēseti Fakakātoa ‘o e Fili’ |
|----------|--------------------------|-----------------|-----------------------------|
| 1        | Sione Folau Lokotui      | 2757            | 22.9%                       |
| 2        | Manu ‘Aipolo ‘Akau’ola   | 2726            | 22.6%                       |
| 3        | Pisila Matafahi ‘Otunuku | 1988            | 16.5%                       |

Ko e ongo Kanititeiti ki he fika 4 mo e 5 na’a’ na ma’u ‘a e vouti lahi taha ki he Mēmipa Talifaki:

#### Mēmipa Talifaki

| Ranking<br>Hokohoko | Name of Candidate<br>Hingoa ‘o e Kanititeiti | Number of Votes<br>Lahi ‘o e Fili’ | Percentage of the<br>total Votes<br>Pēseti Fakakātoa ‘o e Fili’ |
|---------------------|----------------------------------------------|------------------------------------|-----------------------------------------------------------------|
| 1                   | Sione Vave Faleafa                           | 1839                               | 15.3%                                                           |
| 2                   | Herbert ‘Isoa Takeifanga                     | 1518                               | 12.6%                                                           |

Ko e kau mēmipa fakakātoa ‘e 7,204 na’e lisi ‘i he tohi fili’ pea na’e fiema’u ke nau kau katoa ki he Fili’. Neongo ia ko e 4,101 (56.9%) pē na’e kau mai ki he vouti’ ka ko e 87 (2.1%) ai na’e fakata’eaonga’i ‘enau fili’.

Ko e taha ‘o e ngaahi pole ki he ta’u fili ko ‘eni’ ko e ‘ikai ha taimi fe’unga ke fakahoko lelei ai ‘a e ngāue’ ni, ‘o hoko ‘a e kamata tōmui ai ‘a e ngāue’ ni. Ko e ta’u Fili hoko ‘i he 2027 pea ‘oku tukupā ai ‘a e Komiti’ ke kamata’i ‘a e ngāue ‘i ‘Epeleli ‘o e 2027. ‘E mateuteu ki ai ‘a SOPs ke ma’u e ngofua ki hono fakahoko e ngāue’ ni kimu’a ‘i ‘Epeleli 2027.

‘Oku fakamalō’ia ‘e he Komiti ‘a e kau ‘Ōfisa Pule Ngāue’ mo e kau ngāue ‘o e ngaahi Potungāue, Va’a Ngāue mo e kau Fakafofonga ngāue ‘o e Pule’anga’ ‘o tatau pe ki he Kulupu I mo e II pea mo e ngaahi kautaha kotoa pē ‘a e Pule’anga’. Ko e ‘Ofisi Kovana ‘i Ha’apai mo Vava’u, Nōpele Kovana (‘Eiki Fakatulolo pea mo Toketā Pita Taufatofua) pea mo e kau ngāue ‘a ia ko Mele Vahe ‘i Vava’u pea mo Lesitā Palu ‘i Ha’apai. Ko e Fakafofonga Pule’anga ‘i ‘Eua’ (Lolomana’ia Fili), Niuatoputapu (Fe’aomoeuasi Hui) pea mo Niuafo’ou (Falati Papani). Ki he kau Faka’uli na’a’ nau tokoni mai ‘i he ‘aho Fili’ mei he Potungāue Ako’, ‘Ofisi ‘Ateni Seniale’, Potungāue ‘a e Ngaahi Kautaha ‘a e Pule’anga’, MEIDECC, pea mo e ‘Ofisi Poate Vāhenga Mālōloo’. Na’e malava fakahoko ‘a e fatongia’ ni ‘i he ngaahi tokoni na’e ala nima mai ai mo e ngaahi fengāue’aki vāofi kotoa pē. Fakamālō ai ki he Poate Vāhenga Mālōloo’ ‘i he tukufalala mai ‘a e fatongia’ ni ki he Kōmiti’ pea ‘oku hounga’ia ‘a e Komiti’ ‘i he faingamalie’ ni, lava ke ako mo ma’u mei ai ha ngaahi taukei fo’ou.

### 1.2.3. Makamaile Ngāue ‘a e Komisoni Ngāue Fakapule’anga’

#### Fakalakalaka ‘o e Fa’u Tu’utu’uni Ngāue’

Na’e tali ‘e he Kapineti’ ‘i he ‘aho 25 ‘o ‘Aokosi 2023 ‘a e Tu’utu’uni Ngāue ki he Faihala ‘a e Kau Ngāue Fakapule’anga ‘o Tonga’ pea na’e fakatatali ai ‘o fakaongoongo ke fakahoko ha talanoa mo e ngaahi Potungāue’. Kuo fakahoko ‘a e ngaahi fale’i ki he ngaahi ngāue fakapule’anga’ ‘o kau ai ‘a e ‘Otu motu ‘o Vava’u, Ha’apai, ‘Eua mo e Ongo Niua, ‘a ia ko e 85% fakalūkufua.

#### Tu’uaki mo Fakakakato ‘a e Ngaahi Lakanga ‘o e kau ‘Ofisa Pule Ngāue

Ko e ngaahi Lakanga ‘Ofisa Pule Ngāue ‘e fitu (7) na’e tu’uaki lolotonga ‘o e Ta’u Fakapa’anga ‘a ia kuo lava lelei hono fakakakato ‘a e ngāue ki ai’. ‘Oku tau talitali lelei ma’u pē ha kau Taki lototo’a ‘oku tau tu’u mateuteu ke poupou’i ‘a honau ngaahi fatongia’ ke a’usia ‘a e Visona kuo fakafalala kiate kinautolu he Komisoni mo e Kapineti’. Na’e kakato ‘a e taimi fakahoko fatongia ‘a e ‘Ofisa Pule Ngāue ki he Potungāue Fefakatau’aki mo e Fakalakalaka Faka’ēkonomika’ ‘i ‘Epeleli 2024 pea ko hono fakahoko ‘a e ngāue ki hono toe tu’uaki atu ‘a e lakanga’ ni ‘oku ‘amanaki ke fakahoko ia ‘i he Ta’u Fakapa’anga ka hoko mai’.

#### Tokangaekina e lahi ‘o e Fakamole ki he Vāhenga ‘o e Kau Ngāue’

Fakatatau ki he fakamatala ‘o e patiseti 2023/24, ko e lahi ‘o e vāhenga ‘a e Kau ngāue’ ‘i he ‘aho 30 ‘o Sune 2024 na’e ‘i he 53.1% ‘a ia ‘oku holo mei he 54.4% ‘i he ‘aho 30 ‘o Sune 2023. ‘Oku feinga ‘a e ‘Ōfisi ‘o e Komisoni’ ke tokoni ki hono fakasi’isi’i e lahi ‘o e fakamole ki he vāhenga ‘o e kau ngāue’ ‘o fakafou ‘i he ngaahi ngāue ko ‘eni:

- ‘Oku fengāue’aki fakataha ‘a e Komiti si’i mo e Potungāue ki Muli’ mo e ‘Ofisi ‘o e Palēmia’ (Palani Fakafonua) ki he ngaahi fokotu’u ngāue ki he kau ngāue fo’ou ke fakapapau’i ‘oku fakangaue’i pe ha kau ngāue ki ha lakanga ‘oku fu’u fiema’u vivili.
- Fakamalo’hi’i ‘a e Tu’utu’uni fo’ou ki he Ngāue ‘Ova taimi ke malava ‘o pule’i ‘a e ngaahi fakamole lahi.

### Sivisivi'i mo Fakafuofua'i 'o e Ngaahi Lakanga & Ngaahi Liliu ki he Tohi Fakamatala Ngāue

Na'e holo hono sivisivi'i ko ia 'a e lahi 'o e ngaahi lakanga mei he 629 'i he ta'u kimu'a' ki he 485 'a ia 'oku ngalingali 'e tupu ia mei he ngaahi me'a fakapa'anga 'oku' ne pule'i lahi ange 'a e ngaahi lakanga'. 'I he tokoni 'a e 'Ōfisa Fale'i ki hono tokangaekina 'o e kau ngāue, 849 'o e ngaahi Tohi Fakamatala Ngāue kuo liliu ki ha Tohi Fakamatala Ngāue Fotunga fo'ou 'a ia 'oku 'i he 50% ia pea ko e toenga 'oku fakatatali atu ki he Ta'u Fakapa'anga Fo'ou.

### Toe Vakai'i fo'ou 'a e lahi 'o e Ngaahi Lakanga

Na'e fakangofua 'e he Kapineti ha ngaahi lakanga 'e 35, na'e toe vakai'i'aki ha ngaahi lakanga 'o hiki hake 'a e ngaahi tu'unga vāhenga ki he ngaahi lakanga 'e 13 pea ko e lakanga 'e 22 ai na'e tu'uma'u pe he tu'unga vāhenga lolotonga'. 'Oku fakasi'isi'i māmālie pē 'i he ngaahi ta'u 'e 3 kuo maliu atu hono toe vakai'i fo'ou ko ia 'o e lahi 'o e ngāue' ki ha fika ma'ulaloange 'i he 2023/24.

### Pule'i 'o e Fakahoko Fatongia 'a e Kau Ngāue Fakapule'anga

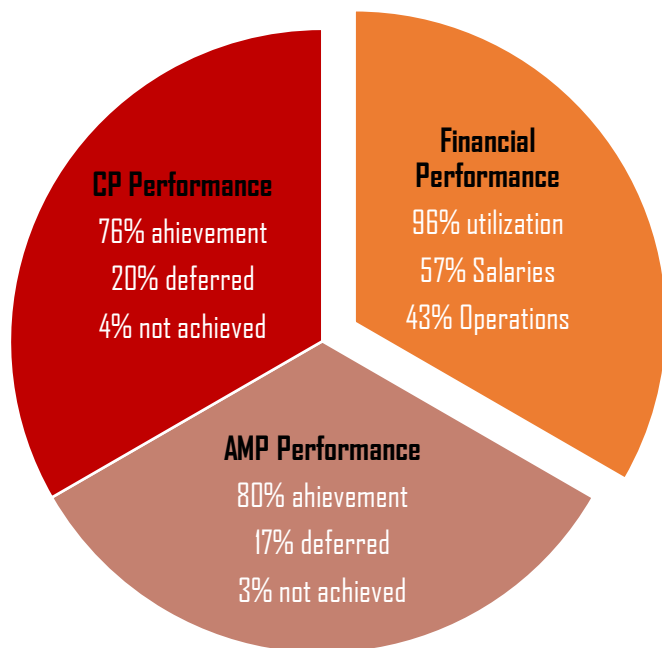
Ko e pēseti 'e 73% (4,293) na'e sivi mo fakafuofua'i 'enau ngāue 'i he'enau fakahoko fatongia ki he 2022/2023, mei he fakakātoa 'o e kau ngāue 'a e Potungāue Fakapule'anga 'e toko 5,896. 'Oku hā heni 'a e ki'i holo si'isi'i mei he fakakātoa 'o e kau ngāue fakapule'anga 'e toko 5,904 'i he ta'u kuo 'osí'. 'I he toko 4,293 na'e sivi mo fakafuofua'i' na'e a'usia 'e he 48% 'a e ngaahi 'amanaki, 45% na'e mahulu atu, 7% na'e tu'ukimu'a. Ko e ola fakalukufua ki he Ta'u Fakapa'anga ko 'eni', 'oku meimei tatau pē ia mo e fuo 'o hono tufaki angamaheni'.

Tepile 1: Fakamole 'a e Pule'anga' ki he Fakapale PMS 'o laka hake 'i he Ta'u 'e 7

| Fakamaaka | Ma'ulalo he 3 | Maaka 3 | Maaka 4 | Maaka 5 | Fakamole (\$)  |
|-----------|---------------|---------|---------|---------|----------------|
| 2022/2023 | 0.2%          | 48%     | 44%     | 7%      | \$2,177,061.35 |
| 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'IANGE:** Ko e ngaahi fakamole 'a e Pule'anga' 'i he ngaahi pale 'a e PMS kuo pule'i fakafuofua ki he pa'anga 'e 2 miliona pe si'iangē. 'Oku kei sivi'i 'e he kau 'Ōfisa Pule Ngāue mo 'enau Komiti Fakafe'unga.

#### 1.2.4. Vakai Fakalukufua ki he fatongia fakahoko he 'Ofisi 'o e Komisoni ki he ta'u fakapa'anga 2023/24



Neongo 'a e 'ikai ke a'usia 'a e 24% 'o e ngaahi tāketi mā'olunga fakalūkufua, ka ko e lahi taha 'o e ngaahi tāketi ko 'eni (20%) 'oku 'ave ia ki he ta'u fakapa'anga ka hoko koe'uhi' ko e ngaahi mo'oni'i me'a 'oku mahulu atu ia 'i he mafai 'o e 'Ofisi 'o e Komisoni'. Ko e toenga 'o e 4% 'a ia 'oku tō loto 'i he mafai 'o e fakakaukau totonu 'a e 'Ofisi 'o e Komisoni' 'oku 'ikai fiema'u ha toe fakamole ia ki he pule'anga' ki hono fakahoko 'i he ta'u fakapa'anga ka hoko mai. Ko e lahi taha 'o e ngaahi fakamole fekau'aki ki he ngaahi fiema'u vivili 'kuo 'osi totongi ia 'i he ta'u fakapa'anga 2023/24 (mo ha konga si'i 'oku toe ke fakakakato) pē kuo 'osi

Palani ngāue Fakata'u tolu – 76% A'usia, 20% Tolo, 4% 'ikai A'usia

Me'a Fakapa'anga – 96% Fakamole, 57% Vāhenga, 43% Tauhi mo e Fakalele Ngāue

Palani Ngāue Ta'u Taha – 80% A'usia, 17% toloi, 3% 'ikai A'usia

### 1.2.5. Ngaahi Olā kuo Toloi / ‘Ikai A’usia

#### Ngaahi fatongia ki hono tuku atu ‘o e ngaahi fatongia’ ki hono tokangaekina ‘o e ngaahi Potungāue’

‘Oku kei hokohoko atu pē ‘a e ngaahi ngāue ki hono tuku atu ‘o e ngaahi fatongia’ ki hono tokangaekina ‘o e ngaahi Potungāue’, tautefito ki he ngāue ki hono tokangaekina ‘o e ngaahi Potungāue ‘i he Pule’anga’ ‘oku kei fai pe hono ako’i ke hangē ko ha polokalama fatongia fakapotungāue. ‘Oku fu’u fiema’u ke hiki hake ‘a e fatongia’ ni ke hangē ha fatongia fiema’u vivili’ ka ‘oku fiema’u ke ‘omai ha ngaahi makatu’unga lelei. ‘A ia ‘e hoko ‘eni ko ha tatakī’anga ki hono langa fakalakalaka fakapolofesinale ‘a e fatongia ki hono tokangaekina ‘o e ngaahi Potungāue’.

#### Founga ngāue fakakomipiuta ki he founga hono sivi’i ‘o e fakahoko fatongia ‘o e kau ngāue’

‘Oku te’eki ai ke toe ‘i ai ha tanaki fo’ou ki he founga ki hono pule’i ‘o e fakahoko fatongia ke ‘ata kitu’a ‘a e ngaahi ngāue fakalakalaka neongo na’e ‘i ai ‘a e tātaki fo’ou ki he polokalama CHARS Dashboard ‘i he ta’u 2024. ‘Oku ‘i ai ‘a e fu’u fiema’u ke faka’asi mai ha ngaahi founga holoitounga ‘o e fakahoko fatongia mo e founga anga fakakaume’a lahiange ki he polokalama fakakomipiuta ke tauhi ‘a e mahu’inga ‘i he ngāue ‘a e kakai he ‘aho ni’.

#### Liliu lea ‘o e tohi tala fatongia ki he fokotu’utu’u fo’ou

Ko e tokoni mei he ‘Ofisi ‘o e Komisoni’ ‘oku totonu ke si’isi’i pē, kae tuku atu ke fakakakato ‘e he ngaahi Potungāue’ ‘a e fatongia ki hono fakafo’ou ‘a e ngaahi tohi tala ngāue ki he fokotu’utu’u fo’ou’. Me’apango ‘oku kei mamafaange pē ‘a e fakafalala ‘a e ngaahi Potungāue’ ki he ‘Ofisi ‘o e Komisoni’ ke nau fakahoko ‘a e ngaahi fatongia’ ke ‘aonga ki he ako mo e langa fakalakalaka ‘o e kau ngāue’.

#### Fakalahi ‘o e ngaahi polokalama ako mo tokoni ki hono fakalakalaka’i ‘o e Kau ‘Ofisa Ngāue’ ‘oku nau tokangaekina ‘o e polokalama ako ‘i he ngaahi Potungāue’.

‘Oku ‘i ai ‘a e fiema’u ke fengāue’aki fakataha mo e kau ‘Ofisa Pule Ngāue’ ‘o e ngaahi Potungāue’ ke fokotu’u mai ‘a kinautolu kau ‘ofisa ngāue te nau tokangaekina ‘o e polokalama ako ‘i he ngaahi Potungāue ke fakahoko ‘a e ngaahi polokalama ako fakalakalaka ‘o tautefito ki he palani mo e tokangaekina ‘o e kau ngāue’.

### 1.2.6. Ngaahi pole mahu’inga na’e fetaulaki mo ia

#### Ngaahi fakalelei ki he ngaahi fokotu’utu’u ngāue ‘o e Komisoni’

Hili hono toe siofi mei tu’a ‘o e ngaahi ngāue ‘i he ‘Ofisi ‘o e Komisoni’ ‘i he 2022, ‘oku hokohoko atu pe ‘a e holoitounga hono fakahoko ‘o e ngāue, holoki ‘a e tokolahi ‘o e kau Taki ngāue mei he toko ono (6) ki he toko fā (4). Ke hōhōa tatau ‘a hono siofi mei tu’a, na’e malava ke fakalotolahi’i mo faka’ai’ai ‘a e ngāue fakataha’, fevahevahe’aki ‘a e ngaahi fakamatala’, ngaahi naunau ngāue mo e ngaahi taukei ngāue ‘a e kau ngāue’ ko ha founga ia ke fakalelei’i mo langa hake ai ‘a e ngaahi poto’i ‘ilo fakangāue, pea tohoaki’i mai ai ‘enau tokanga’ ke kau mo pou pou ki he ngāue’.

## Pelepelengesi ‘a hono fakapalanisi hono tuku atu ngaahi fatongia mei he Komisoni’ ki he ngaahi Potungāue’ pea mo e fakalahi ‘o e ako fakalakalaka’.

‘Oku ‘i ai ‘a e ngaahi ngāue lahi kuo fakahoko ki hono tuku atu ‘a e ngaahi fatongia mei he Komisoni’ ki he kau ‘Ōfisa Pule Ngāue’, kā ‘oku te’eki ‘i ai ha ola ‘o e ngāue kuo fakahoko’. Ko e taha ‘o e ngaahi me’a lahi ‘oku hoha’a ki ai ko e tu’unga mateuteu ‘a e ngaahi Potungāue’ ki he founa tokangaekina ‘o e kau ngāue’ ke ‘ilo’i ‘a e fatongia kuo tuku atu pea mo pukepuke ‘a e ngaahi tu’unga ngāue’. Ko e ngaahi Potungāue ‘e ni’ihi ‘oku nau tō nounou ke tokoni’i ‘a ‘enau kau ngāue’.

## Ngaahi kole fakafo’ituitui ke toe vakai’i ‘a e vāhenga’ mo e ngaahi monū’ia’.

‘I he kuata ‘uluaki’, na’e ma’u ai ‘e he ‘Ofisi ‘o e Komisoni’ ha ngaahi kole mei he kau Tōketaa’ mo e kau Neesi’ ke toe totongi makehe ‘akinautolu kau mataotao fakafaito’o’, kau neesi’, mo kinautolu kau ngāue fakafaito’o ma’olunga ange ‘i he Potungāue Mo’ui’. Ko e ‘uhinga’ ko hono fakamo’oni’i ‘a e fu’u tokolahi ‘o e kau ngāue kuo mavahe atu, tautefito kia kinautolu ‘i he lakanga ngāue ko e neesi’.

‘I he kuata tatau pē, na’e kole ai ‘e he ‘Ateni Seniale’ ke totongi makehe kinautolu ‘oku’ nau ma’u ‘a e lakanga fakahinohino lao pule (senior crown prosecutor), tokoni fakahinohino lao mā’olunga’ (assistant senior crown prosecutor), pea mo e Fakahinohino lao’ (crown prosecutor). Ko e ‘uhinga’ eni ki he fu’u tokolahi ‘o e kau ngāue fakapolofesinale fakalao kuo mavahe atu.

‘I he mahina ‘Epeleli 2024, na’e kau fakataha ai ‘a e kau ngāue ‘o e Potungāue Mo’ui (kau fakataha ai kinautolu kau ngāue ‘i he tafa’aki nifo, va’a fakafaito’o, va’a faka’ata, va’a to’o toto’, va’a fakama’u me’atokoni, va’a fakaakeake, pea mo e tafa’aki ngāue va’a kitu’a) mo ‘enau kole ke fakakau ‘enau kau ngāue ke tatau mo e kau tōketaa’ mo e kau neesi’.

Na’e tali mo fakamo’oni ‘e he Komisoni’ ‘a e ngaahi fokotu’utu’u totongi makehe ‘a ia kuo ‘osi tali ‘e he Kapineti’ ke totongi kia kinautolu kau mataotao fakafaito’o’, toketā mataotao fakafaito’o toe ma’olunga ange’, kau neesi’, pea mo e kau faiako’ ‘o kamata he ‘aho 1 Siulai 2024. ‘Oku kei fakatatali ‘a e kole mei he ‘Ateni Seniale’ mo e kau ngāue mei he Potungāue Mo’ui’ ki he aleapau/ felotoi ‘a e Komisoni’ pea moe Potungāue Pa’anga’ pea mo e ‘Ofisi Palēmia’.

## Ngaahi kole fakafo’ituitui ke toe siofi ‘o e vāhenga’ mo e ngaahi monū’ia makehe’

‘Oku hoko ma’u pē ‘a e mavahe atu kau ngāue ‘o e ‘Ofisi ‘o e Komisoni Ngāue Fakapule’anga’ ko e pole. Ko e mavahe atu ‘a e kau ngāue lelei ‘oku’ ne fakangatangata ai ‘a e Komisoni mei he a’usia kakato ‘a e fakahoko fatongia’, mole atu ‘a e taukei ngāue mo e ‘ilo na’e ma’u he ngaahi ta’u lahi. Ko e pole ki he ‘Ofisi ‘o e Komisoni’ ‘a e feinga ke fakalakalaka’i ‘a e kau ngāue ‘i he polokalama ako mo hono fakahinohino ‘o e founa fakahoko fatongia’, ke nau malava ‘o fakakakato ‘a e ngaahi lakanga ‘atā ‘i he taimi ‘oku mavahe ai ‘a e kau ngāue’.

## 1.3. Fakamatala Makehe

### 1.3.1. A'usia kakato taimi ngāue 'a e 'Ofisa Pule Ngāue'



Na'e ikuna'i 'e he 'Ofisa Pule Ngāue ki he Potungāue Fefakatau'aki mo e Langa Fakalakalaka faka'ekonomika 'e Distaquaine Tu'ihalama 'a 'ene aleapau ngāue 'i he 'aho 23 Ma'asi 2024. 'Oku tuku heni 'e he 'Ofisi Komisoni ha hounga'ia makehe ma'a Mrs. Tu'ihalama mo 'ene ngaahi ngāue na'e hoko ia ko e tokoni ki hono langa 'a e "Fakalakalaka 'o Tonga" pea 'e kei tu'ulua ai pe 'ene ngaahi ngāue 'i he ngaahi loto 'o e kau ngāue 'a e Potungāue ke hokohoko atu 'a e ngaahi ngāue 'osikiavelenga mo mateaki na'e ngaue'i ma'ae kakai 'o Tonga. Mālō e ngāue 'osikiavelenga mo mateaki li'oa.

### 1.3.2. Ngaahi fakalangilangi makehe

"Ko e 'Otua mo Tonga ko hoku Tofi'a – ko 'etau lea ko 'eni 'oku ne fakamanatu mai ai 'a e ngāue 'osikiavelenga mo mateaki 'a e kau ngāue fakapule'anga 'e toko hongofulu-mā-nima kuo nau tōtau, lolotonga 'enau fakakaungatamaki 'i he ngaue'i e fonua 'o Tupou. Fakatauange ke hoko ai pe 'enau ngaahi ngāue ke tau manatua kinautolu pea 'oku tau lotu ke nau toka ai pe 'i he nonga mo e fiemālie '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**

Tepile 2: Kau Ngāue fakapule'anga ne nau pekia lolotonga 'oku nau ngāue

| Hingoa                                 | Potungāue            |
|----------------------------------------|----------------------|
| 1. Faka'anaua Mafileó                  | Potungāue Setisitika |
| 2. Toakase Panisia Pele Fakakovikaetau | Potungāue Mo'ui      |

|                                     |                                  |
|-------------------------------------|----------------------------------|
| 3. Halatoa Taufa                    | Potungāue Ngāue Lalahi           |
| 4. Soane Vehikite Falemaka          | Potungāue Tukuhaui mo e Kasitomu |
| 5. Aloma Kauvaka                    | Potungāue Fakamaau'anga          |
| 6. Melaea Taufatofua                | Potungāue Takimamata             |
| 7. Luísa Vaasi Langi Palu           | Potungāue Ako moe Ako Ngāue      |
| 8. Ioane Fevaleaki                  | Potungāue Tukuhaui mo e Kasitomu |
| 9. Colin Howard Latu                | Potungāue Mo'ui                  |
| 10. Kateni Sefeti Latu              | Potungāue Ako moe Ako Ngāue      |
| 11. Bobtaylor Tonga                 | Potungāue Ako moe Ako Ngāue      |
| 12. Vaka Mahe                       | Potungāue Ako moe Ako Ngāue      |
| 13. Siaosi Kuki Tonga               | Potungāue Ako moe Ako Ngāue      |
| 14. Kalesita Tupouika Namoe Ákimeta | Potungāue Ako moe Ako Ngāue      |
| 15. Tutulu Finau                    | Potungāue Ako moe Ako Ngāue      |

## 2. Vakai Fakalukufua Ki He Komisoni Ngāue Fakapule‘anga

‘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 laumālie ‘o e sevesi’, ‘i hono fakahoko‘aki ‘a e loto‘aki pea mo e 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

#### 2.1.1. Ngaahi tefito‘i fatongia ‘o e Komisoni

Ko e ngaahi tefito‘i fatongia ‘o e Komisoni (Lao Fakatonutonu ki he Ngāue Fakapule‘anga 2010):

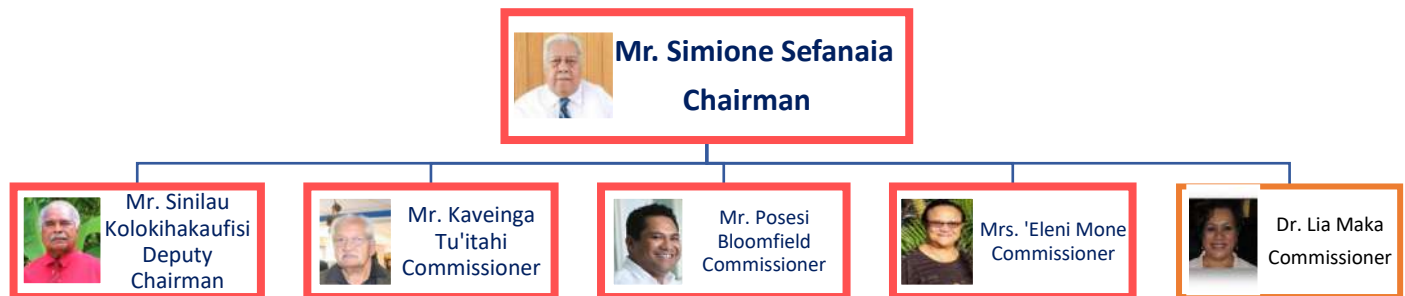
- a. Fokotu‘u ha ngaahi fakahoko ngāue, ngaahi tu‘unga mo e ngaahi founa ngāue ki he fakalele hokohoko atu ‘o e fakahoko ngāue mo e pule‘i ‘o e fakahoko ngāue ‘a e Ngāue Fakapule‘anga;
- e. Ngāue ko ha taha fale‘i ki he pule‘anga’ ‘i hono pule‘i ‘o e Ngāue Fakapule‘anga’;
- f. Femahino‘aki mo e Palemia’ ‘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 fakalakalaka 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 fakalakalaka ‘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 fakatotolo, 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 e 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 e 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’.

### 2.1.2. Ngaahi kupu ngāue fekau'aki

'Oku hoko 'a e Komisoni' ko e ngāue'anga 'oku ne tōkangaekina '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'anga', kuopau ai ke ngāue 'a e Komisoni' mo e ngaahi Potungāue Kulupu II 'e nima (Polisi, Tamate Afi, Kau Tau 'a 'Ene 'Afio, 'Atita' mo e Pilisone' –'ikai ke kau ai 'a e 'Ompatimeni mo e Falealea').

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

Na'e fakanofu 'a Toketa Lia Maka, ko e Komisoni ka koe Pule ngāue kimu'a 'i he 'Ofisi 'o e Komisoni mei he 'aho 10 'o 'Epeleli 2024 pea fakafisi 'i he 'aho 18 Sune 2024. 'I he lolotonga ni 'oku fakahoko 'a e ngaahi ngāue fakaetu'utu'uni 'i he malumalu 'o e Sea 'o e Komisoni, pea tokoni ki ai 'a e kau Komisiona 'e toko fā (4).



### FAKATĀTĀ 1: KAU MEMIPA 'O E KOMISONI NGAUE FAKAPULE'ANGA

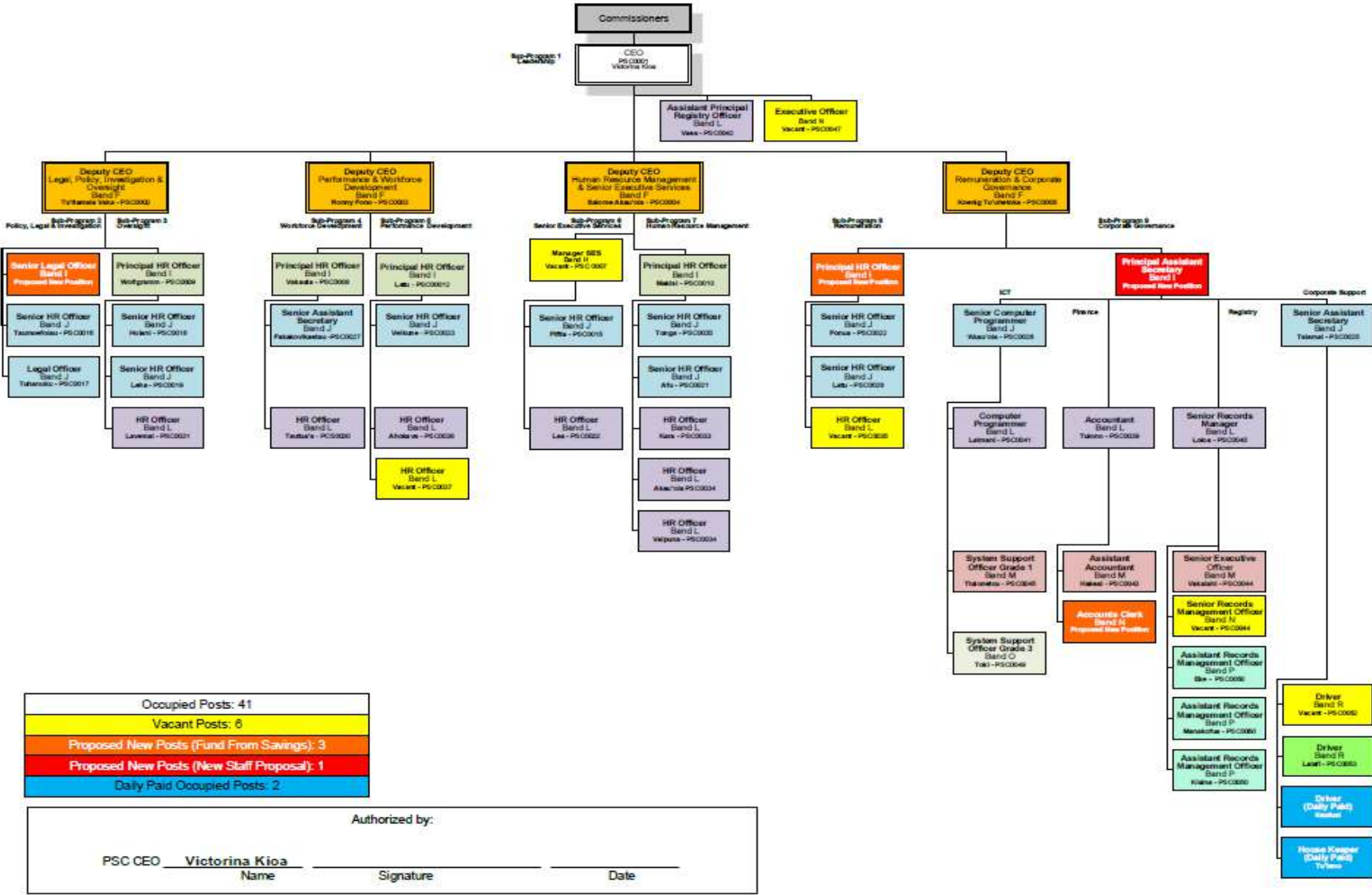
'E kakato 'a e teemi ngāue 'a e Sea 'o e Komisoni, Simone Sefanaia ki Ma'asi 2025 'a ia ko e kakato ia 'ene fakahoko fatongia ko e Komisiona he ta'u 'e hongofulu-mā-fā (14). Na'e hoko foki 'a e ngaahi ngāue mamafa mo mahu'inga 'a e Sea 'i hono liliu fo'ou 'o e tu'unga vāhenga 'a e ngāue fakapule'anga kae'uma'a hono fakahoko 'o e polokalama ki hono founa pule'i 'o e fakahoko fatongia. Ko 'ene loto kikitaki 'oku ho'ata mai ia 'i he vilitaki 'a e ngāue fakapule'anga lolotonga 'a e ngaahi liliu fakalao, ngaahi liliu fakapule'anga, ngaahi founa ta'epau fakapolitikale, fakatamaki fakaenatula Hunga-Tonga-Hunga-Ha'apai kae'uma'a 'a e mahaki Koviti-19. 'I he tu'unga fakapolofesinale pē fakafo'ituitui, 'oku hounga'ia ma'u pe 'a e 'Ofisi 'o e Komisoni 'i he taimi nemau feohi fakataha ai 'i he ta'u 'e 14 kuohili'. 'Oku mau hounga'ia mo'oni 'i he'ene ngaahi tokoni lelei kuo ne fakahoko. 'Oku mau talamonū atu mo e faka'amu ke ke ma'u 'a e ngaahi lelei kotoa 'i ho'o ngaue 'i he kaha'u.



Kau Ngāue 'Ofisi 'o e Komisoni mo e 'Eiki Palemia kae'uma'a Kau Komisiona 'i he katoanga'i 'o e ta'u 20 'o e 'Ofisi.

2.2.1 Fa'unga fokotu'utu'u 'o e 'Ofisi 'o e Komisoni ki he ta'u fakapa'anga 2023/2024

Public Service Commission – January 2024



2.2.2 Mape ‘a hono leva’i ‘o e fakahoko fatongia ‘a e ‘Ofisi ‘o e Komisoni

Ko e ngaahi ‘elia fu’u fiema’u vivili ke ngaue’i ‘i he palani ngāue fakata’u tolu ko e ngaahi me’afua ke tokoni ki he ngaahi ‘āsenita mahu’inga ‘o e Pule’anga Konga hono B (ola ‘o e fakahoko fatongia mo e ivi fakapa’anga). Kae tautefito ki he ngaahi founa fakamole ke malava ‘a hono tokangaekina ‘o e fakamole fakalukufua ‘a e Pule’anga, kae’uma’aç ‘a e polokalama ako ki hono langa hake ‘a e tu’uloa mo mateuteu ‘I he ngāue fakatekinikale mo e ‘ulungaanga ‘I he ngāue mo e kau ngāue.

Tepile 3: Palani Ta’u Tolu ki he ngaahi fiema’u vivili mo hono ngaahi me’afua

| Fakafuofua’I ‘o e fakamole / Patiseti                     | Ngaahi ngaue fokotu’u ke fakahoko                                   | Ngaahi me’a lalahi ha kitu’a (Fika / Me’angāue)                                         | Kamata’anga fiema’u         | Ngaahi Tāketi           |             |             |             |       | Ngaahi faka’ilonga ki he ola                                                             | Ngaahi ngāue kuo lava ki he 2023/24                                                                                                                                   |
|-----------------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------|-------------------------|-------------|-------------|-------------|-------|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                           |                                                                     |                                                                                         |                             | 2021                    | 2022        | 2023        | 2024        | 2025  |                                                                                          |                                                                                                                                                                       |
| Tokangaekina ‘o e fakamole fakalukufua                    |                                                                     |                                                                                         | 2021<br>66%                 | 2022<br>60%             | 2023<br>54% | 2024<br>52% | 2025<br>52% | =<53% | Fakamole fakalukufua                                                                     | 51.8% (Pa’anga hū atu) 2022/23<br>50% (Patiseti kuo fakafuofua) 2024/25                                                                                               |
| Fakapa’anga ‘oku fakataumu’a ki ai / Me’afua kuo fokotu’u | 1. Vakai fakalukufua ki he me’a fakalao – Fakamahino / Fakamalohi’i | Tu’unga ‘o e taliui ki he tokangaekina kau ngāue                                        | 82%                         | 85%                     | 90%         | 95%         | 95%         |       | Fakautuutu á e tu’unga taliui                                                            | 95% tu’unga taliui ki he ngaue tokangaekina ngaahi Potungāue                                                                                                          |
|                                                           |                                                                     | ‘Oku ‘ikai laka hake ‘a e fakamole ki he ngāue tu’a taimi ‘I he pa’anga kuo ‘osi tukupā | (12 + miliona) <sup>1</sup> | Holo hifo ‘aki 15 – 20% | Holo hifo   | 0           | 0           |       | <5-7 miliona Fakasi’isi’I / pule’i ‘o e ngaahi me’a kuo ‘osi tali. Lahi ‘o e mahulu hake | ‘Oku faka’osi ‘a e ngāue tu’a taimiçç ‘i he houa 40 he uike. Ko e toenga ngaahi ngāue tu’ataimi ‘ikai lau ‘oku toki fifili pea ‘oku fiema’u ia ke tali ‘e he Komisoni |
|                                                           |                                                                     | Contracts/Daily paid<br><br>Ngāue aleapau /Ngāue lau’aho                                |                             |                         |             |             |             |       | Clarity in policies<br><br>Fakamahino mei he tu’utu’uni lao                              | Strictly monitored by Commission with some improvements noted<br><br>Fakamamafa’i hono siofi ‘e he Komisoni ‘aki ha ngaahi fakalelei                                  |

|                                                                                                    |                                                                                                               |                                            |                    |                    |                    |               |                                            |                                                                                                                                            |
|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------|--------------------|--------------------|---------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2.Kau hū fo'ou - Fokotu'utu'u fakatupulekina</b>                                                | % 'o e ngaahi tu'unga mahu'inga kuo fakangofua ko e patiseti mo e fakahokohoko 'o e ngaahi me'a ne vahe kiai. | 1 miliona                                  | 1 miliona          | < pē =             | < pē =             |               | <b>Tauhi pē fakasi'isi'i 'o e patiseti</b> | Ta'ofi 'o e filifili ngaahi lakanga fiema'u vivili. Ngaahi ola ki he fokotu'utu'u ki he kau ngāue ko e lakanga pē 'e 12 kuo 'osi fokotu'u. |
| <b>3.Lesisita fakatahataha'i 'o e plokalama vāhenga</b>                                            | Kakato kongā 2 'o e lesisita                                                                                  | 11% liliu ngaahi fakamatala MOF pea mo PSC | 8%                 | 5%                 | 3%                 | Leva'i kakato | <b>Ngaahi faikehekehe</b>                  | Toloi kae'oua kuo lele 'a e polokalama fakapa'anga                                                                                         |
|                                                                                                    | Konga hono 3 ngaahi polokalama ki hono ohi 'a e ngaahi 'ilo fakanetiueka                                      | <b>Hulu fakata'u \$126,474.07</b>          | Holo hifo 'aki 70% | Holo hifo 'aki 85% | Holo hifo 'aki 95% | \$0           |                                            | Ko hono tuku atu 'o e ngaahi mo'ua ke fakafoki mai ki he Potungāue 'Ateni Seniale.                                                         |
| <b>4. Fokotu'utu'u ngaahi lakanga ki he kau ngāue fakapule'anga pea mo hono ngaahi makatu'unga</b> | Tali 'e he Kapinetiç 'a e fakataukeyi ngāue                                                                   | 30%                                        | 1                  | 1                  |                    |               | <b>Fakafo'ou ma'u pe</b>                   | Toloi hono siofi ngaahi fakataukeyi ngāue kae siofi 'a e ngaahi fokotu'utu'u ngāue                                                         |
|                                                                                                    | Tohi tala ngāue liliu ki he fokotu'utu'u fo'ou                                                                | 30%                                        | 70%                | 90%                | 100%               | 100%          | <b>Polokalama uepisaiti</b>                | 849 'a e ngaahi tohi tala ngāue kuo 'osi liliu ki he fokotu'utu'u fo'ou (50%) kau ki ai Potungāue Ako                                      |
|                                                                                                    | Fakakalakalasi 'o e ngaahi tu'unga lakanga (hingo'a 'o e ngaahi lakanga, kulupu kau kiai)                     | Koe COP lolotonga(100% talu mei 2019)      | 100% updated       | 100%               | 100%               | 100%          | <b>Faingofua ke a'u ki ai</b>              | Fa'unga 'o e kulupu tohi tala ngāue pea mo e tanaki fo'ou ki he liliu ki he tohi tala ngāue                                                |

|                                                             |                                                                                            |                                                                                                                         |                                                                                           |                                       |                                |                                |      |                                                                                 |                                                                                                                                       |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------|--------------------------------|--------------------------------|------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
|                                                             | 5. Toe vakai 'I 'o e vāhenga – fakapale mo e ngaahi me'a faka'ai'ai                        | Siofi 'o e ngaahi founa pule'i fakahoko fatongia mo e ngaahi fakapale                                                   | Patiseti ki he PMS 2.1 miliona                                                            |                                       |                                |                                |      | 'Ikai ha fakana'ina'i ki he fakamole fakalukufua / hiki hake ngaahi a'usia /ola | Ko e ngaahi fakapale ki he PMS he ta'u fakapa'anga 2022/23 na'e ma'ulalo ia 'I he patiseti 'I he \$1.8 miliona.                       |
|                                                             | 6. Fakafepaki 'o e faihala                                                                 | Tali 'e he Kapineta ha tu'utu'uni ngāue ki he founa kākā pē ko e fakalelei 'i 'a e tu'utu'uni ngāue ki he founa tautea. | Tisema 2022 (Tupu tokoni ki he Patiseti)                                                  | Fak aho ko                            |                                |                                |      | Ngaahi 'amanaki 'e ma'u mei he ngaahi founa kākā                                | Na'e fakahoko ha ngaahi polokalama talatalanoa ki he tu'utu'uni ngāue ki he founa kākā ki he konga lahi 'o e kau ngāue kau ai mo motu |
| Ngaahi me'afua ki he polokalama ako                         | Ngaahi ngāue kuo fokotu'utu'u ke fakahoko                                                  | Ngaahi faka'ilonga (Fika / Me'a Ngāue)                                                                                  | Kamata'anga fiema'u                                                                       | Ngaahi taketi                         |                                |                                |      | Ngaahi faka'ilonga ki he ola                                                    |                                                                                                                                       |
| Ngaahi fakalelei ki he human capital, tu'uloa mo kaungatonu | Poupou'i kau ngāue fakapolofesinale 'i he ngaahi tu'unga kotoa pe (taupei 'o e ngāue'anga) | Ngaahi me'a lalahi ha kitu'a<br><br>Hiki hake ngaahi tu'unga fakaako 'o 'ikai Sii hifo he 3% ta'u kotoa pe.             | Kamata'anga 2,954 (15 PhD, 200 Masters, 63 Postgrad, 669 Bachelor, 1683 Dip. & 324 Cert.) | 2022<br>(≤)3%                         | 2023<br>3%                     | 2024<br>3%                     | 2025 | Fakasi'isi'i fakata'u 'aki 3% 'o e ngaahi lakanga kei tuku 'ata (mataotao)      | 3,093 (11 PhD, 199 Masters, 56 Postgrad, 732 Bachelor, 1794 Dip. & 301 Cert)                                                          |
|                                                             | 1. Polokalama Taki mo e tokangaekina kau fakahoko ngāue ma'olunga                          | Ola ngaahi fakahoko fatongia 'o e ngaahi Potungāue = Pale tu'ukimu'a                                                    | Kamata'anga fiema'u ki he 2019                                                            | 20% Ngaahi Potungāue na'a nau kau atu | 50% 'o kinaut olu na'e kau atu | 80% 'o kinaut olu na'e kau atu | 100% | Fakalelei ki he fika fakahoko fatongia                                          | Toloi 'o e ngaahi pale tu'ukimu'a                                                                                                     |
|                                                             |                                                                                            | Hiki hake 'a e kau taki pea mo e talentpool                                                                             | Kau ako kamata 2021                                                                       | 3% up                                 | 3% up                          | 10% up                         | 10%  | 3% - 10% Tokoni fakata'u 'I he ngaahi lakanga ta'imu'a                          | Hiki 'aki 4% 'o e polokalama fakataki                                                                                                 |

|  |                                                                    |                                                                                                                                                                                                                                                                                                                                     |                                       |                                                           |                                                           |                                                           |                                                           |                                                                                                                                                                                       |                                                                                       |
|--|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|  | <p>2. Ngaahi potō'i ngāue</p> <p>2a. Sekitoa fakahoko fatongia</p> | <p>'Oku 'i ai faingamalie kianautilu kau ngāue taukei</p> <p>* Lahi 'o e ngaahi potō'i ngāue 'oku fu'u fiema'u vivili</p>                                                                                                                                                                                                           | <p>Mei he kau ngāue 'e toko 1,214</p> | <p>1-3% 'i he ngaahi tafa'aki 'o e potō'i ngāue fo'ou</p> | <p>1-3% 'i he ngaahi tafa'aki 'o e potō'i ngāue fo'ou</p> | <p>1-3% 'i he ngaahi tafa'aki 'o e potō'i ngāue fo'ou</p> | <p>1-3% 'i he ngaahi tafa'aki 'o e potō'i ngāue fo'ou</p> | <p>Kau ngāue 'i he 'elia - 'analaiso tu'utu'uni ngāue, change management, M&amp;E, palani ngāue, tokangaekina ngaahi Potungāue, fakalao, mataotao 'i he me'a fakalao</p>              | <p>8% 'o e ngaahi sikolasipi 'oku vahevahe 'i he 2024 ki he ngaahi 'elia ko 'eni.</p> |
|  | <p>2b. Sekitoa langa fakalakalaka</p>                              | <p>Kau ngāue matiketika 'oku nau faingamālie</p> <p>Lahi ngaahi potō'i ngāue 'oku fiema'u vivili 'i he tafa'aki fakatekinikale 'o hange ko e ma'u'anga ivi, feliuliuaki 'o e 'ea, 'ātakai, langa fale, ngaahi hala pule'anga, marine, aviation industries, fefakatau'aki, civil engineering, ICT data/software/digital platform</p> | <p>Mei he kau ngāue 'e toko 3,040</p> | <p>3% 'o kinautilu kau ngāue mataotao fakatekinikale</p>  | <p>3 – 5%</p>                                             | <p>5 – 10%</p>                                            | <p>10%</p>                                                | <p>Kau ngāue 'i he ngaahi 'elia ko 'eni – green economy, fokotu'utu'u ke kaufaki'i feliuliuaki 'o e 'ea, actuarials, architects, 'enisinia, ICT, data and software engineers etc.</p> | <p>12% 'o e ngaahi sikolasipi kuo vahevahe ki he 2024 ki he ngaahi 'elia ko 'eni</p>  |

|  |                                                                                           |                                                                                                                                                |                                                                                                                |                |                |                |                |                                                                                                                                                                          |                                                                                                                                              |
|--|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p><b>3. Ngaahi 'ulungaanga fakaengāue</b></p> <p>Ngaahi 'ulungaanga lelei fakaengāue</p> | <p>* Hiki hake tukunga fakafiemālie, faka'ai'ai mo fakakau 'o kinautolu kau ngāue fakapule'anga</p> <p>Levolo ó e falala mo tu'unga totonu</p> | <p>Baseline - ref toStatistics baseline survey 2018/19 (from public)</p> <p>Of civil servants(no baseline)</p> | % satisfaction | % satisfaction | % satisfaction | % satisfaction | <p>Ngaahi lelei fakalukufua 'o e tūkunga fakafiemālie kau kasitoma ki he fengaue'aki 'a e kau ngāue</p> <p>Pale ki he fakahoko fatongia lelei taha fakalele fakata'u</p> | <p>Ngaahi Konifelenisi ki he 'ilo fo'ou fakahoko he ta'u kotoa pe 'i he māhina ko Sune</p> <p>Toloi 'o e savea ki he kau ngāue fekau'aki</p> |
|--|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|

# 1. 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'

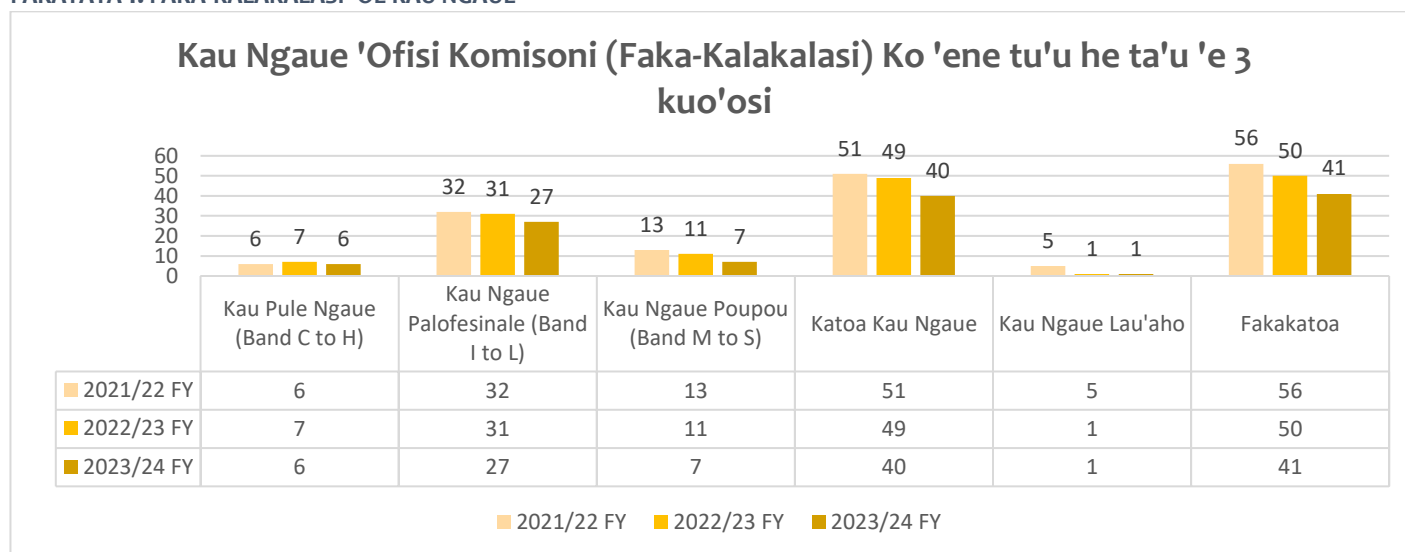
'I he 'aho 3 'o Sune 2024, na'e fe'unga 'a e kau ngāue 'a e 'Ofisi Komisoni Ngāue fakapule'anga' mo e toko fāngofulu-mā-taha (41) fakakātoa. 'I he ngaahi lakanga ko eni;

- Toko fāngofulu-mā-taha (41) na'a nau ma'u ngāue (*kau ai 'ae ngāue lau 'aho*).
- Toko ua (2) 'oku na lolotonga mavahe mei he ngāue'. Toko taha (1) 'oku folau ako pea toko taha (1) ko e muimui folau 'i hono hoa 'oku ako.
- Lakanga 'e ono (6) na'e 'atā pea 'oku te'eki ke fetongi (2 x 'Ofisa Tokangaekina Kau Ngāue, 1 x Tauhi Tohi, 2 x 'Ofisa Tokoni Tauhi Lekooti mo e 1 x Faka'uli).

TĒPILE 1: 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    | 5                  | 1                   | -                  | -             | 6               |
| 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                  | -                   | -                  | -             | 4               |
| 7 | Vāhenga                                                  | 2                  | -                   | -                  | 1             | 3               |
| 8 | Ngāue Faka'ofisi                                         | 12                 | -                   | 1                  | 4             | 17              |
|   | <b>Fakakātoa</b>                                         | <b>39</b>          | <b>1</b>            | <b>1</b>           | <b>7</b>      | <b>48</b>       |

FAKATĀTĀ 1: FAKA-KALAKALASI 'OE KAU NGĀUE'



3.1.1 Fokotu’u Fo’ou

Na’e fe’unga mo e toko tolu (3) 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. Tu’itamala Vaka | Tokoni Sekelitali Pule      | 5 Tisema 2023 |
| 2. Yolanda Moeaki  | ‘Ofisa Ngāue                | 6 Mē 2024     |
| 3. Vaimoana Vi     | ‘Ofisa Tokoni Tauhi Lekooti | 6 Mē 2024     |

3.1.2 Hiki Hake ‘i he ‘Ofisi ‘o e Komisoni’

Ko e kau ngāue ‘e toko fitu (7) ne nau ma’u faingamālie ke nau hiki hake ki he ngaahi lakanga mā’olunga ange ‘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. Ronny Fono (‘Ofisa Pule ki hono Tokangaekina Kau Ngāue Ma’olunga) | Tokoni Sekelitali Pule, Fakalakalaka ‘o e Fakahoko Fatongia                  | 22 ‘Aokosi 2023 |
| 2. Salome ‘Akauola (Pule Ngaue)                                      | Tokoni Sekelitali Pule, Tokangaekina Kau Ngāue Fakapule’anga                 | 23 Nōvema 2023  |
| 3. Mele Paea Latu (Tokoni Sekelitali)                                | ‘Ofisa Tokangaekina Kau Ngāue Ma’olunga, Fakalakalaka ‘o e Fakahoko Fatongia | 23 Nōvema 2023  |
| 4. Taina Fifita (‘Ofisa Tokangaekina Kau Ngaue)                      | Ófisa Tokangaekina Kau Ngāue, Va’a Tokangaekina Kau ‘Ofisa Pule Ngāue        | 23 Nōvema 2023  |
| 5. Meliame Lea, (‘Ofisa Ngāue)                                       | ‘Ofisa Tokangaekina Kau Ngāue, Vaá Tokangaekina Kau Ófisa Pule Ngāue         | 23 Nōvema 2023  |
| 6. Sosaia Manakofua (‘Ofisa Tokoni Tauhi Lekooti)                    | ‘Ofisa Tauhi Lekooti, Va’a Ngāue Faka’ofisi                                  | 25 Ma’asi 2024  |
| 7. Taniela Makisi (‘Ofisa Pule Tokangaekina Kau Ngāue)               | Pule Ngaue, Vaá Tokangaekina Kau ‘Ofisa Pule Ngāue                           | 3 Mē 2024       |

3.1.3 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 mā’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. Matangimalie Tu’iono, ‘Ofisa Tauhi Tohi | Tokoni Sekelitali                 | ‘Ofisi Palemia ‘o Tonga | 04 Ma’asi 2024 |
| 2. Romney Laiafi, Faka’uli                 | Faka’uli                          | ‘Ofisi Palemia ‘o Tonga | 25 Ma’asi 2024 |

3.1.4 Fakafisi mei he ngāue

Ko e toko ua (2) 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. ‘Elisapeta Lemoto Fa‘aui | Faingamālie Ngāue kitu‘a mei he Pule‘anga      | 24 Siulai 2023   |
| 2. Sione Taufo‘ou           | ‘UHINGA Fakaefāfili pe mo e ngaahi me‘a makehe | 14 Sepitema 2023 |

**3.1.5 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 10: NGAHI FOLAU KI MULI**

| Hingoa                                                      | Fonua Muli            | Hingoa ‘O e Ako                                                                                                                                                                                                                                            | Fakapa‘anga                                                                          |
|-------------------------------------------------------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 1. Rico Tuhanuku, ‘Ofisa Lao                                | Singapoa              | Fakataha ki he Palani Fakataki Ngāue mo e Tokangaekina e Fonua, 31 Siulai – 4 ‘Aokosi 2023                                                                                                                                                                 | Tikite folau totongi 'e he Pule‘anga Tonga pea toenga totongi kotoa 'e Singapoa      |
| 2. Fusi Nolini Vaka‘uta, ‘Ofisa Pule Tokangaekina Kau Ngāue | Fisi                  | Ako Fakatu‘apule‘anga ki he Sivilivivi‘i e lahi e Ngaahi Fiema‘u mo e Fakalakalaka, 12 – 13 ‘Okatopa 2023                                                                                                                                                  | Totongi Kotoa 'e he Pangike 'a 'Esia                                                 |
| 3. Victorina Kioa, Pule Ngāue                               | Saute Kolea           | UN DESA Konifelenisi Fakatu‘apule‘anga hono 7 ki he Pule‘i Lelei mo e Ngaahi Liliu Fakakomipiuta ki hono Fakavave‘i e Laka ki mu‘a ki he ‘Asenita 2030 mo e solova‘anga ‘i hono Poupoua, Fakatolonga, Tu‘uloa mo e Fakakaukau Fo‘ou, 17 – 19 ‘Okatopa 2024 | Totongi Kotoa 'e he Kautaha 'a e Ngaahi Pule'anga Fakatahataha (UN)                  |
| 4. Victorina Kioa, Pule Ngāue                               | Saute Kolea           | Ako Faka‘atamai ki he Fakakaukau, Folau takai á e To‘utupu, fakafeohi fakamamani lahi á e To‘utupu, 20 – 28 Ókatopa 2023                                                                                                                                   | Totongi e tikite folau 'e he Pule'anga Tonga pea toenga totongi kotoa 'e Kolea Tonga |
| 5. Fusi Nolini Vaka‘uta, ‘Ofisa Pule Tokangaekina Kau Ngāue |                       |                                                                                                                                                                                                                                                            |                                                                                      |
| 6. Neliane Afu, ‘Ofisa Pule Tokangaekina Kau Ngāue          |                       |                                                                                                                                                                                                                                                            |                                                                                      |
| 7. Wesley Tu‘i‘onetoa                                       |                       |                                                                                                                                                                                                                                                            |                                                                                      |
| 8. Ronny Fono, Tokoni Pule                                  | Singapoa              | Ako ki he Fakakaukaufo‘ou hono Ngaue‘aki e Fetu‘utaki Faka‘initaneti ke Hiki‘i hake Tu‘unga Fakahoko Fatongia ‘a e Pule‘anga, 23 – 27 ‘Okatopa 2023                                                                                                        | Tikite folau totongi ‘e he Pule'anga Tonga pea toenga totongi kotoa ‘e Singapoa      |
| 9. Posesi Bloomfield, Memipa Komisiona                      | Uelingatoni, Nu‘usila | Fono ‘a e Komisoni Ngāue Fakapule‘anga ‘a e Pasifiki ki he Ta‘u 2023, 13 – 17 Nōvema 2023                                                                                                                                                                  | Totongi Kotoa Nu‘usila                                                               |
| 10. Keni Tu‘uhetoka, Tokoni Pule                            |                       |                                                                                                                                                                                                                                                            |                                                                                      |
| 11. Salome ‘Akauola, Tokoni Pule                            |                       |                                                                                                                                                                                                                                                            |                                                                                      |
| 12. Siale ‘Akauola, ‘Ofisa Komipiuta Ma‘olunga              | Singapoa              | Ngaahi Taumu‘a Ngāue, Faingāmalie, mo e Tokangaekina hono Malu‘i e                                                                                                                                                                                         | Tikite folau totongi ‘e he Pule'anga Tonga                                           |

|                                                              |                       |                                                                                                                                                                                                                 |  |
|--------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|                                                              |                       | ngaahi me‘a Ngāue mei he Ngaahipea toenga totongi Kākā ‘oku Fakahoko he Komipiuta mokotoa ‘e Singapoa e Tekinolosia                                                                                             |  |
| 13. Victorina Kioa, Pule Ngāue                               | Uelingatoni, Nu‘usila | A‘ahi ‘a e Komisoni NgāueVahevahe: Totongi Fakapule‘anga ‘a Tonga ki he KomisoniPuleānga Tonga tikite Ngāue Fakapule‘anga ‘a Nu‘usilaFolau – Totongi (Fale), Nu‘usila 2024, 2 – 9 Ma‘asi 2024toenga 'e Nu‘usila |  |
| 14. Salome ‘Akauola, Tokoni Pule                             |                       |                                                                                                                                                                                                                 |  |
| 15. Keni Tu‘uhetoka, Tokoni Pule                             |                       |                                                                                                                                                                                                                 |  |
| 16. Mele Paea Latu, ‘Ofisa Pule Tokangaekina Kau Ngāue       |                       |                                                                                                                                                                                                                 |  |
| 17. Rico Tuhonuku, ‘Ofisa Lao                                | ‘Aositelelia          | A‘ahi ‘a e Komisoni NgāueTotongi Kotoa Fakapule‘anga ‘a Tonga ki he Komisoni‘Aositelelia Ngāue Fakapule‘anga ‘a ‘Aositelēlia, 8 – 11 ‘Epeleli 2024                                                              |  |
| 18. Victorina Kioa, Pule Ngāue                               |                       |                                                                                                                                                                                                                 |  |
| 19. Tu‘itamala Vaka, Tokoni Pule                             |                       |                                                                                                                                                                                                                 |  |
| 20. Kolosia Kengike, ‘Ofisa Pule Tokangaekina Kau Ngāue      |                       |                                                                                                                                                                                                                 |  |
| 21. Fusi Nolini Vaka‘uta, ‘Ofisa Pule Tokangaekina Kau Ngāue | ‘Aositelelia          | Ako ki he Palani Fakataki mo eTotongi Kotoa Tokangaekina e Fakahoko Fatongia, 31‘Aositelelia Siulai – 4 ‘Aokosi 2023                                                                                            |  |



**FAKATATA 3: - TO‘OHEMA KI TO‘OMATA‘U: ‘Ā‘ĀHI ‘Ā E MEMIPA KOMISONA MO E MEMIPA ‘OFISI KI NU‘USILA, ‘OFISA PULE NGĀUE ‘Ā E KOMISONI MO E KAU NGĀUE HE NAU “A‘AHI ATU KI HE KOMISONI ‘A ‘AOSITELELIA, KAE‘UMA‘A LAVA ATU ‘A E ‘OFISI KO E ‘A‘AHI KI HE FALE NGĀUE FAKAPULE‘ANGA ‘I NU‘USILA**

### 3.1.6 Folau Fakalotofonua

‘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” mo e 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 mo e ngaahi palopalema
- Fakahoko ngaahi ako (Fakataukei ‘o e kau ngāue fo‘ou)

**TĒPILE 11: FOLAU FAKALOTOFONUA ‘OFISI E KOMISONI’**

| Vava‘u               | Ha‘apai             | ‘Eua                    |
|----------------------|---------------------|-------------------------|
| ‘A‘ahi 1             |                     |                         |
| 20 – 24 Novema 2023  | 20 – 22 Novema 2023 | 27 – 29 Novema 2023     |
| 1. Ronny Fono        | 1. Keni Tu‘uhetoka  | 1. Fusi Nolini Vaka‘uta |
| 2. Mona Taumoe folau | 2. Mele Paea Latu   | 2. Fua Holani           |
| 3. ‘Omeia Lavemai    | 3. Taniela Makisi   | 3. ‘Akesa ‘Ahokava      |
| 4. Te-Rhani Kara     | 4. Silia Leha       | 4. Vaea ‘Akauola        |

|                        |                        |                        |
|------------------------|------------------------|------------------------|
| 5. Matangi Tu'iono     |                        | 5. Matangi Tu'iono     |
| <b>'A'ahi 2</b>        |                        |                        |
| <b>27 - 29 Me 2024</b> | <b>27 - 29 Me 2024</b> | <b>29 - 31 Me 2024</b> |
| 1. Ronny Fono          | 1. Suliana Wolfgramm   | 1. Suliana Wolfgramm   |
| 2. Malia Tonga         | 2. Mele Paea Latu      | 2. Te-Rhani Kara       |



FAKATĀTĀ 4: TOÓHEMA KI TOÓMATAÚ: - ÁÁHI Á E ÓFISI KOMISONI KI HE NGAHI VAA Á E NGAHI POTUNGAUE Í ÉUA, HAÁPAI, PEA MO VAVAU

‘I he ta’u fakapa’anga hono fā (4) na’e lava lelei ‘a e folau mei he ‘Ofisi ‘o e Komisoni’ ki he ongo Niua (i.e. Niua Toputapu mo Niua Fo’ou) ‘osi ia ha ta’u ‘e valu (8) ‘a e toe folau ‘a e ‘Ofisi ki he ongo motu’ ni. Lava lelei mo hono fakahoko ‘a e ngaahi polokalama ako mo e talanoa ki he kau Ngāue Fakapule’anga he ongo motu ni.

TĒPILE 12: FOLAU FAKALOTOFONUA ‘OFISI E KOMISONI’ KI HE ONGO NIUA

| <b>'A'ahi 3</b>                  |                                                    |
|----------------------------------|----------------------------------------------------|
| <b>Niua Fo’ou</b>                | <b>Niua Toputapu</b>                               |
| <b>23 Me 2024 – 08 Sune 2024</b> | <b>15<sup>th</sup> – 27<sup>th</sup> Sune 2024</b> |
| 1. Mrs. Nolini Vaka’uta          | 1. Mr. Vaea ‘Akauola                               |
| 2. Mr. Vaea ‘Akauola             | 2. Ms. ‘Ana Tautu’a’a                              |



FAKATĀTĀ 5: - TOÓHEMA – TOÓMATAÚ: -‘ÁÁHI ATU KI HE KAU NGAUE Í HE MOTU NIUA FOÓU KAEÚMAÁ ÁÁHI KI HE KAU NGAUE Í NIUA TOPUTAPU

### 3.1.7 Ma’u Ngāue

TĒPILE 13: MA’U NGĀUE ‘OFISI KOMISONI FAKA KUATA

| Ma’u Ngāue | Ma’u ‘a e Taimi % | Tomui % | Livi mei he Ngāue % | Ngāue faka’ofisiale (Folau) |
|------------|-------------------|---------|---------------------|-----------------------------|
|------------|-------------------|---------|---------------------|-----------------------------|

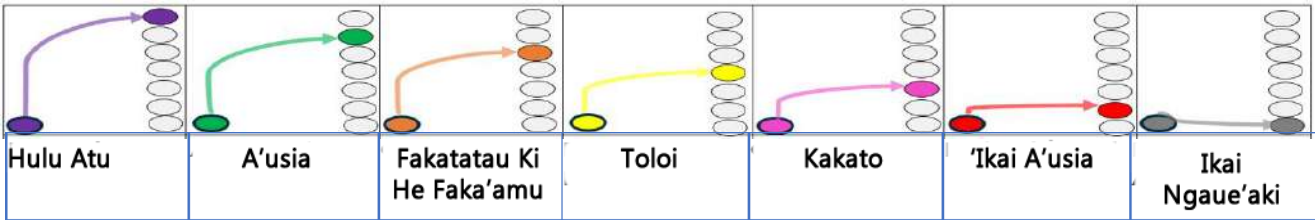
|                |     |     |     |     |
|----------------|-----|-----|-----|-----|
| <b>Kuata 1</b> | 68% | 32% | 25% | 2%  |
| <b>Kuata 2</b> | 71% | 29% | 29% | 11% |
| <b>Kuata 3</b> | 73% | 27% | 35% | 7%  |
| <b>Kuata 4</b> | 73% | 27% | 23% | 8%  |

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

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

- Ko e tokoni ‘a e Komisoni’ ki he Taumu’a Ngāue Fakalukufua ‘a e Pule’anga’ (Palani Fakalalakaka Fakafonua Hono II ‘a Tonga 2015 – 2025, Halafononga Samoa, Ngaahi Taumu’a Langa Fakalalakaka Tu’uloa).
- Fakahoko Fatongia fakatatau ki he Palani Ngāue Faka Ta’u 2023/2024.

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 6: 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 Fakalalakaka Tu’uloa mo e Palani Fakalalakaka Fakafonua Hono II ‘a Tonga

‘Oku tokoni hangatonu e Komisoni ki he ngaahi Taumu’a Langa Fakalalakaka Tu’uloa mo e Halafononga Samoa ‘i he taumu’a ‘e ua – Taumu’a Langa Fakalalakaka 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 A MO E HALAFONONGA SAMOA

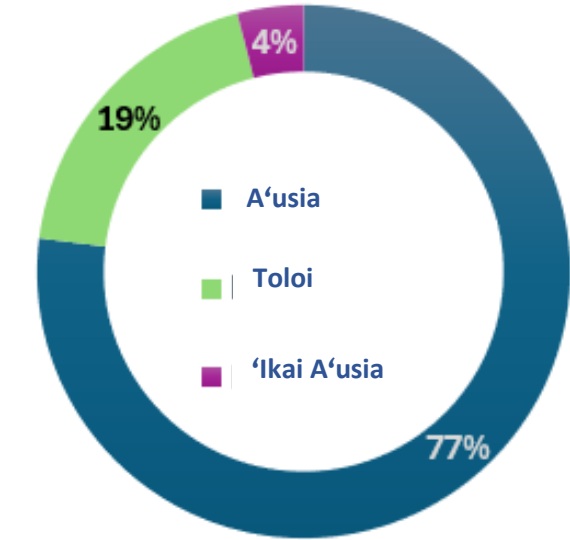
| Ngaahi Taumu’a Langa Fakalalakaka Tu’uloa | Halafononga SAMOA                                            | Taketi                                                      | Ngaahi Me’afua                                                                           | A’usia                                                                                                                                                                                  |
|-------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Taumu’a 4<br>Ako lelei                    | S4<br>Ako<br><br>S5<br>Langa e malava ke fakahoko e fatongia | Ngaahi Taumu’a Langa Fakalalakaka 4b<br>(Ngaahi Sikolasipi) | 4.b.1<br>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.<br><br>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).                                                                                      |
| <p><b>Taumu'a 5</b></p> <p>Vahevahe tatau ki he kakai tangata mo e fefine, pea fakaivia e kakai fefine mo e fānau fefine</p>                                                                                                                                        | <p><b>S6</b><br/>Vahevahe tatau pea moe fakatupulekina e kakai fefine</p> | <p><b>Ngaahi Taumu'a Langa Fakalakalaka Taketi 5.1</b><br/>Fakangata e ngaahi fakaehaua ki he kakai mo e fānau fefine kotoa</p>                                                                                                                    | <p><b>Faka'ilonga</b><br/>Pe 'oku 'i ai ha ngaahi pa'anga ke hakeaki'i, fakamalo'ia mo muimui'i e tu'unga tatau 'o fefine mo e ngaahi fakaehaua kiate kinautolu.</p>                                              | <p>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.</p>                                                                       |
|                                                                                                                                                                                                                                                                     |                                                                           | <p><b>Ngaahi Taumu'a Langa Fakalakalaka Taketi 5.5</b><br/>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)</p> | <p><b>Faka'ilonga</b><br/>5.5.2 Tokolahi e kakai fefine 'i he ngaahi lakanga taki.</p>                                                                                                                            | <p>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.</p> <p>Fefine: Tangata (Tepile I &amp; II)<br/>Levolo 'Ofisa Pule Ngāue ko e 87:13%<br/>Levolo 'Ofisa Tokoni Pule Ngāue 59%:41% (Tepile I)<br/>12%:88% (Tepile II)</p>        |
| <p><b>Taumu'a 16</b></p> <p>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.</p> | <p><b>S7</b><br/>Faka'ai'ai ha sosaieti melino mo malu</p>                | <p><b>Ngaahi Taumu'a Langa Fakalakalaka Taketi 16.6</b><br/>Fa'u ha ngaahi ako'anga/ me'angāue 'oku 'aonga mo 'ata kitu'a pea tali ui ki ai 'i he levolo kotoa</p>                                                                                 | <p><b>Faka'ilonga</b><br/>16.6.2 Tokolahi 'o e fonua 'oku nau fiamālie ki he 'enau fetaulaki fakamuimitaha mo e sēvesi 'a e ngāue fakapule'anga</p>                                                               | <p>Vakai ki he Taumu'a Ola 5 'i he ngaahi savea na'e fakahoko'.</p>                                                                                                                                                                                                                                  |
|                                                                                                                                                                                                                                                                     | <p><b>S8</b><br/>Ngaahi Fakamatala moe Sitetisitika</p>                   |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                     | <p><b>S8</b><br/>Ngaahi Fakamatala moe Sitetisitika</p>                   | <p><b>Ngaahi Taumu'a Langa Fakalakalaka Taketi 16.7</b><br/>Fakapapau'i 'oku kau katoa, mo lava 'o fakafofonga'i 'a e ngaahi fai tu'utu'uni 'i he lēvolo kotoa pē</p>                                                                              | <p><b>Me'afua</b><br/>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.</p> | <p>Vakai ki he Taumu'a 1, Taumu'a Ola 5 hange ko ia 'i 'olunga</p> <p>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 Kapineta 'i Sune 2021 pea 'oku liliu ma'u pe fakatatau ki he ngaahi me'a 'oku hoko.</p> |

**Fakatokanga'i Ange:** Ko e taha e ngaahi maka maile mahu'inga (faka'atā 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'a taimi. Ko e 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 kaunga tonu mo e kau ngāue', 'o

kau ai ‘a e Fakakina Fakalielia, Takiekina Ki Hono Ngāue‘aki ‘o e Mitia Fakasōsiale mo e 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 tali ui 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 7: OLA ‘O E NGAahi ME‘AFUA ‘OE PALANI NGAUE (CP) ‘I HE ‘AHO 30 SUNE 2023.

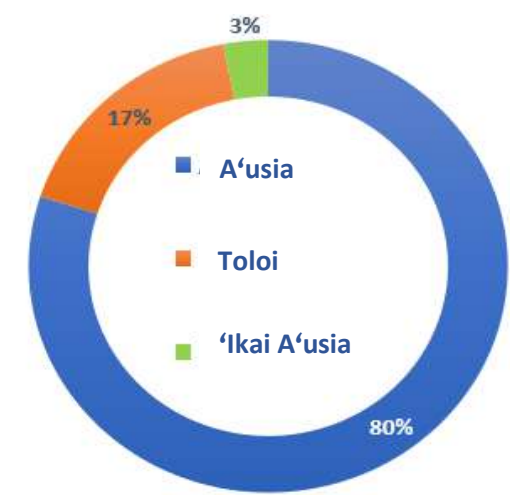
Ko e Palani Ngāue 2022/23 ki he 2025/26 ‘oku ne fakahoko mai ha ngaahi fatongia mei he ngaahi palani ngāue ‘o e ta‘u kimu‘a’ kau ki ai ‘a e polokalama Talatalanoa ‘a ia na‘e ki‘i ta‘ofi fakataimi koe‘uhi’ ko e uestia ‘o e Koviti-19. ‘I he kongā ‘o e ta‘u fakapa‘anga, na‘e lava ai ‘e he ‘Ofisi’ ke hoko atu ‘enau fakahoko fatongia ‘o fakakakato ‘a e ngaahi palani ngāue ki he polokalama talatalanoa ‘o fakakau ai mo Niua Toputapu mo Niua Fo‘ou. Na‘e ‘i ai foki ‘a e pole ‘i hono feinga ke fa‘u ha vāhenga ‘o e kau ngāue fakapule‘anga’ koe‘uhi’ ko e ‘ikai ma‘u ha ngaahi fakamatala ngāue mei he Potungāue Pa‘anga’, ‘i he’ene pehee’ na‘e kei hoko atu pe ‘a e ngāue ‘a e ‘Ofisi’ ki hono toe fekumi ha ngaahi tafa‘aki ke fakalakalaka ai ‘a e founga ngāue ki hono tokangaekina ‘o e kau ngāue mo e taumu‘a ke malava pe ‘e he ‘Ofisi’ ‘o ma‘u ‘a e ngaahi fakamatala ngāue. Na‘e hoko foki pea mo e tokosi‘i ‘o kinautolu kau ngāue fakapule‘anga ke kau atu ki he ngaahi polokalama ako ke fakaivia ‘a e ngāue fakataki kae‘uma‘a tokangaekina ‘o e ngaahi talēniti.

Na‘e fe‘unga fakakātoa mo e ngaahi me‘afua levolo ma‘olunga ‘e valungofulu-mā-tolu (83) na‘e tali ke fakahoko ‘i he ta‘u fakapa‘anga 2023/2024. Koe ngaahi a‘usia ‘a e ngaahi va‘a ‘oku haa atu ‘i lalo;

TĒPILE 15: KONGOKONGA LALAH E OLA ‘O E PALANI FAKALUKUFUA MO E SIOFI MO FUA E FAKAHOKO FATONGIA ‘A E KOMISONI’ KI HE TA‘U FAKAPA‘ANGA 2023/24

| OLA FAKAPESETI ‘O E FAKAHOKO FATONGIA Á E KOMISONI FAKATATAU KI HE NGAahi ME‘AFUA MA‘OLUNGA ‘I HE PALANI FAKATA‘U TOLU = TA‘U 2023-24 |                                                       |                          |        |        |            |       |              |     |        |
|---------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|--------------------------|--------|--------|------------|-------|--------------|-----|--------|
| Siofi ‘Aki ‘a e Lanu Maama Hala                                                                                                       |                                                       | Fakakatoa ngaahi Me‘afua | Mahulu | A‘usia | Lele Lelei | Toloi | ‘Ikai A‘usia | N/A | Kakato |
| 1                                                                                                                                     | Tataki mo e Tokangaekina Kau Fakahoko Ngaue Ma‘olunga | 12                       | 8%     | 75%    |            |       | 17%          |     |        |
| 2                                                                                                                                     | Va‘a Fakalao, Tu‘utu‘uni Ngāue mo e Ngaahi Fakatotolo | 9                        | 11%    | 67%    |            |       |              | 11% | 11%    |
| 3                                                                                                                                     | Fakalakalaka Fakaēngāue‘anga                          | 6                        | 67%    | 17%    |            |       |              | 17% |        |
| 4                                                                                                                                     | Siofi Fakalukufua                                     | 10                       | 30%    | 40%    |            |       |              | 30% |        |
| 5                                                                                                                                     | Tokangaekina ‘o e kau ngāue                           | 15                       | 47%    | 20%    |            | 27%   | 7%           |     |        |
| 6                                                                                                                                     | Vāhenga                                               | 11                       | 18%    | 36%    |            | 27%   |              | 9%  | 9%     |
| 7                                                                                                                                     | Fakalakalaka ‘o e Fakahoko Fatongia                   | 9                        | 11%    | 11%    |            | 11%   |              |     | 67%    |
| 8                                                                                                                                     | Ngāue Faka ‘ofisi                                     | 11                       | 9%     | 45%    |            | 9%    |              | 9%  | 27%    |
| Katoa # Me‘afua                                                                                                                       |                                                       | 83                       | 24%    | 40%    | 0%         | 11%   | 4%           | 8%  | 13%    |

### 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 (80%) fakakātoa ‘o e ngaahi me’afua ngāue ‘e teau-hivangofulu-mā-nima (195) na’e a’usia’, peseti ‘e hongofulu-mā-fitu (17%) na’e toloi, pea ko e peseti ‘e tolu (3%) na’e ‘ikai a’usia.

Ko hono vahevahe iiki ‘o e ngaahi ngāue ‘e teau-hivangofulu-mā-nima (195) mei he Palani Ngāue Fakata’u ‘oku ‘oatu ia ‘i he tepile ‘i lalo’ mei he ngaahi va’a ngāue kotoa pē;

FAKATĀTĀ 8: OLA ‘OE PALANI NGĀUE FAKATA’U ‘I HE ‘AHO 30 SUNE 2024.

TĒPILE 16: KO E OLA FAKALUKUFUA ‘O E NGĀUE ‘A E KOMISONI’ FAKATATAU KI HE PALANI FAKATA’U ‘O E TA’U FAKAPA’ANGA 2023/24.

| OLA (FAKAPESETI) ‘O E FAKAHOKO FATONGAIA ‘A E KOMISONI’ FAKATATAU KI HE NGAahi ME’AFUA MA’OLUNGA ‘I HE PALANI FAKATA’U TOLU’ TA’U 2023-24 |                                                       |                                                                  |        |        |        |               |       |                 |       |
|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|------------------------------------------------------------------|--------|--------|--------|---------------|-------|-----------------|-------|
|                                                                                                                                           | SIOFI ÁKI Á E LANU MAAMA HALA                         | FAKAKATOa<br>NGAAHI<br>ME’AFUA ‘I HE<br>PALANI NGĀUE<br>FAKATA’U | KAKATO | MAHULU | A’USIA | LELE<br>LELEI | TOLOI | ‘IKAI<br>A’USIA | N/A   |
| 1                                                                                                                                         | Tataki mo e Tokangaekina Kau Fakahoko Ngāue Ma’olunga | 49                                                               |        | 20%    | 61%    |               | 10%   | 8%              |       |
| 2                                                                                                                                         | Va’a Fakalao, Tu’utu’uni Ngāue moe Ngaahi Fakatotolo  | 34                                                               | 3%     | 3%     | 74%    |               |       |                 | 21%   |
| 3                                                                                                                                         | Fakalalakaka Fakaēngāue’anga                          | 12                                                               | 25%    | 17%    | 50%    |               |       |                 | 8%    |
| 4                                                                                                                                         | Siofi Fakalukufua                                     | 23                                                               | 9%     | 13%    | 39%    |               | 13%   |                 | 26%   |
| 5                                                                                                                                         | Tokangaekina ‘o e kau ngāue                           | 21                                                               |        | 29%    | 48%    |               | 19%   | 5%              |       |
| 6                                                                                                                                         | Vāhenga                                               | 12                                                               | 17%    | 8%     | 42%    |               | 25%   |                 | 8%    |
| 7                                                                                                                                         | Fakalalakaka ‘o e Fakahoko Fatongia                   | 17                                                               | 65%    |        | 24%    |               | 6%    |                 | 6%    |
| 8                                                                                                                                         | Ngāue Faka ‘ofisi                                     | 27                                                               | 4%     | 11%    | 78%    |               | 4%    |                 | 4%    |
| Koe fakakātoa ‘o e ngāahi me’afua Palani ngāue’ Fakataú:                                                                                  |                                                       | 195                                                              | 10%    | 13%    | 56%    | 0%            | 8.72% | 2.56%           | 8.72% |

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

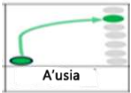
| ‘Ofisi ‘o e Komisoni  | Lalo He 3<br>(1 ki he 1.99) | Lalo He 3<br>(2 ki he 2.9) | Maaka 3<br>(3 ki he 3.4) | Maaka 4<br>(3.5 ki he 4.4) | Maaka 5<br>(4.5 ki he 5) | KATOA |
|-----------------------|-----------------------------|----------------------------|--------------------------|----------------------------|--------------------------|-------|
| 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    |
| 2022/23 Ola Faka’osi  | 0 (0%)                      | 0 (0%)                     | 15 (50%)                 | 15 (15%)                   | 0 (0%)                   | 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 ngāahi polokalama si’i ‘e 8 ‘a e ‘Ofisi’.

Polokalama 1: Founga 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 fā.

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 fale’i’ mo e ngaahi ngāue fakalao ki 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’.

- i. Ko e ngaahi sēvesi ngāue mo e tokoni fakasekelitali ki he fiema’u mei he ‘Ofisi ‘o e Pule Ngāue ki he Komisoni’.
- ii. Ngaahi Fale’i Taki Ngāue
- iii. Taki Ma’olunga ke tokangaekina (Kau Pule Ngāue, Aleapau Ngāue)
- iv. Siofia pea mo hono ngāue fakapotopoto’aki ‘a e Kau Ngāue pea mo e ngaahi naunau ‘a e 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 14 Ma ‘asi 2024 ki he ‘aho 14 Ma’asi 2025.
- Koe fakataha Komisoni fakakātoa ‘e teau-fangofulu-ma-ono (146) na’e fakahoko ‘i he ta’u fakapa’anga 2023/24 pea ko hono fakaikiiki’ ‘oku ‘asi atu ia ‘i lalo’.

| Ngaahi Fakataha Komisoni’: |           |                                                               |                 |         |          |
|----------------------------|-----------|---------------------------------------------------------------|-----------------|---------|----------|
| Mahina:                    | Kau Ngāue | Ngaahi Tu’utu’uni ngāue / Felāve’i mo e kau ‘Ofisa Pule Ngāue | Komisoni Makehe | Tufa pē | FAKAKATO |
| 1 Siulai 2023              | 4         | 4                                                             | 2               | -       | 10       |
| 1 ‘Aokosi 2023             | 5         | 4                                                             | 6               | -       | 15       |
| 1 Sepitema 2023            | 4         | 6                                                             | 7               | -       | 17       |
| 1 ‘Okatopa 2023            | 5         | 5                                                             | 5               | -       | 15       |
| 1 Novema 2023              | 4         | 5                                                             | 4               | -       | 13       |
| 1 Tisema 2023              | 3         | 2                                                             | 5               | -       | 10       |
| 1 Sanuali 2024             | 4         | 4                                                             | 6               | -       | 14       |
| 1 Fepueli 2023             | 4         | 5                                                             | 10              | -       | 19       |
| 1 Ma’asi 2024              | 4         | 4                                                             | 7               | -       | 15       |
| 1 ‘Epeleli 2024            | 5         | 3                                                             | 3               | -       | 11       |
| 1 Mē 2024                  | 4         | 5                                                             | -               | -       | 9        |
| 1 Sune 2024                | 4         | 3                                                             | 1               | -       | 8        |

|           |    |    |    |   |     |
|-----------|----|----|----|---|-----|
| Fakakatoa | 50 | 50 | 56 | 0 | 146 |
|-----------|----|----|----|---|-----|

TĒPILE 18: NGAHI FAKATAHA KOMISONI KI HE TA'U FAKAPA'ANGA 2023/2024

## SO 1.2 Ngaahi fale'i ta'efilifilimanako mo hōhōamālie 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 fou 'a e Komisoni' 'i he ngaahi pole lahi 'i he ta'u kuo maliu atu', 'o felave'i eni mo e feinga ke tu'uaki atu e ngaahi lakanga 'Ofisa Pule Ngāue 'e toko fitu (7), pea mo e lakanga 'Ofisa Pule Ngāue fo'ou 'e taha (1) ki he Ta'u Fakapa'anga hoko'.
- 'I he Ta'u Fakapa'anga 2022/23 na'e fai hono vakai'i e fakahoko fatongia 'a e kau 'Ofisa Pule Ngāue', pea ko e kau 'Ofisa Pule Ngāue pē 'e toko fitu (7) na'e taau ke kau 'atu ki hono sivilivi'i 'enau fakahoko fatongia'. Ko e toenga 'o e kau 'Ofisa Pule Ngāue 'e toko hiva (9) na'a nau kamata ngāue 'i he Ta'u Fakapa'anga 2023, na'e 'ikai tenau malava ke kau atu ki hono sivi'i 'enau fakahoko fatongia 'o makatu'unga he te'eki kakato 'enau taimi fakahoko ngāue' 'o fakatatau ki he fiema'u 'a e polokalama ko eni'.

### SO 1.3.1 Kau 'Ofisa Pule Ngāue fo'ou 'e toko ono (6)

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

| Hingoa                               | Lakanga 'Ofisa Pule Ngāue                                                                                                                                                                                                                         | 'Aho kamata ngāue |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 1. Dr. Reynold Ian 'Ofanoa           | 'Ofisa Pule Ngāue ki he Potungāue Mo'ui                                                                                                                                                                                                           | 6 Siulai 2023     |
| 2. Mr. Sione Pulotu 'Akau'ola        | 'Ofisa Pule Ngāue ki he Fakamatala 'Ea, Ma'u'anga Ivi, Ma'u'anga Fakamatala, Tokangaekina e Ngaahi Fakatamaki, 'Atakai, Fetu'utaki, Feliuliaki 'o e 'Ea, pea mo e Ngaue ki he Malu Faka-komipiuta/Fakakomipiuta'i 'o e Ngaahi Ngaue Fakapule'anga | 7 Sepitema 2023   |
| 3. Dr. Sione Vailala Matoto          | 'Ofisa Pule Ngāue ki he Toutai                                                                                                                                                                                                                    | 22 Novema 2023    |
| 4. Mr. Taaniela Kula                 | 'Ofisa Pule Ngāue ki he Fonua mo e Ngaahi Koloa Fakaenatula                                                                                                                                                                                       | 23 Sanuali 2024   |
| 5. Dr. Fotu Kuohiko Valeli Fisi'iahi | 'Ofisa Pule Ngāue ki he Ngaahi Pisinisi 'a e Pule'anga                                                                                                                                                                                            | 26 Fepueli 2024   |
| 6. 'Akanesi Polotu Paunga            | 'Ofisa Pule Ngāue ki he Ngaahi Ngaue Fakaloto-Fonua                                                                                                                                                                                               | 26 Ma'asi 2024    |

### SO 1.3.2 Fakaloloa Aleapau Ngāue Kau 'Ofisa Pule Ngāue

TĒPILE 20: TO E FAKALOLOA E ALEAPAU NGĀUE E KAU 'OFISA PULE NGĀUE MOTU'A'

| Hingoa                 | Lakanga 'Ofisa Pule Ngāue                            | Piliote Fakaloloa                                    |
|------------------------|------------------------------------------------------|------------------------------------------------------|
| Dr Viliami Toalei Manu | 'Ofisa Pule Ngāue ki he Ngōue, Me'atokoni mo e Vaotā | Fakaloloa ta'u e 1 (01 Novema 2023 - 01 Novema 2024) |

### SO 1.3.3 Kakato e taimi ki he Aleapau Ngāue 'o e Kau 'Ofisa Pule Ngāue

TEPILE 21: TOKOLAHĪ E KAU PULE NGĀUE NE KAKATO ‘ENAU ALEAPAU NGĀUE LOLOTONGA E TA’U FAKAPA’ANGA 2023/2024

| Hingoa                          | Lakanga ‘Ofisa Pule Ngāue                                                    | ‘Aho ne ‘ata ai e lakanga ‘Ofisa Pule Ngāue |
|---------------------------------|------------------------------------------------------------------------------|---------------------------------------------|
| <b>Distaquaine Tu’ihalamaka</b> | ‘Ofisa Pule Ngāue ki he Fefakatau’aki mo e Langa Fakalakalaka Faka’ekonomika | 23 Ma’asi 2024                              |

### SO 1.3.4 Ngaahi fakataha ‘a e kau ‘Ofisa Pule Ngāue’

- Na’e malava ke fakahoko e ngaahi fakataha ‘a e kau ‘Ofisa Pule Ngāue’ ‘e fitu (7) lolotonga ‘a e ta’u fakapa’anga’.

TEPILE 22: NGAHI FAKATAHA ‘A E KAU ‘OFISA PULE NGĀUE’

| Ngaahi ‘Aho Fakataha              | Ngaahi Potungāue Tataki ‘a e Ngaahi Fakataha                                                                   |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------|
| 1. 9 ‘Aokosi 2023                 | Potungāue Takimamata’, Potungāue Tukuha mo e Tute’.                                                            |
| 2. 26 Sepitema 2023               | Potungāue Ako mo e Ako Ngāue’, Potungāue Ngaahi Ngāue Fakaloto-Fonua’.                                         |
| 3. 18 ‘Okatopa 2023               | Potungāue Ngaahi Pisinisi ‘a e Pule’anga’ mo e Potungāue Fakamaau’anga’.                                       |
| 4. 14 Novema 2023 (Special Forum) | ‘Ofisi ‘o e ‘Ateni Seniale.                                                                                    |
| 5. 31 Sanuali 2024                | Potungāue Pa’anga’ mo e ‘Ofisi ‘o e Komisoni ki he kau Ngaue Fakapule’anga’.                                   |
| 6. 27 Ma’asi 2024                 | Potungāue Fefakatau’aki mo e Langa Fakalakalaka Faka’ekonomika’ pea mo e Potungāue Ki he Ngaahi Ngaue Lalahi’. |
| 7. 17 ‘Epeleli 2024               | Potungāue ki he Ngoue’, Me’atokoni moe Vaotā pea mo e Potungāue Toutai’.                                       |

### 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 2022/2023 na’e tali ‘e he Kapineti’ ‘i he ‘aho 9 ‘o Fepueli 2024’ (Tu’utu’uni Kapineti Fika.88) pea fakahū ki he Fale Alea’ ‘i ‘Epeleli ‘o e ta’u ni’.
- Ko e Palani Ngāue ki he 2023/2024 na’e fakahū ki he Kapineti’ ‘i Aokosi 2023’.
- Polokalama ngāue ki hono tokoni’i e Komisoni’ mei he tokoni ‘a e Ngāue Fakapule’anga ‘a Nu’u Sila’ na’a ne fakaivia ‘a e ngaahi va’a ngāue ki he Taki ngāue’, fakalelei’i ‘a e fa’unga fakapotungāue’ pea mo ‘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 Ma’asi 2025, 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 founa 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;
  - i. Fakalakalaka mo e tokangaekina 'o e Ngaahi Tu'utu'uni Ngāue'
  - ii. Ngaahi Lao mo e Ngaahi Tu'utu'uni
  - iii. 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'.

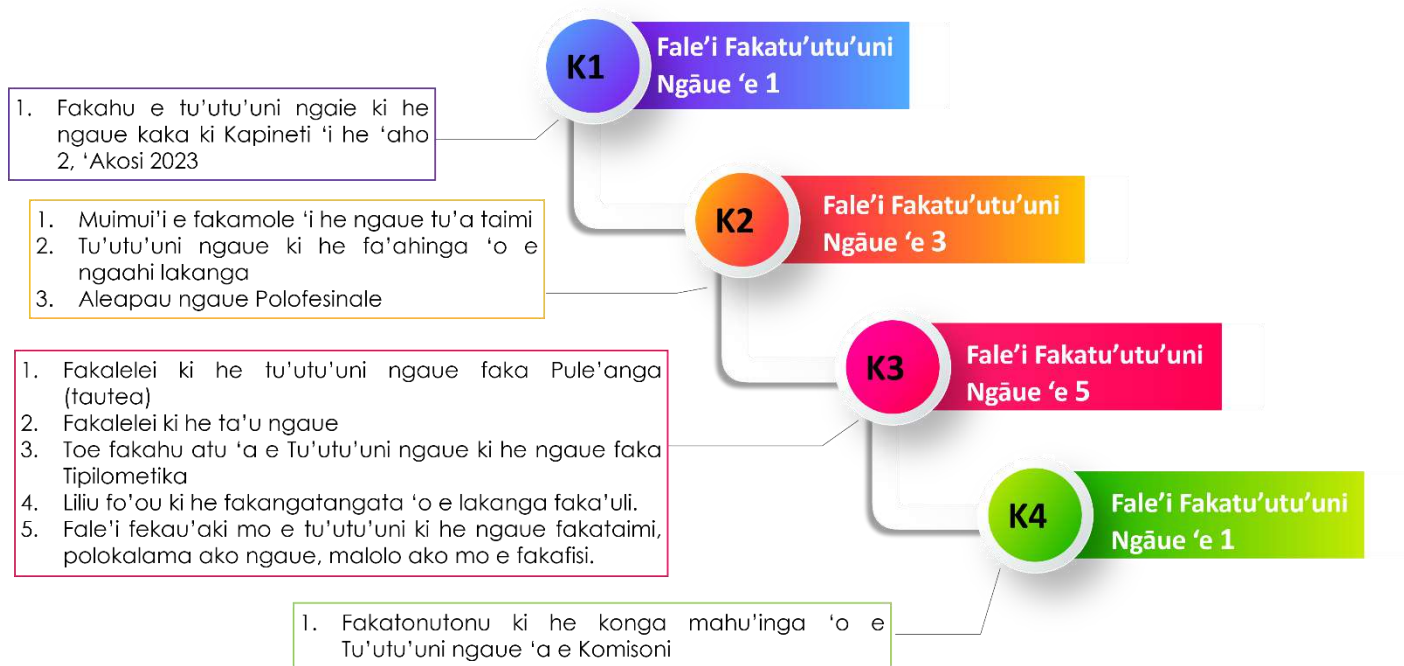
FAKATĀTĀ 9: NGAHI FAKAMANATU FAKATU'UTU'UNI NGĀUE LOLOTONGA E TA'U FAKAPA'ANGA 2023/2024

| Kuata 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Kuata 2                                                                                                                         | Kuata 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Kuata 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ngaahi fakamanatu fakatu'utu'uni ngāue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Ngaahi fakamanatu fakatu'utu'uni ngāue                                                                                          | Ngaahi fakamanatu fakatu'utu'uni ngāue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Ngaahi fakamanatu fakatu'utu'uni ngāue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1                                                                                                                               | 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <ul style="list-style-type: none"> <li>3 Siulai 2023: Fatongia 'o e Pule Lahi mo e Komisoni ke fakapapau'i pe koe maumau lao 'oku uesia lahi pe 'ikai fu'u uesia</li> <li>14 Akosi 2023: Ngahi ako taimi nounou mo taimi loloa 'i he malumalu 'o e Tu'utu'uni Ngāue 'a e Komisoni</li> <li>21 'Akosi 2023: Fakalelei ki he Tu'utu'uni Ngāue 5B.1 'a e Komisoni</li> <li>Loloa 'o e vaha'a taimi Ponite 'a e Pule'anga</li> <li>11 Septiema 2023: Tu'utu'uni ki he vaha'a taimi launga moe taimi totonu ke fakahu ai pe ki he Pule lahi, Komisiona pe Sea 'o e Komisoni</li> </ul> | <ul style="list-style-type: none"> <li>31 'Okatopa 2023: Tolo'i 'o e ngaahi livi moe ngaahi livi 'oku totonu pa'anga</li> </ul> | <ul style="list-style-type: none"> <li>3 1/1/24: Houa ngaue ki he 'uluaki uike 'o e 2024</li> <li>8/1/24: Fakatu'utamaki 'i he me'allele Pule'anga</li> <li>16/1/24: Ponite 'a e Pule'anga</li> <li>26/1/24: Malolo puke lolotonga 'a e taimi malolo fakata'u</li> <li>29/1/24: Fetu'utaki mo e ngaahi Pule'anga mo e Kautaha muli</li> <li>5/2/24: Lao fakapulipuli faka 'ofisiale</li> <li>12/2/24: Tokangaekina 'a e ngaahi ngaue 'ikai faka politikale</li> <li>14 /2/24: Monu'ia fefononga'aki</li> <li>16/2/24: Vahenga 'i he hiki ki he lakanga mā'olunga fakahoa ki he vahenga 'i he toe hu ki he ngaue</li> <li>19/2/24: Tu'utu'uni 2B.18.4 felave'i mo e lavea 'i he ngaue'anga</li> <li>26/2/24: Tu'utu'uni Ngāue 2B.12 fekau'aki mo e malolo 'ikai mā'u vahenga</li> <li>13/3/24: Tokotaha ngaue fo'ou mo e Tokotaha ngaue kuo hiki hake kiha lakanga mā'olunga ange</li> </ul> | <ul style="list-style-type: none"> <li>10/4/24: Tu'utu'uni 2F.4 ko e Tokotaha 'oku fakangofua ke faka'uli 'i he me'allele Pule'anga.</li> <li>15/04/24: Tu'utu'uni 2B.21 Malolo fakatu'upake</li> <li>22/4/24: Tu'utu'uni 7C.2 Fetu'utaki 'i loto 'i he Pule'anga</li> <li>29/4/24: Tu'utu'uni 4C.1 Ta'u malolo mei he ngaue</li> <li>6/5/24: Puke lolotonga 'ete 'i muli &amp; faingata'a faka falemahaki lolotonga 'e te folau 'ofisiale</li> <li>13/5/24: Le'ole'o 'i ha lakanga, tohi kiha lakanga fo'ou pe koe malolo ako</li> <li>15/5/24: Mā'u ngaue ua(secondment)</li> <li>20/5/24: Tu'utu'uni 2A.4 Houa ngaue</li> <li>27/5/24: Fatongia 'o e Taki ngaue moe Tokotaha Ngāue</li> <li>4/6/24: Tu'utu'uni 2B.11 Taimi 'oku 'ikai fakatokanga'i</li> <li>10/6/24: Lao hoo 4 fekau'aki mo e taimi ke fakahoko ai ha launga</li> <li>17/6/24: Founa ke fakahoko ai 'a e launga</li> </ul> |

**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 10: NGAHI PEPA TU'UTU'UNI NE FAKAHU KI HE KOMISONI

### ***Ngaahi tu'utu'uni ngāue fo'ou mo fakatonutonu na'e Kāsete'i***

Ko e Tu'utu'uni Ngāue na'e lava hono kasete'i 'i he ta'u fakapa'anga ko 'eni koe:

- Ngāue Fakataimi 5 Siulai 2023;
- Ta'u 'o e Mālolo mei he Ngāue 23 Fepueli 2024

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

### ***Konga 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 'o hoko atu mei ai 'a e ngaahi alēlea 'a e komisoni fekau'aki mo e liliu ke fakahoko ki he Tu'utu'uni Ngāue ki he Kau Ngāue Fakapule'anga' (Tu'utu'uni Tautea). Ko e makatu'unga 'o e liliu ni 'i he ola 'o e ngahi hopo 'i he Fakamaau'anga' mo e Fakamaau'anga 'a e kau ngaue Fakapule'anga'.

### ***Konga 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 'I Vava'u 'i Nōvema 2023 mo Fepueli 2024. Na'e fakahoko moe Talatalanoa 'i he Fakataha'anga 'a e kau Pule Lahi 'o e ngaahi Potungāue' moe fakataha'anga 'a e kau Ngāue 'oku nau tokangaekina 'a e kau ngāue fakapule'anga' fekau'aki mo e ngaahi liliu ki he Tu'utu'uni Ngāue' (Tu'utu'uni Tautea) moe Ta'u Malolo mei he Ngaue'. Ko e Talatalanoa ki he Tu'utu'uni ngāue' mo e Ngāue ta'efaitotonu' na'e fakahoko ia 'i Ma'asi ki Sune 2024 'o kakato ai 'a e ngaahi Potungāue kotoa 'i Tongatapu mo e ngaahi va'a 'i motu' (Vava'u, Ha'apai, 'Eua mo e Ongo Niua).

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

FAKATĀTĀ 11: TOKOLAHĪ 'O E NGAHI KEISI TAUTEA, VĀTAMAKI/LOTOMAMAHĪ MO E TANGI KI HE FAKAMA'AU'ANGA 'O E NGĀUE FAKAPULE'ANGA 'I HE TA'U FAKAPA'ANGA 2023/2024

### Ola ngaue si'i 2.3 Ngāue Fakalao mo e Fakatotolo

K2

- Keisi tautea fo'ou 'e 4, keisi tautea kei hokoatu 'e 3
- Fakataha 'e 5 'a e Komiti Fa'u Faka'ilo

K4

- Keisi tautea fo'ou 'e 5, keisi tautea hokoatu 'e 2
- Fakataha 'e 7 'a e Komiti Fa'u Faka'ilo
- Keisi launga 'e 1
- Hokohoko atu e Keisi Fakamaau'anga 'e 2



K1

- Keisi Tautea fo'ou 'e 2, keisi tautea kei hokoatu 'e 3
- Fakataha 'e 4 'a e Komiti Fa'u Faka'ilo

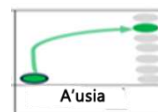
K3

- Keisi tautea 'e 3 'oku kei hokoatu
- 'Ikai ha fakataha 'a e Komiti Fa'u Faka'ilo
- Keisi fo'ou 'e 2 'i he Fakamaau'anga

**Fakatokanga'i Ange:** Ko e keisi pe 'e taha na'e ngāue'i mo fakakakato'. Na'e kau ki heni mo e keisi Vātamaki/Lotomamahi 'e fitu(7)(3 meihe kakai moe 4 'i loto 'i he Pule'anga), keisi Tangi ki he Fakamaau'anga 'e fitu (7) mo e keisi Fakamaau'anga Lahi 'e ua (2).

## Polokalama 3: Fakalakalaka 'o e kau ngāue

Tanaki 'o e ngaahi fakamatala ki he kau ngāue, 'analaiso mo e ngaahi faingamalie ke fakalakalaka'i 'a e kau Ngāue Fakapule'anga'



Ko e va'a ko 'eni' 'oku 'i ai 'a e tefito'i makatu'unga 'e fā (4) na'e fokotu'u ke fakahoko lolotonga 'a e ta'u fakapa'anga ko 'eni';

- Ngaahi founga ke fakalakalaka'i ai 'a e kau Ngāue Fakapule'anga'.
- 'Analaiso 'o e ngaahi fakamatala ki he kau Ngāue Fakapule'anga'.
- Tokangaekina 'o e tu'unga fakataki & ngaahi taleniti'.
- Polokalama ke fakakau mai pea mo A'u atu.

SO 3.1 Ngaahi founa ke fakalakalaka'i ai 'a e kau ngāue fakapule'anga

Na'e lava lelei mo kakato hono fakahoko 'a e polokalama ako 'e nimangofulu (50) ki he kau ngāue fakapule'anga' 'i he ta'u fakapa'anga 2023/24. Ko e ngaahi fakaikiiki 'oku hā atu 'i he tepile 'i lalo;

TĒPILE 23: NGAahi AKO

| Ngaahi Ako'                                                                                                           | Lahi e ako na'e fakahoko' | Kau ngāue na'e fakataumu'a ki ai'                                                           |
|-----------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------------------------------------------------------------------|
| Ako fakataukei 'o e kau ngāue fo'ou ki he ngaahi tu'utu'uni ngāue'.                                                   | 8                         | Kau Faiako, Vava'u, Ha'apai, 'Eua, Niua Fo'ou, Niua Toputapu, 2x Tongatapu (kaungāue fo'ou) |
| Ako ki he ngaahi tu'utu'uni ngāue'.                                                                                   | 29                        | Potungāue Ako x2, Vava'u x6, Ha'apai x5, 'Eua x4, Niua Fo'ou x7, Niua Toputapu x5.          |
| Ako kia kinautolu te nau hoko ko e taki<br>a. Ako fakataki<br>e. Langa mo tataki ha timi 'oku fakahoko fatongia lelei | 3<br>2                    | Kotoa 'o kinautolu te nau hoko ko e kau taki.                                               |
| Ako Fakakātoa<br>a. Tukunga fakakaukau                                                                                | 8                         | Kotoa 'o e ngaahi Potungāue'.                                                               |
| FAKAKĀTOA                                                                                                             | 50                        |                                                                                             |

SO 3.2 'Analaiso 'o e ngaahi fakamatala ki he kau ngāue fakapule'anga

- Lava lelei 'o fakatahataha'i mo 'analaiso 'a e ngaahi polokalama ako na'e fiema'u mei he 'ū Potungāue', ke kau ki ai 'a e kau ngāue fakapule'anga' pea fakahoko atu ki he polokalama tokoni 'a Nu'u Sila, 'Aositelēlia pea mo e 'Ofisi 'o e Sikolasipi' 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 Tokangaekina 'o e tu'unga fakataki mo e ngaahi talēniti'

TĒPILE 24: TU'UNGA FAKATAKI & NGAahi TALĒNITI 'I HE KUATA TAKITAH

| KUATA 1                                                                                                                                    | KUATA 2                                                                                                                                                                 | KUATA 3                                                                                                                                                                 | KUATA 4                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Ako fakakātoa 'e tolu:</b><br>1. Ako fakataki na'e fakahoko 'aho 8 – 10 'Aokosi 2023 (Totongi 'e he Polokalama Fakapalanisi 'o e Mafai) | 1. Konifelenisi Fakata'u 'a e Feohi'anga Fakamamani 'a e To'utupu' 'i Kolea Tonga, 20 – 28/10/23<br>2. Polokalama Ako Fakafeitu'u ki hono Siofi 'o e Ngaahi Fiema'u Ako | 1. Polokalama Ako 'a Singapoa ki he Liliu Fakakomipiuta mo hono Malu'i 'o e Sisitemi mo e Polokalama mei he Ngaahi 'Ohofi Maumaulao Fakakomipiuta, 15 – 19 Sanuali 2024 | 1. Polokalama Ako 'A'ahi fekau'aki mo e Palani 'o e Kau Ngāue 'i he Pasifiki, Kenipela 29/4/24 to 3/5/24<br>2. Fokotu'utu'u 'o e Polokalama Ako mei he Komisoni Ngāue |

|                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>2. Polokalama Ako ki he anga fengāue'aki 'oku matu'uaki Singapoā, 31/7/23-4/8/23</p> <p>3. Ako faka'atamai ki he fakakaukau, 30/08/23 – 1/9/23</p> | <p>mo Fakalakalaka, Fisi, 12 – 13 'Okatopa 2023</p> <p>3. Polokalama Ako ki he Founa Fo'ou 'a Singapoā ki he Pule Lelei, Singapoā, 23 – 27 'Okatopa 2023</p> <p>4. Polokalama Ako ki hono Faka'ofisiale 'e he Potungaue ki Muli mo e Fefakatau'aki 'a 'Aositelelia 'a e Palani Fakafonua ki he Tangata mo Fefine, Hotele Tano'a – 19 'Okatopa 2023</p> | <p>2. Fakataha mo e timi Fakapalanisi Mafai he 'aho 30/1/2024</p> <p>3. Polokalama Ma'u Me'atokoni mo Faka'ilonga'i 'a e kakato 'a e Polokalama Ako Fakataki 'i ha Founa Fo'ou, 6/3/2024</p> <p>4. Polokalama Ako mei he Ngāue Fakapule'anga Nu'u Sila ki he Ngaahi Lea ki he Tangata/ Fefine 7/3/2024</p> <p>5. Polokalama Ako mei he Ngāue Fakapule'anga Nu'u Sila ki he Faitotonu mo e 'Efika</p> | <p>Fakapule'anga 'Aositelelia' ki he Langa mo Tataki ha Timi Ngāue 'Osikiavelenga , 20 – 24 Me 2024</p> <p>3. Kau atu ki he Polokalama Ako Ki He Tokangaekina 'o e kau Faingata'ia 2/5/24</p> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### SO 3.4 Polokalama ke fakakau mai pea mo a'u atu

- Lava lelei hono talitali 'a e kau Ako Ngāue 'e toko tolu ; toko ua mei he 'Apiako Ma'olunga Ange 'o e Ako ko Tupou' (TTI) pea toko taha (1) mei he 'Univesiti 'o Pulingihemi Iangi (BYU)
- Ngaahi polokalama ako na'e lava atu ki he ngaahi 'apiako 'o Tongatapu', 1/2/2024-19/2/2024 pea mo e ongo Niua' 31/5/2024 & 21/6/2024
- Kau atu ki he Polokalama Faka'ali'ali 'a e Kakai Fefine 'oku nau 'i he mala'e 'o e Komiuta Fakatekinolosia', 21/3/2024 & 22/3/2024
- Ngaahi naunau ki hono fakalakalaka 'o e faka'asi kitu'a 'a e 'Ofisi Komisoni ki he ngaahi 'apiako 'oku ma'olunga ange – TTI, TNU, Monfort, etc.
- Lava lelei mo hono tuku atu kitu'a 'o e ngaahi faingamālie Ako sikolasipi ki he ngaahi Potungaue :
  - Sikolasipi Kominiueli 'a e Pule'anga Pilitania 2024 – 12/9/2024
  - Sikolasipi JICA – Polokalama Ako faka-taki fakamāmāni lahi (SDGs) 2024 – 12/09/2023
  - Polokalama Ako mei he Senita Hihifo-Hahake ki he Ta'u Fakaako 2024 – 26/9/2023
  - Polokalama Ako Sikolasipi taimi Nounou 'a e Manaaki Nu'usila 2023/2024 – 4/10/2023
  - 2024 Polokalama Ako Fakamanatu 'o Hamilton Shirley Amerasinghe 'i he Lao 'o e Tahi – 21/10/2023
  - Polokalama Ako 'a 'Aositelelia taimi nounou takai hono 19 – 21/10/23
  - Sikolasipi Ako 'a e Pule'anga Tonga 2024 – 7/11/2023
  - Sikolasipi 'a e Pule'anga Siaina – Polokalama ki he To'utupu 'i he Levelo Ako Ma'olunga ange he 'uluaki mata'itohi – 24/1/2024
  - Sikolasipi Ako 'a 'Aositelelia mo Nu'u Sila ki he 2025 – 31/1/2024
  - 2024 Korea International Cooperation Agency (KOICA) polokalama faka'ilonga ako fika ua (Masters)– 14/2/2024
  - Sikolasipi Ako 'o e IHE Delft MSc 'i he Vai mo e tu'uloa
  - Sikolasipi Ako 'o Georgia ma'ae ngaahi Potungāue – 15/5/2024
  - Polokalama Ako ki he Va 'Ulungaanga Fakafonua mei he Kosilio 'a 'Initia 2024-2025 'i he 'aho 11 Me 2024.

- Polokalama Ako Fakataki ‘a e Pasifiki-‘Amelika 15/5/2024
- Sikolasipi Ako ‘a e Pule‘anga ‘a Siapani, MEXT 2025

## Polokalama 4: Vakai Fakalukufua’

*Vakai fakalukufua mo ‘analaiso ‘a e fakahoko fatongia ‘a e ngaahi Va’a Fakahoko Ngāue ‘a e Pule‘anga mo e ngaahi Potungāue’.*

Ko e ngaahi fatongia ngaue na’e fakahoko ‘i he ta’u ni:

1. Muimui’i mo sivi’i e ola ‘o e fakahoko fatongia ‘a e Komisoni
2. Fakahoko hono vakai’i fakaengāue ‘a e ngaahi Potungāue
3. Tokangaekina mo leva’i lelei ‘a e ngaahi fakamole ki he Vāhenga fakalukufua
4. Fengāue‘aki mo e fetu‘utaki pea mo e ngaahi hoa ngāue
5. Fakalakalaka ‘a hono ‘analaiso mo fakafehoanaki ‘o e ngaahi fakamatala

### 4.1 Muimui’i mo sivisivi’i e Ola ‘o e fakahoko fatongia ‘a e ‘Ofisi ‘o e Komisoni’

#### 4.1.1 Tepile me‘afua ngaue ki hono Sivisivi’i e Fakahoko Fatongia’

‘Oku hoko atu pe hono ngāue‘aki ‘a e founa ngāue ni ki hono fakapapau’i e ola ngāue ‘a e ‘Ofisi ‘o e Komisoni, ‘a ia ‘oku fakahu atu ia ki he Va’a Palani Fakafonua ‘a e ‘Ofisi ‘o e Palemia’ tu’o ua (2) he ta’u. Ko e fakaikiiki koia ‘oku ha atu ‘i he konga 4.2.

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 4.3.

### 4.2 Vakai’i Fakaengāue ‘o e ngaahi lakanga ‘o e Ngaahi Potungāue

- a. ‘Oku ‘amanaki ke fakahoko ‘a hono to e vakai’i ‘o e ngaahi lakanga ngāue mo e fakahoko fatongia ‘o e ngaahi Potungāue ‘a e Pule‘anga’ ‘o fakatatau ki he Tu‘utu‘uni Kapineti Fika 271 ‘o e ‘aho 6 Me, 2022, ke ne faitokonia ‘a e ngaahi faitu‘utu‘uni fekau‘aki mo e ngaahi vahevahe fakakaungāue pea mo fakapapau’i ‘oku malava ‘e he ivi fakapa‘anga’ ke feau ‘a e ngaahi taumu‘a ngaue ‘a e ngaahi Potungāue’ ki hono ngaahi hoa ngāue ‘i ha tu‘unga ma‘olunga ange. Ko e ‘uhinga lahi ‘o hono fakahoko e fatongia ni ke ‘oatu ‘a e ‘ata lahi ‘o e ola fakalukufua e fakahoko fatongia ‘o e Pule‘anga’ ‘i he anga ‘enau fakahoko fatongia’ pea mo e ivi ngāue ‘a ‘enau kau ngāue’. Na’e tali foki ‘e he Kapineti’ ke fokotu‘u ha Komiti kenau tokangaekina ‘a e fatongia ni. Fakatatau ki he tu‘utu‘uni koia’, ko e kau memipa eni ‘o e Komiti koia:
    - i. Sekelitali Pule & Sekelitali ki he Kapineti (Sea);
    - ii. ‘Ofisa Pule Ngāue ki he Potungāue Pa‘anga;
    - iii. Va’a Fakamafai Vāhenga; pea mo e
    - iv. ‘Ofisa Pule Ngāue ki he Komisoni Kau Ngāue Fakapule‘anga’.
- ‘I he lolotonga ‘o e ta’u fakapa‘anga’, na’e malava ai ‘a e Va’a ni ke tokoni ki he ‘Ofisi Komisoni ma‘ae Kau Ngāue Fakapule‘anga’ i hono ‘oatu ha ngaahi fokotu‘utu‘u polokiuameni (procurement) ki he va’a ngāue polokiuameni ‘a e Potungāue Pa‘anga ‘o fekau‘aki pea mo e ngāue koeni ‘oku ‘amanaki ke fakahoko’.

- b. Kehe mei he fakamatala 'i 'olunga', 'i Sepitema 2022, na'e fakahoko hono vakai'i e fakahoko ngāue 'a e 'Ofisi 'o e Komisoni' 'e he tokotaha ko Ms Helen Moody, 'a ia na'e fakapa'anga ia mei he Komisoni 'a Nu'u Sila' (Pacific Service Fale, NZ). Ko e ngāue ko eni' na'e fakakau ki ai hono vakai'i 'o e ngaahi tu'unga ngāue, fakahoko fatongia mo e tu'unga pule'i 'o e 'Ofisi 'o e Komisoni'. Na'e fakahu atu ai ha lipooti fakaikiiki ki he Komisoni', ka 'oku kei fakatatali ha hokohoko atu e talatalanoa ki he kaveinga ni.
- c. Ko e fa'unga 'o e ngaahi Potungāue 'e hongofulu-mā-valu (18) na'e kakato hono fakafehoanaki kinautolu 'o fakatatau ki he ngaahi lakanga ngāue 'oku nau 'i ai'.

'I he lolotonga 'o e ta'u', na'e kei fai pe 'a e ngāue fakataha mo e fengāue'aki vāofi 'a e tangata Fale'i 'oku fakapa'anga 'e he 'Ofisi Komisoni ma'ae Kau Ngāue Fakapule'anga' mo e DFAT, ko John Fotheringham, pea mo e kau ngāue 'o e ongo Potungāue lalahi 'e ua (2), 'a ia ko e Potungāue Ako & Ako Ngāue pea mo e Potungāue Mo'ui', ki hono fakatahataha'i 'o 'enau ngaahi tu'unga lakanga fakangāue'. Makatu'unga 'i he tokolahi ange 'a e ongo Potungāue ni, 'e kei hokohoko atu aipe 'a e fakahoko 'a e ngāue ni ki he Ta'u Fakapa'anga Fo'ou'.

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

- a) Fakatatau ki he fakamatala pātiseti mei he Potungāue Pa'anga ki he ta'u faka-pa'anga 2025', ko e fakamole ki he vāhenga 'i he fakapeseti koia 'a e ngaahi pa'anga hu mai fakalotofonua' 'oku kei 'i lalo pe 'i he peseti fakangatangata ko e 53%. Ko e makatu'unga pe eni mei he hokohoko hono tokangaekina 'o hono fakahu mai 'a e kau ngāue fo'ou' pea mo e ngaahi tu'utu'uni ngāue ki he ngāue tu'ataimi'. 'I he fononga ki he kaha'u', 'e hokohoko atu 'a e fakahoko hono vakai'i fakangāue'anga 'a e ngaahi Potungāue', 'i he'ene ha koia 'i 'olunga', ko e konga pe ia ki he polokalama fakalelei fakalukufua 'a e Pule'anga ke paotoloaki 'a e toe lelei ange 'a e ngāue fakapule'anga'. 'I he tafa'aki 'e taha', ko e fakamole ki he vāhenga 'i he fakapeseti 'o e ngaahi fakamole', 'oku kei tu'uma'u pe 'i lalo 'i he taketi peseti 'e 45, makatu'unga 'i hono mapule'i lelei 'o e ngaahi fakamole 'oku fakahoko 'e he pule'anga'.

Makatu'unga 'i he si'isi'i pea mo tuai hono ma'u 'o e ngaahi fakamatala mei he Potungāue Pa'anga', 'a ia 'oku mei lahi kemau fakafalala ki ai ki hono fakahoko e ngāue ki hono 'analaiso pea mo fa'u 'aki 'a e lipooti', ko e ngāue 'a e 'Ofisi' ki he konga ko eni 'oku 'i ai 'ene tōnounou.

- b) Ko e ngaahi me'afua fakapatiseti' ne ngāue'aki ki hono fakapa'anga 'a e ngaahi lakanga ne fiema'u vivili' ne 'ikai toe hoko atu 'i he lolotonga 'a e ta'u'. Kaikehe, lolotonga 'a e vaha'a taimi ki hono teuteu'i 'a e pātiseti', ne fai ai e kole mei he Potungāue Pa'anga' ki he ngaahi Potungāue' ke fakahu mai 'enau ngaahi fokotu'utu'u fakakaungāue fo'ou' ki he 'Ofisi 'o e Komisoni' ke fai hono siofi fakalelei.

Koia ai, 'i he Potungāue fakakatoa 'e 12', ko e lakanga fo'ou kotoa 'e 236 ne fakahū mai'. Ko e ngaahi lakanga pe 'e ono(6) na'e tali 'e he Komiti sivilivivi' pea fakahū ki he Va'a Patiseti 'a e Potungāue Pa'anga'.

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

### 4.4.1 Polokalama kitu'a – Polokalama Talatalanoa

'I he ta'u ni, na'e palani mo fakahoko ha Polokalama Talatalanoa 'e ua (2), 'a ia ko e kongia ia 'o 'emau Polokalama Fengāue'aki mo e Fetu'utaki mo e Ngaahi Hoa Ngāue'.

Ko e 'uluaki polokalama' na'e fakahoko ia 'i Novema 2023' ki he ngaahi 'otu motu' 'a ia ki 'Eua, Ha'apai mo Vava'u. Na'e 'uhinga eni ke fakapapau'i 'oku 'inasi tatau pe 'a e ngaahi 'otu motu' 'i he ngaahi fakamatala tatau mo ia 'oku ma'u 'i Tongatapu ni'.

'I 'Epeleli 2024, na'e fakahoko ai 'a e polokalama hono ua' (2) 'i Tongatapu ni kotoa, pea 'i Mē 2024 ai pe', na'e a'u ki he ongo motu mama'o 'o Niua Fo'ou mo Niua Toputapu'.

Na'e fakama'unga 'a e Polokalama Talatalanoa' 'o kau ki ai (kae 'ikai fakangatangata) 'a e ngaahi me'a ni:

1. Ngaahi Tu'utu'uni Ngāue 'a e Ngāue Fakapule'anga;
2. Ngaahi Tu'utu'uni faka'ulungaanga.
3. Ngaahi Fakahinohino ki he Ngāue Fakapule'anga' 'i hono Ngāue'aki 'o e Mitia Faka-Sosiale'.
4. Talatalanoa fekau'aki mo e Tu'utu'uni Ngāue ki he Ngāue Ta'efaitotonu' 'i he Ngāue Fakapule'anga 'o Tonga'.
5. Ngaahi palopalema fakakaungāue mei he Ngaahi Potungāue
6. Fehu'i mo e Tali fekau'aki mo e Pule'i 'a e Fakalakalaka 'o e Fakahoko Fatongia'.

### 4.4.2 Tohi Ongongo

Na'e a'usia e taumu'a ngāue 'a e Va'a ni 'i hono tanaki mo fa'u e ngaahi Tohi Ongongo fakamahina 2 'e 6, 'i he ta'u ni.

Ko e ngaahi tatau 'o e ngaahi Tohi Ongongo' na'e 'osi tufaki atu ia ki he ngaahi Potungāue' 'i he lolotonga pe 'o e ta'u'.

### 4.4.3 Polokalama Televisone mo e Letio

Na'e fakahoko atu 'e he Komisoni Fakamafola Lea 'o Tonga' ha polokalama televisone he lolotonga koia 'o e mahina 'o e Kau Ngāue Fakapule'anga' 'a ia na'e fakapa'anga 'e he 'Ofisi 'o e Komisoni', pea na'e fakataumu'a ki he mahu'inga hono tokangaekina mo tauhi ke ma'a 'o e 'ataakai'.

## 4.5 'Analaiso mo Fakafehoanaki 'o e Ngaahi Fakamatala

Na'e malava 'e he Va'a ni 'o fakakakato ha Ngaahi Lipooti 'Analaiso 'e fa (4) ki he Komisoni' pea mo e Pule Lahi 'o e 'Ofisi ni. Pea ko e ngaahi lipooti' na'e kau ai 'a hono 'analaiso 'o e;

- a) 'Analaiso 'o e fakamole ki he ngāue tu'a taimi 'i he ta'u 'e 5 kuohili;
- b) Ngaahi fakamole fakapa'anga moe 'analaiso 'o hono Pule'i 'a e fakalakalaka 'o e fakahoko fatongia 'i he ta'u 'e 3 kuohili;
- c) Kau Ngāue 'e toko 10 tu'ukimu'a kuo totongi tu'a taimi lahi taha 'i he Ta'u Fakapa'anga 2022-23;

- d) Kau Ngāue ‘e toko 10 tu‘ukimu‘a na‘e lahi taha ‘enau houa ngāue tu‘a taimi mei he ngaahi Potungāue’ ‘i he Ta‘u Fakapa‘anga 2022-23.

## Polokalama 5: Tokangaekina ‘o e Kau Ngāue’

**Ngaahi Founa lelei ki hono Tokangaí ‘o e Kau ngāue Fakapule‘anga’, á ia óku muimuií, Poupouí 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’ ‘oku lolotonga tuku fakatatali ia makatu‘unga ‘i he ‘ikai ke ‘i ai ha taha ‘i he lakanga ‘Ofisa Tokoni Pule Ngāue’ (‘a ia na‘e toki malava hono fakangāue‘i ‘i Novema 2023) pea ‘oku kei hokohoko atu hono talanoa‘i e fatongia ngaue ni ‘e he Komisoni’.

Ko e ngaahi faingamālie ki he konga hono hoko’ ki hono tuku atu e ngaahi mafai pule ki he ngaahi Potungāue’ ‘oku kau kiai ‘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 kakato hono talanoa‘i é he Komisoni’ kae toki fakapaasi ó fakatatau ki he lipooti ki hono to e siofi e Faúnga Fakapotungāue’.

### 5.2 Tokangaekina ‘o e Ngaahi Keisi fekau‘aki mo hono Fakangāue‘i ‘o e Kau Ngāue

- Ko e ngaahi pepa kotoa ‘e hivangeau-hongofulu (910) 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 laka hake ‘eni mei he keisi kotoa ‘e valungeau-tolungofulu-ma-fitu (837) ‘i he Ta‘u Fakapa‘anga 2022/23.
- Ko e ngaahi tu‘utu‘uni Komisoni fakakātoa ‘e hivangeau-ma-ua (902) na‘e tuku atu’, ‘aia ‘oku laka hake ia ‘i he ngaahi tu‘utu‘uni Komisoni na‘e lekooti ‘i he Ta‘u Fakapa‘anga 2022/23.
- Ko e fai kehekehe heni’ ‘oku makatu‘unga ia mei he ngaahi keisi toloi ‘oku te‘eki ai ke tu‘utu‘uni ‘i he Ta‘u Fakapa‘anga ko ‘eni’, pea ‘e hokohoko atu e ngāue kiai’ ‘i he Ta‘u Fakapa‘anga 2024/25’.

**TÉPILE 25: FAKAMĀ‘OPO‘OPO ‘O E NGAHI KEISI NA‘E NGĀUE KI AI ‘A E KOMISONI’ KI HE TA‘U FAKAPA‘ANGA 2023/2024**

| Kuata   | Lahi ó e Ngaahi Fakataha | Fakataha Makehe | Pepa Ne áve takai pē ki he kau Komisiona’ ‘o ‘ikai ke fakataha‘i | Ngaahi Keisi                      |                |            |       | Kātoa Ngaahi Keisi na‘e Tu‘utu‘uni |
|---------|--------------------------|-----------------|------------------------------------------------------------------|-----------------------------------|----------------|------------|-------|------------------------------------|
|         |                          |                 |                                                                  | Tali/Fakatokanga‘i ‘e he Komisoni | To e Talanoa‘i | ‘Ikai Tali | Toloi |                                    |
| Kuata 1 | 13                       | 0               | 0                                                                | 195                               | 221            | 8          | 3     | 203                                |
| Kuata 2 | 13                       | 0               | 0                                                                | 228                               | 260            | 4          | 18    | 232                                |
| Kuata 3 | 12                       | 0               | 0                                                                | 230                               | 258            | 3          | 11    | 233                                |
| Kuata 4 | 13                       | 0               | 0                                                                | 233                               | 252            | 1          | 9     | 234                                |

|       |    |   |   |     |     |    |    |     |
|-------|----|---|---|-----|-----|----|----|-----|
| Kātoa | 51 | 0 | 0 | 886 | 991 | 16 | 41 | 902 |
|-------|----|---|---|-----|-----|----|----|-----|

TĒPILE 26: FAKAMĀ'OPO'OPO E LAHI 'O E NGAHI KEISI 'O FAKATATAU KI HE KALASI 'OKU NAU KAU KI AI'

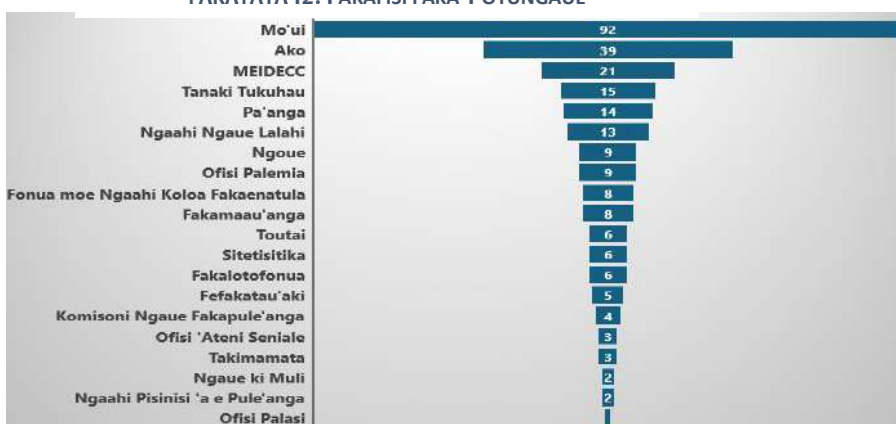
| Fa'ahinga                     | Kuata 1 | Kuata 2 | Kuata 3 | Kuata 4 | Kātoa |
|-------------------------------|---------|---------|---------|---------|-------|
| Hiki hake 'i he Lakanga       | 39      | 38      | 28      | 48      | 153   |
| Fokotu'u Fo'ou                | 23      | 22      | 46      | 46      | 137   |
| Fakafisi                      | 40      | 55      | 65      | 53      | 213   |
| Kapusi mei he ngāue           | 3       | 14      | 17      | 12      | 46    |
| Poaki livi 'ikai ma'u vāhenga | 32      | 18      | 23      | 16      | 89    |

**Fakatokanga'i Ange:** Ko e tēpile 'i olunga' 'oku 'i ai 'a e fakamatala fekau'aki 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 naé lahi taha hono fakahū mai' ó hange óku fakaikiiki atu 'i 'olunga' á ia ko e peseti 70 kotoa ia 'o e ngaahi keisi naé faitu'utu'u ni ki ai 'a e Komisoni'.

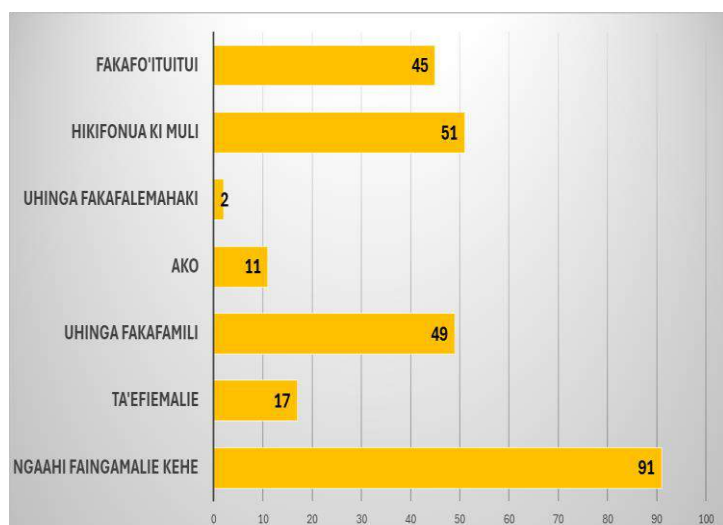
## Fakafisi

Ko e ngaahi kole fakafisi fakakātoa 'e uangeau-onongofulu-mā-ono (266) 'a ia na'e tali mei he ngaahi Potungāue kotoa 'e uofulu (20) 'a e Pule'anga'. Ko e lahi taha 'a e ngaahi kole fakafisi mei he Potungāue Mo'ui' ko e toko hivangofulu-mā-ua (92), hoko atu kiai 'a e Potungāue Ako' mo e Ako Ngāue' mo e toko tolungofulu-mā-hiva (39) pea mo e toko uofulu-mā-taha (21) mei he Potungāue ki he Maúanga Ivi', Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Ātakai', Feliuliuaki 'o e 'Ea' mo e Fetu'utaki'.

FAKATĀTĀ 12: FAKAFISI FAKA-POTUNGAUE



FAKATĀTĀ 13: 'UHINGA 'O E FAKAFISI

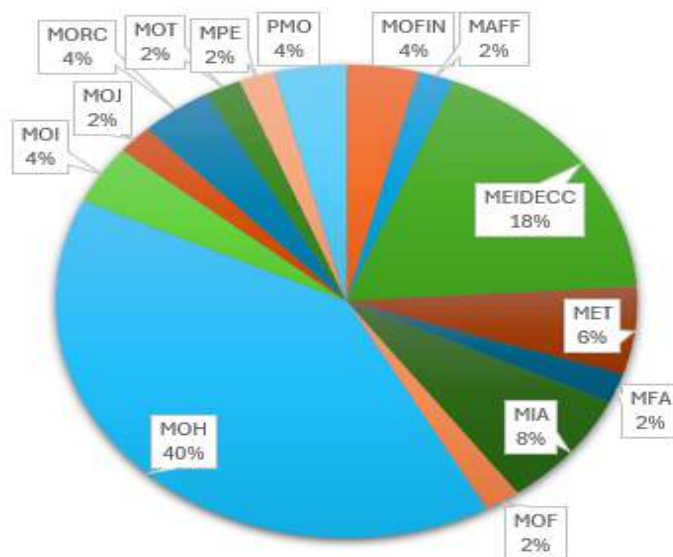


fakatokanga'i foki 'a e kau ngāue e toko hongofulu-mā-fitu (17) na'a nau kole fakafisi ko e 'ikai kenau fiemālie ki he founa ngāue á e kau taki', ngaahi me'afua fakahoko fatongia', 'ikai fe'unga e vāhenga' mo e ngāue 'i ha 'ātakai ngāue 'oku 'ikai fakafiemālie.

## Kapusi mei he Ngāue

FAKATĀTĀ 14: NGAHI POTUNGĀUE NA'E KAPUSI MEI AI 'AE KAUNGĀUE'

Ko e toko nimanogfulu (50) 'o e kau ngāue mei he ngaahi Potungāue 'e hongofulu-mā-fā (14) na'e kapusi mei he ngāue Fakapule'anga' 'i he Ta'u Fakapa'anga 2023/24. Na'e takimu'a 'a e tokolahi 'o e kau ngāue ne kapusi mei he ngāue Fakapule'anga' 'a e Potungāue Mo'ui' mo e keisi 'e uofulu (20), toko hiva (9) mei he Potungāue ki he Maúānga Ivi', Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Ātakai', Feliuliaki 'o e 'Ea' mo e Fetu'utaki', toko fa (4) mei he Potungāue Fakalotofonua' pea tolu (3) mei Potungāue Ako mo e Ako Ngāue' 'o hangē ko 'ene hā koia he Fakatātā 12.



TEPILE 27: NGAHI 'UHINGA KI HONO KAPUSI 'O E KAUNGĀUE

| Ngaahi Potungāue | Totongi Livi Hulu Fakata'u | Vāhenga Totongi Hulu mo e Ngaahi Tōnōno u | Vāhenga Totongi Hulu | Ngaahi Tōnōno u | Tōnōno u mo e Totongi Hulu Fakata'u ikai totonu | Tōnōno u mo e Totongi Vahenga hulu 'ikai totonu | Tōnōno u mo e Aleapau Totongi Ngaue Sekonime ni | Tōnōno u mo e Aleapau Ako Sikolasipi | Tōnōno u, Livi Fakata'u mo e Vāhenga Totongi hulu | Tōnōno u, Totongi Hulu Livi Fakata'u mo e Aleapau Totongi Ako Sikolasipi | Katoa     |
|------------------|----------------------------|-------------------------------------------|----------------------|-----------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|--------------------------------------|---------------------------------------------------|--------------------------------------------------------------------------|-----------|
| FIN              |                            |                                           |                      | 1               |                                                 |                                                 |                                                 |                                      | 1                                                 |                                                                          | 2         |
| MAFF             |                            |                                           |                      |                 | 1                                               |                                                 |                                                 |                                      |                                                   |                                                                          | 1         |
| MEIDECC          |                            |                                           |                      | 1               | 2                                               | 2                                               | 3                                               |                                      |                                                   | 1                                                                        | 9         |
| MET              |                            | 1                                         |                      | 1               |                                                 |                                                 |                                                 |                                      | 1                                                 |                                                                          | 3         |
| MFA              |                            |                                           |                      |                 |                                                 | 1                                               |                                                 |                                      |                                                   |                                                                          | 1         |
| MIA              |                            |                                           | 1                    | 1               |                                                 | 2                                               |                                                 |                                      |                                                   |                                                                          | 4         |
| MOF              |                            |                                           |                      |                 |                                                 | 1                                               |                                                 |                                      |                                                   |                                                                          | 1         |
| MOH              | 1                          | 1                                         | 6                    | 1               | 2                                               | 6                                               |                                                 |                                      | 3                                                 |                                                                          | 20        |
| MOI              |                            |                                           |                      | 2               |                                                 |                                                 |                                                 |                                      |                                                   |                                                                          | 2         |
| MOJ              |                            |                                           |                      |                 |                                                 |                                                 |                                                 |                                      | 1                                                 |                                                                          | 1         |
| MORC             |                            |                                           |                      |                 |                                                 | 1                                               |                                                 |                                      | 1                                                 |                                                                          | 2         |
| MOT              |                            |                                           | 1                    |                 |                                                 |                                                 |                                                 |                                      |                                                   |                                                                          | 1         |
| MPE              |                            |                                           |                      |                 |                                                 |                                                 |                                                 | 1                                    |                                                   |                                                                          | 1         |
| PMO              |                            |                                           |                      |                 | 1                                               |                                                 | 1                                               |                                      |                                                   |                                                                          | 2         |
| <b>Total</b>     | <b>1</b>                   | <b>2</b>                                  | <b>8</b>             | <b>7</b>        | <b>6</b>                                        | <b>13</b>                                       | <b>4</b>                                        | <b>1</b>                             | <b>7</b>                                          | <b>1</b>                                                                 | <b>50</b> |

'Oku 'i ai 'a e tupu ma'olunga 'i he ngaahi keisi kapusi 'i he Ta'u Fakapa'anga ko 'eni' 'o makatu'unga ia mei he 'ikai ke totongi 'a e mo'ua pa'anga ki he Pule'anga' mei he 'ikai fakakakato 'a e taimi ki hono fakahā ai 'a e taimi tenau fakafisi ai'. Na'e 'iai mo e ni'ihiko e 'ikai lava ke totongi fakafoki 'a e pa'anga 'i he aleapau ngāue sekonimeni mo e aleapau ako sikolasipi 'a ia 'oku fakahā 'i he Fakatātā 13. Ko e ngaahi tu'utu'uni

kotoa pe felave'i mo e ngaahi kapusi ko 'eni' 'e fakahū atu ia ki he 'Ofisi 'o e 'Āteni Seniale' ke nau fakahoko hono muimui'i ke totongi fakafoki mo fakahoko ha ngāue fakalao kiai.

### Poaki Ma'u Vāhenga Mālōlō

Ko e ngaahi kole poaki ma'u vāhenga mālōlō 'e tolungofulu-mā-taha (31) na'e lekooti 'i he Ta'u Fakapa'anga ko 'eni' pea mo e toko uofulu-mā-tolu (23) kehe na'e kole poaki mālōlō 'i he 'uhinga fakafaito'o, ko e 'ikai kenau to e lava 'o fakahoko honau ngaahi fatongia' ó fakatatau ki he fiemaú. Kaikehe, 'oku fakatokanga'i foki 'a e ngaahi kole makehe 'e fāngofulu (40) ke toe fakaloloa atu 'enau ta'u ngāue' mo e ta'u vāhenga mālolo'.

FAKATĀTĀ 15: NGAHI 'UHINGA 'O E POAKI LIVI KAE 'IKAI MA'U VĀHENGĀ

### Poaki Livi 'ikai ma'u vāhenga

Ko e ngaahi kole poaki livi 'ikai ma'u vāhenga fakakātoa 'e valungofulu-mā-valu (88) na'e fakahū mai pea tali. 'A ia ko e hiki hake 'eni mei he kole 'e nimangofulu-mā-tolu (53) na'e lekooti mei he Ta'u Fakapa'anga kuo 'osí'. Ko e lahi taha 'o e ngaahi kole poaki livi 'ikai ma'u vāhenga' 'o hange ko 'ene hā he Fakatātā 14' koe kole 'i he ngaahi 'uhinga fakafāмили.



## 5.3 Ngaahi Fale'i fekau'aki mo hono Tokangaekina

### 'o e Kau Ngāue' mo e Ngaahi Tokoni Fakaengāue kehe pē

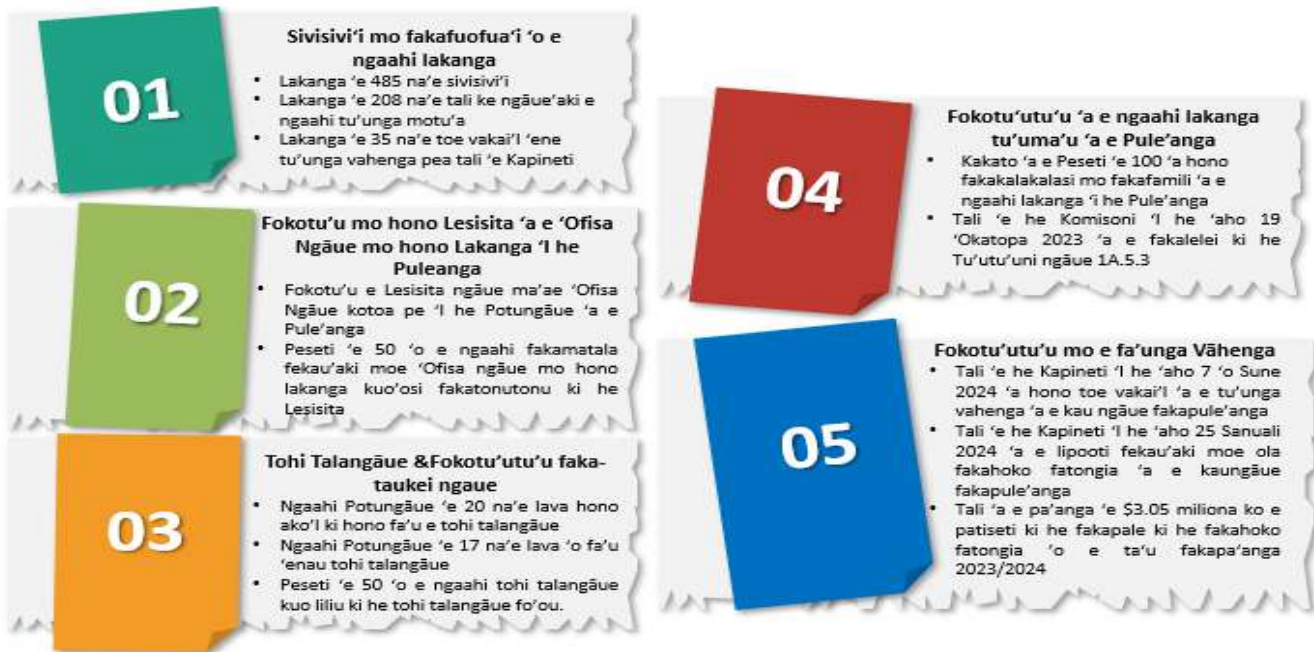
'Oku hokohoko atu pē 'a hono poupoua 'a e ngaahi Potungāue' 'i he ngāahi founa ki hono fakangāue'i 'o ha taha, 'o hangē ko e kole ke kau 'i he kau pēnolo ki he faka'eke'eke 'o e ngaahi lakanga', fakapapau'i ko e kau pēnolo' kuo 'osi fakataukeyi' kotoa kinautolu ki he ngāue ni pea tali foki kenau kau ki he lisi 'o e kau pēnolo faka'eke'eke 'o e ngaahi lakanga'.

Tanaki atu ki ai, na'e malava ke fakakakato 'a hono fakafuakava'i ki he ngāue fakapule'anga' e kau ngāue fo'ou 'e toko ono-ngofulu (60) mei he ngaahi Potungāue kehekehe 'e nima (5) 'a e Pule'anga'.

Na'e kei hokohoko atu 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 ngaahi fai tu'utu'u ní'. Na'e kau atu foki mo e ní'ihí 'o e kau ngāue 'o e Va'a ni ki he ngaahi fakataha 'a e 'ūu Potungāue', ngaahi polokalama fakataukeyi 'o e kau ngāue fo'ou', 'a'ahi taautaha ki he ngaahi Potungāue' 'o fakatatau pe ki he 'enau ngaahi fiema'u' ke to e fakamahino 'a e ngaahi tafa'aki 'oku nau fiema'u ke fai ange ai ha ngaahi tokoni'.

Fakakau atu kiai, na'e lava foki ke fakahoko lelei e fakataha 'e tolu (3) 'a e kau Pule Ngāue 'i he Tafa'aki Pule'i Kau Ngāue' 'i he Ta'u Fakapa'anga ko eni'. Pea na'e ma'u faingamalie ai e ní'ihí 'o e kau ngāue 'o e Va'a ní' ke poupou atu ki he Polokalama Talatalanoa ki he ngaahi Potungāue' 'i Tongatapu ni, ngaahi 'otu motu 'o Vava'u', Ha'apai pea mo e ongo Niua foki.

## Polokalama 6: Vāhenga



FAKATĀTĀ 16: NGAHI NGĀUE 'A E TAFĀ'AKI VĀHENGĀ KI HE TA'U FAKAPA'ANGA 2023/2024

Ko e taumu'a 'o e va'a Vāhenga' ko hono feinga'i ke lava 'o fakalelei'i 'a e vahevahe tatau, totonu pea mo taau 'a e ngaahi fokotu'utu'u vāhenga' ke tohoaki'i, tauhi mo faka'ai'ai 'a e kau ngāue fakapule'anga. 'Oku fakahoko 'eni 'i ha ngaahi vahevahe ngāue 'e fā (4).

1. Sivisivi'i mo fakafuofua'i 'o e ngaahi lakanga'
2. Fokotu'utu'u 'o e Polokalama Lesisita
3. Fokotu'utu'u tohi tala ngāue mo e fakataukei ngāue
4. Fokotu'utu'u 'a e ngaahi lakanga fo'ou' ki he kau ngāue fakapule'anga
5. Ngaahi ola pe fakapale fakangāue ki he fakahoko ngāue'

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

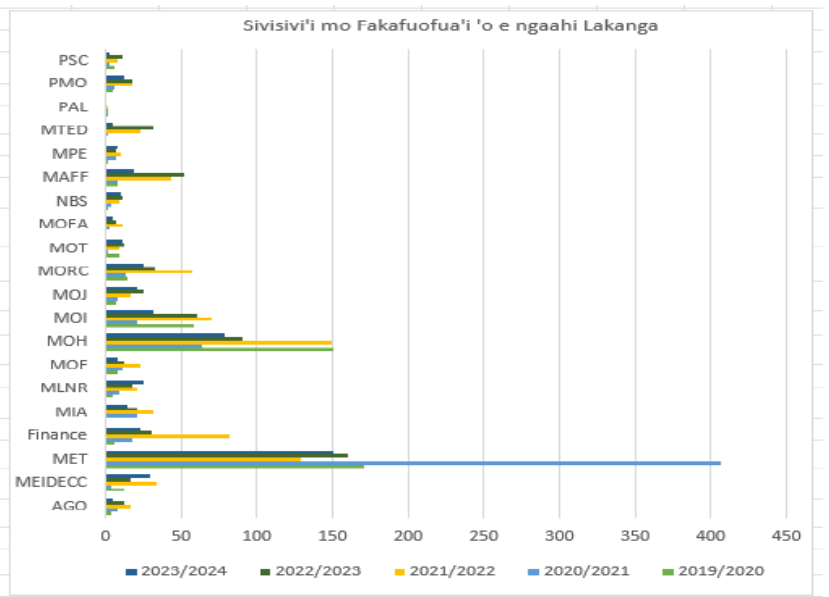
Na'e fakahū mai 'e he ngaahi Potungāue' mo e ngaahi Va'a Ngāue 'a e Pule'anga' 'a e ngaahi lakanga 'e 485 ke fai hono sivilisivi'i. Ko e ngaahi lakanga ko 'eni', na'e kau ki ai 'a e ngaahi lakanga fo'ou, lakanga mahu'inga, ngaahi lakanga aleapau mo e ngaahi lakanga motu'a. Ko e ngaahi lakanga na'e fakahū mai na'e si'i hifo ia 'i he ngaahi lakanga na'e fakahū mai 'i he ta'u fakapa'anga kuo hili'.

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

'I Nōvema 'o e ta'u 2023, na'e fakahū mai ha lakanga 'e fāngofulu-mā-ono (65) mei he potungāue 'e hiva (9) 'a e Pule'anga', ke fai hano to e vakai'i. Na'e fakafoki ha lakanga 'e tolungofulu (30), pea ko e lakanga leva 'e tolungofulu-ma-fitu (35) 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'.

FAKATĀTĀ 17: SIVISIVI'I MO FAKAFUOFUA'I 'O E NGAHI LAKANGA

|         | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 | 2023/2024 |
|---------|-----------|-----------|-----------|-----------|-----------|
| AGO     | 4         | 8         | 17        | 13        | 5         |
| MEIDECC | 12        | 4         | 34        | 17        | 29        |
| MET     | 171       | 407       | 129       | 160       | 151       |
| Finance | 6         | 18        | 82        | 31        | 23        |
| MIA     | -         | 21        | 32        | 21        | 14        |
| MLNR    | 5         | 9         | 21        | 18        | 25        |
| MOF     | 8         | 11        | 23        | 12        | 8         |
| MOH     | 151       | 64        | 149       | 90        | 79        |
| MOI     | 58        | 21        | 70        | 60        | 33        |
| MOJ     | 7         | 8         | 17        | 25        | 21        |
| MORC    | 14        | 13        | 57        | 33        | 25        |
| MOT     | 9         | 2         | 9         | 12        | 11        |
| MOFA    | -         | 3         | 11        | 7         | 5         |
| NBS     | 1         | 4         | 9         | 11        | 10        |
| MAFF    | 8         | 8         | 43        | 52        | 19        |
| MPE     | 1         | 7         | 10        | 7         | 8         |
| MTED    | -         | 1         | 23        | 32        | 5         |
| PAL     | 1         | 1         | 1         | -         | -         |
| PMO     | 5         | 6         | 18        | 18        | 12        |
| PSC     | 6         | 3         | 8         | 11        | 3         |
| Katoa   | 467       | 619       | 763       | 629       | 485       |

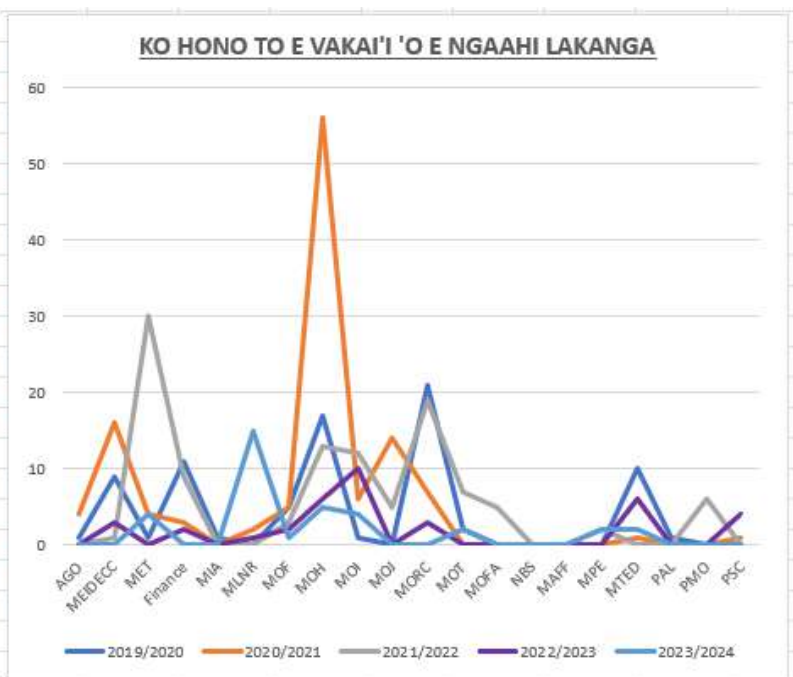


Na'e tali 'e he Kapineti 'o ha 'i he tu'utu'uni Kapineti fika 585 'o e 'aho 5 Siulai, 2024 'a e ola 'o e ngāue sivi'i na'e fakahoko 'o anga pehe ni:

- Lakanga 'e 13 ke hiki hake ki he vāhenga ma'olunga ange
- Lakanga 'e 22 ke nofo pe 'i he tu'unga vāhenga tatau
- Na'e 'ikai ha lakanga na'e tu'utu'uni ke toe holo hifo ki ha tu'unga ma'ulalo ange.

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

|         | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 | 2023/2024 |
|---------|-----------|-----------|-----------|-----------|-----------|
| AGO     | 1         | 4         | -         | -         | -         |
| MEIDECC | 9         | 16        | 1         | 3         | -         |
| MET     | 1         | 4         | 30        | -         | 4         |
| Finance | 11        | 3         | 9         | 2         | -         |
| MIA     | 1         | -         | -         | -         | -         |
| MLNR    | -         | 2         | -         | 1         | 15        |
| MOF     | 5         | 5         | 3         | 2         | 1         |
| MOH     | 17        | 56        | 13        | 6         | 5         |
| MOI     | 1         | 6         | 12        | 10        | 4         |
| MOJ     | -         | 14        | 5         | -         | -         |
| MORC    | 21        | 7         | 19        | 3         | -         |
| MOT     | 2         | -         | 7         | -         | 2         |
| MOFA    | -         | -         | 5         | -         | -         |
| NBS     | -         | -         | -         | -         | -         |
| MAFF    | -         | -         | -         | -         | -         |
| MPE     | -         | -         | 2         | -         | 2         |
| MTED    | 10        | 1         | -         | 6         | 2         |
| PAL     | 1         | -         | -         | -         | -         |
| PMO     | -         | -         | 6         | -         | -         |
| PSC     | -         | 1         | -         | 4         | -         |
| KATO    | 80        | 119       | 112       | 37        | 35        |



FAKATĀTĀ 18: NGAHI POTUNGĀUE NE 'I AI 'ENAU NGĀHI LAKANGA NE FIEMA'U KE TOE VAKAI'I

## 6.2 Fokotu‘u ‘o e Polokalama Lesisita

Ko e fatongia ‘o e va‘a’ ni ke fokotu‘u ‘a e polokalama ke lekooti ai ‘a e ngaahi fakaikiiki (lakanga fakaikiiki ‘o e lakanga, hingo ‘o e ‘ofisa, hingo ‘o e lakanga, fa‘ahinga ‘o e lakanga, tukunga ‘o e lakanga mo e tu‘unga vāhenga) ‘o e ngaahi lakanga kotoa ‘a e ngaahi Potungāue ‘oku ‘i he malumalu ‘o e Komisoni ‘o kau ki ai mo e fakamatala fekau‘aki mo e Tokotaha ngāue (tu‘unga vāhenga lolotonga, tu‘unga fakaako, nofo‘anga, ‘aho fa‘ele‘i, tangata pe fefine, ‘aho na‘e fakanofa ai ki he fatongia mo e loloa ‘o e ta‘u kuo fakahoko fatongia ai). Na‘e kakato ‘a e peseti ‘e 50 ‘a e ngāue na‘e fakahoko ki he ngāue’ ni hono fakakakato pea ko e toenga ‘oku toloi ki he ta‘u fakapa‘anga 2024/2025 kae hokohoko atu ‘a e fengāue‘aki mo e ngaahi Potungāue’.

## 6.3 Fokotu‘u tohi tala ngāue mo e taukei ngāue

Na‘e fakahoko ‘e he tafa‘aki’ ni fakataha mo e tokoni ‘a e ‘Ofisa fale‘i mā‘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 valungeau-fā-hiva (849) ki he Potungāue ‘e fā (4) (*‘Ofisi Palasi’, Komisoni Ngāue Fakapule‘anga’, Potungāue Ako mo Ako Ngāue’, Potungāue Ngaahi Ngaue lalahi*). ‘E toki fakakakato ‘a e ngāue’ ni ki he ta‘u fakapa‘anga 2024/2025 makatu‘unga ‘i he ngaahi ngāue tānaki mai faka‘ātita ke fakahoko ‘e he fale‘i fakatekinikale ko John Fotheringham.

## 6.4 Fokotu‘utu‘u á e ngaahi lakanga foóu’ ki he kau ngāue fakapule‘anga

‘Oku ‘omi ‘e he fa‘unga fokotu‘utu‘u ‘a e ngaahi 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 taki taha ‘a e ngaahi taukei mo e tu‘unga fakaako ma‘ulalo taha ‘oku fiema‘u ki he lakanga taki taha fakataha mo hono fakamahino mai ‘a e vāhenga ki he ngaahi tu‘unga taki taha. ‘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 22/23, na‘e fakahoko ‘e he va‘a’ ni ha ngāue ki he ngaahi fokotu‘u fakalelei ki he tu‘utu‘uni 1A.5.3 (Fokotu‘utu‘u ‘o e ngaahi lakanga) ‘i he malumalu ‘o e Tu‘utu‘uni Ngāue ‘a e Komisoni. Ko e liliu ko eni’ ‘e hoko ia ko e fakahinohino ke tokoni ki he fakahoko ‘o e liliu ko eni’. Na‘e tali ‘e he Komisoni’ ‘a e liliu’ ni ‘a ia ‘oku hā ‘i he Tu‘utu‘uni Komisoni fika 715 (a) ‘o e ‘aho 19 ‘o ‘Okatopa 2023.

## 6.5 Sisitemi mo e Faúnga Vāhenga

### 6.5.1: Ngaahi pepa naé fakahu atu ki he Komisoni’ Fekauáki mo e ngaahi fakapale fakangāue ki he fakahoko fatongia

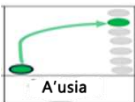
Na‘e lava foki ‘e he tafa‘aki’ ni ‘o fa‘u ha ngaahi pepa fekau‘aki tu‘utu‘uni ngāue lolotonga ‘a e ta‘u fakapa‘anga 2023/2024. Ko e taha ‘o e ngaahi pepa’ ni na‘e fekau‘aki mo e fokotu‘u ke vakai‘i ‘a e fa‘unga vāhenga koe‘uhi’ ko e monū‘ia peseti ‘e 5 na‘e foaki ma‘ae kau ngāue fakapule‘anga’ koe‘uhi ko e hikihiiki e totongi koloa. Na‘e tali ‘e he Kapineti ‘i he ‘aho 7 Sune 2024 ‘a e fokotu‘u ko eni’ pea fakahoko ai pe ‘a e liliu ki he fa‘unga vāhenga ‘o fakakau atu ki ai ‘a e peseti ‘e 5 ‘o kamata ‘i he ‘aho 1 Siulai 2024.

### 6.5.2: Totongi fakapale fakataú ki he ola ó e fakahoko fatongia á e kau ngāue fakapuleánga

‘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. Na’e tali ‘e he Kapineti ‘a e pa’anga ‘e 3.05 miliona ke fakapa’anga’aki ‘a e fakapale ‘i he ta’u fakapa’anga 2023/24. Ko e hiki lahi eni mei he ta’u fakapa’anga kuo hili’ ‘a ia na’e pa’anga pe ‘e 2 miliona. Na’e tali foki ‘e he Kapineti ‘a ia ‘oku hā ‘i he Tu’utu’uni Kapineti fika 25 ‘o e ‘aho 25 Sanuali 2024 ‘a e lipooti mei he komiti fekau’aki mo e ngaahi fakapale ki he piliote ‘o Siulai 2022 ki Sune 2023.

## Polokalama 7: Fakalakalaka ‘o e Fakahoko fatongia

*Fokotu’u ha founga ngaue ‘oku makatu’unga ‘i he fakahoko fatongia ki hono fakalakalaka, tokangaekina mo fakalelei’i ‘a e fakahoko fatongia ‘o e kau ngaue fakapule’anga*



Ko e Polokalama Si’i Fika fitu (7) ‘oku ‘i ai ‘a e ngaahi ngāue lalahi ‘e fā (4) ‘oku fakataumu’a ki hono fakapapau’i ‘a e tu’unga lelei mo hono siofi fakalūkufua ‘a e ngaahi ngāue ‘oku felave’i tonu ki he PMS mo e ngaahi founga ngaue fakakaukau fo’ou ki he kau ngāue fakapule’anga ki hono poupoua ‘a e ngāue ki he lelei taha.

1. Ako mo Fakahinohino felāve’i mo e Fakahoko Fatongia
2. Muimui’i mo lipooti ‘a e tu’unga ‘o e ngaahi Palani Ngāue ‘a e ngaahi Potungāue ki hono fakalakalaka ‘o e Fakahoko Fatongia
3. Vakai’i mo Fakapapau’i ‘a e tu’unga ‘o e Fakahoko Fatongia (Kulupu I mo e Kulupu II)
4. Ngaahi Fokotu’utu’u Ngāue fo’ou felave’i mo e ngaahi fakalelei fakalūkufua

### 7.1 Ako’i mo fakahinohino ‘a e felave’i mo e fakahoko fatongia’

‘Oku hokohoko atu pē hono fakahoko he kau ngāue PMS ‘a e ngaahi polokalama ako ki he fakalakalaka ‘o e fakahoko fatongia ki he kau Pule PMS mo e kau ngāue mei he ngaahi Potungāue ‘o hangē ko ‘ene hā atu ko eni:

- Fakataha ke tokonia mo fakahinohino fekau’aki mo e PMS ki he Pule PMS ‘o e Takimamata’ mo ‘enau kau ngāue PMS ‘i he ‘aho 10 Nōvema 2023 pea mo e Potungāue Tukuha’ ‘i he ‘aho 3 Nōvema 2023.
- Fakahoko ha ako ki he Potungāue MPE ‘i he ‘aho 14 ‘o Nōvema, fekau’aki mo e Fakamaaka mo hono ‘omai ha ngaahi fakamatala ke ne poupou’i ‘a e ngaahi fakamaaka kuo fokotu’u.)
- Fakataha PMS 1-2-1 mo e Pule PMS ‘o e Potungāue Ngoue mo e Takimamata ‘i he ‘aho 4 ‘o Ma’asi ke tokoni mo fakahinohino ki hono fakamā’opo’opo ‘a e ola ‘enau PMS sivi vaeua ta’u (MYR) ki he Ta’u Fakapa’anga 2023/24.
- Tokoni ki he tupulaki mo e fakalakalaka ‘a e fakahoko ngāue ‘a e tokotaha ngāue fakapule’anga ‘oku fakafou ia ‘i he Polokalama Ako Ngāue ma’ae kau Pule Ngāue PMS ‘a e MIA x1, MOI x1, AGO x2, MOT x2 mo e Potungāue Pa’anga x1.

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

'Oku hokohoko lelei atu pē 'e he kau ngāue PMS hono muimui'i 'a hono fakahoko 'o e PMS 'e he kau ngāue fakapule'anga 'i he ngaahi Potungāue 'o fakatatau ki he Palani PMS 'o e Ta'u Fakapa'anga 2023/24. Ko e tēpile 'i lalo 'oku fakaikiiki ai 'a e ngaahi ngāue kuo kakato.

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 2023                      | 16                                 |
| 2. Lipoōti Fakakuata ki 'Okatopa 2023                    | 19                                 |
| 3. Lipoōti Fakakuata ki Sanuali 2024                     | 19                                 |
| 4. Sivi 'o e fakahoko fatongia ki he Vaeua Ta'u 2023/24  | 23 (kau mai kiai mo e Tēpile II)   |
| 5. Lipoōti Fakakuata ki 'Epeleli 2024                    | 20                                 |

## 7.3 Vakai'i mo fakapapau'i 'a e tu'unga 'o e fakahoko fatongia (Kulupu I & Kulupu II)

### Ola ó e PMS ki he taú fakapa'anga 2022/2023

- Na'e 'ikai ke tali 'e he Kapineti ha Patiseti ki he PMS 'o e Ta'u Fakapa'anga 2022/23, koe'uhi na'e lolotonga mo'ua e Tafa'aki Ngāue 'oku nau tokangaekina e Fakalakalaka 'o e Fakahoko Fatongia 'i hono fakakakato 'a e ngaahi ngāue PMS 'o e Ta'u Fakapa'anga 2021/22. 'I he'ene pēhe', na'e felotoi ai 'a e Kapineti mo e Minisita Pa'anga' ke tuku mavahe ha Pātiseti pau ki hono fua 'o e Ngaahi Fakapale Faka-PMS ki he Ta'u Fakapa'anga 2022/23 'o 'ikai ha toe patiseti tātaki makehe. (buffer)
- Mei he tokolahi fakalūkufua 'o e kau Ngāue Fakapule'anga' 'e toko nimaafe-valungeau-hivangofulu-mā-ono (5,896), ko e toko fāafe-uangeau-hivangofulu-mā-tolu (4,293) pē na'e vakai'i 'a e tu'unga 'o 'enau fakahoko ngāue 'i he 2022/2023.
- Ko e fakakātoa 'o e ola e fakahoko fatongia na'e 'i he tu'unga ma'olunga 'o e pēseti 'e 99%, mei he kau ngāue fakapule'anga 'e toko 4,293. Ko e pēseti 'e 48% na'e 'i he tu'unga fakafiemālie pē, pēseti 'e 45% na'e mahulu 'enau fakahoko ngāue, pea pēseti 'e 7% na'e tu'ukimu'a 'enau fakahoko fatongia. Ko e toko 9 'i he kau ngāue fakapule'anga na'e 'ikai fakafiemālie 'enau fakahoko fatongia'.
- Ko e kau ngāue fakapule'anga 'ikai fakahoko fatongia lelei na'e 'i ai 'a e hiki hake mei he pēseti 'e 0.2% ki he pēseti 'e 0.7% 'i he 2023/2024. 'A ia 'e kau atu 'a kinautolu' ni ke fakakakato 'a e Palani Fakalelei Ngāue (PIP) 'a ia 'e fakahoko 'e he 'Ofisi 'o e Komisoni'.

TĒPILE 29: OLA 'O E FAKAPALE 'O E FAKAHOKO FATONGIA FAKAPOTUNGĀUE KI HE 2022/2023

| # | Ngaahi Potungaue                                                                                                                       | Kau Ngaue | Foomu naé Kakato | Foomu Konga Ua | Foomu teéki kakato | Íkai kau he PMS |
|---|----------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------|----------------|--------------------|-----------------|
| 1 | 'Ofisi 'o e Palēmia                                                                                                                    | 89        | 62               | 16             | 2                  | 9               |
| 2 | Potungāue Sítetisitika                                                                                                                 | 48        | 32               | 6              | 2                  | 8               |
| 3 | Potungāue Toutai                                                                                                                       | 89        | 63               | 10             | 6                  | 10              |
| 4 | Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliuaki 'o e 'Ea mo e Fetu'utaki | 177       | 140              | 6              | 9                  | 22              |

|    |                                                          |              |              |            |            |            |
|----|----------------------------------------------------------|--------------|--------------|------------|------------|------------|
| 5  | Potungāue Ngāue ki Muli                                  | 39           | 28           | 2          | 5          | 4          |
| 6  | Potungāue Fefakatau'aki mo e fakalakalaka faka'ekonomika | 90           | 64           | 12         | 0          | 14         |
| 7  | Potungāue Ako mo e Ako Ngāue                             | 1555         | 1201         | 52         | 100        | 202        |
| 8  | 'Ofisi 'o e 'Āteni Seniale                               | 37           | 20           | 7          | 1          | 9          |
| 9  | Potungāue Takimamata                                     | 55           | 37           | 4          | 7          | 7          |
| 10 | Potungāue Pa'anga Hū mai mo e Kasitomu                   | 201          | 143          | 38         | 0          | 20         |
| 11 | 'Ofisi Komisoni Ngāue Fakapule'anga                      | 43           | 28           | 2          | 0          | 13         |
| 12 | Potungāue Pa'anga                                        | 185          | 127          | 32         | 1          | 25         |
| 13 | Potungāue Ngōue, Me'atokoni, mo e Vaotātā                | 213          | 124          | 35         | 21         | 33         |
| 14 | Potungāue Ngaahi Ngāue Lalahi                            | 186          | 143          | 27         | 8          | 8          |
| 15 | Potungāue Ngaahi Ngāue Fakaloto fonua                    | 67           | 47           | 7          | 6          | 7          |
| 16 | Potungāue Mo'ui                                          | 1075         | 577          | 52         | 299        | 147        |
| 17 | Potungāue Fakamaau'anga                                  | 126          | 91           | 18         | 2          | 15         |
| 18 | Potungāue Fonua mo e Ngaahi Koloa Fakaenatula            | 139          | 102          | 11         | 17         | 9          |
| 19 | Potungāue Ngaahi Kautaha 'a e Pule'anga                  | 33           | 22           | 5          | 3          | 3          |
| 20 | 'Ofisi Palasi                                            | 24           | 22           | 1          | 0          | 1          |
|    | <b>Fakakatoa Kulupu I</b>                                | <b>4,471</b> | <b>3,073</b> | <b>343</b> | <b>489</b> | <b>566</b> |
| 1  | Potungāue Tamate Afi                                     | 146          | 101          | 35         | 2          | 8          |
| 2  | Kau Tau 'Ene 'Afio                                       | 546          | 425          | 0          | 41         | 80         |
| 3  | Potungāue Polisi                                         | 492          | 124          | 29         | 197        | 142        |
| 4  | Potungāue Pilisone                                       | 204          | 86           | 49         | 0          | 69         |
| 5  | 'Ofisi 'Ātita                                            | 37           | 34           | 3          | 0          | 0          |
|    | <b>Fakakatoa Kulupu II</b>                               | <b>1,425</b> | <b>770</b>   | <b>116</b> | <b>240</b> | <b>299</b> |
|    | <b>OVERALL TOTAL</b>                                     | <b>5,896</b> | <b>3,843</b> | <b>459</b> | <b>729</b> | <b>865</b> |

**Fakatokanga'i Ange:** Ko e kau ngāue fakapule'anga 'e toko fāngeau-nimangofulu-mā-hiva (459) 'a ia ko e pēseti ia 'e valu (8%) na'e kau 'i he Ola Konga Ua (Pro Rata) pea ko e toko valungeau-onongofulu-mā-nima (865) pēseti ia 'e hongofulu-mā-nima (15%) leva na'e 'ikai ke nau paasi ke kau ki he PMS. Ko e holo hifo eni mei he toko tahaafe-ma-uofulu (1020) 'i he Ta'u Fakapa'anga kuo 'osi. Ko e toko fitungeau-uofulu-mā-hiva (729) leva na'e 'ikai fakakakato 'enau foomu fakafehoanaki ia mo e toko teau-hongofulu-mā-ua (142) 'i he Ta'u Fakapa'anga kuo 'osi'.

### Fakahoko fatongia 'a e 'Ofisa Pule Ngāue 2022/2023

Ko e kau 'Ofisa Pule Ngāue 'e toko fitu (7) na'e vakai'i 'enau ola PMS 'i he 2022/23 pea 'oku lolotonga fakatatali 'a e ngaahi fakapale ki he Ta'u Fakapa'anga 2023/24, koe'uhi 'oku te'eki ai ke kakato 'a e ngāue ki ai 'a e Kōmiti 'o e Kau 'Ofisa Pule Ngāue'.

### Totongi ó e fakapale PMS ki he Ngaue Fakapule'anga

'I he Ta'u Fakapa'anga 2022/23, ko e fakakātoa e pa'anga fakamole na'e \$2.2 miliona fakafehoanaki ia ki he patiseti na'e tali ko e \$2.0 miliona. Na'e 'ikai ke toe 'i ai ha fakalahi patiseti pē patiseti talifaki 'i he patiseti 'a e Ngaahi Potungāue, Ngaahi Va'a Fakapotungāue mo e Ngaahi Kautaha 'a e Pule'anga ki he Ta'u Fakapa'anga 'o e 2022/23

## 7.4 Ngaahi polokalama fakalakalaka fakaengāue'

### Fakahoko ha Mahina ma'ae Kau Ngaue Fakapule'anga– Polokalama Fakamaá hotau Fonua (Hiko Veve)

'I he māhina ko Suné, na'e fengāue'aki ai 'a e ngaahi Potungāue ki he polokalama fakama'a pē hiko veve fakauike, 'a ia na'e fakahoko he 'aho Falaite kotoa pē 'i he taimi 4:00 efiafi. Ko e fakakaukau' ni 'oku' ne pou poua 'a e fakahoko fatongia 'a e Potungāue Mo'ui' ke tau'i e mahaki pipihi 'o e tengi', faka'ai'ai e

fakamālohisino, mo e fakamamafa’i e mahu’inga mo’ui lelei faka’atamai’. ‘Oku poupou lelei foki ‘a e polokalama’ ni ki he Va’a Tokangaekina ‘o e ‘Ātakai mo ‘enau kaveinga **“Tauhi ‘a Tonga ke Ma’a, Lanu Mata, mo Mo’ui Lelei”** ‘a ia ‘oku tokoni ia ki ha ‘ātakai mo’ui lelei ange mo tu’uloa ‘o kaunga lelei ki he ngaahi fatongia ‘oku hanga atu ki ai ‘o hangē ko e Uike Heilala mo e Fakataha Lahi ‘a e kau Taki ‘o e Pasifiki.

**Konifelenisi fakataú ki hono vahevahe ngaahi founga ngaue lelei**

Ko e Konifelenisi ki he vahevahe ai e Ngaahi Founga Lelei taha na’e fakahoko ia ki he Loki Konifelenisi ‘o e Fe’aomoengalu (Potungāue Tanaki Pa’anga Hū mai mo e Tute) ‘i he ‘aho 19 Sune 2024. Ko e Kaveinga ‘o e Konifelenisi Vahevahe Ngaahi Founga Ngāue lelei ko e “Langa ha Ngāue Fakapule’anga ‘oku tu’uholoaki’

TEPILE 30: OLA NGAahi VAHEVAHE FOUNGA NGAUE LELEI FAKA-POTUNGAUE

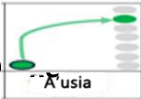
| Ngaahi Potungaue                             | Vahevahe Founga Ngaue Lelei                                                         |
|----------------------------------------------|-------------------------------------------------------------------------------------|
| 1. Potungāue Ngaahi Pisinisi ‘a e Pule’anga  | Ngaahi ola lelei hono ngaue’aki ‘o e Polokalama Fakakomipiuta tesipooti             |
| 2. Potungāue Ngaahi Ngāue Lalahi             | Poloseki HTHP VETR                                                                  |
| 3. Potungāue Tānaki Pa’anga Hū Mai mo e Tute | ‘Aho faka’ilonga’i fengāue’aki ‘a e Ngaahi Tafa’aki Tokangaekina ‘o e Ongoongo 2024 |
| 4. Potungāue Pa’anga                         | Ngāue’anga ‘oku laka kimu’a lototo’a ‘ikai ngāue’aki ha ngaahi pepa ki he ngāue     |
| 5. ‘Ofisi Komisoni Ngāue Fakapule’anga       | Ngaahi tānaki fo’ou ki he Polokalama fakakomipiuta tesipooti                        |

**Lotu Taha ma’ae Kau Ngaue Fakapule’anga – Āho faka’ilonga ma’ae Kau Ngaue Fakapule’anga**

‘I he a’usia ‘o e ‘aho ma’ae kau Ngāue Fakapule’anga, ‘a ia ‘oku katoanga’i fakamāmani lahi ‘i he ‘aho 23 ‘o Sune ‘i he ta’u kotoa pē, na’e fakahoko ai ‘a e Lotu Taha makehe ki he Falelotu ‘o Malia Tupu-‘i-Makulata ‘o Ma’ufanga he taimi 10:00 pongipongi. Ko e fakamanatua ko eni ‘i he Sapate ‘o e ta’u’ ni ‘oku’ ne ‘omai ha faingamālie ki he kau ngāue fakapule’anga’ ke nau ‘unu’unu mai ki he ngāue fakataha. Ko ia na’e fakalotolahi ai ke nau teunga mai ‘i he ngaahi lanu ‘o e Māhina faka’ilonga’i ma’ae kau Ngāue Fakapule’anga’ ‘a ia ko e lanu siliva, pingikī mo e pulū.

**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 malav 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 fakahū ‘a e Palani fakata’u tolu ki he 2023/24-2025/26 ki he va’a Palani ‘a e ‘Ofisi Palēmia’ ‘i he ‘aho 29 ‘o ‘Epeleli 2023. ‘Oku lipooti ‘a e fakaikiiki ‘o e palani fakata’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’inga taha ki he ‘Ofisi ‘o e Komisoni’ ki he ta’u fakapa’anga 2023/24; taha ‘i Siulai 2023 pea ko e taha ‘i Sanuali 2024

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).

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

TĒPILE 31: ‘AVALISI ‘O E TU’UNGA TALIANGI ‘AE ‘OFISI ‘I HE 2023/2024

| Ngaahi kuata | Maaka |
|--------------|-------|
| Kuata 1      | 88%   |
| Kuata 2      | 100%  |
| Kuata 3      | 96%   |
| Kuata 4      | 95%   |
| Kuata 4      | 95%   |

‘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 ‘i lalo’, ‘oku hā atu ‘a e fakalakalaka’i e fakahoko fatongia ‘a e kau ngāue ‘a e Komisoni’ ‘o hangē ko hono fakafuofua’i ‘e he Tafa’aki ki hono Fakalakalaka’i ‘o e Fakahoko Fatongia’, ‘o makatu’unga ‘i he lipooti fakakuata e ngaahi ngāue na’e fakahoko ‘i he Ta’u Fakapa’anga 2023/24. Ko e ‘avalisi ‘o e taliangi’ ‘i he Faka’osinga ‘o e Ta’u’ ko e pēseti ‘e hivangofulu-mā-nima (95%).

‘Oku hokohoko atu pē ‘a e tokanga’i ‘o 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 ako fakakātoa ‘e hongofulu-mā-taha (11), ma’ae lelei pē ‘a e kau ngāue ‘a e Komisoni’. Na’e kau ki 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’uhi’ ko homau tefito’i fatongia ki he ‘ū 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

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

| Tohi Hū mai fakafetu’utaki - Hū kitu’a 2023/24 |      |
|------------------------------------------------|------|
| Fakakātoa ‘o e Tohi Hū mai                     | 2130 |
| Fakakātoa ‘o e Tohi Hū atu                     | 2769 |

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.

### 8.3.2 Kāsete

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

‘I he lolotonga ‘a e Ta’u Fakapa’anga, na’e fe’unga fakakātoa mo e toko teau fangofulu-mā-ua (142) na’e fokotu’u lakanga fo’ou pe toe fokotu’u lakanga fo’ou ki he ngāue Fakapule’anga pea ko e toko tolungeau onongofulu-mā-nima (365) ne nau mālōlō atu mei he ngāue Fakapule’anga’ pea ko e lahi taha’ na’e faka fou mei hono kapusi pe fakafisi.

| Keisi                                            | Katoa      |
|--------------------------------------------------|------------|
| Fokotu’u Lakanga Fo’ou                           | 135        |
| Toe Fokotu’u Lakanga Fo’ou                       | 7          |
| Mālōlō Mei He Ngāue (Penisoni)                   | 39         |
| Fakafisi                                         | 226        |
| Mālōlō Mei He Ngāue ‘i he ‘UHINGA Fakafalemahaki | 20         |
| Pekia Lolotonga Kei Ngāue                        | 24         |
| Kakato ‘a e Aleapau Ngāue                        | 24         |
| Fakangata ‘o e Fokotu’u Lakanga Fo’ou            | 6          |
| Kapusi mei he Ngāue                              | 48         |
| <b>Fakakatoa</b>                                 | <b>507</b> |

### 8.3.3 Pule’i Ngaahi Lekooti

| Ngaahi Putu Fakapule’anga Ta’u Fakapa’anga 2023/24 | Kātoa     |
|----------------------------------------------------|-----------|
| Pekia Lolotonga Ngāue                              | 24        |
| Mālōlō Penisoni                                    | 34        |
| Mālōlō Fakafalemahaki                              | 4         |
| <b>Fakakatoa</b>                                   | <b>62</b> |

TĒPILE 34: LAHI ‘O E NGAahi PUTU

Na’e fe’unga mo e ngaahi putu ‘e Onongofulu-ma-ua (62) ‘o e kau ngāue fakapule’anga lolotonga’ mo e kau ngāue fakapule’anga mālōlō ne fakahoko mai ki he ‘Ofisi ‘o e Komisoni’ ‘i he 2023/2024. 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 Palēmia’ ke fakakakato’aki ‘a e fatongia ‘o e Palēmia’ mo e Pule’anga’ ki he ngaahi fāmili ‘o e kau pekia’.

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

### 8.4.1 Founa ngāue fakamisini mo e fakakomipiuta ‘o e ngaahi fakamatala’

#### 8.4.1.1 Liliu fakakomipiuta ó e ngaahi faile Fakatāutahá (PF)

- Mei Siulai 2023 ki Sune 2024, na’e lava lelei hono fakahū ki he komipiuta’ ‘a e Faile Fakafo’ituitui ‘e 743 (PFs), ko e konga ia ‘o e tokoni fakalukufua ki he liliu faka-komipiuta ‘a e ngaahi lekooti ‘a e ‘Ofisi’. Ko e ngaahi faile na’e ‘osi fakahū hono tatau ‘elekitulonika na’e lava hono fakanofonofo ki he ngaahi sisitemi totonu ‘o tatau pe ‘a e ngaahi faile ‘oku kei ngaue’aki mo e ngaahi faile ‘oku ‘ikai ke toe ngaue’aki.

#### 8.4.1.2 Liliu fakakomipiuta fakalotofale

Na’e ‘i ai ‘a e ngaahi sisitemi fakalotofale na’e fa’u mo fakalelei lolotonga e ta’u ‘o kau ki ai ‘a e:

- Hokohoko atu hono fakakakato ‘a e ngaahi konga fatongia fakaikiiki ‘o e sisitemi ‘oku tanaki ki ai ‘a e ngaahi Tu’utu’uni Komisoni.
- Ngāue’aki ‘o e ngaahi fakaikiiki ‘i he ‘ekisela ki he pile’i mo fakamā’opo’opo ‘o e fakamatala’.
- Hokohoko atu ‘o e fa’u ‘o e sisitemi ki he lesisita ‘o e lekooti ‘a e kau ngāue’.

#### 8.4.1.3 Pule'i 'o e Koloa mo e Me'angāue

Na'e tokangaekina lelei 'aupito 'e he tafa'aki' ni 'ene ngaahi koloa' 'aki hono:

- Fetukutuku 'o e lisi 'o e ngaahi koloa mei he polokalama 'ekisela ki he polokalama 'ekisesi.
- Fakafaikhehehe'i 'o e ngaahi koloa motu'a mei he koloa fo'ou 'o fakahingoa.
- Fakakakato ma'u pē 'a e polokalama 'oku lekooti ai 'a e ngaahi koloa'.

#### 8.4.2 Poupou mo e tokoni fakakomipiuta mo hono tokanga'i 'a e uepisaiti

##### 8.4.2.1 Poupou moe tokoni fakakomipiuta

Na'e lava lelei 'a e taliui 'e he tafa'aki' ni ki he ngaahi fiema'u tokoni fakakomipiuta 'a e kau ngāue' 'i he ngaahi tafa'aki kehekehe 'o kau ki ai 'a e:

- Fakafo'ou 'a e polokalama 'ofisi 365 ke ngāue'aki 'e he kau ngāue 'a e 'Ofisi'.
- Fakafo'ou mo fakalelei'i e ngaahi polokalama fakakomipiuta (hardware and software)
- Pule'i e ngaahi kulupu fetohi'aki 'aki hono tākaki mo to'o 'a e kau memipa 'e fiema'u.
- Fakahū e ngaahi ongoongo, fanga ki'i tokoni fekau'aki mo e tu'utu'uni ngāue mo e ngaahi ongoongo tukuatu ki he uepisaiti.
- Fe'aveaki 'o e ngaahi me'angāue fakakomipiuta ki he ngaahi fakataha'anga'.
- Tokoni 'i he fokotu'u 'o e netiueka mo e seeva kau ki ai mo hono fakahoko 'a e ngaahi me'angāue 'i he hili ha palopalema faka'uhila.

##### 8.4.2.2 Tokangai 'o e uepisaiti

Na'e fatongia'aki 'e he tafa'aki' ni 'a e pule'i mo tokanga'i 'a e uepisaiti 'a e 'ofisi 'o kau ki ai hono:

- Fokotu'u ki ai 'a e ngaahi lakanga 'atā, ongoongo tuku atu, ngaahi ongoongo makehe mo e ngaahi tokoni fekau'aki mo e tu'utu'uni ngāue.
- Pule'i mo tokangaekina e ngaahi fa'unga 'o e uepisaiti ke fakapapau'i 'oku tonu e ngaahi fakamatala'.
- Ko e tepile 'i lalo 'oku fakahā ai e lahi 'o e ngaahi vakai ki he ngaahi peesi 'oku lahi taha hono mamata 'i he uepisaiti 'a e Komisoni Ngāue 'a e Pule'anga

|                                      |                              |
|--------------------------------------|------------------------------|
| Peesi Uepisaiti o e Ofisi Komisoni   | Lahi 'o e mamata ki he peesi |
| Tu'uaki Lakanga                      | 13,025                       |
| Tufaki Fakamatala                    | 1,375                        |
| Ongoongo                             | 1,272                        |
| Fakalelei Lao mo e ngaahi tu'utu'uni | 937                          |

#### 8.4.3 Fakatahataha'i 'o e polokalama tokangaekina e kau ngāue 'a e 'Ofisi Komisoni Ngāue Fakapule'anga'

Poloseki mo e ngaahi ngāue makehe

Na'e kau atu 'a e timi ki he ngaahi ngāue makehe 'o kau ki ai :

- Fengāue‘aki mo e Komisoni Ngāue Fakapule‘anga ‘a Nu‘usila’ ki ha founa ke fetukutuku‘aki e ngaahi lekooti ‘a e ‘ofisi’ ke fakakomipiuta.
- Kau atu ki he ngaahi alelea mo e kautaha CERT mo e e-Government fekau‘aki mo e founa fakasikiuliti fakakomipiuta.
- Hokohoko atu ‘a e tokoni ki hono fakakakato ‘a e ngaue ki he lekooti ‘o e kau ngāue ‘i he fengāue‘aki mo e tafa‘aki Vāhenga’ mo e Va‘a Vakai Fakalukufua’.

## 5.Pule‘i Pa‘anga mo e Fakamole

### 5.1.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 fakahā‘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 2023/2024 ‘a e ‘Ofisi ‘o e Komisoni’.

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

### 5.2. Fakamatala ki he pa‘anga hū mai mo e pa‘anga hū atu’

TÉPILE 35: FAKAMATALA KI HE PA‘ANGA HŪ MAI MO E PA‘ANGA HŪ ATU

|                                             | 2024 TOP               | 2022 TOP               |
|---------------------------------------------|------------------------|------------------------|
| <b>Pa‘anga Hū Mai</b>                       |                        |                        |
| Pa‘anga Vahevahe mai mei he Pule‘anga’      | \$ 2,106,600.00        | \$ 2,140,100.00        |
| Pa‘anga Hū Mai (Tō nounou)                  | \$ -                   | \$ -                   |
| Totongi fakafoki Malu‘i                     | \$ -                   | \$ -                   |
| Peau Kula                                   | \$ -                   | \$ -                   |
| Pa‘anga Ngāue Fakalakalaka Hū Mai           | \$ -                   | \$ -                   |
| <b>Katoa Pa‘anga Hū Mai</b>                 | <b>\$ 2,106,600.00</b> | <b>\$ 2,140,100.00</b> |
| <b>Fakamole Angamaheni</b>                  |                        |                        |
| Kau Ngāue Tu‘uma‘u                          | \$ 1,318,400.00        | \$ 1,469,300.00        |
| Kau Ngāue Lau‘aho                           | \$ 21,700.00           | \$ 27,700.00           |
| Fefononga‘aki mo Fetu‘utaki                 | \$ 108,000.00          | \$ 73,000.00           |
| Tauhi Mo Fakalele Ngāue                     | \$ 126,000.00          | \$ 36,200.00           |
| Totongi Koloa mo Ngāue                      | \$ 462,500.00          | \$ 427,400.00          |
| Me‘a‘ofa Fakangāue mo e ‘inasi              | \$ 2,000               | \$ 10,000              |
| Ngaahi Koloa                                | \$ 68,000.00           | \$ 96,500.00           |
| <b>Katoa Pa‘anga Totongi Atu Angamaheni</b> | <b>\$ 2,106,600.00</b> | <b>\$ 2,140,100.00</b> |
| <b>Pa‘anga Ngāue Fakalakalaka Hū Mai</b>    |                        |                        |

|                                                |             |             |
|------------------------------------------------|-------------|-------------|
| Fefononga'aki Mo Fetu'utaki                    | \$ -        | \$ -        |
| Totongi Koloa mo Ngāue                         | \$ -        | \$ -        |
| <b>Kātoa Pa'anga Ngāue Fakalakalaka Hū Mai</b> | <b>\$ -</b> | <b>\$ -</b> |

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

### 5.3. 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   | \$ 1,318,400.00         | \$ 1,186,551.94        |
| Kau Ngāue Lau'aho                      | 11XX   | \$ 21,700.00            | \$ 9,098.96            |
| Fefononga'aki mo e Fetu'utaki          | 12XX   | \$ 108,000.00           | \$ 98,098.00           |
| Tauhi moe Fakalele Ngāue               | 13XX   | \$126,000.00            | \$ 66,148.11           |
| Totongi Koloa mo e Ngāue               | 14XX   | \$462,500.00            | \$513,930.06           |
| Me'a'ofa Fakangāue mo e 'Inasi         | 15XX   | \$2,000                 | \$1,997.90             |
| Ngaahi Koloa                           | 20XX   | \$68,000.00             | \$114,340.09           |
| <b>Katoa Pa'anga Hū atu Angamaheni</b> |        | <b>\$ 2,106,600.00</b>  | <b>\$ 1,990,165.06</b> |

### 5.4. Ngaahi fehikitaki 'o e Patiseti

Na'e feinga 'e he 'Ofisi 'o e Komisoni' 'a e lelei taha ke tauhi 'a e ngaahi pa'anga na'e fehikitaki' ki he tu'unga ma'ulalo taha 'a ia na'e lekooti 'i he Ta'u fakapa'anga 2021/22 (ngaahi fehikitaki pa'anga 'e 4). 'I he 2023/24 na'e kei ma'ulalo pe 'a e ngaahi fehikitaki pa'anga 'e valu (8). '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**

| Tau Fakapa'anga                                                                                       | FY/2019-20 | FY/2020-21 | FY/2021-22 | FY/2022-23 | FY/2023-24 |
|-------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|------------|
| Ngaahi Taumu'a 'o e fehikitaki 'i loto he Patiseti                                                    | 15         | 15         | 8          | 7          | 8          |
| Fehikitaki 'o e Patiseti Totonu                                                                       | 7          | 8          | 4          | 4          | 5          |
| Ngaahi Taumu'a 'o e fehikitaki 'i loto he Patiseti 'o fakatatau ki he Fehikitaki 'o e Patiseti Totonu | 47%        | 53%        | 50%        | 57%        | 63%        |

**Fakatokanga'i Ange:** Ko e 'uhinga 'o e ngaahi fehikitaki na'e fakahoko': (1) toe fakalahi 'a e ngaahi fakataha Komisoni'; Ngaahi me'atokoni/ fakamāmālohi teuteu ki he ngaahi fakataha Komisoni' (2); Fakafo'ou 'a e laiseni Microsoft 365 ma'ae kau ngāue (3); Koniteina ke fa'o kotoa ki ai ngaahi faile 'a e 'Ofisi (4). Pea mo e fakatau 'a e ngaahi misini komipiuta ma'ae kau ngāue hū fo'ou (5)

Ko e patiseti 'a e 'Ofisi Komisoni' 'i he 2023/2024 ko e peseti 'e nimangofulu-mā-hiva (59%) ki he vāhenga 'o e kau ngāue pea ko e peseti 'e fāngofulu-mā-taha ki hono fakahoko 'a e ngaahi ngāue'. Ko e fakakātoa 'o e fakamole totonu na'e a'usia 'e he 'Ofisi ko e peseti 'e nimangofulu-mā-ono poini tesimale 'e fitungofulu-mā-ono (56.76%) ki he vāhenga pea mo e peseti 'e tolungofulu-mā-fitu poini 'e fitungofulu-mā-ua (37.72%) ki hono fakahoko 'a e ngaahi ngāue pea ko e fakakātoa 'a e fakamole, peseti 'e hivangofulu-mā-fā poini 'e fāngofulu-mā-fitu (94.47%) 'o e peseti na'e faka'aonga'i. Ko e toenga 'o e pa'anga na'e 'ikai ke ngāue'aki ko e peseti 'e nima poini 'e nimangofulu-mā-tolu (5.53%) 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 tepile 'i lalo':

TĒPILE 38: LAKANGA ‘ATĀ ‘I HE KUATA 3 &amp; 4

| Fakakulupu                                 | Patiseti kuo Fakangofua | Paánga Fehikitaki í loto | Patiseti Kuo Fakalelei |
|--------------------------------------------|-------------------------|--------------------------|------------------------|
| <b>Kulupu 10-Kau Ngāue Tuúmau</b>          |                         |                          |                        |
| Vāhenga                                    | \$ 1,138,700.00         | -\$ 85,000.00            | \$ 1,053,700.00        |
| Kulupu 11-Kau Ngāue Lau‘aho                |                         |                          |                        |
| Totongi Ngāue                              | \$ 21,700.00            | -\$ 10,000.00            | \$ 11,700.00           |
| <b>Kulupu 12-Fefolauáki mo e Fetuútaki</b> |                         |                          |                        |
| Fefononga‘aki Fakaloto fonua               | \$ 54,000.00            | -\$ 2,000.00             | \$ 52,000.00           |
| Fefononga‘aki Fakatu‘apule‘anga            | \$ 40,000.00            | \$ 7,600.00              | \$ 47,600.00           |
| Fetu‘utaki                                 | \$ 1,000.00             | -\$ 1,000.00             | \$ -                   |
| Fakamafola                                 | \$ 4,000.00             | -\$ 1,500.00             | \$ 2,500.00            |
| Tu‘uaki                                    | \$ 2,000.00             | -\$ 1,000.00             | \$ 1,000.00            |
| <b>Kulupu 13-Tauhi mo Tokangaí Ngāue</b>   |                         |                          |                        |
| Tokanga‘i ‘o e Me‘angāue Fakakomipiuta     | \$ 1,000.00             | -\$ 1,000.00             | \$ -                   |
| Tokanga‘i ‘o e Me‘angāue Faka‘ofisi        | \$ 5,500.00             | \$ 4,100.00              | \$ 9,600.00            |
| Tokanga‘i ‘o e Fale                        | \$ 91,300.00            | -\$ 60,000.00            | \$ 31,300.00           |
| Faka‘auha ‘o e veve                        | \$ 1,000.00             | -\$ 500.00               | \$ 500.00              |
| <b>Kulupu 14-Fakatau Koloa mo e Ngāue</b>  |                         |                          |                        |
| Talitali Kakai                             | \$ 7,500.00             | \$ 2,400.00              | \$ 9,900.00            |
| Me‘atokoni / Fakamāmālohi                  | \$ 20,000.00            | \$ 8,000.00              | \$ 28,000.00           |
| Totongi ‘o e Fakataha                      | \$ 245,000.00           | \$ 83,900.00             | \$ 328,900.00          |
| Vai                                        | \$ 8,000.00             | -\$ 6,600.00             | \$ 1,400.00            |
| Pa‘anga foaki                              | \$ 1,200.00             | -\$ 800.00               | \$ 400.00              |
| Totongi ‘o e fale                          | \$ 13,000.00            | \$ 3,000.00              | \$ 16,000.00           |
| Laiseni                                    | \$ 8,000.00             | \$ 30,000.00             | \$ 38,000.00           |
| Tokotaha fale‘i & TA                       | \$ 40,000.00            | -\$ 20,000.00            | \$ 20,000.00           |
| <b>Kulupu 20-Fakamole Lalahi</b>           |                         |                          |                        |
| Fakalelei                                  | \$ 28,000.00            | \$ 22,900.00             | \$ 50,900.00           |
| Naunau Fo‘ou ‘Ofisi                        | \$ 20,000.00            | \$ 10,000.00             | \$ 30,000.00           |
| Komipiuta fo‘ou                            | \$ 20,000.00            | \$ 17,500.00             | \$ 37,500.00           |
| <b>FAKAKĀTOA</b>                           | <b>\$ 1,770,900.00</b>  | <b>\$ -</b>              | <b>\$ 1,770,900.00</b> |

### 5.5. 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 Vaá Ngāue                              | Patiseti kuo Fakangofua | Paánga óku Hiki | Patiseti kuo Fakalelei | Patiseti Totonu | Palani í he 30 <sup>th</sup> Sune 2024 | Peseti ó hono fakaáongaí e patiseti | Peseti ó e toenga patiseti |
|-----------------------------------------------|-------------------------|-----------------|------------------------|-----------------|----------------------------------------|-------------------------------------|----------------------------|
| Founga Tataki mo e Puleí Fakaengaueánga       | \$ 560,900.00           | \$ 63,100.00    | \$ 624,00.00           | \$ 575,740.02   | \$ 48,259.98                           | 92.27%                              | 7.73%                      |
| Ngāue Fakalao, Tuútuúni Ngāue mo e Fakatotolo | \$ 106,900.00           | -\$ 10,000.00   | \$ 96,900.00           | \$ 95,491.89    | \$ 1,408.11                            | 98.55%                              | 1.45%                      |
| Fakalakalaka Fakakaungāue                     | \$ 92,600.00            | \$ 0.00         | \$ 92,600.00           | \$ 89,360.92    | \$ 3,239.08                            | 96.50%                              | 3.50%                      |
| Vakai Fakalukufua                             | \$ 112,500.00           | \$ 8,400.00     | \$ 120,900.00          | \$ 120,680.35   | \$ 219.65                              | 99.82%                              | 0.00%                      |
| Tokangaekina ó e Kau Ngāue                    | \$ 190,900.00           | -\$ 15,000.00   | \$ 175,900.00          | \$ 171,601.02   | \$ 4,298.98                            | 97.56%                              | 2.44%                      |

|                                    |                        |               |                        |                        |                      |               |              |
|------------------------------------|------------------------|---------------|------------------------|------------------------|----------------------|---------------|--------------|
| Vāhenga                            | \$ 145,700.00          | -\$ 6,600.00  | \$ 139,100.00          | \$ 134,425.68          | \$ 4,674.32          | 96.64%        | 3.36%        |
| Fakalalakala ó e Fakahoko Fatongia | \$ 138,000.00          | -\$ 6,000.00  | \$ 132,000.00          | \$ 125,824.37          | \$ 6,175.63          | 95.32%        | 4.68%        |
| Vaá ki he Ngāue Fakaófisi          | \$ 759,100.00          | -\$ 33,900.00 | \$ 725,200.00          | \$ 677,040.81          | \$ 48,159.19         | 93.36%        | 6.64%        |
| <b>FAKAKĀTOA</b>                   | <b>\$ 2,106,600.00</b> | <b>\$ -</b>   | <b>\$ 2,106,600.00</b> | <b>\$ 1,990,165.06</b> | <b>\$ 116,434.94</b> | <b>94.47%</b> | <b>5.53%</b> |

## 5.6. 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 hivangofulu (90%) pea fakahaofi ai ‘a e peseti ‘e tolu poini ono (3.6%).

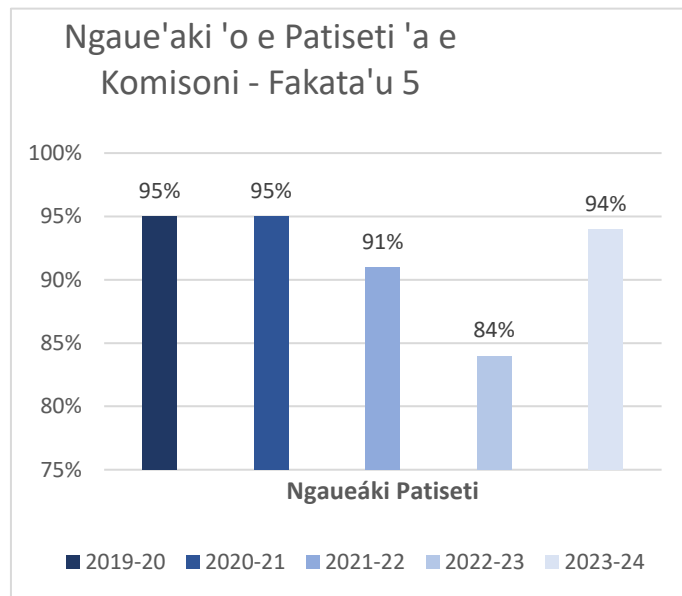
Tēpile 40: vahevahe ‘o e ngaahi fakamole’ ‘o fakatatau ki honau ngaahi kulupu

| Fakakulupu                                      | Patiseti        | Fakamole        | Fakamole fakatatau ki he Patiseti |
|-------------------------------------------------|-----------------|-----------------|-----------------------------------|
| <b>Kulupu 10-Kau Ngāue Tuúmaú</b>               |                 |                 |                                   |
| Vāhenga                                         | \$ 1,053,700.00 | \$ 1,029,663.73 | 97.72%                            |
| Ngāue Tuátami                                   | \$ 17,000.00    | \$ 16,513.56    | 97.14%                            |
| Ngaahi tokoni á e Puleánga ki he Vāhenga Malolo | \$ 122,200.00   | \$ 103,867.84   | 85.00%                            |
| Paánga Leóleó Lakanga                           | \$ 20,500.00    | \$ 16,548.81    | 80.73%                            |
| Ngaahi Monuíá Pule Ngāue / Minisitā             | \$ 20,000.00    | \$ 19,958.00    | 99.79%                            |
| <b>Kulupu 11-Kau Ngāue Lauáho</b>               |                 |                 |                                   |
| Totongi Ngāue                                   | \$ 11,700.00    | \$ 9,098.96     | 77.77%                            |
| <b>Kulupu 12-Fefolauáki &amp; Fefonongaáki</b>  |                 |                 |                                   |
| Fefonongaáki Fakalotofonua                      | \$ 52,000.00    | \$ 43,890.05    | 84.40%                            |
| Fefonongaáki Fakatuápuleánga                    | \$ 47,600.00    | \$ 44,578.80    | 93.65%                            |
| Telecommunication                               | \$ -            | \$ -            |                                   |
| Broadcasting                                    | \$ 4,500.00     | \$ 4,020.20     | 89.34%                            |
| Tuúaki                                          | \$ 6,000.00     | \$ 5,608.95     | 93.48%                            |
| <b>Kulupu 13-Tauhi mo Tokangaí Ngaahi Ngāue</b> |                 |                 |                                   |
| Útu                                             | \$ 15,000.00    | \$ 13,440.75    | 89.61%                            |
| Tokangaí ‘o e Komipiuta                         | \$ -            | \$ -            |                                   |
| Tokangaí ó e Meá ngāue fakaófisi                | \$ 9,600.00     | \$ 9,573.49     | 99.72%                            |
| Tokangaí ‘o e ngaahi me‘alele                   | \$ 12,200.00    | \$ 11,340.17    | 92.95%                            |
| Tokangaí ‘o e ngaahi fale                       | \$ 31,300.00    | \$ 31,293.70    | 99.98%                            |
| Faka‘auha ‘o e veve                             | \$ 500.00       | \$ 500.00       | 100.00%                           |
| <b>Kulupu 14-Fakatau Koloa mo e Ngāue</b>       |                 |                 |                                   |
| ‘Uhila                                          | \$ 50,000.00    | \$ 46,050.81    | 92.10%                            |
| Vai                                             | \$ 1,400.00     | \$ 929.72       | 66.41%                            |
| Ngaahi naunau ki he ‘ofisi                      | \$ 33,100.00    | \$ 32,577.93    | 98.42%                            |
| Paaki ‘o ha ngaahi tohi                         | \$ 14,000.00    | \$ 13,725.10    | 98.04%                            |
| Pa‘anga foaki                                   | \$ 400.00       | \$ 400.00       | 100.00%                           |
| Totongi Ngāue‘aki ha koloa                      | \$ 10,700.00    | \$ 8,850.00     | 82.71%                            |
| Ako & Ngaahi Konifelenisi                       | \$ 2,000.00     | \$ 1,953.70     | 97.69%                            |
| Tokangaí ‘o e Fale                              | \$ 16,000.00    | \$ 15,090.50    | 94.32%                            |
| Talitali Kakai                                  | \$ 9,900.00     | \$ 9,681.60     | 97.79%                            |
| Laiseni                                         | \$ 38,000.00    | \$ 34,138.35    | 89.84%                            |
| Ngaahi naunau fakama‘a                          | \$ 10,000.00    | \$ 9,690.73     | 96.91%                            |
| Me‘akai / Fakamāmālohi                          | \$ 28,000.00    | \$ 27,991.62    | 99.97%                            |
| Totongi ‘o e Fakataha                           | \$ 328,900.00   | \$ 297,400.00   | 90.42%                            |
| Tokotaha faifale‘i & TA                         | \$ 20,000.00    | \$ 15,450.00    | 77.25%                            |
| <b>Kulupu 15-Fakangofua mo e Fe‘ave‘aki</b>     |                 |                 |                                   |

|                                  |                        |                        |               |
|----------------------------------|------------------------|------------------------|---------------|
| Foaki Pale                       | \$ 2,000.00            | \$ 1,997.90            | 99.90%        |
| <b>Kulupu 20-Fakamole Lalahi</b> |                        |                        |               |
| Fakalelei                        | \$ 50,900.00           | \$49,008.15            | \$96.28%      |
| Naunau Fo'ou                     | \$ 30,000.00           | \$27,941.94            | 93.14%        |
| Komipiuta Fo'ou                  | \$ 37,500.00           | \$37,390.00            | 99.71%        |
| <b>FAKAKĀTOA</b>                 | <b>\$ 2,106,600.00</b> | <b>\$ 1,990,165.06</b> | <b>94.47%</b> |

## 5.7. Ola 'o e taumu'a ngāue 'a e 'Ofisi Komisoni 'i he ngaahi ngāue fakapa'anga'

FAKATĀTĀ 19: NGĀUE'AKI 'O E PATISETI 'A E KOMISONI - FAKATA'U 5



Ko e me'afua fakapa'anga ki he ola fakangāue 'a e 'Ofisi 'o e Komisoni' 'i he Ta'u Fakapa'anga 2023/24 na'e 'i he pēseti 'e hivangofulu (90%), 'o makatu'unga ia mei he patiseti totonu na'e fakamoleki mo hono fakafehoanaki ki he lahi koia 'o e patiseti na'e fakafuofua ki ai. Ko e Fakatātā Fika 19 'oku hā atu, ko e patiseti na'e tuku atu ke ngāue'aki 'i he Ta'u Fakapa'anga 'o e 2022-23, ko ia pē na'e ngāue'aki 'o si'i hifo 'i he patiseti 'o e Ta'u Fakapa'anga 'e nima (5) kuo hili. Ko e tupu ko ia 'i he Patiseti 'o e Ta'u Fakapa'anga 2023-24' na'e pēseti 'e hivangofulu-mā-fā (94%), 'a ia makatu'unga mei he ngaahi liliu mo e fakalelei ki he ngaahi mu'aki palani ngāue 'o kau ki ai 'a e ngaahi fakalelei ki he ngaahi langa, fakafo'ou e ngaahi fokotu'utu'u langa, mo e

fengaue'aki ki hono tali ke fa'u 'a e tuku'anga koniteina ke tauhi ki ai 'a e ngaahi naunau 'a e 'Ofisi. Ko e tupulaki ko ia 'a e lahi 'o e ngaahi keisi ki hono tōkangaekina 'a e Kau Ngāue Fakapule'anga mo e ngaahi keisi tautea, na'e toe fiema'u ai ha taimi makehe ma'ae Komisoni' ke fakalahi 'enau ngaahi fakataha, 'a ia na'e hoko ia ke ne uesia 'a e pa'anga totongi fakataha 'a e kau Komisoni pea toe fiema'u ai ke vaea mai ha fakalahi kiaia.

## 5.8. Fakatau Lalahi

Na'e 'iai 'a e fiema'u vivili mei he 'Ofisi 'o e Komisoni ke fokotu'u ha tuku'anga tauhi naunau 'i he tafa'aki 'o e 'Ofisi ke tauhi ki ai 'a e ngaahi faile mo e naunau 'o e 'Ofisi' pea na'e tuku atu 'a e fokotu'utu'u mo e kole koia ki he Va'a Fakatau Lalahi'. Ko e fokotu'utu'u 'o e fakatau lalahi ko 'eni ki he tuku'anga tauhi koniteina na'e fakakakato ia pea na'e fiema'u ke kumi ha kautaha ke nau fakahoko 'a e langa ma'ae 'Ofisi 'o e Komisoni. Kaikehe, neongo 'a e kakato e founa ki he fakatau lalahi ko 'eni ('o hangē, ko e palani ngāue fokotu'utu'u na'e tuku atu', fokotu'u e 'aho ke kakato ki ai e ngāue mo e fekumi ki ha kau kautaha taau mo lelei), ka na'e 'ikai ha kautaha 'e tala ngāue mai ki he ngāue ni' pea iku kaniseli ai 'a e fokotu'u palani ngāue koia. Tanaki ki ai, na'e to e 'i ai e fokotu'u palani ngāue ke siofi 'a e ngaahi fa'unga 'o e ngaahi Potungāue pea mo 'enau fakahoko fatongia, 'a ia na'e tali 'e he Kapineti 'i he 'aho 06 Mē 2022. Na'e tuku atu e fatongia ni ki he Tafa'aki Fakatau lalahi pea na'e fakahoko 'a e ngāue ki ai 'i he Ta'u Fakapa'anga 2024/25. Ko e Tēpile 41 'oku hā atu ai 'a e ola 'o e ngaahi fakatau lalahi 'a e 'Ofisi ni mo e pēseti é teau

(100%) 'ene muimui tonu ki he ngaahi tu'utu'uni 'o e fakatau lalahi ki he Ta'u Fakapa'anga 2023/24, 'o hangē pē ko ia ne fakahoko 'i he Ta'u Fakapa'anga 'o e 2022/23.

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 |
|------------------|----------------------------|-------------------------------------|----------------------|----------------------------|------------------------|------------------------------|
| 2020-21          | 0                          | 0                                   | 0                    | 0                          | 100%                   | 0%                           |
| 2021-22          | 0                          | 0                                   | 0                    | 0                          | 100%                   | 0%                           |
| 2022-23          | 2                          | 2                                   | 0                    | 2                          | 0%                     | 100%                         |
| 2023-24          | 2                          | 0                                   | 0                    | 0                          | 100%                   | 0%                           |

## 5.9. 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'.

### 5.10. 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: NGAHI NAUNAU

| Ngaahi Naunau                                                                        | Peseti 'oku fakasi'isi' 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<br>(Ngaahi misini paaki mo e ngaahi naunau faka'ofisi) | 10%                                                                               |

TĒPILE 43: FAKAMATALA NOUNOU 'O E NGAHI KOLOA 'A E 'OFISI 'O E KOMISONI'

|                     | 2019/20 TF Mahu'inga | 2020/21 TF Mahu'inga | 2021/22 TF Mahu'inga | 2022/23 TF Mahu'inga | 2023/24 TF Mahu'inga |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Mahu'inga Fakakātoa | \$406,182.11         | \$485,725.32         | \$453,736.39         | \$652,036.43         | \$1,261,353.77       |

**Fakatokanga'i Ange:** Ko e lahi 'o e lesisita ki he koloa mei he 2022-23 ta'u fakapa'anga ki he 2023-24, koe \$609,317.34 na'e tupunga ia mei hono fakalelei 'i 'o e 'ofisi', ke fakanofonofo lelei mo malu 'a e kau ngāue 'a e 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 20 ‘oku ne fakamatala ki he lau koloa na’e fakahoko ‘i he ‘aho 30 Sune 2024.

Hange ko ia ‘oku hā ‘i he fakatātā 20, ‘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.

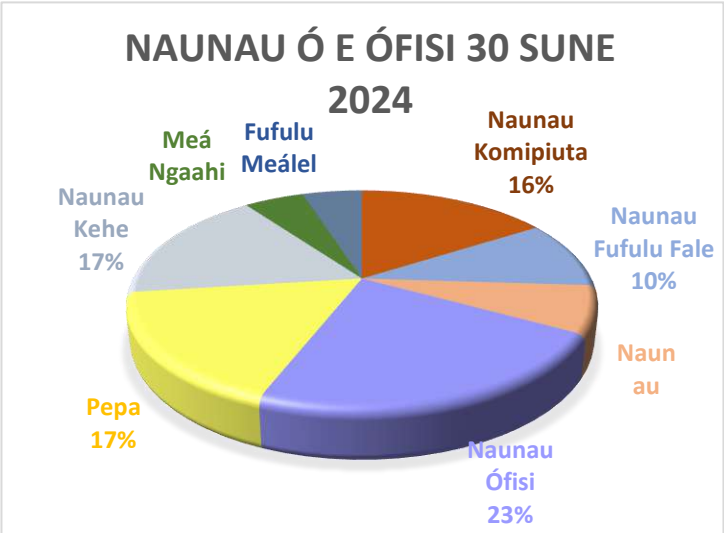
3. NGAARI POLE VIVILI

Ko e tali ki hono to e siofi mei tu’a na’e kakato ia ‘i Tisema 2022, na’e hoko atu aipe ‘a e ‘Ofisi ‘o e Komisoni ki hono fakafuo fo’ou ‘a e ngaahi fakahoko ngāue ke toe fokotu’utu’u leleiange; ke toe longomo’ui pea ha kitu’a, ke fakasi’isi’i e taimi ‘oku toe siofi ai ‘i hono muimui’i ‘a ‘enau taliangi ki he ngaahi tu’utu’uni fakangāue, kae tukutaha pe ‘a e tokanga ki he fengāue’aki mo e ngaahi Potungāue ke fakalelei’i hono pule’i mo tokangaekina ‘a e fakahoko ngāue mo e ngaahi ‘ilo fakangāue ki he kotoa ‘o e kau Ngāue Fakapule’anga

FAKATĀTĀ 20: OLA HONO LAU ‘A E NGAARI KOLOA’ ‘I HE 30 SUNE 2024

TĒPILE 43: NGAARI 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                                                   |                         |          |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                           |
| Fakalelei’i ‘a e<br>tu’unga lavame’a ‘a e<br>‘Ofisi ‘o e Komisoni | ✓                       |          |          | Fakalotolahi’i mo faka’ai’ai ‘a e ngāue fakataha ‘i he ngaahi va’a ngāue kotoa pe, fevahevahe’aki ‘a e ngaahi fakamatala fakangāue, ngaahi naunau ngāue, fokotu’u ha ngaahi faingamālie ki he kau ngāue ke nau ma’u ha ngaahi taukei ngāue kehekehe pe, langa ha ngaahi ‘ilo fakangāue pea tupulaki ai ke toe mahino lelei ange ai ‘a e ngaahi fatongia ‘a e ‘Ofisi ‘o e Komisoni’. ‘E hoko ‘eni ke ne hiki’i hake ‘a e tu’unga fakahoko fatongia ‘a e kau ngāue’ ‘a ‘enau vekeveke ke nau kau fakataha hono fakahoko honau ngaahi fatongia ki ha tu’unga ‘oku toe fakafiemālie ange. | Kotoa ‘o e ngaahi<br>va’a |



|                                                                                                                                                                                 |   |  |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|--|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Toe vāofi ange<br>Potungāue<br>fengāue‘aki                                                                                                                                      | ✓ |  |   | ‘Oku hoko ‘a e ‘ikai ke fevahevahe‘aki ‘a e ngaahi fakamatala’ ke faingata‘a ai ‘a e ngāue’. ‘Oku fakatefito á e kongā lahi ‘a e ngāue ‘a e ‘Ofisi ‘o e 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 ke faka‘atā mai ‘e he Potungāue Pa‘anga’ ‘a e ngaahi fakamatala pea mo hono toloi hono tukuange mai ‘o e ngaahi fakamatala koia. ‘Oku ‘ikai ai ke malava ke fakakakato ‘a e ngaahi ‘analaiso ke fakahū ki he Komisoni’. | Kotoa ‘a e ngaahi va’a |
| 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‘uhi’ 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 |
| Pule‘i lelei hono tokangaekina ‘o e kau ngāue pea mo e feinga ke tukutukuange māmālie atu a e ngaahi fatongia hono tokangaekina ‘o e kau ngāue ki he ngaahi Potungāue takitaha. | ✓ |  |   | Fengāue‘aki mo e ngaahi Potungāue ke langa hake ‘a e tu‘unga lavame‘a hono tokangaekina ‘o e kau ngāue ‘i he tafa‘aki kotoa pe ‘o kau ai ‘a e ngaahi palani ngāue, fokotu‘utu‘u mo fakatu‘unga ‘o e Potungāue, ‘analaiso ‘a e ngaahi fakamatala. Fakahoko ‘a hono fokotu‘utu‘u ‘a e ngaahi palani ngāue ki hono tukutukuange atu ‘a e fatongia ki hono tokangaekina ‘o e kau ngāue ki he ngaahi Potungāue.                                                                                                                                                                                                         | Kotoa ‘a e ngaahi va’a |
| 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 fakalalakaka ai ‘a e fakahoko fatongia’ pea moe fakamole ‘a e Pule‘anga’. Kaikehe, ‘oku totonu pē ke hoko ‘eni ko ha me‘a ke tokanga ki ai ‘a e kau ‘Ofisa Pule Ngāue’ ‘i he ta‘u fakapa‘anga ka hokō.                                                                                                                                                                                                                                                               | Va’a Taki              |
| <b>Ngāue Faka‘aho</b>                                                                                                                                                           |   |  |   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                        |
| Fakafisi ‘a e kau ngāue pea ‘atā ‘a e ngaahi lakanga’                                                                                                                           | ✓ |  |   | Fakafisi ‘a e kau ngāue ‘e toko fā (4) pea ma‘u vāhenga malōlō mo e ‘Ofisa Pule Ngāue. ‘Ata e ngaahi lakanga ‘e hongofulu-mā-valu (18) pea ko e lakanga pe ‘e hongofulu-mā-taha (11) na’e 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 ‘o e Komisoni’ mo                                                                                                                                                                                                                                                             | Kotoa e ngaahi va’a    |

|                                                                                                                                   |  |   |  |                                                                                                                                                                                                                                                                                                                                                       |                                            |
|-----------------------------------------------------------------------------------------------------------------------------------|--|---|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
|                                                                                                                                   |  |   |  | hono toloi ‘a e ngaahi ngāue ‘o e ta’u fakapa’anga 2023/24.                                                                                                                                                                                                                                                                                           |                                            |
| Ngaahi palopalema ‘i hono faka’uhinga’i ‘o e ngaahi fiema’u ki ha fatongia ofi pea mo e fatongia ‘oku felāve’i tonu mo e lakanga’ |  | ✓ |  | ‘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 ‘i hono fakahoa ‘o e ngaahi fiema’u ki ha lakanga. ‘A ia ‘oku fiema’u ‘a hono toe siofi koe’uhi ‘oku ne fakasi’isi’i/holoki ‘a e tu’unga molale ‘o e fatongia fakaengāue’i ‘o ha tokotaha ngāue (recruitment process) | Va’a tokanga’i kau ngāue mo e va’a Vāhenga |

### 5.1 Ngaahi fakatamaki mo hono pule’i’

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

## 4. 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-taha (21) 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. Kā 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 konga 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 2023/24 ne peseti 'e hongofulu-mā-nima (15%).

TĒPILE 44: 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  |
| 2024/23                                                        | \$ 326,400.00 |

Ko e kotoa 'o e ngaahi fakamole ki he ngaahi fakataha Komisoni hā mahino na'e hiki āki 'a e \$ 71,450 mei he ta'u fakapa'anga 2022/23. 'Oku hā mahino heni 'a e toe lahiange 'a e ngaahi fakataha Komisoni mei he teau-uofulu-mā-fā 'i he ta'u fakapa'anga kimu'a ki he uangeau-uofulu-mā-ua 'o e ta'u fakapa'anga 2023/24. Fakatatau ki he kotoa 'o e ngaahi fakataha Komisoni kuo hiki', 'oku 'avalisi 'a e ngaahi fakataha Komisoni ke tu'o tolu 'i he uike 'o 'uhinga ai 'a e fo'i hiki koia 'a e totongi 'o e fakataha Komisoni.

TĒPILE 45: VĀHENGĀ FAKAFO'I FAKATAHA 'O E KOMISONI

|                   |                                                                                                                                                |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Sea 'o e Komisoni | \$270 ki he fo'i fakataha tanaki atu kiai<br>\$180 ki he houa 'o e teuteu kotoa pe. Lahi taha ki he houa 'e ua (2) 'a e teuteu 'oku fakangofua |
| Komisiona         | \$180 ki he fo'i fakataha<br>\$160 ki he houa 'o e teuteu kotoa pe. Lahi taha ki he houa 'e ua (2) 'a e teuteu 'oku fakangofua.                |

## 5. FAKAMA'OPO'OPO

Na'e hoko foki 'a e ta'u kuo māliu atu ko ha ta'u ne malava ai 'e he 'Ofisi 'o e Komisoni' 'o matu'uaki mo fakahoko ha ngaahi liliu ke malava 'o mātatali 'a e ngaahi pole he ngāue', pea mo ma'u ha ngaahi faingamālie ke fakalelei'i 'a e ngaahi ivi ngāue 'a e kau ngāue fakapule'anga. 'I he tokanga taha 'a e 'Ofisi ki he ngaahi palani fokotu'utu'u ngāue mahu'inga', na'e malava ai 'o fakahoko lelei honau ngaahi fatongia 'i hono fakalelei'i 'a e polokalama ngāue ki hono tokangaekina 'o e kau ngāue' kae'uma'a hono hiki'i hake 'o e fakahoko fatongia 'a e kau ngāue fakapule'anga. 'I he kamata'anga 'o e ta'u fakapa'anga ko 'eni' na'e lava lelei hono katoanga'i 'o e ta'u ufofulu (20) 'a e 'Ofisi 'o e Komisoni'. Ko e fakakoloa ki he 'Ofisi' 'a e me'a mai 'a e Tamasi'i Pilinisi Kalauni ko Tupouto'a 'Ulukalala' pea pehē ki he Ta'ahine Pilinisesi Kalauni ko Sinaitakala Tuku'aho 'o mau kau fakataha ai pea mo e kau memipa 'o e Komisoni kimu'a, Pule Ngāue, kau ngāue 'i hono katoanga'i ke faka'ilonga'i 'a e a'usia 'a e makamāile mahu'inga ni.

Ko e ngaahi ngāue na'e a'usia, kau ai 'a e lavame'a hono fakahoko 'o e Polokalama Talatalanoa, 'o 'ikai ngata pe 'i Vava'u, 'Eua mo Ha'apai, kā na'e a'u atu ki he ongo Niua 'a ia ko e 'a'ahi fakamuimui ki ai 'i he

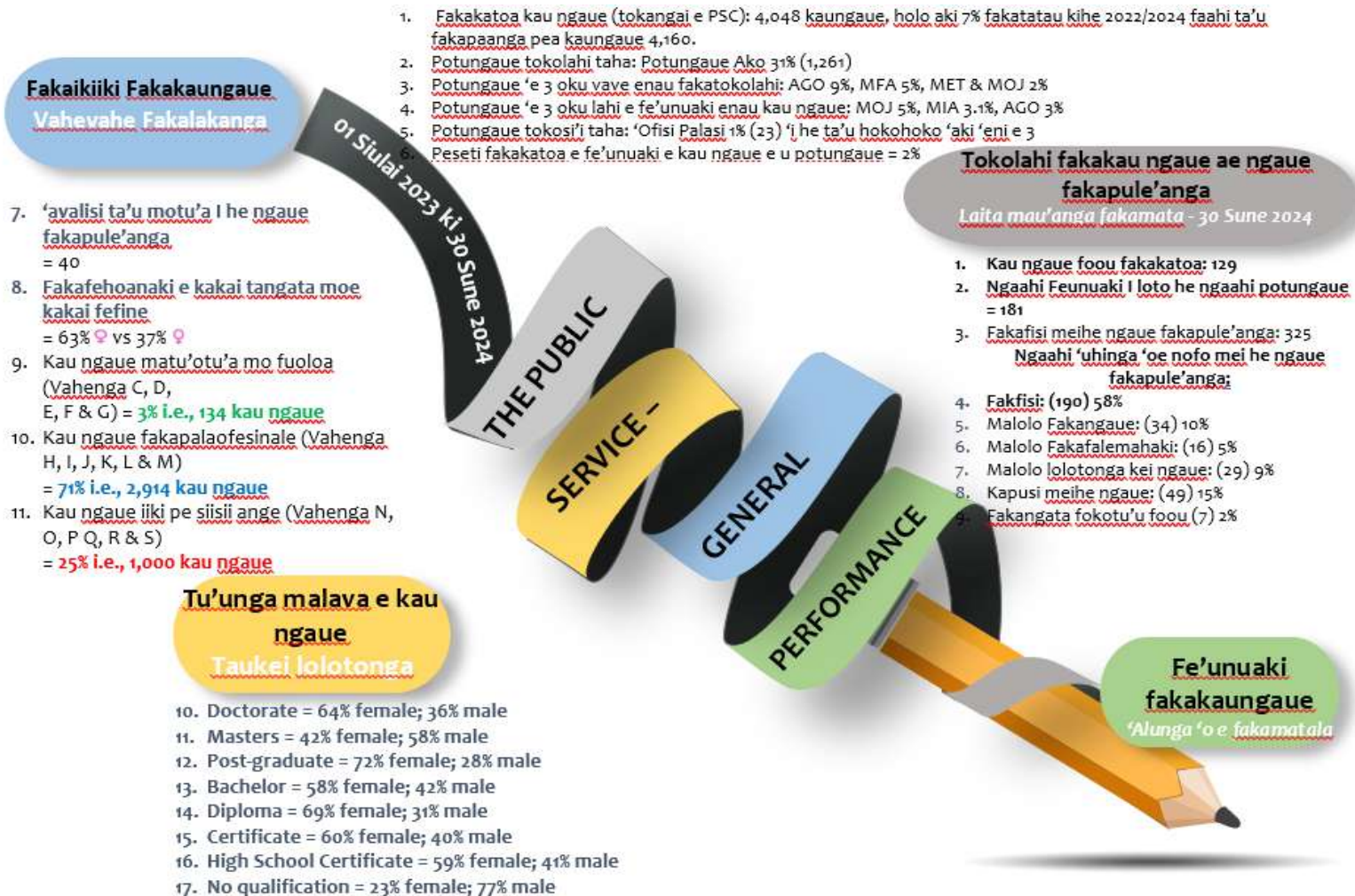
ta'u 2016. Na'e kau ki ai mo hono fakalahi 'a e Polokalama ako fakataki', fakangaue'i 'a e Kau 'Ofisa Pule Ngāue é toko ono (6), pea mo hono fakahoko 'o e ngaahi founa ke toe lelelange ai hono tokangaekina 'a e kau ngāue'. Ko e ngaahi makamāile ni na'e faka'ilonga'i ai 'a e tukupā 'a e Komisoni ke fakahoko honau ngaahi fatongia ke malava ke poupou lelei ki he 'Ofisi 'o e Komisoni' pea a'usia ha maaka peseti 'e valungofulu (80%) 'o e palani ngāue fakata'u taha (1).

'Oku mau loto hounga'ia 'aupito ki he 'Eiki Pālemia' mo 'ene kau Hou'eiki Kapineti' koe'uhi' ko e takilelei mo faka'uto'uta lelei hono fakahoko 'etau ngāue. 'Oku pehe 'a 'emau fakamālō'ia 'a e ngaahi tokoni mahu'inga mei he ngaahi hoa ngāue langa fakalakalaka, kau heni 'a e Va'a Ngāue ki Muli mo e Fefakatau'aki 'a 'Aositelelia (DFAT), Potungāue ki Muli mo e Fefakatau'aki 'a Nu'usila (MFAT), 'Ofisi 'o e Komisoni ki he kau Ngāue Fakapule'anga 'o 'Aositelelia, Fale 'o e kau Ngāue Fakapule'anga 'o Nu'usila, Pangikē 'a Mamani, Pangikē Langa Fakalakalaka 'o 'Esia, Sekelitali ki he Kominiueli, Kautaha Ngāue Leipa Fakavaha'a-Pule'anga (ILO), mo e Kau Ngāue'ofa Fakavaha'a-Pule'anga 'o 'Aositelelia ki he 'enau ngaahi poupou mahu'inga ki he ngaahi polokalama ngāue kehekehe pe. Ka na'e ta'e'oua 'enau ngaahi tokoni, 'e 'ikai malava ke a'usia 'a e ngaahi taumu'a ngāue 'oku 'amanaki ke tau a'usia he faka'osinga 'o e ta'u ngāue lavame'a ko 'eni.

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

## KONGA 2 'O E LIPOOTI

### 6. NGA AHI FAKAMATALA MO E 'ANALAI SO 'O E KAU NGAUE FAKAPULE'ANGA



## Tokolahi ‘o e Kau Ngāue Fakapule‘angā

‘Oku vahevahe ‘a e Ngāue Fakapule‘angā’ ki he ongo Kulupu Lalahi ‘e 2;

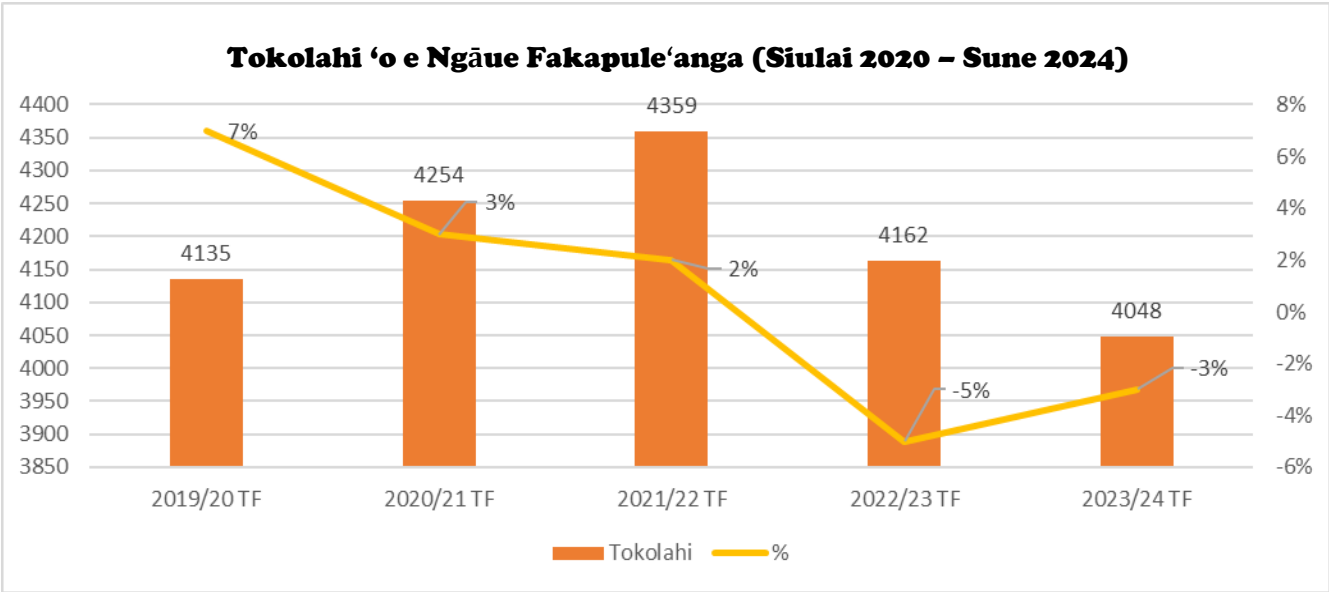
- Ko e Kulupu I ‘oku ‘i he malumalu ia ‘o e Komisoni Ngāue Fakapule‘angā’; kau ki ai ‘a e Potungāue ‘e hongofulu-mā-nima (15) pea mo e ngaahi kautaha ‘e nima (5);
- Ko e Kulupu II ‘oku tu‘u tau‘ataina ia mei he Komisoni ‘o fakamalumalu pē ‘i Fale Alea’; Potungāue Polisi’, Tāmate Afi’ mo e Ngaahi Tokoni Fakavavevave, Pilisone’, Kau Tau ‘a ‘Ene ‘Afio’, ‘Ofisi ‘o e ‘Omipatimeni’ pea mo e ‘Ofisi ‘o e ‘Atita Seniale’.

TEPILE 46: TOKOLAHI KAU NGĀUE FAKAPULE‘ANGA

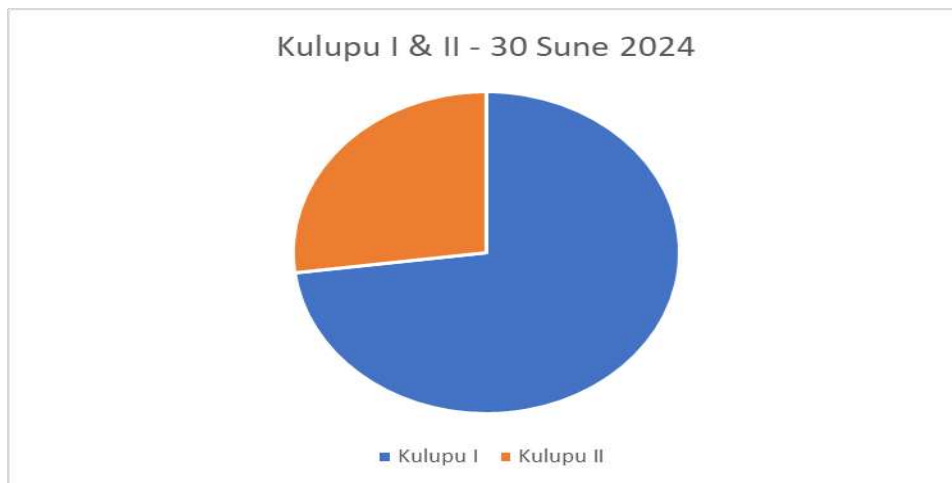
| Tokolahi 'o e kau ngāue                                                                   | Fakaikiiki 'o e kau ngāue                                                                                                                                                            | Fe‘unuaki 'a e kau ngāue                                                                                                                                                                                                                            | Tu‘unga malava 'o e kau ngāue                                            |
|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Tokolahi 'o e kau ngāue 'i he Potungāue</li></ul> | <ul style="list-style-type: none"><li>• Vahevahe Fakalakanga</li><li>• Tu‘unga fakavāhenga</li><li>• Ta‘u Motu‘a</li><li>• Fakaikiiki 'o e kakai tangata mo e kakai fefine</li></ul> | <ul style="list-style-type: none"><li>• Fakahū kau ngāue fo‘ou</li><li>• Ngāue fakataimi ki tu‘a</li><li>• Hiki ki ha ngāue ‘e taha</li><li>• Fakafisi mei he ngāue</li><li>• Ma‘u vāhenga mālōlō</li><li>• Fakahiki ki ha Potungāue kehe</li></ul> | <ul style="list-style-type: none"><li>• Poto taau mo e lakanga</li></ul> |

- Ko e Potungāue Polisi’ na’e tokolahi taha ai ‘a e kau ngāue mei he Kulupu II’ ko e nimangeau-uofulu-mā-fitu (527), hoko ki ai ‘a e kau Tau ‘a ‘Ene ‘Afio’ ko e toko fāngeau-nimangofulu-mā-fā (454), Pilisone ko e teau-valungofulu-mā-hiva (189), Tamate Afi’ ko e teau-nimangofulu-mā-fā (154), Falealea ko e fangofulu-mā-ono (46) pea ‘Atita ko e tolungofulu-mā-nima (35). Ko e ‘Omipatimeni ‘oku tokosi‘i taha’ ko e toko uofulu (20).
- Ko e kau ngāue fakalukufua ‘i he Kulupu I mo e II na’e fe‘unga hono tokolahi’ mo e toko nimaafe-fāngeau-fitungofulu-mā-tolu (5,473) ‘i he‘ene a‘u mai ki he ‘aho 30 ‘o Sune 2024, ‘a ia ‘oku holo‘aki ‘a e peseti ‘e (4%) mei he toko nimaafe-fitungeau-mā-tolu (5,703) ‘i he ta‘u fakapa‘anga kuo hili’.

FAKATĀTĀ 22: TOKOLAHI ‘O E NGĀUE FAKAPULE‘ANGA’ 2010 - 2024



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



FAKATĀTĀ 23: KULUPU I & II – 30 SUNE 2024

'E fakatefito 'a e toenga 'o e lipooti ko 'eni ki he Kulupu I, 'a ia 'oku 'i he malumalu 'o e Lao ki he Ngāue Fakapule'anga.

## Kulupu I: Sitetisitika 'o e Kau Ngāue

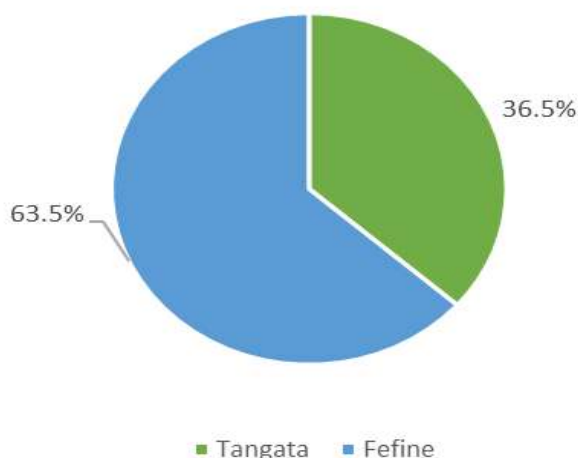
### Tokolahi 'o e kau ngāue

Ko e tokolahi fakakātoa 'o e kau ngāue fakapule'anga' na'e fe'unga mo e toko fāafe- mā -fangofulu-mā-valu (4,048) 'i he faka'osinga 'o Sune 2024, 'a ia 'oku holo 'aki 'a e peseti 'e ua poini fitu (2.7%) mei he tokolahi fakakatoa ko e fā-afe-teau-onongofulu-mā-ua (4,162) 'i Sune 2023.

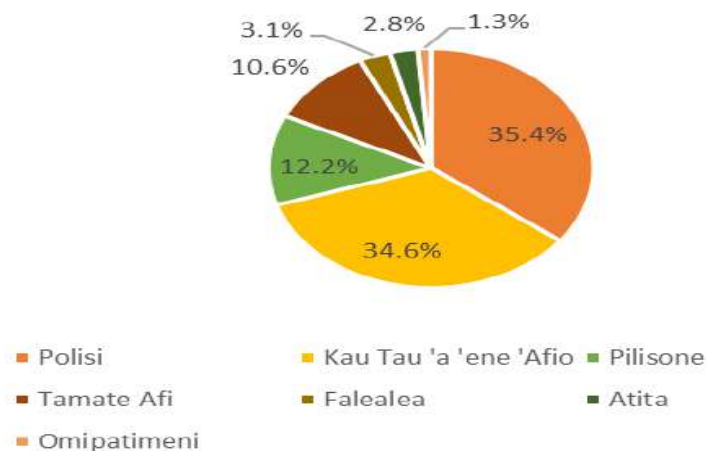
## Kau Ngāue Kulupu I

Fakatātā 24: Kulupu I kau ngāue fefine mo tangata 'i he 'aho 30 Sune 2024

### Kau Ngāue Fefine mo Tangata 'i he Kulupu I - 30 Sune 2024

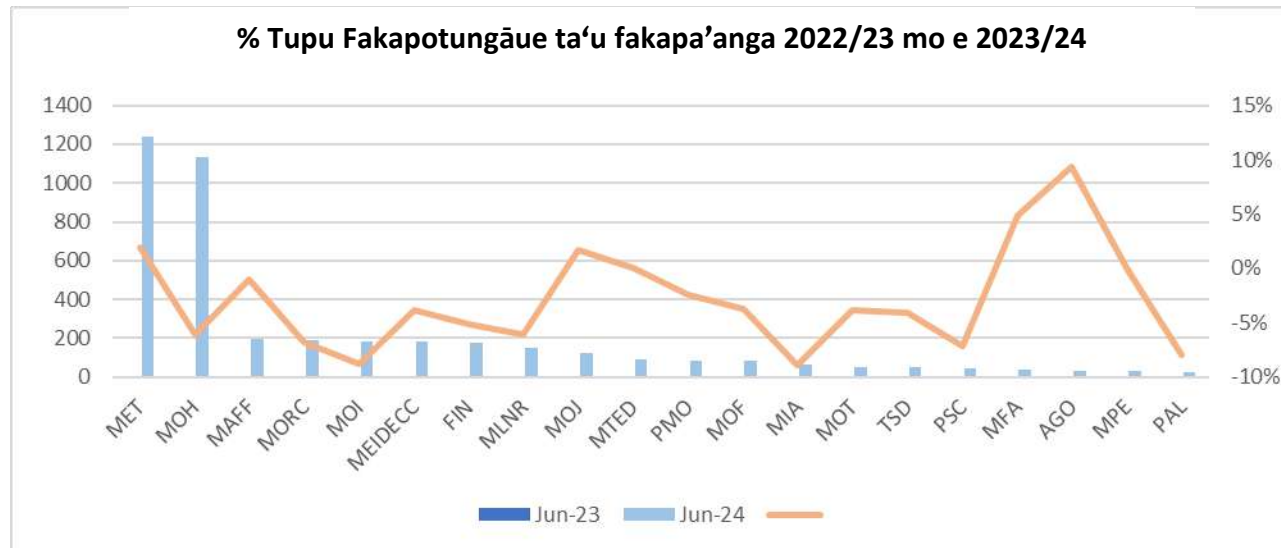


## Kulupu II 'i he 'aho 30 Sune 2024



FAKATĀTĀ 26: % TUPU

FAKAPOTUNGĀUE

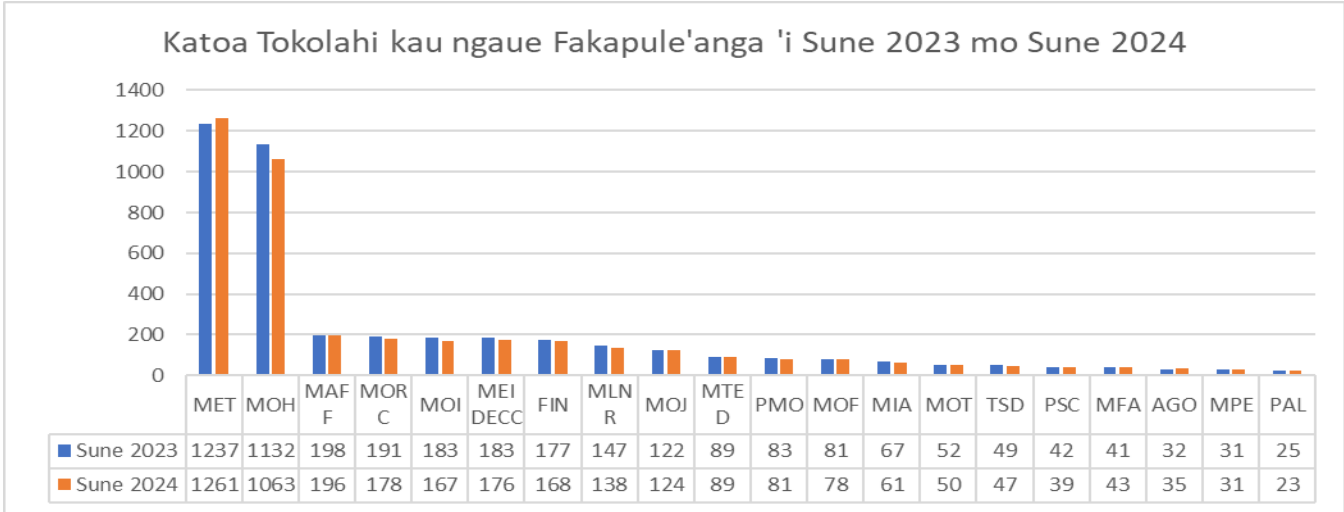


'I he ta'u hokohoko 'e nima (5) kuo hili' ko e ongo Potungāue lalahi taha 'a e Potungāue Ako mo Ako Ngāue' pea mo e Potungāue Mo'ui'

Ko e potungāue tupu lahi taha (lau fakafo'i 'ulu) ko e Potungāue Ako mo Ako Ngāue' 'a ia ko e toko uofulu-mā (24) pea hoko ki ai 'a e 'Ofisi 'o e 'Ateni Seniale ko e toko tolu (3). Ko e Potungāue Mo'ui' 'oku lahi taha 'enau kau fakafisi' ko e toko onongofulu-mā-hiva (69) pea hoko ki ai 'a e Potungāue Ngaahi Ngāue Lalahi' pea mo e Potungāue Tute mo e Tanaki Pa'anga Hu Mai' ko e toko hongofulu-mā-ono (16) mo e hongofulu-mā-tolu (13) takitaha'. Ko e 'Ofisi 'o e 'Ateni Seniale na'e lahi taha 'enau peseti fakatokolahi 'o e kau ngāue' 'a ia ko e peseti 'e hiva (9%), pea ko e Potungāue Ngaahi Ngāue Lalahi' mo e Potungāue Ngaahi Ngāue Fakaloto fonua' na'e lekooti holo lahi taha'aki 'a e peseti 'e hiva (9%) takitaha.

- ❖ Potungāue tokolahi taha – Ako mo Ako Ngāue (31.2%)
- ❖ Potungāue hoko hake – Mo'ui (26.3%)
- ❖ Tupu tokolahi vave taha – 'Ofisi 'Ateni Seniale (9%)
- ❖ Holo lahi taha e tokolahi 'o e kau ngāue – Ngaahi Ngāue Lalahi & Ngāue Fakaloto fonua (-9%)
- ❖ Potungāue si'isi'i taha - 'Ofisi Palasi (0.6%)

FAKATĀTĀ 27: TOKOLAHĪ KAU NGĀUE ‘Ī HE NGAĀHI POTUNGĀUE ‘Ī HE TA‘U FAKAPA‘ANGA - 2022/23 & 2023/2024



Fakamatala Ki he Kau Ngāue’

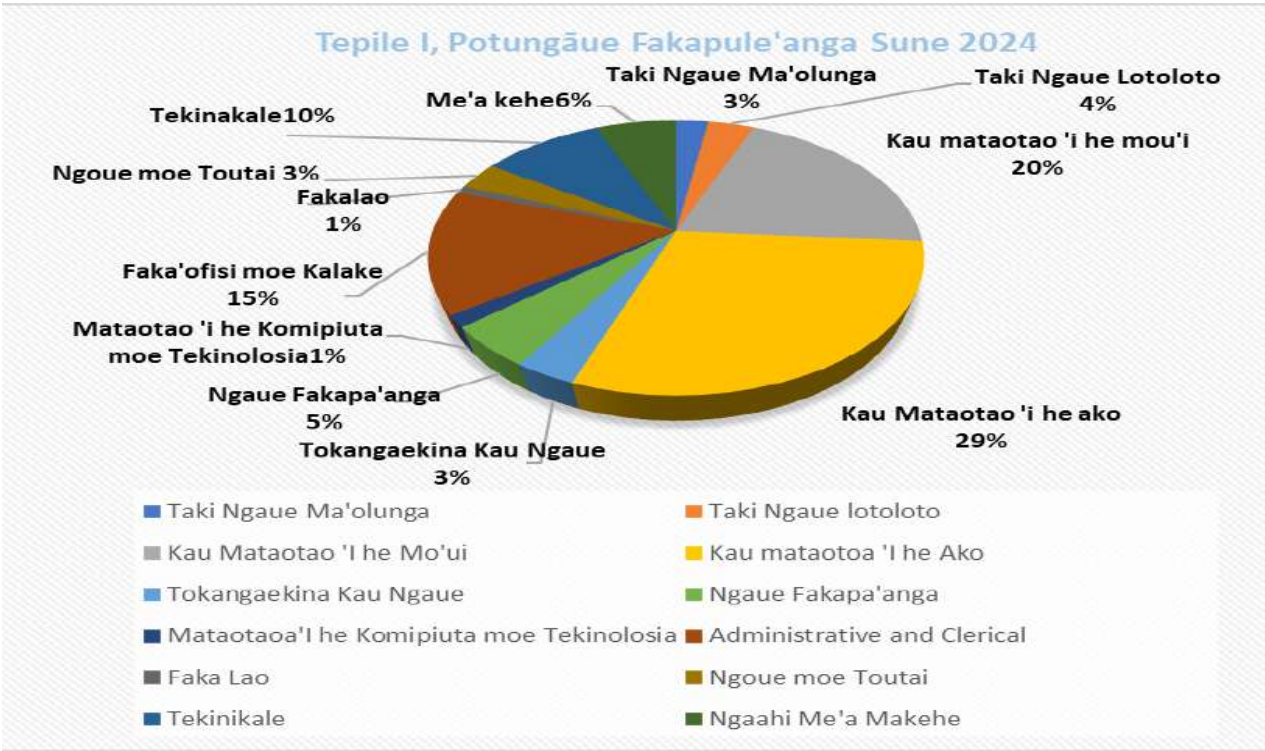
‘Ī he konga ko ‘enī, ‘oku ‘ī ai ‘a e vahevahe fakalakanga, fakakulupu, ta‘u motu‘a, mo e fakamatala ki he tokolahi ‘o e fefine mo tangata ‘ī he ngaahi Potungāue ‘o e Kulupu I.

| Fakakulupu 'o e Ngaahi Lakanga              | 2024 |
|---------------------------------------------|------|
| Taki Ngāue Ma’olunga                        | 103  |
| Taki Ngāue Lotoloto                         | 147  |
| Kau mataotao ‘ī he mo’ui                    | 812  |
| Kau mataotao ‘ī he ako’                     | 1191 |
| Tokangaekina ‘o e kau Ngāue                 | 136  |
| Ngāue Fakapa’anga                           | 200  |
| Mataotao ‘ī he Komipiuta’ mo e Tekinolosia’ | 57   |
| Faka’ofisi mo e Kalake                      | 589  |
| Fakalao                                     | 38   |
| Ngoue mo e Toutai                           | 132  |
| Tekinikale                                  | 386  |
| Toenga 'o e ngaahi lakanga kehe             | 257  |
| KĀTOA                                       | 4048 |

Tepile 47: Vahevahe fakalakanga Sune 2024

Fakakulupu 'o e ngaahi lakanga

‘Ī he ngaahi ta‘u kuohilī, ‘oku kei hokohoko pē ‘a e tokolahi taha ‘a e ongo kulupu vahevahe fakalakanga ‘e ua (2) ko e Ako’ mo e Mo’ui, ‘a ia ‘oku fakafuofua ko e peseti ‘e nimangofulu (50%) ia ‘o e ngāue fakapule’anga’. Ko e ngaahi lakanga lolotonga ‘oku hokohoko atu pe hono siofi, koe’uhī’ ko e natula ‘o e ngaahi fatongia’, ‘a ia ko e konga ia ‘o e ngāue ki hono fakakulupu ‘o e ngaahi lakanga ngāue.



TĒPILE 48: FAKAKĀTOA ‘O E KAU NGĀUE HE TAKITAHAKA POTUNGĀUE ‘I HE NGAHI ‘OTU MOTU’

| Fakakātoa e kau ngāue he ngaahi 'otu motu taki taha |     |     |     |     |     |     |       |
|-----------------------------------------------------|-----|-----|-----|-----|-----|-----|-------|
|                                                     | TBU | VVU | HPI | EUA | NTT | NFO | Total |
| MAFF                                                | 138 | 26  | 14  | 12  | 4   | 2   | 196   |
| MET                                                 | 854 | 170 | 111 | 92  | 23  | 11  | 1261  |
| FIN                                                 | 139 | 8   | 10  | 5   | 3   | 3   | 168   |
| MOF                                                 | 64  | 7   | 4   | 1   | 1   | 1   | 78    |
| MFA                                                 | 40  | 3   | 0   | 0   | 0   | 0   | 43    |
| MOH                                                 | 902 | 78  | 42  | 32  | 6   | 3   | 1063  |
| MOI                                                 | 144 | 10  | 7   | 4   | 1   | 1   | 167   |
| MIA                                                 | 54  | 3   | 2   | 2   | 0   | 0   | 61    |
| MOJ                                                 | 113 | 7   | 3   | 1   | 0   | 0   | 124   |
| MLNR                                                | 129 | 6   | 3   | 0   | 0   | 0   | 138   |
| MEIDECC                                             | 151 | 8   | 11  | 2   | 3   | 1   | 176   |
| TSD                                                 | 44  | 2   | 0   | 1   | 0   | 0   | 47    |
| AGO                                                 | 35  | 0   | 0   | 0   | 0   | 0   | 35    |
| PSC                                                 | 39  | 0   | 0   | 0   | 0   | 0   | 39    |
| PAL                                                 | 23  | 0   | 0   | 0   | 0   | 0   | 23    |
| PMO                                                 | 61  | 6   | 9   | 1   | 2   | 2   | 81    |
| MPE                                                 | 31  | 0   | 0   | 0   | 0   | 0   | 31    |
| MORC                                                | 162 | 14  | 2   | 0   | 0   | 0   | 178   |

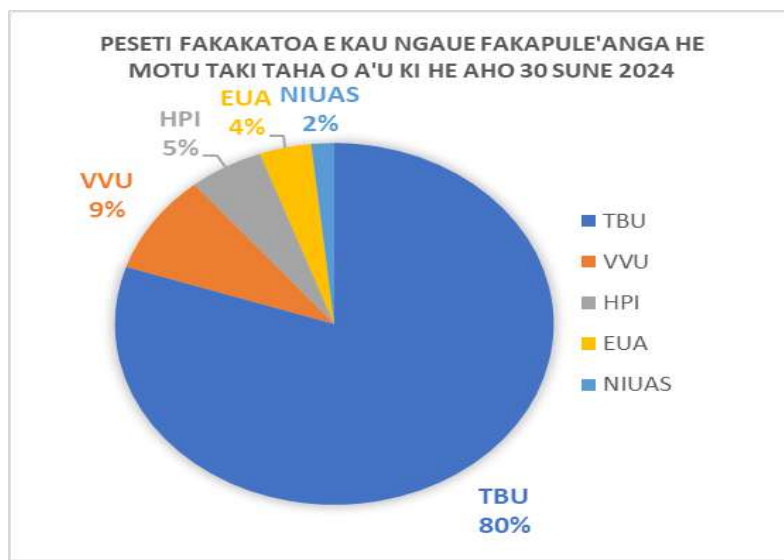
|              |             |            |            |            |           |           |             |
|--------------|-------------|------------|------------|------------|-----------|-----------|-------------|
| <b>MOT</b>   | 43          | 4          | 2          | 1          | 0         | 0         | <b>50</b>   |
| <b>MTED</b>  | 77          | 8          | 2          | 1          | 1         | 0         | <b>89</b>   |
| <b>TOTAL</b> | <b>3243</b> | <b>360</b> | <b>222</b> | <b>155</b> | <b>44</b> | <b>24</b> | <b>4048</b> |

| <b>Ngaahi 'Otu Motu</b> | <b>Tokolahi</b> |
|-------------------------|-----------------|
| Tongatapu               | 3243            |
| Vava'u                  | 360             |
| Ha'apai                 | 222             |
| 'Eua                    | 155             |
| Ongo Niua               | 68              |
| <b>KĀTOA</b>            | <b>4048</b>     |

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 valu poini 'e hiva (8.9%) 'i Vava'u, peseti 'e nima poini nima (5.5%) 'i Ha'apai', peseti 'e tolu poini 'e valu (3.8%) 'i 'Eua', pea peseti 'e taha poini fitu (1.7%) 'i he Ongo Niua.

FAKATĀTĀ 49: FAKAKATOA KAU NGĀUE FAKAPULE'ANGA 'I HE NGAHI 'OTU MOTU

'I he lolotonga 'a e Polokalama A'u Tonu 'a e 'Ofisi Komisoni Ngāue Fakapule'anga ki Vava'u, Ha'apai, 'Eua, Niua Fo'ou mo Niua Toputapu' na'e mahino 'aupito 'a e fiema'u ke toe saiangē 'a e founa fetu'utaki mo e vahevahe 'o e ngaahi fakamatala ki he ngaahi motu'. 'I he tokolahi ange 'a e kau ngāue 'i he va'a 'i he 'otu motu', 'oku fiema'u ia ke toe vave mo saiangē 'a e founa fetu'utaki ki hono tuku atu 'a e ngaahi fakamatala ki he kau 'Ofisa Pule 'oku nau tokanga'i 'e ngaahi va'a 'i motu ke tokoni ki he'enu fakahoko fatongia'. Kau ki ai 'a hono siofi fakalukufua 'o e ngāue' mo hono tokanga'i 'o e ngaahi me'a ngāue 'a e Pule'anga' 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 'otu motu', ka 'oku tokoni lahi 'a e fengaue'aki mo e ngaahi 'Ofisi Kōvana / Fakafofonga Pule'anga ki hono tokanga'i 'o e kau ngāue fakapule'anga 'i he ngaahi 'otu motu'.

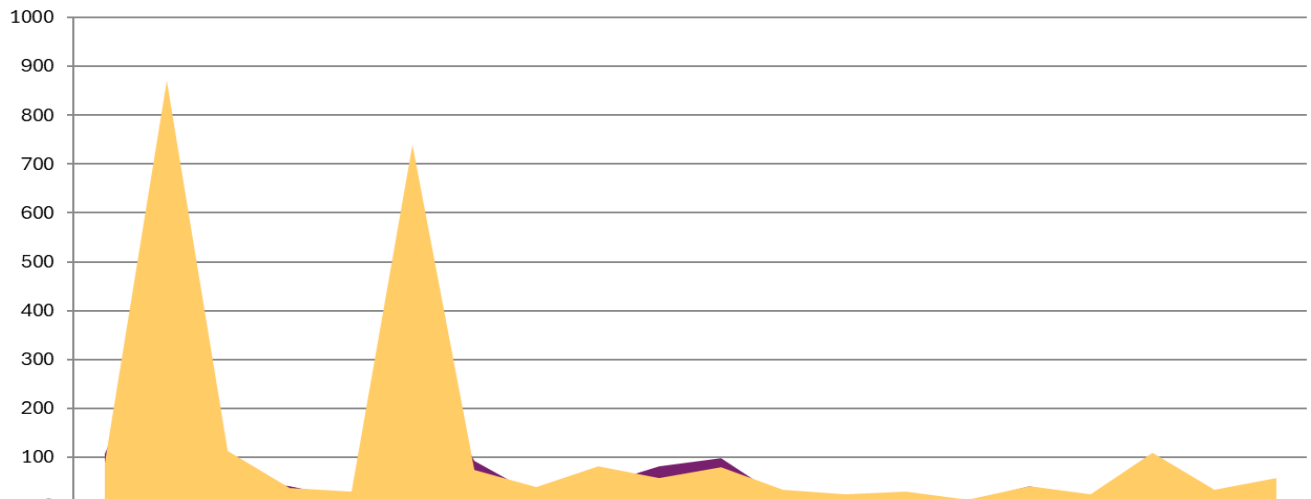


FAKATĀTĀ 29: PESETI KAU NGĀUE FAKAPULE'ANGA FAKATATAU KI HE NGAHI 'OTUMOTU'

## Fakaikiiki 'o e kau ngāue Tangata mo Fefine

'I he 'aho 30 Sune 2024, ko e tokolahi 'o e kau ngāue' 'i he Kulupu I ko e kakai fefine', na'e peseti 'e onongofulu-mā-tolu poini 'e nima (63.5%) pea peseti 'e tolungofulu-mā-ono poini 'e nima (36.5%) 'a e kakai tangata'.

### Fefine mo Tangata 'i he Potungāue 'i he 30 Sune 2024



|        | MAFF | MET | FIN | MOF | MFA | MOH | MOI | MIA | MOJ | MLNR | MEIDE CC | TSD | AGO | PSC | PAL | PMO | MPE | MORC | MOT | MTED |
|--------|------|-----|-----|-----|-----|-----|-----|-----|-----|------|----------|-----|-----|-----|-----|-----|-----|------|-----|------|
| Male   | 107  | 390 | 55  | 41  | 14  | 324 | 93  | 22  | 42  | 81   | 97       | 14  | 12  | 10  | 10  | 40  | 7   | 69   | 16  | 32   |
| Female | 89   | 871 | 113 | 37  | 29  | 739 | 74  | 39  | 82  | 57   | 79       | 33  | 23  | 29  | 13  | 41  | 24  | 109  | 34  | 57   |

#### FAKATĀTĀ 30: FAKATĀTĀ FAKATATAU KI HE NGAHI 'OTUMOTU'

Ko e fakatātā fika 30 'i 'olunga', 'oku ne fakahā'i mai 'a e tokolahi ange 'a e kakai tangata' 'i he ngaahi Potungāue 'e nima (5) 'o e Kulupu I 'o kau ki ai 'a e Potungāue Ngōue, Me'atokoni mo e Vao'akau', Potungāue Toutai, Potungāue Ngaahi Ngāue Lalahi, Potungāue Savea pea mo e Potungāue Ki He Ma'u'anga Ivi, Fakamatala, Tokangaekina e Ngaahi Fakatamaki Fakaenatula, 'Atakai, Feliuliaki '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 peseti 'e fāngofulu-mā-valu (48%) 'o e kakai tangata' 'oku 'i he Potungāue Mo'ui' mo e Ako' pea ko e 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' 'oku makatu'unga 'eni' 'i he tokolahi 'a e ngaahi 'elia fakatekinikale' hangē ko e tokotaha savea', tokanga'i 'o e hala', toutai, ngōue' mo e kau 'ofisa tekinikale'. 'Oku hā mai heni 'a e tokolahi ange pe 'a e hū mai 'a e kakai tangata ki he ngaahi ngāue ko 'eni' 'o fakatatau ki honau malohi ki he ngaue fakatu'asino' pea ko e kakai fefine ki he ngāue fakakalake mo e ngaue '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.

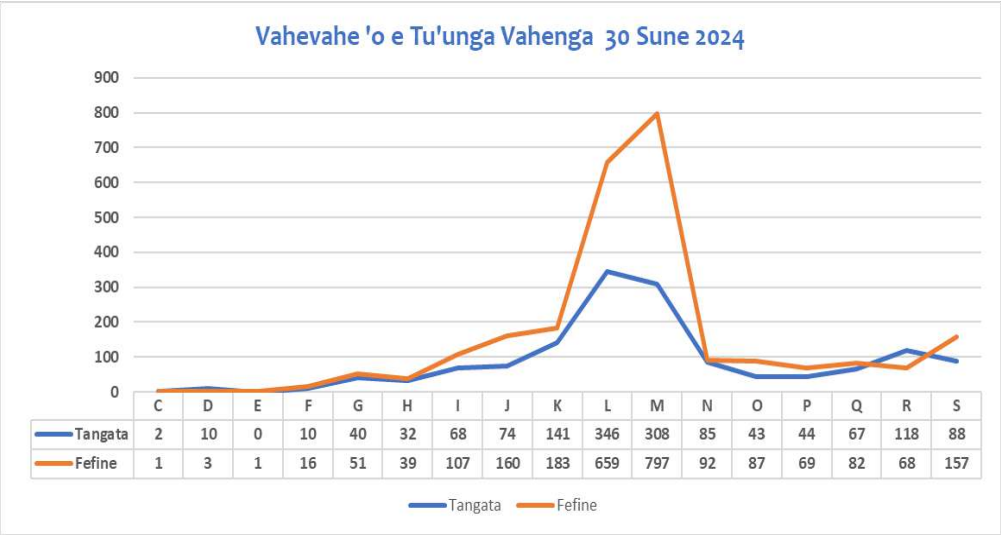
Vahevahe Taau ‘a Tangata mo Fafine’

‘I he fakatātā ‘i lalo’, ‘oku hā mahino pē ai ‘a e lahiange ‘a e konga ‘o e vāhenga fakalukufua’ ki he kakai fefine ‘a ia ko e 64%:36%. ‘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’ pe ia mei he ngaahi ta’u fakapa’anga ‘e tolu (3) kuo hili’.

TEPILE 50: % ‘O E NGAahi VĀHenga KAU PULE MO E TOKONI PULE FEFINE

| Kau Pule Ngāue Fefine’       |      |     |
|------------------------------|------|-----|
| Ta’u                         | 2020 | 24% |
|                              | 2021 | 30% |
|                              | 2022 | 26% |
|                              | 2023 | 25% |
|                              | 2024 | 20% |
| Kau Tokoni Pule Ngāue fefine |      |     |
| Ta’u                         | 2020 | 50% |
|                              | 2021 | 52% |
|                              | 2022 | 52% |
|                              | 2023 | 59% |
|                              | 2024 | 59% |

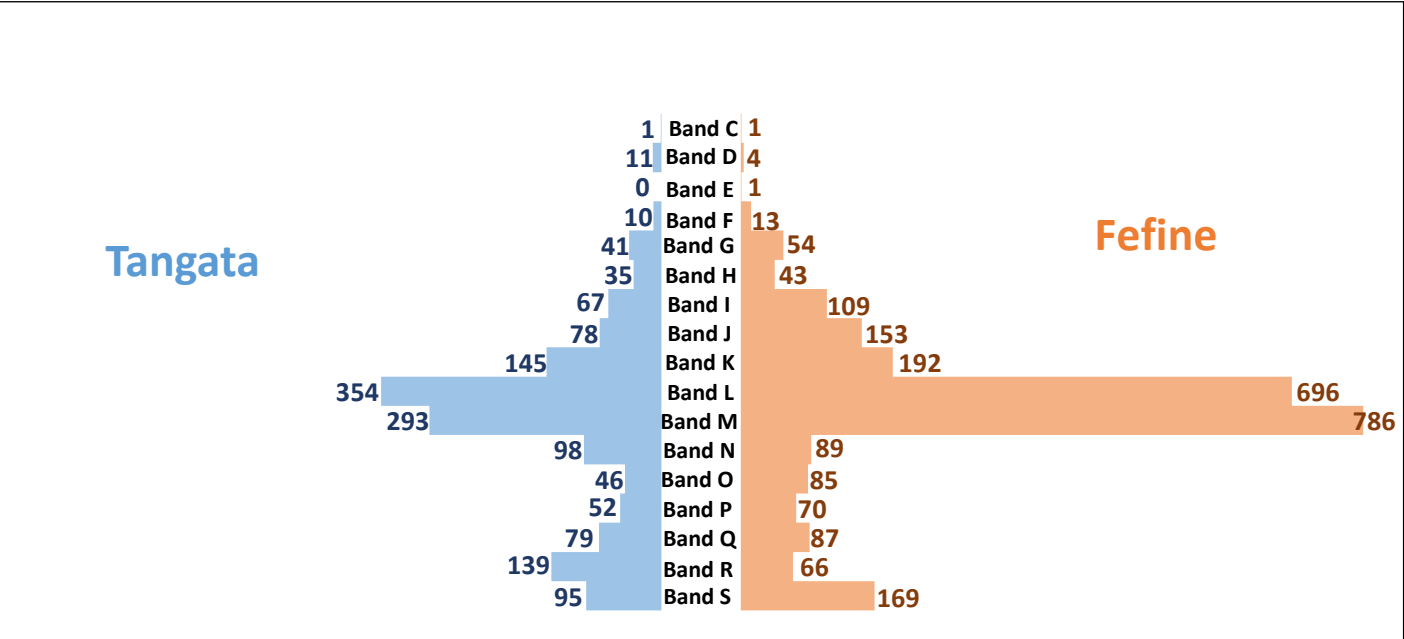
FAKATĀTĀ 31: VAHEVHAE ‘O E TU’UNGA VĀHenga



FAKATĀTĀ 32: FAKAKALAKALASI Ó E NGAahi TU’UNGA FAKAVĀHenga

Ko hono ngāue’aki ‘o e ‘avalisi fakavāhenga’ ke fakafuofua ‘a e vaeua’anga mālīe ‘o e vahevahe fakavāhenga’ (‘a ia ko e fakakauka’ ko e vaeua ‘o e kau ngāu’ ‘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 \$21,464 ‘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 2024, ko e 'avalisi fakavāhenga 'e \$21,464 'a ia 'oku tō loto ia 'i he tu'unga vāhenga M.

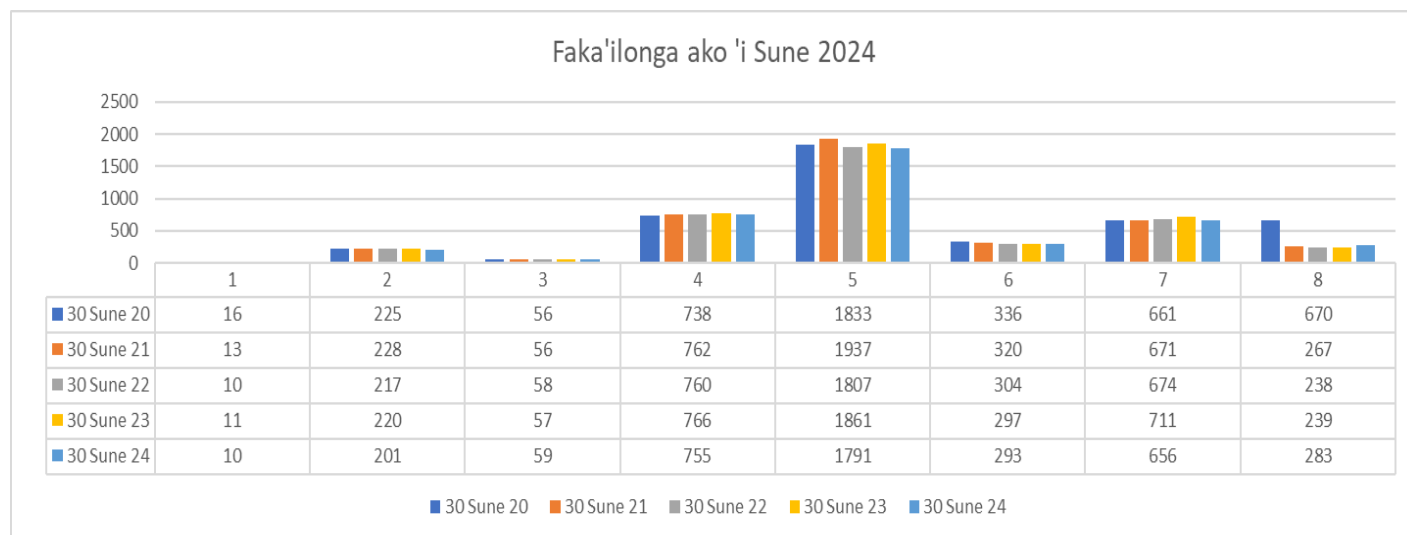
## Fakakalakalasi/ Tu'unga Vāhenga

'Oku mā'olunga taha 'a e kakai fefine' 'aki 'a e peseti 'e onongofulu-mā-hiva (69%) 'i he mā'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 mā'u vāhenga fefine 'i he Pule'anga.

- Koe peseti 'e onongofulu (60%) (2434 mei he 4048) 'o e Kulupu I' 'oku 'i he tu'unga vāhenga K, L mo e M.
- Mei he kau taki ngāue lotoloto ki he mā'olunga ange 'i he tu'unga vāhenga J ki 'olunga' 'oku 'i he peseti 'e hongofulu-mā-nima (15%), pea 'i he kau ngāue mā'ulalo ange 'i he tu'unga vāhenga S ki he N 'oku 'i ai 'a e peseti 'e uongofulu-mā-nima (25%).
- 'Oku tokolahi ange 'a e kakai tangata 'i he tu'unga vāhenga R, pea 'i he tu'unga vāhenga mā'ulalo taha' ko e S 'oku tokolahi ange ai 'a e kakai fefine'.
- Ko e kau taki ngāue mā'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-ua (12) ai ko e 'Ofisa Pule Ngāue tangata pea ko e toko nima (5) ko e 'Ofisa Pule Ngāue fefine (fefine 29%:71%tangata) 'i he 'ene a'u mai ki he 'aho 30 'o Sune 2024.

## Faka'ilonga Ako 'i he Kulupu I

FAKATĀTĀ 33: NGAHI FAKAĪLONGA AKO 'I SUNE 2024



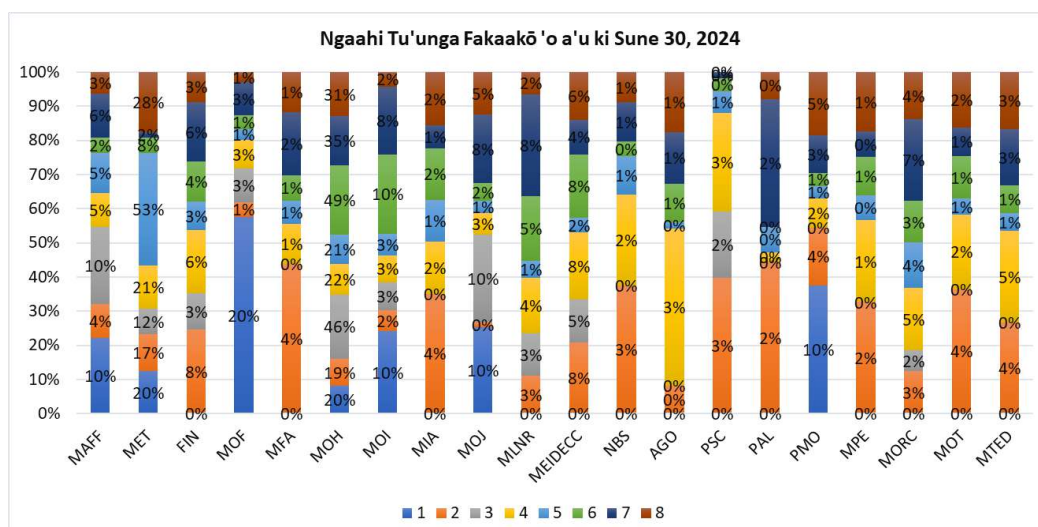
## TEPILE 50: FAKATONGA 'O E NGAHI FAKAĪLONGA AKO

|   |                                                     |
|---|-----------------------------------------------------|
| 1 | Toketā Filosefa                                     |
| 2 | MA                                                  |
| 3 | Faka'ilonga ako 'i he hili 'a e 'Uluaki mata'itohi' |
| 4 | 'Uluaki mata'itohi                                  |

|   |                                   |
|---|-----------------------------------|
| 5 | Tipiloma                          |
| 6 | Setifikeiti                       |
| 7 | Setifikeiti mei he ako ma'olunga' |
| 8 | Hala ha faka'ilonga ako           |

- 'I he 'aho 30 Sune 2024, ko e peseti 'e uofulu-mā-nima (25%) 'o e ngāue fakapule'anga' 'oku nau ma'u mata'itohi 'uluaki pē to e mā'olunga ange.
- Ko e kau ma'u faka'ilonga Tipiloma' 'oku tokolahi tahā 'a ia ko e peseti 'e fāngofulu-mā-fa (44%) pea hoko ki ai 'a e kau ma'u faka'ilonga 'uluaki 'a ia ko e peseti 'e hongofulu-mā-hiva (19%).
- Ko e peseti 'e ono (6%) 'oku nau ma'u faka'ilonga ako ma'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 (1456 fefine:654 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 fitu (7%) '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 honau 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 pē ha 'ilo ngāue.
- Ko e tokolahi taha 'o kinautolu 'oku 'ikai ha faka'ilonga ako' 'oku nau fakahoko fatongia 'i he Potungāue Mo'ui', koe peseti 'e tolungofulu-mā-taha (31%) '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' ko e Potungāue Mo'ui' 'a ia ko e peseti 'e uofulu-mā-ua (22%).
- 'Oku 'i ai pē 'a e tupulaki 'o kinautolu 'oku ma'u faka'ilonga Tipiloma' pe to e ma'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 Toketā Filosefa' 'oku vahevahe tatau ai 'a e kau ngāue fefine mo tangata 'i he 60%:40%. Pea ko e mata'itohi MA, koe peseti 'e onongofulu-mā-fa (64%) mo e ngaahi faka'ilonga ako 'i he hili 'o e 'uluaki mata'itohi' peseti 'e fitungofulu-mā-taha (71%) 'oku tokolahi ange pē 'a e kakai fefine'.

#### FAKATĀTĀ 34: FAKA'ILONGA AKO MA'OLUNGA TAHĀ FAKAPOTUNGAUE 'I SUNE 2024



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

FAKATĀTĀ 35: 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 ko ia 'a e kau faiako mo e neesi fefine' 'a ia 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 meimei 'ikai ha fai kehekehe ia 'i he tokolahi 'o e kakai fefine' mo e kakai tangata'.

✓ Ta'u: 20 – 40: 64%  
✓ 41 – 50: 22%  
✓ 51 – 60: 14%  
✓ 'Avalisi - 40

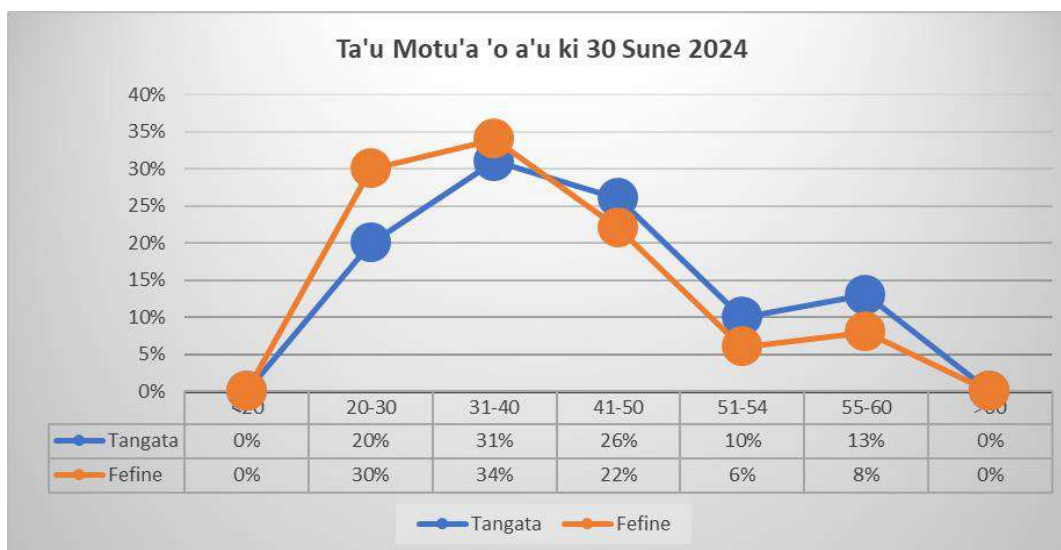
FAKAHEHOANAKI 'O E TA'U MOTU'A 'O E KAKAI TANGATA' MO E KAKAI FEFINE'

TĒPILE 51: TA'U MO E TA'U MOTU'A 'O E KAKAI TANGATA' MO E KAKAI FEFINE'

| Ta'u Motu'a  | Tangata     | Fefine      | Katoa       | Tangata    | Fefine     |
|--------------|-------------|-------------|-------------|------------|------------|
| <20          | 1           | 1           | 2           | 0%         | 0%         |
| 20-30        | 299         | 768         | 1067        | 20%        | 30%        |
| 31-40        | 438         | 872         | 1310        | 31%        | 34%        |
| 41-50        | 385         | 556         | 941         | 26%        | 22%        |
| 51-54        | 149         | 159         | 308         | 10%        | 6%         |
| 55-60        | 197         | 210         | 407         | 13%        | 8%         |
| >60          | 7           | 6           | 13          | 0%         | 0%         |
| <b>Total</b> | <b>1476</b> | <b>2572</b> | <b>4048</b> | <b>36%</b> | <b>64%</b> |

- Ko e kulupu ta'u motu'a tokolahi taha', ko e ta'u motu'a tolungofulu-mā-taha ki he fāngofulu (40); ko e peseti 'e onongofulu mā-nima (65%); hoko ai 'a e ta'u motu'a uofulu (20) ki he tolungofulu' (30) ko e peseti 'e nimangofulu (50%) pea mo e peseti 'e fāngofulu-mā-valu (48%) 'oku nau 'i he vaha'a ta'u motu'a fāngofulu-mā-taha (41) ki he nimangofulu (50). 'Oku 'i ai pe 'a e kau ngāue kuo nau 'osi 'ova 'i he ta'u motu'a onongofulu (60) hili ange hono toe fakalōloa 'enau ngāue' koe'uhi' ko e fiema'u vivili 'a e taukei mo e 'ilo ngāue', pea ko e tokolahi ai' ko e kakai tangata' ko e peseti 'e hongofulu-mā-tolu (13%).
- Ko e 'avalisi 'o e ta'u motu'a fakalukufua' ko e ta'u fangofulu(40).

FAKATĀTĀ 36: TA'U MOTU'A 'I HE KULUPU



*Hū Ki He Ngāue mo e Mavahe Atū*

- ## Lahi ange Hū Ki he Ngāue: Mavahe Atu

**Kātoa 'a e Hū Ki He Ngāue: Mavahe Atu – 129: 325**

**Potungāue Lahi Taha ‘a e Hū ki he Ngāue – Potungāue**  
Ako mo e Ako Ngāue

**Potungāue Lahi Taha ‘a e Mavahe Atu – Potungāue Mo’ui**

**FAKATĀTĀ 37: KAU NGĀUE FAKAPULE‘ANGA HŪ FO‘OU’  
MO E MAVAE ATU’ 2019-2024**

TĒPILE 52: KAU NGĀUE FAKAPULE'ANGA HŪ FO'OU' MO E MAVAHE ATU' 2019 - 2024

Hū Fo'ou : Mavahe Atu 2018 - 2024

HŪ FO'OU &  
2019 - 2024



## Tu'unga Malava 'a e Kau Ngāue'

Ko e konga hono ua 'o e ngāue 'a e va'a ko 'eni' ko hono fakalakalaka pea mo faka'ai'ai 'a e tu'unga malava 'o e kau ngāue fakapule'anga' fakatatau ki he Palani Ngāue Fakalakalaka '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 fakalakalaka 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 'Aositelelia', Ako'anga fakamamani lahi ki he Malini mo e Lao', pea mo e ngaahi sikolasipi fakalakalaka mei he Pule'anga Siapani'.

- 'I he ta'u 2023-2024, ko e toko teau-onongofulu-mā-tolu (163) 'o e kau ma'u sikolasipi, ko e foaki mei he Pule'anga Tonga 'i he 2024; ka 'oku 'i ai 'a e holo mei he 167 'i he ta'u 2023.
- Ko e ngaahi sikolasipi na'e foaki 'i he 2024, ko e 67% ai ko e faka'ilonga ma'u mata'itohi 'uluaki; hoko ki ai 'a e polokalama mata'itohi ma'olunga ange ko e 32%.

TĒPILE 53: FAKAIKIKI 'O E NGAHI SIKOLASIPi NA'E FOAKI 2019-2024

| Tu'unga 'o e Faka'ilonga Ako                     | 2019      | 2020      | 2021       | 2022      | 2023       | 2024       |
|--------------------------------------------------|-----------|-----------|------------|-----------|------------|------------|
| Tipiloma                                         | 0         | 1         | 0          | 0         | 2          | 0          |
| 'Uluaki Mata'itohi'                              | 40        | 56        | 120        | 84        | 102        | 109        |
| Faka'ilonga ako he 'osi hoto 'uluaki mata'itohi' | 3         | 3         | 3          | 1         | 22         | 18         |
| Faka'ilonga ako he 'osi hoto Tipiloma'           | 0         | 0         | 0          | 0         | 0          | 0          |
| MA                                               | 12        | 19        | 18         | 14        | 33         | 34         |
| Toketā Filōsefa'                                 | 0         | 1         | 0          | 0         | 4          | 2          |
| Ngaahi faka'ilonga ako kehe'                     | 0         | 1         | 2          | 0         | 2          | 0          |
| <b>Kātoa</b>                                     | <b>55</b> | <b>81</b> | <b>143</b> | <b>99</b> | <b>167</b> | <b>163</b> |

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



Government of Tonga

# OFFICE OF THE PUBLIC SERVICE COMMISSION



*Vision: To be a trusted, respected, and internationally reputed public service*

*Mission: To deliver quality, services with passion and Integrity and efficiency via enabling platforms*



**ANNUAL REPORT  
2023/2024**

# Contents

|                                                                                                              |    |
|--------------------------------------------------------------------------------------------------------------|----|
| <a href="#">I. Foreword Statement</a>                                                                        | 7  |
| <a href="#">II. Chairman, Public Service Commission</a>                                                      | 8  |
| <a href="#">1. EXECUTIVE SUMMARY</a>                                                                         | 9  |
| <a href="#">2. OVERVIEW of the PUBLIC SERVICE COMMISSION</a>                                                 | 22 |
| <a href="#">2.1 Legislation, Mandate, Stakeholders</a>                                                       | 22 |
| <a href="#">2.1.1 Functions of the Commission</a>                                                            | 22 |
| <a href="#">2.1.2 Stakeholders</a>                                                                           | 23 |
| <a href="#">2.2 Governance and Operational Structure</a>                                                     | 23 |
| <a href="#">2.2.1 Public Service Commission Organizational Structure</a>                                     | 24 |
| <a href="#">2.2.2 PSC's Performance Management Framework</a>                                                 | 25 |
| <a href="#">3. PSC GENERAL PROFILE</a>                                                                       | 28 |
| <a href="#">3.1 PSC Staffing</a>                                                                             | 28 |
| <a href="#">3.1.1 Appointments</a>                                                                           | 29 |
| <a href="#">3.1.2 Promotions within the same Ministry</a>                                                    | 29 |
| <a href="#">3.1.3 Transfer and Promotion</a>                                                                 | 29 |
| <a href="#">3.1.4 Resignation</a>                                                                            | 29 |
| <a href="#">3.1.5 Overseas Travel</a>                                                                        | 30 |
| <a href="#">3.1.6 Domestic Travel</a>                                                                        | 31 |
| <a href="#">4. PSC Performance by Sub-Programs (Sub-Outputs)</a>                                             | 32 |
| <a href="#">4.1 PSC contribution to whole of Government objectives</a>                                       | 32 |
| <a href="#">4.1.1 Contribution to the SDGs and TSDFII</a>                                                    | 32 |
| <a href="#">4.2 PSC progress against 3 years priorities (Corporate Plan)</a>                                 | 33 |
| <a href="#">4.3 PSC contribution against its Annual Management Plan 2022/2023</a>                            | 34 |
| <a href="#">4.4 Summary of PSC progress against Key Sub-program Outputs</a>                                  | 35 |
| <a href="#">Sub Output 1: Manages four work streams</a>                                                      | 35 |
| <a href="#">SO 1.1 Commission functions &amp; services - Fair, transparent and equitable decision making</a> | 35 |
| <a href="#">SO 1.2 Apolitical advisories and policy briefs to the PM &amp; Cabinet</a>                       | 36 |
| <a href="#">SO 1.3 CEO Recruitment and Performance Management</a>                                            | 36 |
| <a href="#">SO 1.3.1 New CEOs appointed to fill six (6) vacant CEO positions</a>                             | 36 |
| <a href="#">SO 1.3.3 CEO Forum / Meetings</a>                                                                | 36 |
| <a href="#">SO 1.4 Strategic foresight and resource mobilization –</a>                                       | 37 |
| <a href="#">Sub-Program 2: Legal, Policy &amp; Investigation</a>                                             | 37 |

|                                                                                                                                                               |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| <a href="#"><u>SO 2.1 Policy development and management</u></a>                                                                                               | 37 |
| <a href="#"><u>Sub-output 2.1.2 Policy submissions to Commission approved/noted</u></a>                                                                       | 38 |
| <a href="#"><u>Sub-output 2.1.3 New/revised policies Gazetted</u></a>                                                                                         | 38 |
| <a href="#"><u>SO 2.2 Legislation and Regulations</u></a>                                                                                                     | 38 |
| <a href="#"><u>Sub-output 2.2.2 Awareness on legislative amendments</u></a>                                                                                   | 38 |
| <a href="#"><u>SO 2.3 Legal and Investigation (Disciplinary, Disputes/Grievance, Appeals)</u></a>                                                             | 39 |
| <a href="#"><u>Sub-Program 3: Workforce Development</u></a>                                                                                                   | 39 |
| <a href="#"><u>SO 3.1 Public Service Workforce Development Strategies</u></a>                                                                                 | 39 |
| <a href="#"><u>Sub-Output 3.2 Workforce Analysis &amp; Training Needs Analysis</u></a>                                                                        | 40 |
| <a href="#"><u>Sub-Output 3.3 Implement Leadership and Talent Initiatives</u></a>                                                                             | 40 |
| <a href="#"><u>Sub-Output 3.4 Implement Workforce Engagement &amp; Outreach Programs</u></a>                                                                  | 40 |
| <a href="#"><u>Sub-Program 4: OVERSIGHT</u></a>                                                                                                               | 41 |
| <a href="#"><u>Sub-Output 4.1 Monitoring and Evaluating PSC Outputs</u></a>                                                                                   | 41 |
| <a href="#"><u>Sub-Output 4.2 Organizational Review of Line Ministries</u></a>                                                                                | 41 |
| <a href="#"><u>Sub-Output 4.3 Monitoring of Public Service Staffing Cost</u></a>                                                                              | 42 |
| <a href="#"><u>Sub-Output 4.4 Stakeholder Communication &amp; Engagement</u></a>                                                                              | 42 |
| <a href="#"><u>Sub-Output 4.5 Improve Data Analytics and Analysis</u></a>                                                                                     | 43 |
| <a href="#"><u>Sub-Program 5: HUMAN RESOURCE MANAGEMENT</u></a>                                                                                               | 43 |
| <a href="#"><u>S.O.5.1 Delegation/ Devolution Piloting</u></a>                                                                                                | 43 |
| <a href="#"><u>S.O.5.2 HR Case Management</u></a>                                                                                                             | 44 |
| <a href="#"><u>S.O.5.3 HR Advisory &amp; Support Services</u></a>                                                                                             | 46 |
| <a href="#"><u>Sub-Program 6: REMUNERATION</u></a>                                                                                                            | 47 |
| <a href="#"><u>SO 6. 1 Job Evaluation and Benchmarking of positions</u></a>                                                                                   | 48 |
| <a href="#"><u>SO 6.2 Establishment Registry</u></a>                                                                                                          | 49 |
| <a href="#"><u>SO 6.3 Job Descriptions (JDs) and Competency Framework (CF) for the Public Service</u></a>                                                     | 49 |
| <a href="#"><u>SO 6.4 Classification of Positions (COP)</u></a>                                                                                               | 49 |
| <a href="#"><u>SO 6.5 Remuneration System and Structures</u></a>                                                                                              | 49 |
| <a href="#"><u>Sub Program 7: PERFORMANCE DEVELOPMENT</u></a>                                                                                                 | 50 |
| <a href="#"><u>S.O.7.1 Performance Coaching and mentoring program</u></a>                                                                                     | 50 |
| <a href="#"><u>S.O.7.2 Performance Monitoring &amp; Evaluation of MDAs PMS implementation</u></a>                                                             | 50 |
| <a href="#"><u>The PMS Team continued to monitor the implementation of PMS across the Public Service against the PMS implementation Plan disseminated</u></a> | 50 |
| <a href="#"><u>S.O.7.3 Performance Moderation &amp; Quality Check (Schedule I and Schedule II)</u></a>                                                        | 50 |

|                                                                   |    |
|-------------------------------------------------------------------|----|
| <u>S.O.7.4 Systems Improvement Initiatives</u> .....              | 51 |
| <u>Sub-Program 8: Corporate Governance</u> .....                  | 53 |
| <u>8.1 Planning and Financial Management</u> .....                | 53 |
| <u>8.2 Internal Monitoring &amp; Performance Management</u> ..... | 53 |
| <u>8.3 Registry, Gazette and Records Management</u> .....         | 54 |
| <u>8.3.1 Registry</u> .....                                       | 54 |
| <u>8.3.2 Gazette</u> .....                                        | 54 |
| <u>8.3.3 Records Management</u> .....                             | 54 |
| <u>8.4 Information Communication Technology</u> .....             | 54 |
| <u>8.4.1: Process Automation and Digitization</u> .....           | 54 |
| <u>8.4.2: Helpdesk support and Website management</u> .....       | 55 |
| <u>8.4.3: Centralization of PSC's HR Database</u> .....           | 55 |
| <u>5. PSC Financial Management</u> .....                          | 56 |
| <u>5.1 Statement of responsibilities</u> .....                    | 56 |
| <u>5.2 Statement of Cash Receipts and Payments</u> .....          | 56 |
| <u>5.3 Statement of Comparison of Budget and Actual</u> .....     | 57 |
| <u>5.4 PSC Budget Transfers</u> .....                             | 57 |
| <u>5.5 Expenditure Analysis by Division</u> .....                 | 58 |
| <u>5.6 Analysis of expenditure by Category</u> .....              | 58 |
| <u>5.7 PSC Summary Budget Performance</u> .....                   | 59 |
| <u>5.8 Procurement</u> .....                                      | 59 |
| <u>5.9 Audit Statements</u> .....                                 | 59 |
| <u>5.10 Property, Plant &amp; Equipment</u> .....                 | 60 |
| <u>6. Strategic Challenges</u> .....                              | 61 |
| <u>6.1 RISKS AND RISK MANAGEMENT</u> .....                        | 62 |
| <u>7. Disclosures and Legal Compliances</u> .....                 | 62 |
| <u>7.1 Audit Statements</u> .....                                 | 62 |
| <u>7.2 Detailed key performance indicators information</u> .....  | 62 |
| <u>7.3 Ministerial directives</u> .....                           | 62 |
| <u>Government Policy requirements</u> .....                       | 62 |
| <u>7.5 Policy matters completed as follows:</u> .....             | 62 |
| <u>7.7 Board and Remuneration Committee</u> .....                 | 63 |
| <u>8. CONCLUSION</u> .....                                        | 63 |

[PART 2 OF THE REPORT](#) .....64

[ANALYSIS OF PUBLIC SERVICE – WORKFORCE DATA](#).....64

[Public Service Workforce size](#).....66

## 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                                                                                |

# I. Foreword Statement

## Hon. Prime Minister, and Minister of the Public Service Commission



It is my privilege to present the annual report for 2023/24, reflecting the substantial progress we have made in strengthening governance, service delivery, and national development. This report highlights the collective efforts of our Public Service and our commitment to building a resilient, forward-looking Tonga.

The past year has been one of recovery and growth. As we continue to navigate the impacts of early 2022, I am proud of how our Public Service has responded. Across all Ministries and Departments, the values of service, integrity, and excellence have remained at the forefront, ensuring that we not only meet challenges head-on but also lay the groundwork for a more prosperous future.

Under the leadership of the Public Service Commission (PSC), our Public Service has stayed focused on delivering essential services and driving key reforms in areas such as fiscal sustainability, digital transformation, and human resource management. These initiatives are essential in ensuring an efficient, accountable, and responsive public sector that serves the needs of the Tongan people.

Moving forward, we will continue to address the challenges of economic recovery, climate resilience, and social welfare. With strategic planning and decisive action, we will ensure that our institutions are equipped to support a thriving Tonga for generations to come.

I would like to thank the Commissioners, the leadership of the PSC Office, and all Public Servants for their unwavering dedication throughout the year. Your work is crucial to achieving our shared vision for Tonga.

With God's continued guidance, I am confident that together we will continue to build a stronger and brighter future.

God and Tonga are our inheritance, now and always.

With my best wishes,

  
Hon. Hu'akavameiliku  
Prime Minister of Tonga



## II. Chairman, Public Service Commission



As we close the financial year 2023/24, I am proud to highlight the notable progress made by Tonga's Public Service. This year has been a time of growth and transformation, as we move beyond recovery and embrace new opportunities for modernization and improved service delivery.

The dedication of every Public Servant—whether in leadership roles or working behind the scenes—has been vital to maintaining high standards across Government operations. Their unwavering commitment has ensured that the people of Tonga continue to benefit from efficient and effective public services.

With the leadership of the CEO, Mrs. Victorina Afeaki Kioa, the Public Service Commission has entered a new phase of transformation. Victorina's vision of continuous improvement and digital innovation is guiding the Commission forward, and her leadership has been central to our progress.

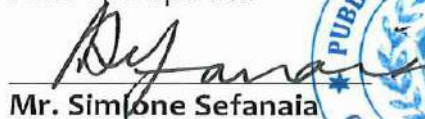
Our public sector reform agenda, particularly in reviewing policy, performance management and human resource development, has made significant strides this year. These reforms reflect our commitment to greater accountability, efficiency, and service quality. Additionally, our focus on key areas such as climate change resilience and regional cooperation continues to position Tonga as a leader within the Pacific.

I extend my deepest gratitude to all public servants for their hard work and dedication. Your efforts have been critical to the success of our mission and the well-being of the people of Tonga.

As we move forward into 2024, we recognize the challenges ahead but remain confident that, with the continued dedication of our public servants, we will continue to improve and build a more responsive, accountable, and efficient public service.

We thank God for His guidance and grace, and we look forward to serving the people of Tonga with renewed purpose and excellence in the year ahead.

Faka'apa'apa atu

  
**Mr. Simlone 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. This report provides a comprehensive overview of our company's performance and strategic direction over the past year.

## 1.1 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. We have set out to achieve these through;



## 1.2 KEY HIGHLIGHTS FOR THE 2023/24 FINANCIAL YEAR

### 1.2.1 Public Service Commission's 20<sup>th</sup> Anniversary Milestone

The PSC Office commemorated its 20<sup>th</sup> Anniversary since it was first established as a Government agency on 01 July 2003. This event was celebrated on the 25<sup>th</sup> August 2023, a milestone that reflects two decades of transformation, dedication, and progress.



“ Their Royal Highnesses, Crown Prince Tupouto‘a ‘Ulukalala and Crown Princess Sinaitakala graced the event with their presence. It was an honour that made the celebration of our 20<sup>th</sup> anniversary an unforgettable event. ”

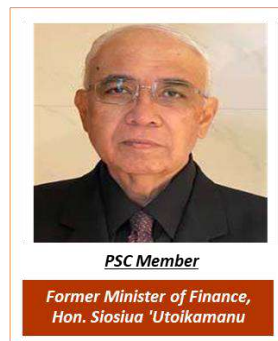
The Honorable Prime Minister, Cabinet Ministers, distinguished members of the Diplomatic Corp and distinguished guests were also in attendance. We recognize that without our PSC forebearers, none of this would have been possible. We were humbled to host former Commissioners, CEOs and former employees to celebrate PSC's journey together.



In the dawn of the Millennium, the Tongan Government saw the need for a paradigm shift in the Tonga Public Service. With the support of Donor Partners, the Tonga Economic and Public Sector Reform Program commenced in the early 2000s. The objective was to build a performance-oriented public service to improve service delivery to the general population and the private sector.

The Public Service Act passed in 2002, mandated the establishment of the Public Service Commission with clearly defined roles and functions. Personnel management decisions were decentralized from Cabinet to the Commission and the PSC Office took over the work that was carried out by the Establishment Division of the Prime Minister's Office. On the First day of July 2003, the Office of the Public Service Commission officially came into existence.

## The first Public Service Commission Members



With the establishment of the Public Service Commission, three (3) members were appointed to form the first Commission. Tonga's Prime Minister, HRH Prince 'Ulukalala Lavaka Ata at the time, the late Hon. Fielakepa and the Minister of Finance at the time, Hon. Siosua 'Utoikamanu.

Since the first Commission, additional Commissioners have been appointed to date (five are currently active members and appear in Section 2.2), they have dedicatedly upheld the values and principles that the PSC was founded upon. We would like to acknowledge them and thank them for their tireless efforts.



Ms. Mishka Tu'ifua



Mr. Ross Chapman



Ms. Tai'atu 'Ata'ata



Mr. Fillimone Fifita



Mr. Simione Sefanaia



Mr. Simi Tekiteki



Dr. Litili 'Ofanoa



Mr. Tsutomu Nakao



Mr. Sione  
'Uhilamoelangi Liava'a



Mr. Finau Tutone



Mr. Kaveinga Tu'itahi



Dr. Taniela Fusimalohi

*Former PSC  
Chairlady/Chairman*

*Former PSC Commissioners*

## Chief Executive Officers of the Commission

Together with the first Public Service Commissioners, Mr. Kelepi Makakaufaki served as the first Chief Executive Officer of the Commission from 1 July 2003 until the completion of his term on 30 June 2006. There have been 3 former CEOs who were previously appointed to the role and we wish to recognize their contributions also. Mrs. Victorina Kioa is the current CEO of the Commission since 2023.

Over its 20-year journey, the PSC Office has navigated numerous challenges and achieved significant milestones, thanks to the dedication of its Commissioners, CEOs, Management, and Staff. Their efforts have shaped a responsive and efficient Human Resource Management (HRM) system, adapting to evolving needs and current events. These achievements have reinforced the PSC's role as a cornerstone of good governance, dedicated to providing quality service for the people of Tonga. We praise God for the past 20 years, we praise God for the examples of servanthood demonstrated by those who have faithfully served as past and present Commissioners, CEOs and employees. We proudly serve today both to honour the memory of their sacrifices and equally to serve the people of Tonga.



*Honoring Long Service Staff of The Public Service Commission*

### 1.2.2 Retirement Fund Board Member Representatives Election

As required by the RFB Member Representatives Election Procedures of 2019, Section 4 (*Terms in Office*) Member Representatives held office for a term of four years. The 2019 RFB Member Representatives ended their contracts on 28<sup>th</sup> October 2023.

The Retirement Fund Board Member Representatives Election Committee (RFBMREC) 2023 comprised of the following;

5. Mrs. Victorina Kioa, Chief Executive Officer of the Commission, Chief Election Officer and Chairlady of the Election Committee;
6. Mr. Sione Sisifa, Solicitor General and member of the Election Committee;
7. Mr. Tevita L. Veituna, Chief Operation Officer, Retirement Funda Board and member of the Election Committee;
8. Mr. Franz K. Tuuhetoka, Deputy CEO, Office of the PSC and Secretariat to the Election Committee.

The Committee held a total of 9 meetings from August 2023- October 2023. The following dates were set for the elections.

| No. | Activity             | Date              |
|-----|----------------------|-------------------|
| 1   | Notice of Election   | 21 August 2023    |
| 2   | Close of Nominations | 12 September 2023 |
| 3   | Election Day         | 27 September 2023 |
| 4   | Close of Appeal      | 5 October 2023    |

Amendments to the election procedures were approved on the 18<sup>th</sup> August 2023 which included adding the Public Enterprises, Corporate Entities and Statutory Boards as Election Officers in Tongatapu.

A total of eight (8) candidates were nominated for the election in which only six (6) were deemed eligible as depicted in the table below.

|     |                                                                    |
|-----|--------------------------------------------------------------------|
| 7.  | Mr. Manu 'Aipolo 'Akau'ola<br>Ministry of Education and Training   |
| 8.  | Mr. Herbert 'Isoa Takeifanga<br>Ministry of Education and Training |
| 9.  | Mr. Sione Folau Lokotui<br>Ministry of Justice                     |
| 10. | Mrs. Seilosehina Fifita<br>Ministry of Education and Training      |
| 11. | Mr. Sione Vave Faleafa<br>Ministry of Finance                      |
| 12. | Mrs. Pisila 'Otunuku<br>Ministry of Finance                        |

The 2023 election was unprecedented given that the Public Enterprises became new members of the RFB. The processing of their membership was only completed just before the close of candidates' nominations. The Election took place on Wednesday 27 September 2023. A total of 75 polling stations were approved for the election.

- 58 in Tongatapu
- 8 in Vava'u
- 5 in Ha'apai
- 2 in 'Eua and
- 2 (1 each for the Niuas)

41 Election Officers engaged in the election (8 from the PEs) and 151 Assistant Election Officers engaged in the election (12 from the PEs).

#### **Final Member Representatives and Alternates for 2023 – 2027**

##### Member Representatives

| <b>Ranking</b> | <b>Name of Candidate</b>      | <b>Number of Votes</b> | <b>Percentage of the total Votes</b> |
|----------------|-------------------------------|------------------------|--------------------------------------|
| 1              | Mr. Sione Folau Lokotui       | 2757                   | 22.9%                                |
| 2              | Mr. Manu 'Aipolo 'Akau'ola    | 2726                   | 22.6%                                |
| 3              | Mrs. Pisila Matafahi 'Otunuku | 1988                   | 16.5%                                |

The fourth and fifth candidates receiving the most votes as the Alternate Members are:

##### Alternate Members

| <b>Ranking</b> | <b>Name of Candidate</b>     | <b>Number of Votes</b> | <b>Percentage of the total Votes</b> |
|----------------|------------------------------|------------------------|--------------------------------------|
| 1              | Mr. Sione Vave Faleafa       | 1839                   | 15.3%                                |
| 2              | Mr. Herbert 'Isoa Takeifanga | 1518                   | 12.6%                                |

A total of 7,204 members were listed in the election roll and were required to participate in the election. However, only 4,101 (56.9%) turned out to vote in which 87 of those voters' (2.1%) were disregarded or invalid.

One of the main challenges for this year was not having enough time as the process started late. The next elections will be in 2027 and the committee has committed to start the process in April of 2027. SOPs will be ready and approved before April 2027.

The committee wishes to acknowledge all the CEOs and staff of all the MDAs both Schedule I and II and all the Public Enterprises. The Governors Office in Ha'apai and Vava'u, the Hon Governors (Lord Fakatulolo and Hon. Dr Pita Taufatofua) and their staff namely Ms. Mele Vahe in Vava'u and Ms. Lesita

Palu in Ha'apai. The Government representatives in 'Eua (Mr. Lolomanaia Fili), Niuatoputapu (Mr. Feámoeuasi Hui) and Niuafu'ou (Mr. Falati Papani). To all the drivers from the Ministries that stepped in and helped on the Election Day from the Ministry of Education and Training, Attorney General's Office, Ministry of Public Enterprises, Ministry of MEIDECC and the Office of the Retirement Fund Board. The Committee could not have successfully expedited this role without all their assistance and cooperation. We thank the Board of the Retirement Fund Board for entrusting this important role with us. It was both an honor and a privilege to conduct this election for the Retirement Fund Board and we have all learnt and gained new experiences.

### 1.2.3 Public Service Commission's Operational Milestones

#### Policy Development

The Tonga Public Service Fraud Policy was endorsed by Cabinet on 25<sup>th</sup> August 2023 pending consultation with the Ministries, Departments and Agencies. Public-service wide consultations have been carried out including the outer islands of Vava'u, Ha'apai, 'Eua and the two Niuas with an overall coverage rate of 85%.

#### Chief Executive Officer recruitment

Seven (7) Chief Executive Officer positions were vacant during the Financial Year which have all been successfully filled. We welcome these courageous leaders and stand ready to support them in their new roles to achieve the vision entrusted to them by the Commission and Cabinet. The CEO for Trade and Economic Development completed her term of appointment in April 2024 and the recruitment process is expected to carry over into the next Financial Year.

#### Wage Bill Management

According to the Budget Statement 2023/24, the wage bill as of 30 June 2024 was at 53.1% which is a reduction from 54.4% as of 30 June 2023. The PSC Office strives to contribute to the reduction of the wage bill through the following initiatives:

- Joint subcommittee with MOF and PMO (National Planning) to scrutinize new staffing proposals to ensure MDAs are provided with only their critical staffing needs.
- Enforcement of new Overtime Policy to control excessive spending.

#### Job Evaluation and Job Description Transition

Job sizing decreased from 629 in the previous year to 485 which is likely due to Finance enforcing more control on vacancies. With the help of the HR Adviser, 849 JDs have been transitioned to the new JD format which make up 50% and the remaining are rolled over to the next FY.

## Re-evaluation of job sizes

Cabinet approved 35 positions that were re-evaluated with 13 positions moving up the salary band and 22 positions remaining in their current bands. The number of revaluations has reduced steadily over the past 3 years to the lowest tally in 2023/24.

## Public Service Performance Management

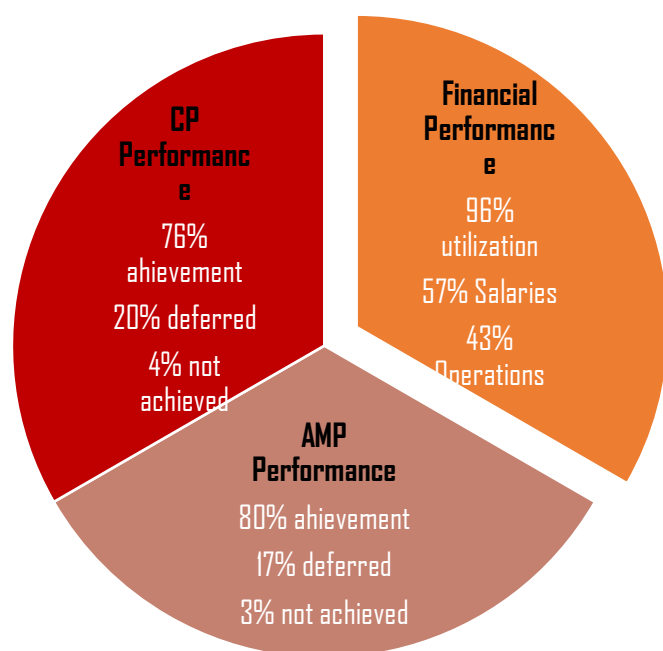
Out of a total of 5,896 Public Service employees, 73% (4,293) were evaluated on their performance for 2022/2023. This shows a slight decrease from a total of 5904 Public Servants assessed in the previous FY. Of the 4,293 who were evaluated, 48% met expectations, 45% exceeded, 7% were outstanding. The overall result in this FY, more closely resembles a normal distribution curve.

**TABLE 2: GOVERNMENT PMS REWARDS COST OVER 7 YEARS**

| Rating    | Below 3 | Rating of 3 | Rating of 4 | Rating of 5 | Cost (TOP\$)   |
|-----------|---------|-------------|-------------|-------------|----------------|
| 2022/2023 | 0.2%    | 48%         | 44%         | 7%          | \$2,177,061.35 |
| 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. Seven (7) CEOs performance reports are still being vetted by the CEO Moderation Committee.

### 1.2.4 Overview of PSC's Performance in the 2023/24 FY



Despite the non achievement of **24%** of the overall high level targets, most of these targets (**20%**) are carried over to the next FY due to factors beyond PSC's control. The remaining **4%** which fall under the due discretion of the PSC require no additional cost to Government for its future implementation in the next FY. Majority of the costs associated for these priorities have either been paid for in the 2023/24 FY (with a few activities left to complete) or are paid for by donor partners whom have agreed with the rollover of the deadline for completion into the upcoming FY.

### 1.2.5. Major Outputs Deferred / Not Achieved

#### Delegation of Human Resource functions

Instruments of Delegation is still a work in progress, mainly because Human Resources Management in Government is still practiced as a routine administrative function. It needs to be elevated as a specialized skill position which requires adopting recognized standards. This will lead on to proper professional development through a HR community of practice.

#### Automation of staff performance assessment processes

The current Performance Management System has not been updated to reflect best practices although the CHARS Dashboard has been updated in 2024. There is a need to introduce more streamlined and user-friendly processes to the current system to retain its relevance in the Public Service today.

#### Transition of Job Descriptions to new format

Updating the job descriptions into a new JD template should be completed by Line Ministries with minimal support from PSC. Unfortunately, there is still heavy reliance on PSC to continue providing this service to benefit their staff's learning and development.

#### Upskilling of line Ministries' Training Officers

There is a need to work more collaboratively with LM CEOs and their nominated Training Officers to progress their training and development in the field of workforce planning and development.

## 1.2.6. Strategic Challenges Encountered

### Revision to the Commission's operational structure

Following the external review of PSC in 2022 we have continued to streamline our operations, reducing the number of DCEOs from 6 to 4. In line with the review, the Divisions have been encouraged to work more closely together, share information and resources, and multi skill staff as a way of improving efficiency, building corporate knowledge, and enhancing engagement.

### A delicate balance of devolution and upskilling

There has been significant work towards devolving functions from the Commission to CEOs but nothing major has come to fruition. One of the major concerns relate to the readiness of line Ministries' human resources / corporate services function to absorb the devolved function and maintain the existing standards. Some Ministries are lacking the ownership to enhance the capabilities of relevant staff.

### Individual petitions to review remuneration and benefits

In the first quarter, the PSC Office received a group petition from the Medical Doctors and Nurses to pay additional allowances to medical specialists, nurses and most senior medical practitioners in the Ministry of Health. This was in recognition of their significantly high staff turnover rate of staff, particularly those in the nursing profession.

Similarly in the same quarter, the Attorney General sought approval for additional allowances to be paid to those holding Senior Crown Prosecutor, Assistant Senior Crown Prosecutor and Crown Prosecutor positions. Again, this was an attempt to counter the high staff turnover of their legal professionals.

In April 2024, the allied health staff (comprising dental, pharmacy, radiology, laboratory, dietician, rehabilitation and public health) requested due consideration for their staff to be paid similar allowances as awarded to the doctors and nurses.

A revised set of allowances were endorsed by the Commission and approved by Cabinet to be paid to medical specialists, senior medical doctors, nurses and the teachers to be effective as from 01 July 2024. The petition from the Attorney General and the Allied Health is awaiting consensus between the Commission, Ministry of Finance and Prime Minister's Office.

### Individual petitions to review remuneration and benefits

Turnover of key PSC staff always creates challenges. Losing good employees has held the Commission back from reaching its full potential, with a loss of organisational knowledge and experience developed over the years. The challenge for PSC is to develop staff through coaching and mentoring on the job to be able to seamlessly fill vacant positions when others leave.

### **1.3. Special Acknowledgements**

#### **1.3.1. Completion of term as Chief Executive Officer**



The Chief Executive Officer for Trade and Economic Development – Mrs. Distaquaine Tu'ihalamaka, completed her term of appointment on 23 March 2024. The PSC acknowledges Mrs. Tu'ihalamaka's invaluable contributions towards a “more progressive Tonga” and the MTED staff shall continue the work she had endeavored to achieve in service to the people of Tonga. Thank you for your hard work and unwavering dedication.

### 1.3.2. In-Service Deaths

“Ko e ‘Otua mo Tonga ko hoku tofi’a” – these words ring true as we remember fifteen (15) 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 back to resting  
God proved to the rest  
That He only takes the best*

*Flowers may wither and fall  
The golden sun may set upon us all  
But your legacies  
Lives on forever in the Public Services*

Table 2: Fellow public servants who passed away whilst in service

| Name                                    | Ministry                           |
|-----------------------------------------|------------------------------------|
| 16. Faka’anaua Mafileó                  | Tonga Statistics Department        |
| 17. Toakase Panisia Pele Fakakovikaetau | Ministry of Health                 |
| 18. Halatoa Taufa                       | Ministry of Infrastructure         |
| 19. Soane Vehikite Falemaka             | Ministry of Revenue and Customs    |
| 20. Aloma Kauvaka                       | Ministry of Justice                |
| 21. Melaea Taufatofua                   | Ministry of Tourism                |
| 22. Luísa Vaasi Langi Palu              | Ministry of Education and Training |
| 23. Ioane Fevaleaki                     | Ministry of Revenue and Customs    |
| 24. Colin Howard Latu                   | Ministry of Health                 |
| 25. Kateni Sefeti Latu                  | Ministry of Education and Training |
| 26. Bobtaylor Tonga                     | Ministry of Education and Training |
| 27. Vaka Mahe                           | Ministry of Education and Training |
| 28. Siaosi Kuki Tonga                   | Ministry of Education and Training |
| 29. Kalesita Tupouika Namoe Ákimeta     | Ministry of Education and Training |
| 30. Tutulu Finau                        | Tonga Statistics Department        |

## 2. OVERVIEW of the PUBLIC SERVICE COMMISSION

The Commission continues 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 values; a spirit of service, and an efficient and transparent service delivery to achieve:

*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” (TSDFI 2015 – 2025).*

### 2.1 Legislation, Mandate, Stakeholders

#### 2.1.1 Functions of the Commission

The Commission has the following principal functions (Public Service Amendment Act 2010);

- a. Develop systems, standards and procedures for the continual performance improvement and performance management of the Public Service;
- b. Act as adviser to Government on the management of the Public Service;
- c. Consult with the Prime Minister on a regular basis regarding the performance of the Public Service;
- d. Advise the Prime Minister on, and monitor the implementation of, public employment policies.
- e. 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 CEO 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 CEOs;
- t. And such other functions as are imposed by or under this or any other Act, or as directed by the Prime Minister.

### 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 II Ministries (Police, Fire, HMAF, Audit and Prisons – excluding Ombudsman and Legislative Assembly).

## 2.3 Governance and Operational Structure

Dr. Lia Maka, former Chief Executive Officer of the Commission was appointed as Commissioner from 10<sup>th</sup> April 2024 until she resigned on 18<sup>th</sup> June 2024. Currently, policy directions are implemented under the oversight of the Chairman and four (4) Public Service Commissioners.

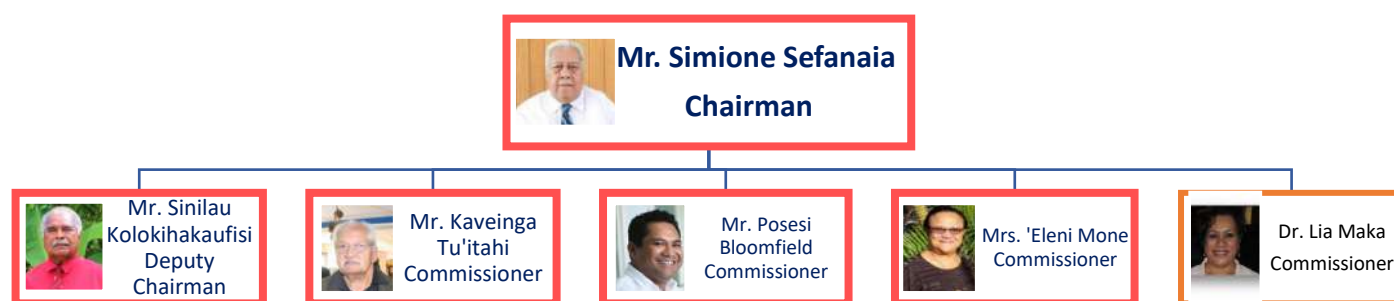


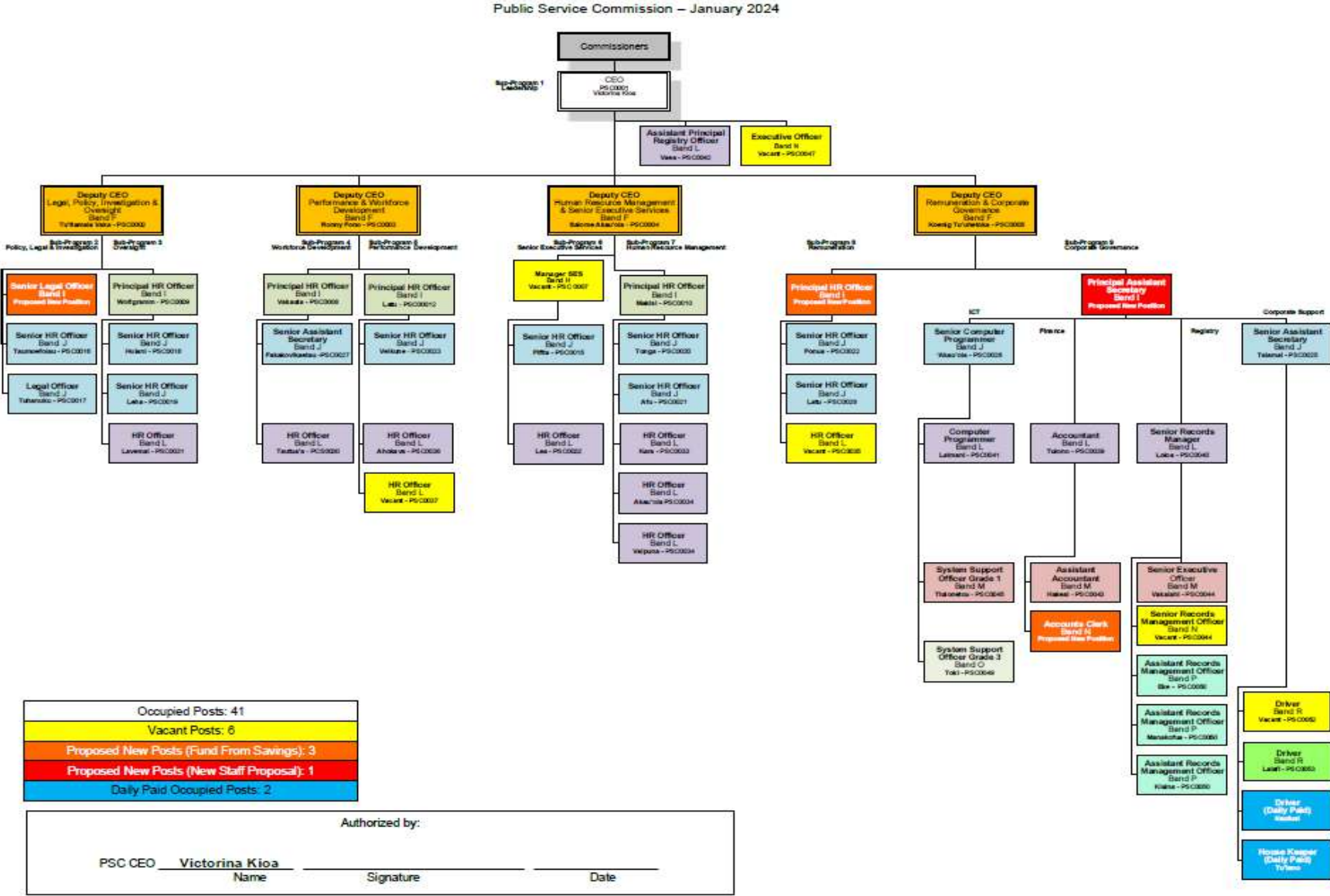
FIGURE 2: MEMBERS OF THE PUBLIC SERVICE COMMISSION

The PSC Chairman, Mr. Simone Sefanaia will complete his term in March 2025 which brings to an end 14 years of service both as Commissioner. Our chairman has been integral to the important advances PSC has made, particularly in the successful reforms to the Public Service Remuneration Structure and the Performance Management System. He distinguished himself as a judicious steward and a leader that never flinched in the face of adversity. His resilience is mirrored by the Public Service's perseverance during legislative reforms, Government restructures, political uncertainty, the Hunga-Tonga-Hunga-Ha'apai eruption as well as the COVID 19 pandemic. On both a professional and a personal level, PSC is forever grateful for the time we spent together over the past 14 years. We deeply appreciate his contributions and the positive impact you've made. Wishing you all the best in your future endeavor.



PSC Staff with Hon Prime Minister & Commissioners at 20<sup>th</sup> Anniversary celebration.

2.2.1 Public Service Commission Organizational Structure



## 2.2.2 PSC's Performance Management Framework

The priority areas to be addressed in this three-year plan are measures to contribute to the Government Priority Agenda B (Quality of Services and Affordability). In particular, it focuses on Expenditure measures to manage the Government Wage bill, as well as Capacity Building measures to build resilience, both technical and behavioral, in systems and employees.

**TABLE 3: THREE YEAR PRIORITY OUTPUTS & KPIS**

| Expenditure/<br>Budget<br>measures            | Proposed Actions                                          | Output Indicator<br>(Numbers/tools)                                         | Baseline                       | Targets                |                |                |                  | Outcome indicator                                                     | Progress Made in 2023/24                                                                                                 |
|-----------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------|------------------------|----------------|----------------|------------------|-----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| Wage bill<br>management                       |                                                           |                                                                             | 2021<br>66%                    | 2022<br>60%            | 2023<br>54%    | 2024<br>52%    | 2025<br>52%      | =<53%<br>Wage bill<br>threshold                                       | 51.8% (Actual) 2022/23<br>50% (Forecast) 2024/25                                                                         |
| Targeted fiscal<br>/Establishment<br>measures | 1. Policy oversight<br>– Clarity/<br>Enforcement          | Level of HR Compliance                                                      | 82%                            | 85%                    | 90%            | 95%            | 95%              | Increased Compliance                                                  | HR compliance was 95%                                                                                                    |
|                                               |                                                           | Overtime spending does<br>not exceed approved \$<br>commitment              | (12+ million) <sup>1</sup>     | Down<br>by 15<br>– 20% | Down<br>by     | 0              | 0                | <5 – 7 million Reduced/<br>maintained at approved<br>level. No exceed | Overtime is capped at 40 hrs<br>per week. Excess is vetted<br>and requires Commission<br>approval                        |
|                                               |                                                           | Contracts/Daily paid                                                        |                                |                        |                |                |                  | Clarity in policies                                                   | Strictly monitored by<br>Commission with some<br>improvements noted                                                      |
|                                               | 2. Recruitment –<br>Establishment<br>growth               | % of critical positions<br>approved as per allocated<br>budget and timeline | 1 million                      | 1<br>million           | < or =         | < or =         |                  | Budget Maintained or reduced                                          | Critical positions vetting<br>discontinued. Staff<br>proposals strengthened<br>resulting in only 12<br>positions created |
|                                               | 3. Registry payroll<br>consolidation                      | Registry Phase 2 is<br>completed                                            | 11% variance MOF<br>& PSC data | 8%                     | 5%             | 3%             | Fully<br>aligned | Downward Changes in<br>differences                                    | Deferred until Finance<br>payroll system is online                                                                       |
|                                               |                                                           | Web-based (Phase 3)<br>application adopted                                  | Overpayment<br>\$126,474.07    | Down<br>By 70%         | Down<br>by 85% | Down<br>by 95% | \$0              |                                                                       | Overpayments are<br>forwarded to AGO for<br>debt recovery                                                                |
|                                               | 4. Employment<br>categories, terms and<br>classifications | Competency<br>framework approved by<br>Cabinet                              | 30%                            | 1                      | 1              |                |                  | Regularly Updated                                                     | Competency Framework<br>deferred until review of<br>Structure.                                                           |

|                                                          |                                                                                |                                                                                                   |                                                                                                  |                               |                               |                               |                               |                                                                                                                  |                                                                                                            |
|----------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
|                                                          |                                                                                | JDs transitioned to new format                                                                    | 30%                                                                                              | 70%                           | 90%                           | 100%                          | 100%                          | <b>Web-based</b>                                                                                                 | <i>JD Transition is 849 positions (50%) including Education.</i>                                           |
|                                                          |                                                                                | Job classifications (job titling, job families)                                                   | Existing COP (100% since 2019)                                                                   | 100% updated                  | 100%                          | 100%                          | 100%                          | <b>Accessibility</b>                                                                                             | <i>Job families are created and updated alongside JD transitioning</i>                                     |
|                                                          | <b>5. Remuneration review - PMS rewards and incentives</b>                     | Review of PMS and rewards Allowances/fees                                                         | 2.1 million PMS Budget                                                                           |                               |                               |                               |                               | <b>No pressure on wage bill/increased efficiency / productivity</b>                                              | <i>PMS Rewards for 2022/23 FY was below budget at only \$1.8m</i>                                          |
|                                                          | <b>6. Anti Corruption -</b>                                                    | Cabinet approval of a fraud policy & revised Public Service (Disciplinary Procedures) Regulations | 1 Dec 2022 (Budget support trigger)                                                              | Roll out                      |                               |                               |                               | <b>Expected savings from fraudulent practices.</b>                                                               | <i>Fraud policy approved and consultations held for majority of Public Service including all Outer Is.</i> |
| <b>Capacity Building measures</b>                        | <b>Proposed Actions</b>                                                        | <b>Output Indicator (Numbers/tools)</b>                                                           | <b>Baseline</b>                                                                                  | <b>Targets</b>                |                               |                               |                               | <b>Outcome indicator</b>                                                                                         |                                                                                                            |
| <b>Improving human capital, resilience and relevance</b> | A sustained, cadre of professionals at all levels (Workforce expertise)        | <b>Outcome indicator</b><br>Increase formal qualifications by no less than 3% annually            | <b>Baseline</b><br>2,954 (15 PhD, 200 Masters, 63 Postgrad, 669 Bachelor, 1683 Dip. & 324 Cert.) | <b>2022</b><br><i>(≤)3%</i>   | <b>2023</b><br><b>3%</b>      | <b>2024</b><br><b>3%</b>      | <b>2025</b>                   | Annual Reduction by 3 % of skills gaps (specialist / mgmt levels )                                               | <i>3,093 (11 PhD, 199 Masters, 56 Postgrad, 732 Bachelor, 1794 Dip. &amp; 301 Cert)</i>                    |
|                                                          | <b>1. Leadership</b> CEOs & Senior Executives                                  | * High Ministry performance results = Excellence Awards                                           | Baseline<br>Rating of 2019                                                                       | 20% MDAs participation        | 50% participation             | 80% participation             | 100%                          | Improved external performance rating                                                                             | <b>Excellence Awards are deferred</b>                                                                      |
|                                                          |                                                                                | Increase in Leadership and talent pool                                                            | Baseline 2021 Cohort                                                                             | 3% up                         | 3% up                         | 10% up                        | 10%                           | 3% - 10% annual increase in Leadership pool                                                                      | <i>4% increase in the Leadership pool</i>                                                                  |
|                                                          | <b>2. Employees</b><br>Skills pool and Projection<br><i>2a. Service sector</i> | A pool of experts are readily available<br>* No skills gaps in scarce areas                       | From 1,214 employees                                                                             | 1 - 3% up in new skills areas | 1 - 3% up in new skills areas | 1 - 3% up in new skills areas | 1 - 3% up in new skills areas | Pool in these areas —policy analysis, change management, M&E, strategic planning, HR, Legal, Policy specialists, | <i>8% of scholarships allocated in 2024 for these areas</i>                                                |

|                                     |                                                                                                                                                                                                                                             |                                                                                                           |                                  |                |                |                |                                                                                                                                        |                                                                                                  |
|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|----------------------------------|----------------|----------------|----------------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 2b. Development sector              | A pool of experts are readily available<br>* No skills gap in key technical areas<br>- energy, disaster/climate/environment, construction, roads/marine/aviation industries, trades, civil engineering, ICT data/software/digital platforms | From 3,040 employees                                                                                      | 3% up in technical specialists - | 3 – 5%         | 5 – 10%        | 10%            | Pool in these areas Green economy, climate change adaptation, actuarials, architects, engineers, ICT, data and software engineers; etc | 12% of scholarships allocated in 2024 for these areas                                            |
| 3. Work Culture<br>Good work ethics | * High level of satisfaction, motivation and engagement of Public servants <sup>2</sup><br><br>Trust, Integrity level                                                                                                                       | Baseline - ref to Statistics baseline survey 2018/19 (from public)<br><br>Of civil servants (no baseline) | % satisfaction                   | % satisfaction | % satisfaction | % satisfaction | +ive Customer satisfaction, employee engagement<br>* Annual excellence service awards                                                  | Annual Public Service Best Practice Conference held in June.<br><br>Stakeholder surveys deferred |

### 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 final section is the Workforce Profile for the Schedule I Ministries, as outlined in the Public Service Act 2002, as amended.

#### 3.1 PSC Staffing

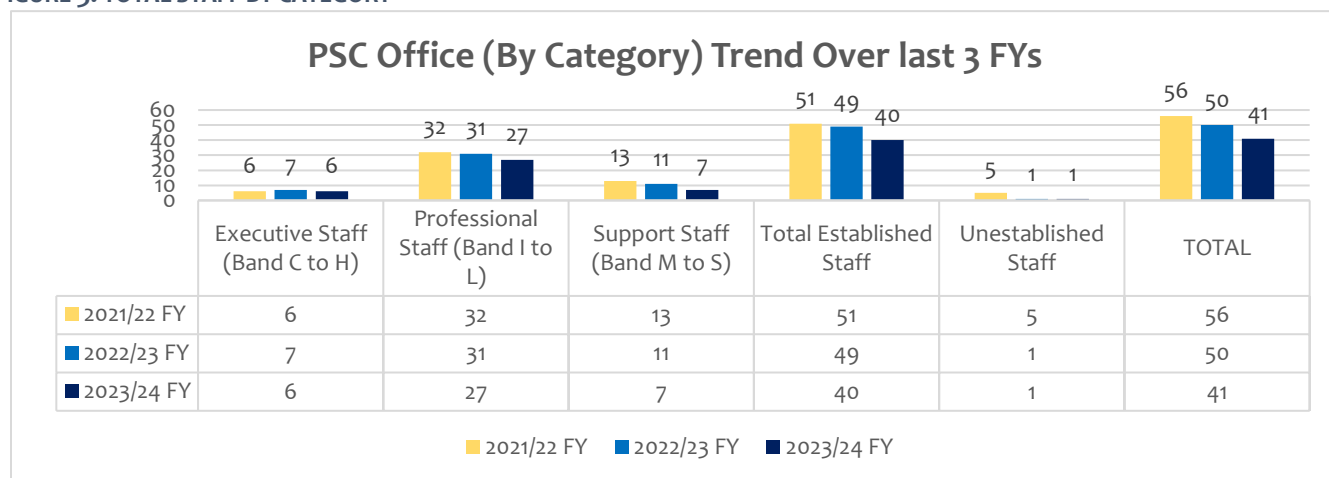
As of 30 June 2024, PSC had a total staff of 48 positions provisioned for in our operational budget.

- a) Forty-one (41) employees were at the post (inclusive of one daily paid employee);
- b) Two (2) employees were away, one (1) on study leave and one (1) accompanying spouse on study leave;
- c) Five (5) positions had been vacated and were not yet filled (*i.e. 2x HRO, 1 Accountant, 2x Assistant and Records Management Officer, 1 Driver*).

TABLE 3: PSC STAFFING SUMMARY

|   | Division Name                    | Permanent Employees | Fixed term Employees | Daily Paid Employees | Unfilled Vacancies | Total Employees |
|---|----------------------------------|---------------------|----------------------|----------------------|--------------------|-----------------|
| 1 | Leadership Division              | 5                   | 1                    |                      |                    | 6               |
| 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                   |                      |                      |                    | 4               |
| 7 | Remuneration Division            | 2                   |                      |                      | 1                  | 3               |
| 8 | Corporate Division               | 12                  |                      | 1                    | 4                  | 17              |
|   | <b>Total</b>                     | <b>39</b>           | <b>1</b>             | <b>1</b>             | <b>7</b>           | <b>48</b>       |

FIGURE 3: TOTAL STAFF BY CATEGORY



### 3.1.1 Appointments

TABLE 4: PSC'S OFFICE APPOINTMENTS

| Name               | Post                                | Assumption of duty |
|--------------------|-------------------------------------|--------------------|
| 4. Tu'itamala Vaka | Deputy CEO                          | 5 December 2023    |
| 5. Yolanda Moeaki  | Executive Officer                   | 6 May 2024         |
| 6. Vaimoana Vi     | Assistant Record Management Officer | 6 May 2024         |

### 3.1.2 Promotions within the same Ministry

TABLE 5: PSC'S PROMOTIONS

| Name/ current position                                          | New Post promoted to/ Division                             | Assumption of duty |
|-----------------------------------------------------------------|------------------------------------------------------------|--------------------|
| 8. Mr. Ronny Fono (Principal Human Resource Officer)            | Deputy CEO (Performance Development)                       | 22 August 2023     |
| 9. Mrs. Salome 'Akauola (Manager Senior Services)               | Deputy CEO (Human Resource Management)                     | 23 November 2023   |
| 10. Ms. Mele P. Latu (Assistant Secretary)                      | Principal Human Resource Officer (Performance Development) | 23 November 2023   |
| 11. Ms. Taina Fifita (Human Resource Officer)                   | Senior Human Resource Officer (Senior Executive Services)  | 23 November 2023   |
| 12. Ms. Meliame Lea (Executive Officer)                         | Human Resource Officer (Senior Executive Services)         | 23 November 2023   |
| 13. Mr. Sosaia Manakofua (Assistant Records Management Officer) | Records Management Officer (Corporate Governance)          | 25 March 2024      |
| 14. Mr. Taniela Makisi (Principal Human Resource Officer)       | Manager SES (Senior Executive Services)                    | 3 May 2024         |

### 3.1.3 Transfer and Promotion

TABLE 6: TRANSFER

| Name/ current position      | To         | Ministry | Assumption of Duty |
|-----------------------------|------------|----------|--------------------|
| 3. Mr. Matangimalie Tu'iono | Accountant | PMO      | 04 March 2024      |
| 4. Mr. Romney Laiafi        | Driver     | PMO      | 25 March 2024      |

### 3.1.4 Resignation

TABLE 7: RESIGNATION

| Name/ current position            | Reason                                       | Effective date of resignation |
|-----------------------------------|----------------------------------------------|-------------------------------|
| 3. Mrs. 'Elisapeta Lemoto – Fa'au | Job opportunities outside the public service | 24 July 2023                  |
| 4. Mr. Sione Ta'ufo'ou            | Job opportunities outside the public service | 14 September 2023             |

### 3.1.5 Overseas Travel

TABLE 8: PSC'S OVERSEAS TRAVEL

| Name/ current position                                                                                          | Country                       | Purpose                                                                                                                                                                                                                                    | Funding Source                                   |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| 22. Mr. Rico Tuhanuku                                                                                           | Singapore                     | Strategic Leadership and Public Governance<br>31 July – 4 August 2023                                                                                                                                                                      | Airfare paid by<br>Tonga                         |
| 23. Mrs. Nolini Vaka'uta                                                                                        | Fiji                          | Regional Workshop on Capacity Needs<br>Assessment and Development 12 – 13 Oct<br>2023                                                                                                                                                      | Fully funded,<br>ADB                             |
| 24. Mrs. Victorina Kioa                                                                                         | South<br>Korea                | UN DESA 7 <sup>th</sup> Regional Symposium on<br>Effective Governance and Digital<br>Transformation for Accelerating Progress<br>towards the 2030 Agenda Promoting<br>Sustainable, Resilient and Innovative<br>Solutions, 17 – 19 Oct 2024 | Fully funded                                     |
| 25. Mrs. Victorina Kioa<br>Mrs. Nolini Vaka'uta<br>Ms. Neliane Afu<br>Mr. Wesley Tu'i'onetoa                    | South<br>Korea                | Mind Education Training, IYF tour and Annual<br>Conference 20 – 28 Oct 2023                                                                                                                                                                | Airfare paid by<br>Tonga                         |
| 26. Mr. Ronny Fono                                                                                              | Singapore                     | Innovation E-Governance Training, 23 – 27 Oct<br>2023                                                                                                                                                                                      | Airfare paid by<br>Tonga                         |
| 27. Mr. Posesi Bloomfield<br>Mr. Keni Tu'uhetoka<br>Mrs. Salome 'Akauola                                        | Wellington,<br>New<br>Zealand | Pacific Public Service Commissioners Fono, 13<br>– 17 Nov 2023)                                                                                                                                                                            | Fully Funded                                     |
| 28. Mr. Siale 'Akauola                                                                                          | Singapore                     | Strategies, Opportunities, Cybersecurity<br>Management                                                                                                                                                                                     | Airfare paid by<br>Tonga                         |
| 29. Mrs. Victorina Kioa<br>Mrs. Salome 'Akauola<br>Mr. Keni Tu'uhetoka<br>Ms. Mele P. Latu<br>Mr. Rico Tuhanuku | Wellington,<br>New<br>Zealand | Tonga PSC visits the Public Service Fale, NZ 2 –<br>9 Mar 2024                                                                                                                                                                             | Partly funded by<br>PSC Office - Fully<br>Funded |
| 30. Mrs. Victorina Kioa<br>Mrs. Tu'itamala Vaka<br>Mrs. Kolosia Kengike                                         | Canberra,<br>Australia        | Tonga PSC visits the Australia Public Service,<br>Australia, 8 - 11 Apr 2024                                                                                                                                                               | Fully Funded by<br>APSC                          |
| 31. Mrs. Nolini Vaka'uta                                                                                        | Canberra,<br>Australia        | Pacific Workforce Planning Study Tour,<br>Canberra 29 April to 3 May 2024                                                                                                                                                                  | Fully Funded by<br>APSC                          |



### 3.1.6 Domestic Travel

During the 2nd and 3rd Quarters, a few of the Office staff were able to travel to the Outer Islands (i.e. Vava'u, Ha'apai, and 'Eua) to conduct the "Talatalanoa" sessions with Government employees.

TABLE 11: PSC DOMESTIC TRAVEL

| Vava'u                  | Ha'apai                  | 'Eua                     |
|-------------------------|--------------------------|--------------------------|
| 20 – 24 Nov 2023        | 20 – 22 Nov 2023         | 27 – 29 Nov 2023         |
| 6. Mr. Ronny Fono       | 1. Mr. Keni Tu'uhetoka   | 2. Mrs. Nolini Vaka'uta  |
| 7. Ms. Mona Taumoeolau  | 2. Ms. Mele P. Latu      | 3. Mrs. Fua Holani       |
| 8. Ms. 'Omeia Lavemai   | 3. Mr. Taniela Makisi    | 4. Mrs. 'Akesa 'Ahokava  |
| 9. Ms. Te-Rhani Kara    | 4. Mrs. Silia Leha       | 5. Mr. Vaea 'Akau'ola    |
| 10. Mr. Matangi Tu'iono |                          | 5. Mr. Matangi Tu'iono   |
| 27 – 29 May 2024        | 27 – 29 May 2024         | 29 – 31 May 2024         |
| 3. Mr. Ronny Fono       | 3. Mrs. Suliana Wolfgram | 3. Mrs. Suliana Wolfgram |
| 4. Mrs. Malia Tonga     | 4. Ms. Mele P. Latu      | 4. Ms. Te-Rhani Kara     |



Figure 4: Left to Right: PSC Office visiting Line Ministry's Sub-branches within the Outer Islands of 'Eua, Ha'apai, and Vava'u

Notably, during the 4<sup>th</sup> Quarter, the PSC Office successfully managed to travel to the Niuas for the first time in 7 years, marking a significant milestone in reconnecting with employees in these remote areas.

TABLE 12: PSC DOMESTIC TRAVEL

| Niufo'ou                                           | Niutoputapu                                    |
|----------------------------------------------------|------------------------------------------------|
| 23 <sup>rd</sup> May to 08 <sup>th</sup> June 2024 | 15 <sup>th</sup> to 27 <sup>th</sup> June 2024 |
| Mrs. Nolini Vaka'uta                               | 3. Mr. Vaea 'Akauola                           |
| Mr. Vaea 'Akauola                                  | 4. Ms. 'Ana Tautu'a                            |



FIGURE 5: LEFT TO RIGHT – GOVERNMENT EMPLOYEES WITHIN NIUA FO'OU AND GOVERNMENT EMPLOYEES WITHIN THE NIUA TOPUTAPU ISLAND.

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

PSC's performance is discussed in the following order:

- iii. PSC Contribution to Whole of Government Objectives (TSDFII, Samoa Pathway, SDGs)
- iv. Performance Against the Annual Management Plan 2023/2024

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.

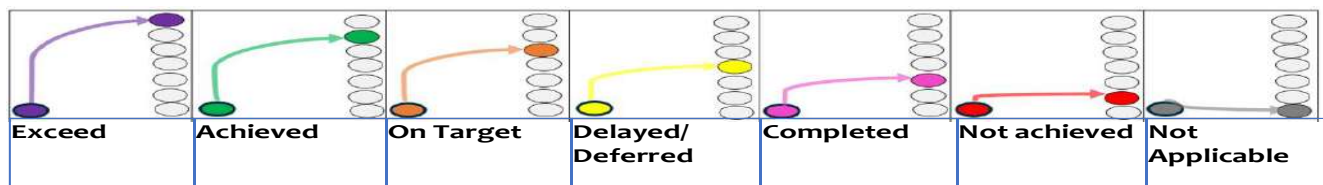


FIGURE 6: INFOGRAPHIC RATING SCALE

### 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 9: PSC CONTRIBUTION TO SDG AND SAMOA PATHWAY GOALS

| SDG Goal                                                           | SAMOA Pathway                            | Target                                                                                   | Indicator                                                                                                                                 | Achievement                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Goal 4<br>Quality Education                                        | S4 Education<br><br>S5 Capacity Building | SDG 4b<br>(Scholarships)                                                                 | 4.b.1<br>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 to inform scholarship allocation. Talent and leadership training for senior executives (Leadership training for CEOs/DCEOs, Foundations of Leadership program; generic training (Leadership, Mentoring etc). |
| Goal 5.<br>Achieve gender equality and empower all women and girls | S6 Gender equality & women development   | SDG Target 5.1<br>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<br>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.<br>Female: Male (Sch 1 & 2)<br>CEO level is 87:13%<br>Deputy level<br>59%:41% (Schedule I)<br>12%:88% (Schedule II) |
| Goal 16.<br>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<br>Promoting peaceful society and safe community<br>S8<br>Data and statistics | SDG Target 16.6<br>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<br>Data and statistics                                                        | SDG Target 16.7<br>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<br><br>Public Service Register is gender disaggregated – established and approved by Cabinet June 2021 has been regularly updated and is current                |

#### a. PSC progress against 3 years priorities (Corporate Plan)

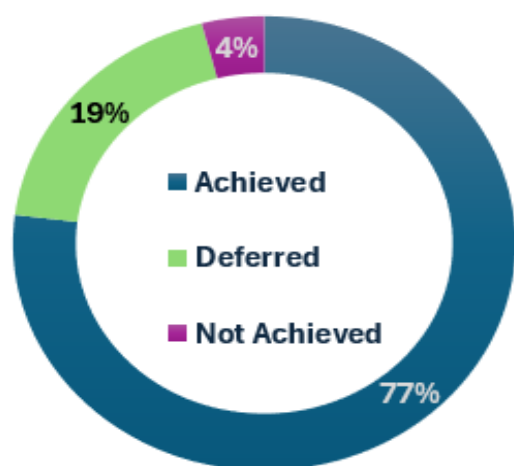


Figure 7: PSC Corporate Plan (CP) KPI performance as 30 June 2024.

This Corporate Plan 2022/23 to 2025/26 rolls over a few targets from the previous CP includes the rolling out of the Talatalanoa program which was on hold due to the pandemic. During the reported year, the Office got back on schedule and finished both of its planned Talatalanoa with extension of the coverage to include Niuatoputapu and Niuafu'ou. Producing the wage bill was a challenge due to unavailability of data from MOF, however, the Office continues to explore options to upgrade its HR system with the goal to be able to have data firsthand in the office. The strengthening workforce capability focusing on leadership and talent and on building the capacities of employees across the service had low attendance in numbers from the line Ministries.

A total of 83 High level KPIs were approved to be delivered within the FY2023/24. The achievement of each Division is as follows;

**TABLE 10: SUMMARY OF RESULTS OF THE PSC OVERALL CORPORATE PLAN M & E MATRIX FOR FY2023/24**

| PSC Performance Against CP High Level KPIs - By Division - FY2023-2024 in % |                                   |                          |        |          |           |                  |              |     |          |
|-----------------------------------------------------------------------------|-----------------------------------|--------------------------|--------|----------|-----------|------------------|--------------|-----|----------|
| Traffic Light Assessment                                                    |                                   | Total # of KPI/Activites | Exceed | Achieved | On Target | Delayed/Deferred | Not Achieved | N/A | Complete |
| 1                                                                           | Leadership & Senior Executive Ser | 12                       | 8%     | 75%      |           |                  | 17%          |     |          |
| 2                                                                           | Legal, Policy and Investigation   | 9                        | 11%    | 67%      |           |                  |              | 11% | 11%      |
| 3                                                                           | Workforce Development             | 6                        | 67%    | 17%      |           |                  |              | 17% |          |
| 4                                                                           | Oversight Division                | 10                       | 30%    | 40%      |           |                  |              | 30% |          |
| 5                                                                           | Human Resource Management         | 15                       | 47%    | 20%      |           | 27%              | 7%           |     |          |
| 6                                                                           | Remuneration Authority            | 11                       | 18%    | 36%      |           | 27%              |              | 9%  | 9%       |
| 7                                                                           | Performance Development           | 9                        | 11%    | 11%      |           | 11%              |              |     | 67%      |
| 8                                                                           | Corporate Services Division       | 11                       | 9%     | 45%      |           | 9%               |              | 9%  | 27%      |
| Total # of KPIs                                                             |                                   | 83                       | 24%    | 40%      | 0%        | 11%              | 4%           | 8%  | 13%      |

### 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 80% of a total of 195 key performance indicators were achieved, 17% were deferred, 3% were not achieved.

A breakdown of the 195 Divisional AMP Activities' progress is provided in the table below;

**TABLE 11: SUMMARY OF PSC OVERALL ANNUAL MANAGEMENT PLAN PERFORMANCE FY2023/24**

| Program              | Traffic Light Assessment               | Total # of AMP KPIS | Completed | Exceeded | Achieved | On Target | Delayed/Deferred | Not Achieved | N/A |
|----------------------|----------------------------------------|---------------------|-----------|----------|----------|-----------|------------------|--------------|-----|
| 1                    | Leadership & Senior Executive Services | 49                  |           | 20%      | 61%      |           | 10%              | 8%           |     |
| 2                    | Legal, Policy & Investigation          | 34                  | 3%        | 3%       | 74%      |           |                  |              | 21% |
| 3                    | Workforce Development                  | 12                  | 25%       | 17%      | 50%      |           |                  |              | 8%  |
| 4                    | Oversight Division                     | 23                  | 9%        | 13%      | 39%      |           | 13%              |              | 26% |
| 5                    | Human Resource Management              | 21                  |           | 29%      | 48%      |           | 19%              | 5%           |     |
| 6                    | Remuneration Authority Division        | 12                  | 17%       | 8%       | 42%      |           | 25%              |              | 8%  |
| 7                    | Performance Development                | 17                  | 65%       |          | 24%      |           | 6%               |              | 6%  |
| 8                    | Corporate Governance Services          | 27                  | 4%        | 11%      | 78%      |           | 4%               |              | 4%  |
| Total AMP Activities |                                        | 195                 | 10%       | 13%      | 56%      | 0%        | 9%               | 3%           | 9%  |



**FIGURE 8: PSC ANNUAL MANAGEMENT PLAN (AMP) DASHBOARD RESULTS AS OF 30 JUNE 2024.**

TABLE 12: PSC STAFF PMS RESULTS FY2022/23

| 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    |
| 2022/23 Final Results | 0 (0%)              | 0 (0%)             | 15 (50%)            | 15 (15%)              | 0 (0%)              | 30    |

#### 4.4 Summary of PSC progress against Key Sub-program Outputs

##### Sub-Program 1: Leadership and Senior Executive Services

To provide efficient, ethical, responsive, high quality services to the Commissioners, PM, Cabinet and to whole of Government.

##### Sub Output 1: Manages four 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 secretariat support services as required by the CEO of the Commission.*
- Leadership Advisories
- Senior Executive Services (CEOs, Contracts)
- Strategic foresight and resource mobilization

##### 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 from 14<sup>th</sup> March 2024 to 14<sup>th</sup> March 2025.
- 146 Commission meetings were convened throughout FY2023/24 and is further detailed below.

TABLE 13: COMMISSION MEETINGS THROUGHOUT THE FY2023/24

| Type of PSC Meetings: |    |                    |         |             |       |
|-----------------------|----|--------------------|---------|-------------|-------|
|                       | HR | Policy/CEO related | Special | Circulation | TOTAL |
| 1 July 2023           | 4  | 4                  | 2       | -           | 10    |
| 1 August 2023         | 5  | 4                  | 6       | -           | 15    |
| 1 September 2023      | 4  | 6                  | 7       | -           | 17    |
| 1 October 2023        | 5  | 5                  | 5       | -           | 15    |
| 1 November 2023       | 4  | 5                  | 4       | -           | 13    |
| 1 December 2023       | 3  | 2                  | 5       | -           | 10    |

|                 |           |           |           |          |            |
|-----------------|-----------|-----------|-----------|----------|------------|
| 1 January 2024  | 4         | 4         | 6         | -        | 14         |
| 1 February 2023 | 4         | 5         | 10        | -        | 19         |
| 1 March 2024    | 4         | 4         | 7         | -        | 15         |
| 1 April 2024    | 5         | 3         | 3         | -        | 11         |
| 1 May 2024      | 4         | 5         | -         | -        | 9          |
| 1 June 2024     | 4         | 3         | 1         | -        | 8          |
| <b>Total</b>    | <b>50</b> | <b>50</b> | <b>56</b> | <b>0</b> | <b>146</b> |

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

- Approval of 7 submissions related to CEO recruitment and contract management

## SO 1.3 CEO Recruitment and Performance Management

The Commission encountered notable challenges over the past year in its effort to fill six (6) vacant Chief Executive Officer (CEO) positions, as well as one (1) CEO position for the upcoming financial year. Regarding the 2022/23 Financial Year CEOs Performance Review, only seven (7) CEOs were eligible for the Performance Management System (PMS) review. The remaining nine (9) CEOs, who assumed office in 2023 were not yet eligible for evaluation.

### SO 1.3.1 New CEOs appointed to fill six (6) vacant CEO positions.

TABLE 19: CEO APPOINTMENTS

| Name                                 | CEO position                                                                                                  | Date of assumption              |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------|---------------------------------|
| 1. Dr. Reynold Ian 'Ofanoa           | CEO for Health                                                                                                | 06 <sup>th</sup> July 2023      |
| 2. Mr. Sione Pulotu 'Akau'ola        | CEO for Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications | 07 <sup>th</sup> September 2023 |
| 3. Dr. Sione Vailala Matoto          | CEO for Fisheries                                                                                             | 22 <sup>nd</sup> November 2023  |
| 4. Mr. Taaniela Kula                 | CEO for Lands & Natural Resources                                                                             | 23 <sup>rd</sup> January 2024   |
| 5. Dr. Fotu Kuohiko Valeli Fisi'iahi | CEO for Public Enterprises                                                                                    | 26 <sup>th</sup> February 2024  |
| 6. Mrs. 'Akanesi Polotu Paunga       | CEO for Internal Affairs                                                                                      | 26 <sup>th</sup> March 2024     |

### SO 1.3.2 Extension of CEO Contract Employment.

TABLE 20: EXTENSION OF CEO CONTRACT

| Name                    | CEO position                        | Effective date of Extension                                                                        |
|-------------------------|-------------------------------------|----------------------------------------------------------------------------------------------------|
| Dr. Viliami Toalei Manu | CEO for Agriculture, Food & Forests | Extension for one (1) year (i.e., 1 <sup>st</sup> November 2023 to 1 <sup>st</sup> November 2024). |

### SO 1.3.3 CEO Forum / Meetings

TABLE 22: CEO FORUMS HELD DURING THE 2023/24 FINANCIAL YEAR

| CEO Forum Dates                                 | Co-host Ministries                                    |
|-------------------------------------------------|-------------------------------------------------------|
| <b>Forum No.1 on 9<sup>th</sup> August 2023</b> | Ministry of Tourism and Ministry of Revenue & Customs |

|                                                                        |                                                                         |
|------------------------------------------------------------------------|-------------------------------------------------------------------------|
| <b>Forum No.2 on 26<sup>th</sup> September 2023</b>                    | Ministry of Education & Training and Ministry of Internal Affairs       |
| <b>Forum No.3 on 18<sup>th</sup> October 2023</b>                      | Ministry of Public Enterprises and Ministry of Justice                  |
| <b>Forum No.4 on 14<sup>th</sup> November 2023<br/>(Special Forum)</b> | Attorney General's Office                                               |
| <b>Forum No.5 on 31<sup>st</sup> January 2024</b>                      | Ministry of Finance and Public Service Commission                       |
| <b>Forum No.6 on 27<sup>th</sup> March 2024</b>                        | Ministry of Trade & Economic Development and Ministry of Infrastructure |
| <b>Forum No.7 on 17<sup>th</sup> April 2024</b>                        | Ministry of Agriculture, Food & Forests and Ministry of Fisheries       |

## SO 1.4 Strategic foresight and resource mobilization –

- 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.
- Extension of contract for Technical Assistant, Mr. John Fotheringham, Human Resource Development Adviser under the Tonga Australia Support Platform/DFAT until March 2025.

## 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;

- Policy development and management
- Legislation and Regulations
- 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

| Number of Policy Tips                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Quarter 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Quarter 2                                                                                                       | Quarter 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Quarter 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1                                                                                                               | 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ol style="list-style-type: none"> <li>3 July 2023: CEOs and the Commission's role when determining whether allegations amount to a minor or serious breach of discipline</li> <li>4 July 2023: Commission's meeting schedules being Tuesday for HR cases and Thursday for Disciplinary, Policy and CEO matters</li> <li>14 August 2023: <u>Short &amp; Long Term</u> Training policies under the Public Service Policy Instructions.</li> <li>21 August 2023: Amendments to instruction 5B.1 under the Public Service Policy Instructions</li> <li>Durations of Government Bonds</li> <li>11 September 2023: Notice of an Employment Grievance and the prescribed timeline for lodging a grievance, along with to which authority i.e., CEO, Commission or Chairperson of the Commission</li> </ol> | <ol style="list-style-type: none"> <li>31 October 2023: Leave Deferment and Encashment of leave days</li> </ol> | <ol style="list-style-type: none"> <li>3 January 2024: Working hours for the first week of 2024</li> <li>8 January 2024: Accidents involving Government vehicles</li> <li>15 January 2024: Bonds to Government</li> <li>25 January 2024: Sick Leave while on Leave</li> <li>29 January 2024: Correspondence with Foreign Governments and Agencies</li> <li>5 February 2024: Official Secrets Act</li> <li>12 February 2024: Upholding non-political conduct in the Tongan Public Service</li> <li>14 February 2024: Transport privileges</li> <li>15 February 2024: Salary on Promotion vs. Salary on Re-employment</li> <li>19 February 2024: Instruction 2B.18.4 injury in the course of Duty</li> <li>25 February 2024: Instruction 2B.12 Leave without pay</li> <li>13 March 2024: New &amp; Promoted Employees</li> </ol> | <ol style="list-style-type: none"> <li>10 April 2024: Instruction 2F.4 Employees who are permitted to drive Government vehicles</li> <li>15 April 2024: Instruction 2B.21 Casual Leave</li> <li>22 April 2024: Instruction 7C.2 Correspondence within government</li> <li>29 April 2024: Instruction 4C.1 Age of Retirement</li> <li>6 May 2024: Sick While Abroad &amp; Medical Emergencies whilst on Official Duties Abroad</li> <li>13 May 2024: Acting Appointment and applications for other posts &amp; Study leave</li> <li>15 May 2024: Secondment</li> <li>20 May 2024: Instruction 2A.4 Hours of Work</li> <li>27 May 2024: Employee &amp; Supervisor's responsibility</li> <li>4 June 2024: Instruction 2B.11 Non-Reckonable Periods</li> <li>10 June 2024: Regulation 4 Notice of employment grievance</li> <li>17 June 2024: Grievance Process – Informal</li> </ol> |

NOTE: A total of **thirty-one (31) 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;

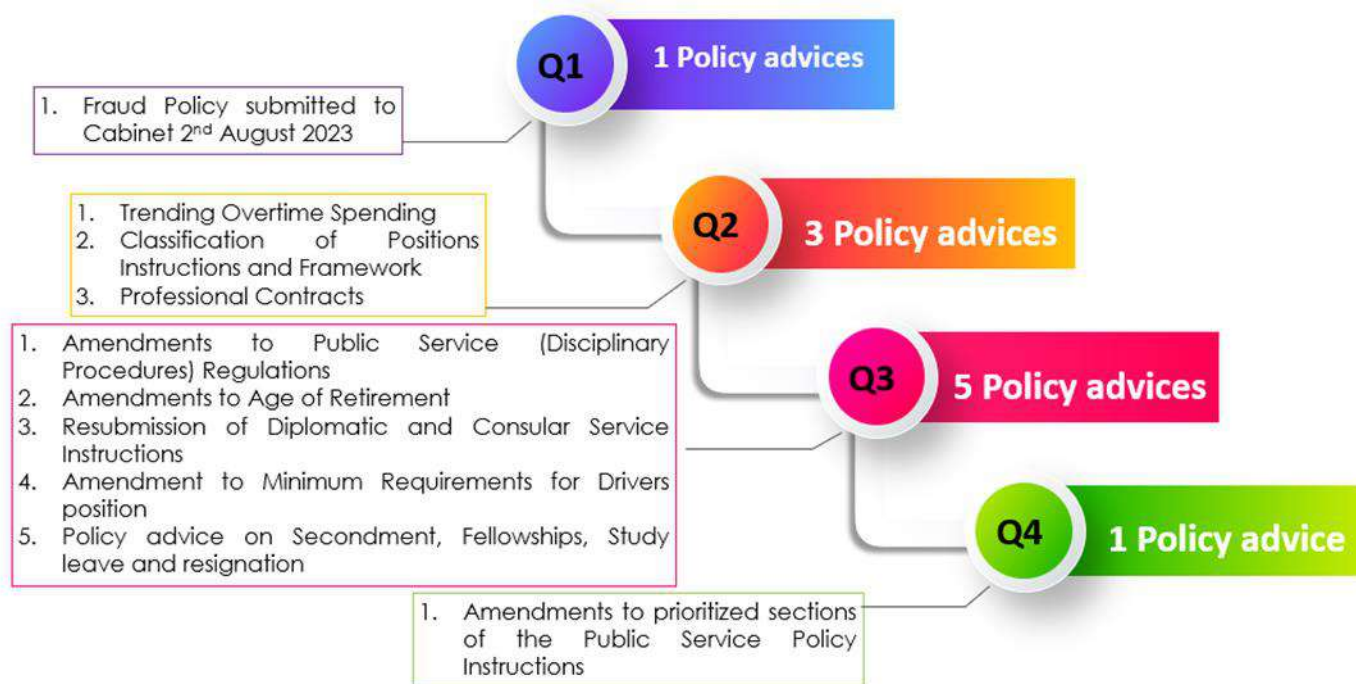


FIGURE 10 4: POLICY SUBMISSION TO COMMISSION

### Sub-output 2.1.3 New/revised policies Gazetted

The policy gazetted during this financial year were on:

- Temporary Duty 5<sup>th</sup> July 2023;
- Age of Retirement on 23<sup>rd</sup> February 2024.

## SO 2.2 Legislation and Regulations

### Sub-output 2.2.1 Scheduled legislative review

The Fraud Policy for the Public Service and was submitted to Cabinet which was approved on 25<sup>th</sup> August 2023 as per Cabinet Decision No.738.

### 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 main island and Vava'u in November 2023 and April 2024. Consultations were also held in both CEO and HR Forums, regarding the proposed amendments to the *Public Service Policy (Disciplinary Procedures) Regulations* and *Age of Retirement Policy*. Fraud Policy consultations were conducted in March – June 2024 covering 17 Ministries in the main island and all Ministry branches in the outer islands (Vava'u, Ha'apai, 'Eua and the Niuas).

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



FIGURE 15: NUMBERS OF DISCIPLINARY, DISPUTES/ GRIEVANCE AND APPEALS DURING THE FY2023/24

NOTE: There was only one grievance case against public servants’ performance, 7 complaints (3 from the public and 4 from within the Government), seven (7) completed appeal cases and two (2) Supreme Court cases.

Sub-Program 3: Workforce Development

Update workforce information, analysis and capacity development opportunities for Public Servants

- The Division has four (4) sub-output activities to be implemented during the financial year as follows;
- i. Public Service Workforce Development Strategies
  - ii. Public Service Workforce Data Analytics
  - iii. Leadership & Talent Management
  - iv. Workforce Engagement & Outreach Programs

SO 3.1 Public Service Workforce Development Strategies

Successfully facilitated and/or completed the delivery of fifty (50) training sessions in the 2023/24 FY.

TABLE 23: NO. OF TRAINING SESSIONS THROUGHOUT THE PUBLIC SERVICE IN 2023/24 FY

| Type of training        | No. of session(s) | Target Audience                                         |
|-------------------------|-------------------|---------------------------------------------------------|
| Induction Training      | 8                 | Teachers, Vava’u, Ha’apai, ‘Eua, NFO, NTT, 2x Tongatapu |
| Policy Training         | 29                | MET x2, Vava’u x6, Ha’apai x5, Eua x4, NTT x5, NFO x7   |
| Leadership Training     | 5                 | All HIPO employees                                      |
| Mind Education Training | 8                 | All Ministries                                          |
| TOTAL                   | 50                |                                                         |

## Sub-Output 3.2 Workforce Analysis & Training Needs Analysis

- Completed the Public Service's Training Needs Analysis and shared with Scholarship Office to assist with their scholarship allocations for 2024.
- Developed 4 Quarterly Workforce Snapshots and disseminated to all Line Ministries for information and informed decision making.
- Completed the Annual Workforce Analysis Report for 2023

## Sub-Output 3.3 Implement Leadership and Talent Initiatives

**TABLE 24: LEADERSHIP & TALENT INITIATIVES BY QUARTER**

| QUARTER 1                                                                                                                                                                                                                                                                | QUARTER 2                                                                                                                                                                                                                                                                                                                                                                            | QUARTER 3                                                                                                                                                                                                                                                                                                                                                                                                           | QUARTER 4                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Three training courses were attended.</p> <ol style="list-style-type: none"> <li>Leadership Training funded by BOP on 8 – 10/8/23</li> <li>Singapore Supply Chain Resilience Training, 31/7/23 – 4/8/23</li> <li>Mind Education Training, 30/8/23 – 1/9/23</li> </ol> | <ol style="list-style-type: none"> <li>IYF Annual Conference in Seoul Korea, 20 – 28/10/23</li> <li>Regional Workshop on Capacity Needs Assessment and Development, Fiji, 12 – 13 October 2023</li> <li>Singapore Innovation in Governance Training, Singapore, 23 – 27 October 2023</li> <li>DFAT Gender Country Plan Validation Workshop, Tanoa Hotel – 19 October 2023</li> </ol> | <ol style="list-style-type: none"> <li>Singapore Digital Transformation and Cybersecurity Management Training, 15 – 19 January 2024</li> <li>De-brief meeting with BOP team on 30/1/2024</li> <li>Group Lunch Program for the Adaptive Leadership Training, 6/3/2024</li> <li>NZ Pacific Fale Webinar on Gendered Language on 7/3/2024</li> <li>NZ Public Service Fale; Integrity &amp; Ethics Programme</li> </ol> | <ol style="list-style-type: none"> <li>Pacific Workforce Planning Study Tour, Canberra 29/4/24 to 3/5/24</li> <li>Facilitation of the APS Academy Building and Leading High Performing Teams training, 20 – 24 May 2024</li> <li>Participated in the Disability Inclusion Training 2/5/24</li> </ol> |

## Sub-Output 3.4 Implement Workforce Engagement & Outreach Programs

- Successfully hosted three (3) Interns; two (2) from Tupou Tertiary Institute and one (1) from Brigham Young University (BYU).
- Outreach Program to High Schools in Tongatapu, 1/2/2024 – 19/2/2024 and the two (2) Niuas 31/5/2024 & 21/6/2024
- Participated in the Women in ICT Expo, 21/3/2024 & 22/3/2024
- Dissemination of the PSC's Career Poster to improve visibility of PSC as an employer at the Tertiary level – TTI, TNU, Monfort etc.
- Disseminate these scholarship opportunities to Line Ministries.
  - UK Commonwealth Scholarship 2024 – 12/9/2024
  - JICA Scholarship – SDGs Global Leader Program 2024 – 12/9/2023
  - East-West Center Fellowships for the 2024 Academic Year – 26/9/2023
  - Manaaki New Zealand Short-Term Scholarships (MNZSTTS) 2023/2024 - 4/10/2023
  - 2024 Hamilton Shirley Amerasinghe Memorial Fellowship on the Law of the Sea – 21/10/2023
  - Australia Awards Fellowships Round 19 – 21/10/2023

- Tonga Government Scholarship 2024 – 7/11/2023
- Youth of Excellence Scheme of China Program Chinese Government Scholarship (Master's Degree Level) – 24/1/2024
- Australia and New Zealand Scholarship for 2025 – 31/1/2024
- 2024 Korea International Cooperation Agency (KOICA) master's programme - 14/2/2024
- MSc in Water and Sustainable IHE Delft Scholarship – 9/4/2024
- Georgia Scholarship to all LMs – 15/5/2024
- Indian Council for Cultural Relations Scholarship Scheme 2024 – 2025 on 11 May 2024
- US-Pacific Institute for Rising Leaders Program on 15/5/2024
- Japanese Government MEXT Scholarship 2025

## 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:

- i. **Monitor and evaluating PSC outputs**
- ii. **Conduct Organizational review of line Ministries**
- iii. **Monitoring of Public Service Staffing Cost**
- iv. **Stakeholder Communication & Engagement**
- v. **Improve data analysis and analytics**

### Sub-Output 4.1 Monitoring and Evaluating PSC Outputs

The M&E Matrix remained the instrument used to track the PSC Office's performance, and it was shared on a bi-annual basis with the Prime Minister's Office's National Planning Division. The results have been reported under section 4.2 above.

Each Division used the AMP Dashboard, an internal tool, to monitor the annual divisional operations as outlined in the approved Annual Management Plan. This is the primary data source used to inform and update the M&E Matrix, and it is done once every quarter. Refer to section 4.3 above.

### Sub-Output 4.2 Organizational Review of Line Ministries

- a. A comprehensive review of Government Ministries' structures and performance will be conducted in accordance with Cabinet Decision 271 on May 6, 2022, to guide decisions about human resource allocation and budgetary provisions necessary to ensure that Ministries fulfil their respective mandates to stakeholders to the highest standard. The review's main goal is to give a broad picture of the Government's overall performance in terms of service delivery and productivity among its employees. The Cabinet also gave its approval to a committee to look into the review. Based on this directive, the members of the committee are:
  - i. Chief Secretary and Secretary to Cabinet (Chair);
  - ii. Chief Executive Officer for Finance;
  - iii. Remuneration Authority; and
  - iv. Chief Executive Officer for the Public Service Commission.

During the financial year, the division was able to assist the Office with the submission of the procurement proposal for the overall Government Ministries review, to the Central Procurement Unit of the Ministry of Finance.

- b. The staff lists of the eighteen (18) MDAs were compared to their organizational structures.

Throughout the year, the OPSC and its DFAT funded advisor, Mr. John Fotheringham, collaborated closely with employees from the remaining two (2) MDAs, which were Ministry of Education and Training as well as the Ministry of Health, to put together their organizational structure. Due to size of these two Ministries it will continue on to the next financial year.

### **Sub-Output 4.3      Monitoring of Public Service Staffing Cost**

- c) According to the Ministry of Finance's FY2025 budget strategy, the total wage bill as a percentage of domestic revenue has remained below the threshold of 53%. PSC has contributed to this through the continuous control of new recruitment and overtime policies. Going forward, the Government will continue to push for the implementation of the organizational review, as part of the overall Government reform program to promote efficiency within the public service.

Due to the lack and delay in receiving the relevant data from the Ministry of Finance the Division was not able to provide its usual analytical report on the wage bill and other staffing related costs.

- d) The budgetary measures to pool vacancies and reallocate to critical positions were discontinued during the year. However, during the budget preparation period, Ministries were required by Finance to submit their new staff proposals to PSC for vetting purposes.

As a result, a total of 236 new positions submitted to the PSC from 12 Ministries of which only 6 posts were ultimately deemed of a critical nature by the screening committee and forwarded to the Finance for final approval.

### **Sub-Output 4.4 Stakeholder Communication & Engagement**

#### **4.4.1      Outreach – Talatalanoa Program**

Throughout the year, two (2) Talatalanoa Programs were planned and executed as part of our stakeholder communication and engagements program.

The first program was only implemented in the Outer Islands, Eua, Ha'apai, and Vava'u, in November 2023. This was done to make sure that the Outer Islands would have equal access to the same information that is freely available here in Tongatapu.

In April 2024, the second program was implemented throughout Tongatapu, and in May 2024, it was extended again to all the outer islands. This included the three (3) outer islands, Niufo'ou & Niuatoputapu.

The focus of the Talatalanoa Program included (but not limited to) the following:

- Public Service Policy Instructions;
- Public Service Code of Ethics & Conduct 2010;
- Social Media Guideline for Tonga's Public Service;
- Consultation of the 'Tonga Public Service Fraud Policy';
- Human resources issues from MDAs;
- PMS FAQs.

#### **4.4.2 NEWSLETTERS**

The division achieved its target of gathering and producing six (6) bi-monthly newsletters throughout the course of the year. Copies of the newsletter were widely distributed to MDA's during the year.

#### **4.4.3 TV & RADIO PROGRAMS**

During Public Service Month, Tonga Broadcasting Commission aired one television program that was funded by the Office and focused on environmental cleanliness.

### **Sub-Output 4.5 Improve Data Analytics and Analysis**

The division was able to provide the Commission and the CEO with four (4) data analysis reports. These reports included analysis of:

- d. Trend of overtime spending over the past five (5) years;
- e. PMS costing and trend over the past three (3) years;
- f. Top ten (10) staff who were paid overtime during FY2022-23;
- g. Top ten (10) staff who had the most overtime hours per MDA during FY2022-23.

## **Sub-Program 5: HUMAN RESOURCE MANAGEMENT**

*Effective HR Management across Government implemented, supported and monitored.*

Activities for this year are as follows:

- i. Delegation/ Devolution Piloting
- ii. HR Case Management
- iii. HR Advisory & Support Services.

### **S.O.5.1 Delegation/ Devolution Piloting**

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

- b. **Upscale delegation of recruitment process for up to Band M positions to the line Ministries.**
- c. **Delegate leave management to line Ministries.**
- d. **Delegation of routine HR submission (e.g. retirement, resignation) to CEO PSC to approve.**

This was eventually deferred pending further consultation with the Commission and to await the organizational review of line Ministries as directed by Cabinet.

## 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 less than the total of 920 cases in the 2022/23 FY.
- A total of 823 PSC Decisions were issued which is less than the 912 PSC Decisions recorded in the 2022/23 FY.
- Some requests require more than one submission before the Commission reaches a consensus thus only one decision counts for multiple submissions. Hence the differences between the total submissions made and the number of decisions produced.

TABLE 14: SUMMARY OF PUBLIC SERVICE HR CASES FOR THE 2023/24 FY

| Quarter      | HR meetings | Special Meetings | Circulation | Cases          |            |              |           | Total cases with final decision |
|--------------|-------------|------------------|-------------|----------------|------------|--------------|-----------|---------------------------------|
|              |             |                  |             | Approved/noted | Discuss    | Not Approved | Defer     |                                 |
| Q1           | 13          | 0                | 0           | 195            | 221        | 8            | 3         | 203                             |
| Q2           | 13          | 0                | 0           | 228            | 260        | 4            | 18        | 232                             |
| Q3           | 12          | 0                | 0           | 230            | 258        | 3            | 11        | 233                             |
| Q4           | 13          | 0                | 0           | 233            | 252        | 1            | 9         | 234                             |
| <b>TOTAL</b> | <b>51</b>   | <b>0</b>         | <b>0</b>    | <b>886</b>     | <b>991</b> | <b>16</b>    | <b>41</b> | <b>902</b>                      |

TABLE 15: SUMMARY OF CASES ACCORDING TO CASE SUBJECT

| Subject                   | QTR 1 | QTR 2 | QTR 3 | QTR 4 | TOTAL CASES |
|---------------------------|-------|-------|-------|-------|-------------|
| Promotion                 | 39    | 38    | 28    | 48    | 153         |
| Appointment               | 23    | 22    | 46    | 46    | 137         |
| Resignation               | 40    | 55    | 65    | 53    | 213         |
| Dismissal                 | 3     | 14    | 17    | 12    | 46          |
| Special leave without Pay | 32    | 18    | 23    | 16    | 89          |

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.

### Resignation

A total of 266 resignations from all the 20 Ministries and the highest number of resignations was by Health – with 92 employees. This is followed by the Ministry of Education and Training with 39 employees and MEIDECC with 21 employees.

FIGURE 6: RESIGNATION BY MINISTRY

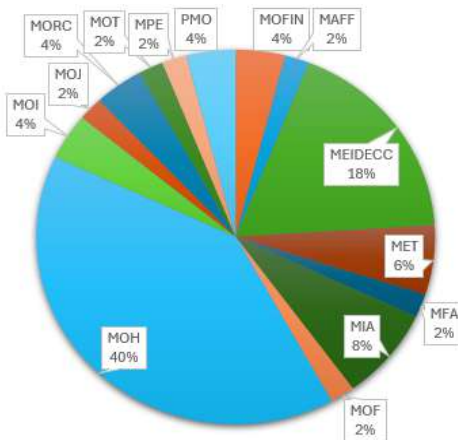


There is a significant increase in the number of employees who have resigned from the Government this financial year compared to the last FY. The number of employees resigning increased by 113 with the majority leaving to pursue better opportunities outside the public service or abroad. Other reasons for resignation include migration, familial obligations, personal and medical reasons, pursuance of further studies and in some cases - dissatisfaction with their Ministries. Examples include salary, poor management, toxic environment and lack/slow career progression.



FIGURE 13: RESIGNATION BY REASON

### Dismissal



Fifty (50) employees from fourteen (14) MDAs were unfortunately dismissed from service during FY 23/24. Dismissal cases were topped by the Ministry of Health with twenty (20) employees followed by (9) employees from MEIDECC, four (4) from MIA and three (3) from MET.

FIGURE 14: DISMISSAL BY MINISTRY

TABLE 277: DISMISSALS BY REASON

| Ministry     | Annual Leave Overpayment | Salary overpayment & Shortfall | Salary overpayment | Shortfall | Shortfall & Annual Overpayment | Shortfall & Salary overpayment | Shortfall & Secondment Bond | Shortfall & Study leave Bond | TOTAL     |
|--------------|--------------------------|--------------------------------|--------------------|-----------|--------------------------------|--------------------------------|-----------------------------|------------------------------|-----------|
| FIN          |                          |                                |                    | 1         |                                | 1                              |                             |                              | 2         |
| MAFF         |                          |                                |                    |           | 1                              |                                |                             |                              | 1         |
| MEIDECC      |                          |                                |                    | 1         | 2                              | 2                              | 3                           | 12                           | 9         |
| MET          |                          | 1                              |                    | 1         |                                | 1                              |                             |                              | 3         |
| MFA          |                          |                                |                    |           |                                | 1                              |                             |                              | 1         |
| MIA          |                          |                                | 1                  | 1         |                                | 2                              |                             |                              | 4         |
| MOF          |                          |                                |                    |           |                                | 1                              |                             |                              | 1         |
| MOH          | 1                        | 1                              | 6                  | 1         | 2                              | 9                              |                             |                              | 20        |
| MOI          |                          |                                |                    | 2         |                                |                                |                             |                              | 2         |
| MOJ          |                          |                                |                    |           |                                | 1                              |                             |                              | 1         |
| MORC         |                          |                                |                    |           |                                | 2                              |                             |                              | 2         |
| MOT          |                          |                                | 1                  |           |                                |                                |                             |                              | 1         |
| MPE          |                          |                                |                    |           |                                |                                |                             | 1                            | 1         |
| PMO          |                          |                                |                    |           | 1                              |                                | 1                           |                              | 2         |
| <b>TOTAL</b> | <b>1</b>                 | <b>2</b>                       | <b>8</b>           | <b>7</b>  | <b>6</b>                       | <b>20</b>                      | <b>4</b>                    | <b>2</b>                     | <b>50</b> |

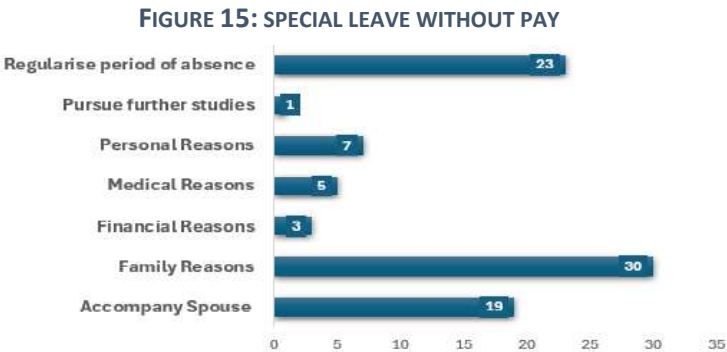
There is a significant increase in dismissal cases this FY and the reasons being are failures to pay for shortfall in period of notice, annual leave overpayment, salary overpayment, failure to serve secondment bond and study leave bond. Following dismissal cases, the PSCD and relevant information regarding the case is referred to AGO for debt recovery and legal action.

**Retirement**

Thirty-one (31) retirement cases were recorded in the FY and another twenty-three (23) were those whose services ceased due to medical problems that rendered them incapable of discharging their responsibilities to the required standard. With those exiting the Public Service, requests were made for 40 employees to be granted extension of service and retirement.

**Special Leave Without Pay**

A total of 88 submissions for extended leave without pay were received and approved, an increase from 53 recorded in the previous FY. The main reason for requesting excess leave, as shown in Figure 26, was to provide full time care for a close family member with some form of illness.



**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.

In addition, the team were able to complete the official secrets oath of over 60 employees from various Ministries.

The team attended some of the line Ministries' Planning Retreats and orientation workshops for new employees, one-on-one Ministry visits upon request to clarify policy issues and concerns.

In addition, three (3) HR Managers' forums were convened during this period and members of the team were part of the Talatalanoa program to line Ministries in Tongatapu and to the outer islands of Vavaú, Haápai, 'Eua and the two Niuas.

## Sub-Program 6: REMUNERATION

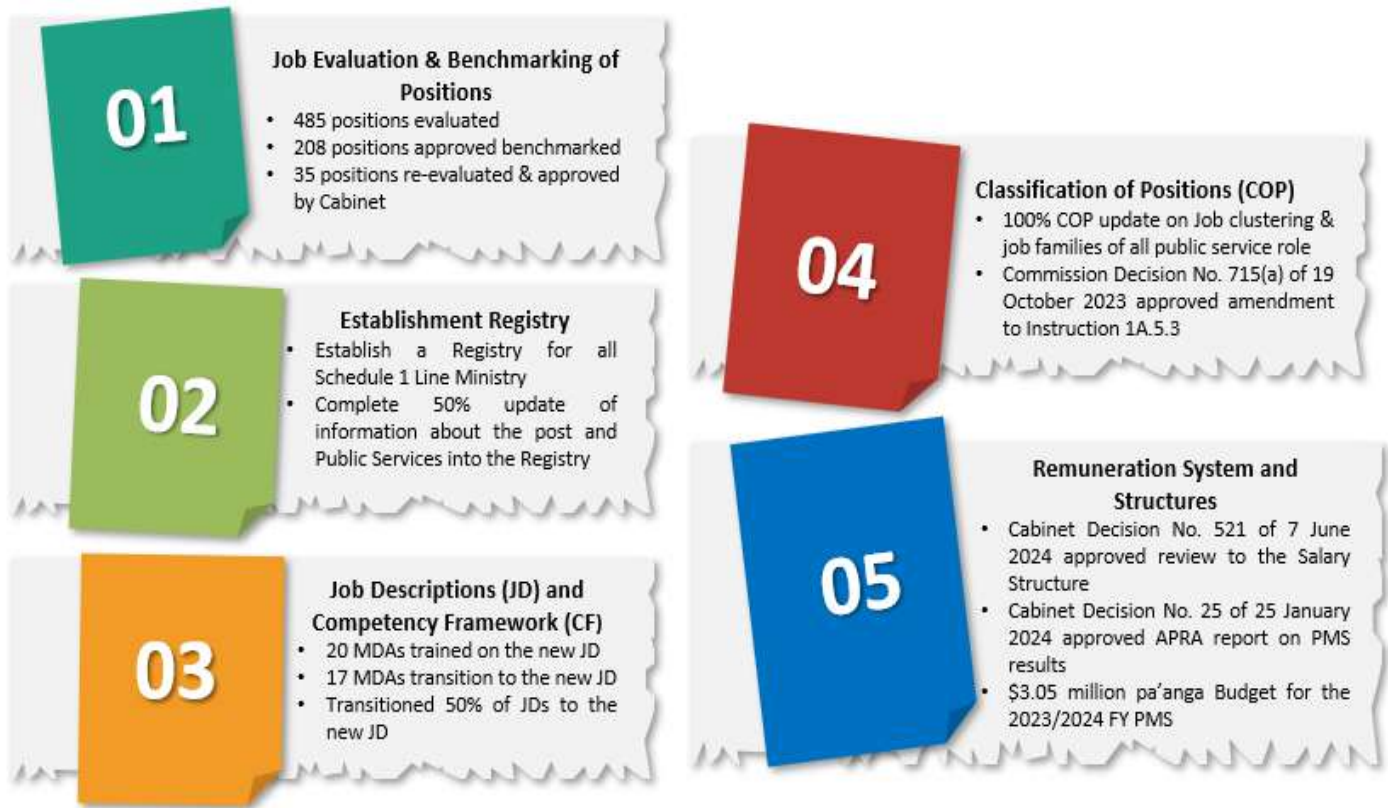


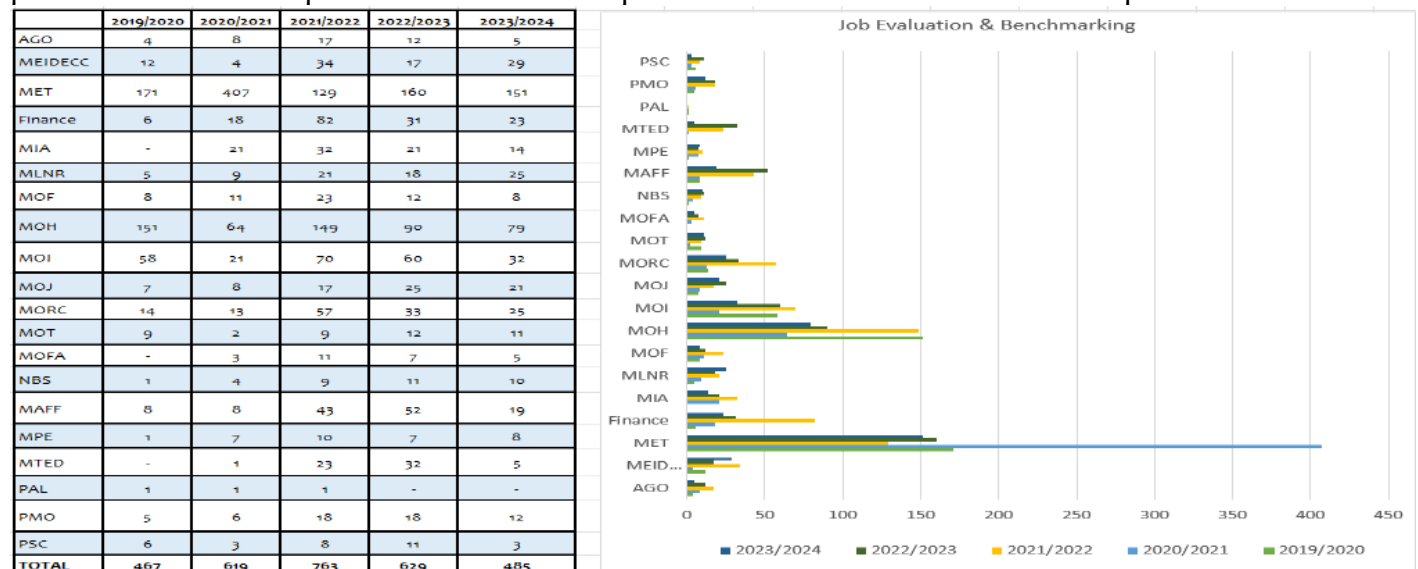
FIGURE 16: REMUNERATION ACTIVITIES FOR 2023/24 FY

The Remuneration Division aims is to provide a fair, affordable, equitable, justifiable remuneration and incentive framework to attract, retain, and motivate public servants through these activities;

6. Job Evaluation and Benchmarking of Positions
2. Establishment Registry
3. Job Descriptions (JD) and Competency Framework (CF)
4. Classification of Positions (COP)
5. Remuneration System and Structures

## SO 6.1 Job Evaluation and Benchmarking of positions

MDAs submitted 485 positions to be evaluated. These positions included new positions, critical positions, professional contract positions and resultant positions. This is a decrease from the previous FY.



### Job Re-evaluation

FIGURE 87: JOB EVALUATION & BENCHMARKING BY MINISTRY

In November 2023, 65 positions were submitted from 9 Ministries for re-evaluation. Thirty (30) positions were withdrawn, leaving 35 positions processed for re-evaluation. These were further peer-reviewed by the Remuneration Authority for consistency.

Cabinet Decision No. 585 on 5 July 2024 approved the re-evaluation exercise results as follows:

- 13 positions were approved to move up to higher bands
- 22 positions were approved to remain in their current bands

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

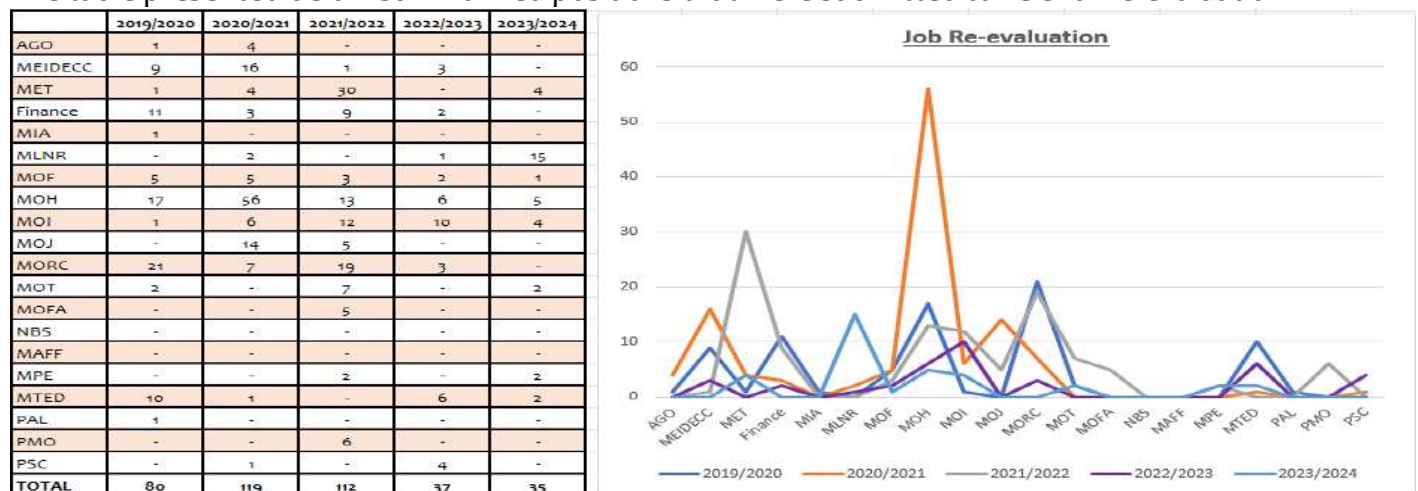


FIGURE 98: RE-EVALUATION BY MINISTRY

## SO 6.2 Establishment Registry

The Remuneration Team is responsible for establishing a Registry for all Schedule I Line Ministry. This Registry records all information about the post (*i.e. Ministry, Banding details, employee name, post title, post type, post status & salary band*) and information about the employee (*i.e. current salary, qualification, residence, date of birth, gender, date of appointment & total years of services*) of each Ministry. The team carried out this extensive work and completed and updated 50% of the overall public service onto this Registry database. However, this massive work has been extended to 2024/2025 FY.

## SO 6.3 Job Descriptions (JDs) and Competency Framework (CF) for the Public Service

The Remuneration Team together with Human Resource Adviser (DFAT), Mr. John Fotheringham continued to provide JD Trainings and support to all Ministries. At year's end, about 849 (50%) Job Descriptions were updated onto the new JD template for 4 Ministries (*Palace Office, Public Service Commission, Education, Ministry of Infrastructure*). The transition has been extended to 2024/2025 FY due to additional quality audit and work to be conducted by the Office's Adviser.

## SO 6.4 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 the COP is an ongoing process, and the team provided extensive support to the Commission with regularly updating the the minimum entry requirements for the public service.

Commission Decision No. 715(a) on 19 October 2023 approved amendments to Instructions 1A.5.3 (Classification of Positions) under the Public Service Policy and Instructions. The amendments serve as a guide to address the application of the Classification of Positions in public service recruitment.

## SO 6.5 Remuneration System and Structures

### SO 6.5.1 Policy Papers on Benefits, Incentives and Rewards

The team prepared a policy paper for the adjustment of the remuneration scales to reflect the 5% COLA approved by Cabinet for the Tonga Public Service. Cabinet Decision No. 521 of 7 June 2024 approved the new salary scales to be effective as from 01 July 2024.

### SO 6.5.2 Annual Performance Rewards for Public Service

As secretariat to the Annual Performance Rewards Assessment (APRA) Committee, the team facilitated the committee's meeting resulting in the recommendation of a \$3.05 million pa'anga budget for 2024/25 financial year performance rewards which was approved by Cabinet.

## 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.

- i. Performance Coaching and Mentoring
- ii. Performance Monitoring & Evaluation of MDAs Performance
- iii. Performance Moderation & Quality Check (Schedule I and Schedule II)
- iv. Systems Improvement Initiatives.

### S.O.7.1 Performance Coaching and mentoring program

The PMS Team continued to provide coaching and mentoring to PMS Managers and their staff as follows;

- Leadership Mentoring sessions for Tourism's PMS Manager and Revenue's PMS Manager.
- Rating and Justifications session for MPE staff on 14<sup>th</sup> November 2023.
- PMS meeting with PMS Managers of Agriculture and Tourism to reconcile performance results.
- internal Attachment for Managers from Ministries of Internal Affairs, Infrastructure, Lands, Attorney General, Tourism and Finance.

### 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 disseminated.

**TABLE 28: PMS ACTIVITIES BY QUARTER**

| PMS Activities                     | No. of Reports produced       |
|------------------------------------|-------------------------------|
| 1. July 2023 Quarterly Report      | 16                            |
| 2. October 2023 Quarterly Report   | 19                            |
| 3. January 2024 Quarterly Report   | 19                            |
| 4. PMS Mid-Year Review for 2023/24 | 23 (inclusive of Schedule II) |
| 5. April 2024 Quarterly Report     | 20                            |

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

#### **Results for the 2022/2023 implementation of the PMS**

- a. The PMS reward for the Public Service for FY2022/23 was approved by the Cabinet through a report submitted by the Oversight Moderation Committee in January 2024.
- b. Out of a total of 5,896 Public Service, 4,293 were evaluated on their performance for 2022/2023.
- c. The overall performance was strong with 99% of the 4,293 who were evaluated meeting expectations (48%), exceeding (45%), or performing outstandingly (7%). Nine (9) people did not perform to the expected standards.

- d. Underperformance increased from 0.2% to 0.7% in 2023/24. These employees will undergo a performance improvement plan with support and monitoring provided by PSC.

**TABLE 29 16: PMS REWARDS FOR THE PUBLIC SERVICE FOR THE FY2022/23**

| #  | Line Ministries       | Total No. of Employees | No. of PMS Completed | No. Pro Rata | No. of PMS Incomplete | No. of Ineligible |
|----|-----------------------|------------------------|----------------------|--------------|-----------------------|-------------------|
| 1  | PMO                   | 89                     | 62                   | 16           | 2                     | 9                 |
| 2  | TSD                   | 48                     | 32                   | 6            | 2                     | 8                 |
| 3  | Fisheries             | 89                     | 63                   | 10           | 6                     | 10                |
| 4  | MEIDECC               | 177                    | 140                  | 6            | 9                     | 22                |
| 5  | MFA                   | 39                     | 28                   | 2            | 5                     | 4                 |
| 6  | MTED                  | 90                     | 64                   | 12           | 0                     | 14                |
| 7  | MET                   | 1555                   | 1201                 | 52           | 100                   | 202               |
| 8  | AGO                   | 37                     | 20                   | 7            | 1                     | 9                 |
| 9  | MOT                   | 55                     | 37                   | 4            | 7                     | 7                 |
| 10 | MORC                  | 201                    | 143                  | 38           | 0                     | 20                |
| 11 | PSC Office            | 43                     | 28                   | 2            | 0                     | 13                |
| 12 | Finance               | 185                    | 127                  | 32           | 1                     | 25                |
| 13 | MAFF                  | 213                    | 124                  | 35           | 21                    | 33                |
| 14 | MOI                   | 186                    | 143                  | 27           | 8                     | 8                 |
| 15 | MIA                   | 67                     | 47                   | 7            | 6                     | 7                 |
| 16 | MOH                   | 1075                   | 577                  | 52           | 299                   | 147               |
| 17 | MOJ                   | 126                    | 91                   | 18           | 2                     | 15                |
| 18 | MLNR                  | 139                    | 102                  | 11           | 17                    | 9                 |
| 19 | MPE                   | 33                     | 22                   | 5            | 3                     | 3                 |
| 20 | Palace Office         | 24                     | 22                   | 1            | 0                     | 1                 |
|    | <b>TOTAL GROUP I</b>  | <b>4,471</b>           | <b>3,073</b>         | <b>343</b>   | <b>489</b>            | <b>566</b>        |
| 1  | TFES                  | 146                    | 101                  | 35           | 2                     | 8                 |
| 2  | HMAF                  | 546                    | 425                  | 0            | 41                    | 80                |
| 3  | Tonga Police          | 492                    | 124                  | 29           | 197                   | 142               |
| 4  | Tonga Prisons         | 204                    | 86                   | 49           | 0                     | 69                |
| 5  | TOAG                  | 37                     | 34                   | 3            | 0                     | 0                 |
|    | <b>TOTAL GROUP II</b> | <b>1,425</b>           | <b>770</b>           | <b>116</b>   | <b>240</b>            | <b>299</b>        |
|    | <b>OVERALL TOTAL</b>  | <b>5,896</b>           | <b>3,843</b>         | <b>459</b>   | <b>729</b>            | <b>865</b>        |

*NOTE: 459 (8%) are on a pro-rata basis and 865 employees (15%) were ineligible. This is less than the 1020 in the last FY. 729 employees did not submit a complete assessment compared to 142 in the last financial year (FY).*

### **Payment of Performance Rewards for the Public Service**

For the 2022/23 FY, the total amount spent was \$2.2 million Pa'anga compared to the approved budget of \$2.0 million Pa'anga. The additional \$0.2 million was funded from Ministries' budget surpluses.

## **S.O.7.4 Systems Improvement Initiatives**

### **Public Service Month – Clean-up Campaign**

Throughout June, Line Ministries have engaged in a weekly Clean-up Campaign every Friday at 4pm. This initiative supports the Public Health Department's efforts against Dengue Fever, promotes physical exercise, and emphasizes the importance of mental health. The campaign also aligns with the Environmental Department's **"Keeping Tonga Clean, Green, and Healthy Week,"** contributing to a healthier and more sustainable environment for upcoming events such as Heilala Week and the Pacific Islands Forum.



**Best Practices at the Annual Public Service Conference**

The Annual Best Practice Sharing Conference was held at Fe’aomoengalu Conference Room, on the 19<sup>th</sup> of June 2024. The theme for this year’s Best Practice Conference was “Building a Resilient and Adaptive Public Services”.



TABLE 30 17: BEST PRACTICES BY MINISTRY WITH THEIR SHARING TOPIC

| Line Ministry                      | Best Practice Sharing Topic              |
|------------------------------------|------------------------------------------|
| 1. Ministry of Public Enterprises  | The advantages of using Dashboards       |
| 2. Ministry of Infrastructure      | HTHP VETR Project                        |
| 3. Ministry of Revenue and Customs | Partnership Media Open Day 2024          |
| 4. Ministry of Finance             | Towards a Paperless and Resilient Office |
| 5. Public Service Commission       | Refinement to the CHARS Dashboard        |

**Special Church Service – Public Service Day**

In observance of Public Service Day, celebrated Internationally on 23rd June, a Special Church Service was held at the Cathedral of the Immaculate Conception of Mary, Ma’ufanga, at 10am. This promoted and strengthened the spirit of unity in the public service.

**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

- i. **8.1 Planning and Financial Management**
- ii. **8.2 Internal monitoring and Performance management**
- iii. **8.3 Registry, Gazette and Records management**
- iv. **8.4 Information and Communication Technology**

**8.1 Planning and Financial Management**

**8.1.1: Corporate Plan and Annual Management Plan**

Two (2) Office retreats were held to discuss the priorities of the Commission in July2023 and January 2024.

**8.1.2: Recruitment and On-boarding**

Refer to **Section 3** above.

**8.1.3: Financial Management**

Refer to details provided in Section 5 hereunder.

**8.2 Internal Monitoring & Performance Management**

TABLE 18: PSC AVERAGE COMPLIANCE RATING AT THE FY2023/24

During the year, there were numbers of activities implemented internally to manage the office’s performance. Tabulated alongside is the Office’s compliance rating based on the quarterly performance related activities implemented throughout the period. The average compliance rating at the year’s end was 95%.

| QUARTER   | RATING |
|-----------|--------|
| Quarter 1 | 88%    |
| Quarter 2 | 100%   |
| Quarter 3 | 96%    |
| Quarter 4 | 95%    |

Capacity building of staff within the PSC Office continued to focus on strengthening work culture and staff professionalism. As at 30 June 2024, a total of eleven (11) training sessions were held for upskilling the staff. These included trainings facilitated by external and internal trainers.

## 8.3 Registry, Gazette and Records Management

### 8.3.1 Registry

The Registry section records all correspondences coming in and going out from the PSC Office. Keeping track of these documents daily is a challenge given voluminous physical records kept inhouse for all past and present employees. The table below summarizes the work volume.

TABLE 19: TOTAL NUMBER OF INWARDS AND OUTWARDS

|                       |             |
|-----------------------|-------------|
| <b>Total Inwards</b>  | <b>2130</b> |
| <b>Total Outwards</b> | <b>2769</b> |

### 8.3.2 Gazette

A total of one hundred and forty-two (142) employees were appointed and re-appointed into the Public Service and three hundred and sixty-five (365) employees exited from the service mostly upon dismissals and resignations through the year. These require the records team to prepare these decisions for publishing in the public gazette in line with policy.

TABLE 20: TOTAL NUMBER OF CASES GAZETTE DURING 2023/24

| <b>Cases</b>                            | <b>Total</b> |
|-----------------------------------------|--------------|
| Appointment                             | 135          |
| Re-appointment                          | 7            |
| Retire                                  | 39           |
| Resign                                  | 226          |
| Cessation of service on medical grounds | 20           |
| Passed away during service              | 24           |
| Completion of contract                  | 2            |
| Termination of appointment              | 6            |
| Dismissals                              | 48           |
| <b>Total</b>                            | <b>507</b>   |

### 8.3.3 Records Management

TABLE 21: TOTAL NUMBER OF FUNERALS DURING THE 2023/24 FY

| <b>No. of funerals during the FY 2023/24</b> | <b>Total</b> |
|----------------------------------------------|--------------|
| Passed away during service                   | 24           |
| Pensioners                                   | 34           |
| Cessation of service on medical grounds      | 4            |
| <b>Total</b>                                 | <b>62</b>    |

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. The team completed this for 62 funerals over this period.

## 8.4 Information Communication Technology

### 8.4.1: Process Automation and Digitization

#### 8.4.1.1 Digitization of Personal Files (PF)

- Between July 2023 and June 2024, the ICT team successfully scanned 743 New Personal Files (PFs), contributing significantly to the digital transformation of the office's records management. Scanned files

were updated into the appropriate systems, maintaining both active and inactive status, and stored securely.

#### 8.4.1.2 Internal Automation

Several internal systems were developed and enhanced throughout the year, including:

- Ongoing update of the Decision Database Entry system functionalities.
- Use of advanced Excel formulas for data management and cleansing.
- Ongoing development of the Registration system for staff list

#### 8.4.1.3 Asset and Equipment Management

The team diligently managed the ICT assets by:

- Exporting the ICT asset list from Excel to MS Access Database.
- Labeling and categorizing old and new ICT assets.
- Regularly updating the ICT Assets Database.

### 8.4.2: Helpdesk support and Website management

#### 8.4.2.1 Helpdesk Operations

Throughout the year, the ICT team provided extensive support in addressing various technical issues and assisting staff members with their IT needs. Key tasks included:

- Activating Office 365 licenses for all PSC staff
- Troubleshooting and fixing computer hardware and software issues (e.g., fixing second screen errors, replacing RAM, updating systems)
- Uploading newsletters, policy tips, and media releases to the website
- Setup ICT equipment and providing support for meetings (e.g., setting up projectors and laptops)
- Assisting with server and network setups, including reconnecting devices after power outages and rewiring Ethernet connections.

#### 8.4.2.2 Website Management

The ICT team was responsible for the regular updating and management of the PSC website. This included:

- Posting job vacancies, press releases, news articles, and policy tips.
- Managing and maintaining the website's content, ensuring up-to-date information.
- The table below shows the number of views for the most popular categories or pages visited on the Public Service Commission website.

| Top Pages              | Number of Views |
|------------------------|-----------------|
| Vacancies              | 13,025          |
| Publications           | 1,375           |
| News                   | 1,272           |
| Legislation & Policies | 937             |

### 8.4.3: Centralization of PSC's HR Database

The ICT team took part in several key projects:

- Collaboration with Pacific Fale NZ on digital transformation processes for PSC Tonga.
- Participation in discussions with CERT Tonga and E-Government on security initiatives.

- Ongoing contribution to updating of centralized staff list while liaising with Oversight, WDD and Remuneration division.

## 5. PSC Financial Management

### 10.1. 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 FY2023-2024.

The reporting currency is Tongan Pa'anga.

### 10.2. Statement of Cash Receipts and Payments

TABLE 22: STATEMENT OF CASH RECEIPTS AND PAYMENTS

|                                  | 2024 TOP              | 2023 TOP               |
|----------------------------------|-----------------------|------------------------|
| <b>Receipts</b>                  |                       |                        |
| Government Appropriations        | \$2,106,600.00        | \$ 2,140,100.00        |
| Cash Receipt (Shortfall)         | \$ -                  | \$ -                   |
| Bond Refund                      | \$ -                  | \$ -                   |
| Tsunami                          | \$ -                  | \$ -                   |
| Development Fund Receipt         | \$ -                  | \$ -                   |
| <b>Total Receipts</b>            | <b>\$2,106,600.00</b> | <b>\$ 2,140,100.00</b> |
| <b>Recurrent Payments</b>        |                       |                        |
| Established Staff                | \$1,318,400.00        | \$ 1,469,300.00        |
| Unestablished staff              | \$21,700.00           | \$ 27,700.00           |
| Travel and communication         | \$108,000.00          | \$ 73,000.00           |
| Maintenance and Operations       | \$126,000.00          | \$ 36,200.00           |
| Purchases Goods and Services     | \$462,500.00          | \$ 427,400.00          |
| Grant and Transfer               | \$ 2,000.00           | \$ 10,000.00           |
| Capital Expenditure              | \$68,000.00           | \$ 96,500.00           |
| <b>Total Expenditure</b>         | <b>\$2,106,600.00</b> | <b>\$ 2,140,100.00</b> |
| <b>Development Payment</b>       |                       |                        |
| Travel and Communications        | \$ -                  | \$ -                   |
| Purchases Goods and Services     | \$ -                  | \$ -                   |
| <b>Total Development Payment</b> | <b>\$ -</b>           | <b>\$ -</b>            |

*Note: The Commission and its Office does not collect or receive any public monies.*

### 10.3. Statement of Comparison of Budget and Actual

TABLE 23: COMPARISON OF BUDGET AND ACTUAL

| Recurrent Budget             | CAT  | Original Budget        | Actual Amount         |
|------------------------------|------|------------------------|-----------------------|
| Established Staff            | 10XX | \$1,318,400.00         | \$1,186,551.94        |
| Unestablished staff          | 11XX | \$21,700.00            | \$9,098.96            |
| Travel and communication     | 12XX | \$108,000.00           | \$98,098.00           |
| Maintenance and Operations   | 13XX | \$126,000.00           | \$66,148.11           |
| Purchases Goods and Services | 14XX | \$462,500.00           | \$513,930.06          |
| Grant and Transfer           | 15XX | \$ 2,000.00            | \$1,997.90            |
| Capital Expenditure          | 20XX | \$68,000.00            | \$114,340.09          |
| <b>Total Expenditure</b>     |      | <b>\$ 2,106,600.00</b> | <b>\$1,990,165.06</b> |

### 10.4. PSC Budget Transfers

Transfers were maintained at the lowest level recorded in the 2021/22 FY (4 transfers). In 2023/24, the PSC Office made 8 transfers which is still considerably below the threshold of 8 per FY. This highlights PSC's continuous commitment to proper budget planning and managing funds.

TABLE24: BUDGET TRANSFERS

| Financial Year                                       | FY/2019-20 | FY/2020-21 | FY/2021-22 | FY/2022-23 | FY/2023-24 |
|------------------------------------------------------|------------|------------|------------|------------|------------|
| Budget Transfer KPI Target                           | 15         | 15         | 8          | 7          | 8          |
| Actual Budget Transfer                               | 7          | 8          | 4          | 4          | 5          |
| Budget Transfer KPI Target vs Actual Budget Transfer | 47%        | 53%        | 50%        | 57%        | 63%        |

**NOTE:** Transfers were for: (1) Increases in Commission meetings; (2) Catering/Refreshment for Commission meetings; (3) Renew Microsoft 365 license for staff; (4) Office New Container Storage to store all files. (5) Purchasing new

| Category                                      | Approved Budget        | Transfer Within | Revised Budget         |
|-----------------------------------------------|------------------------|-----------------|------------------------|
| <b>CAT 10-Established Staff</b>               |                        |                 |                        |
| Salaries                                      | \$ 1,138,700.00        | -\$ 85,000.00   | \$ 1,053,700.00        |
| <b>CAT 11-Unestablished Staff</b>             |                        |                 |                        |
| Wages                                         | \$ 21,700.00           | -\$ 10,000.00   | \$ 11,700.00           |
| <b>CAT 12-Travel and Communication</b>        |                        |                 |                        |
| Domestic Travel                               | \$ 54,000.00           | -\$ 2,000.00    | \$ 52,000.00           |
| Overseas Travel                               | \$ 40,000.00           | \$ 7,600.00     | \$ 47,600.00           |
| Telecommunication                             | \$ 1,000.00            | -\$ 1,000.00    | \$ -                   |
| Broadcasting                                  | \$ 4,000.00            | -\$ 1,500.00    | \$ 2,500.00            |
| Advertising                                   | \$ 2,000.00            | -\$ 1,000.00    | \$ 1,000.00            |
| <b>CAT 13-Maintenance and Operations</b>      |                        |                 |                        |
| Maintenance of Computer System                | \$ 1,000.00            | -\$ 1,000.00    | \$ -                   |
| Maintenance of Office Equipment               | \$ 5,500.00            | \$ 4,100.00     | \$ 9,600.00            |
| Maintenance of Building & Compound            | \$ 91,300.00           | -\$ 60,000.00   | \$ 31,300.00           |
| Waste Disposal                                | \$ 1,000.00            | -\$ 500.00      | \$ 500.00              |
| <b>CAT 14-Purchase Goods and Services</b>     |                        |                 |                        |
| Hospitality                                   | \$ 7,500.00            | \$ 2,400.00     | \$ 9,900.00            |
| Catering/Refreshment                          | \$ 20,000.00           | \$ 8,000.00     | \$ 28,000.00           |
| Meeting Fees                                  | \$ 245,000.00          | \$ 83,900.00    | \$ 328,900.00          |
| Water                                         | \$ 8,000.00            | -\$ 6,600.00    | \$ 1,400.00            |
| Subscription                                  | \$ 1,200.00            | -\$ 800.00      | \$ 400.00              |
| Facility Hire                                 | \$ 13,000.00           | \$ 3,000.00     | \$ 16,000.00           |
| Licences                                      | \$ 8,000.00            | \$ 30,000.00    | \$ 38,000.00           |
| Consultant & Technical Assistant Professional | \$ 40,000.00           | -\$ 20,000.00   | \$ 20,000.00           |
| <b>CAT 20-Capital Expenditure</b>             |                        |                 |                        |
| Renovations                                   | \$ 28,000.00           | \$ 22,900.00    | \$ 50,900.00           |
| New Office Equipment                          | \$ 20,000.00           | \$ 10,000.00    | \$ 30,000.00           |
| New Computers                                 | \$ 20,000.00           | \$ 17,500.00    | \$ 37,500.00           |
| <b>Grand Total</b>                            | <b>\$ 1,770,900.00</b> | <b>\$ -</b>     | <b>\$ 1,770,900.00</b> |

Computers for Office new Recruitment Staff.

The PSC Office's budget in 2023/2024 comprised 59% for salaries and wages and 41% for operations. The Actual spending was 56.76% for salaries and wages, and 37.72% for operations totalling 94.47% budget utilization. The remaining 5.53% accounts for vacant positions unfilled in Quarter 3 and 4.

TABLE 3258: VACANT POSITIONS UNFILLED IN QUARTERS 3 & 4

## 10.5. Expenditure Analysis by Division

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

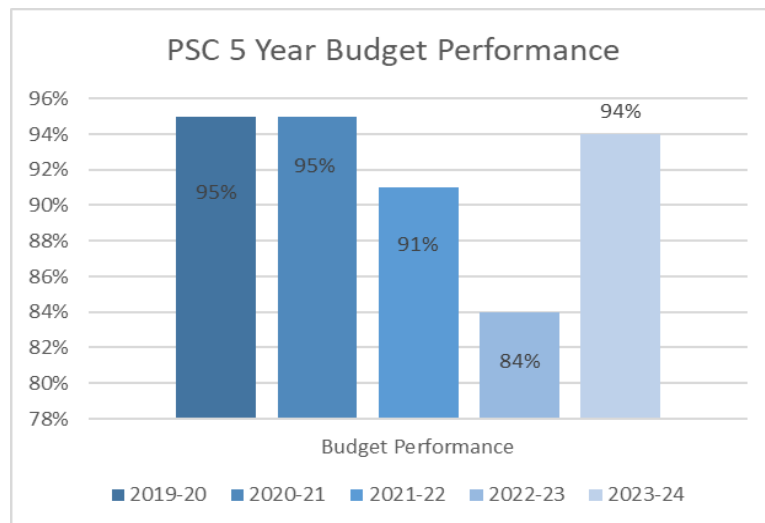
TABLE 26: BUDGET EXPENDITURE PERFORMANCE BY DIVISIONS

| Division                         | Approved Budget        | Transfer     | Revised Budget         | Actual                 | Balance as 30th June 2024 | Percentage of utilize budget | Percentage of remaining budget |
|----------------------------------|------------------------|--------------|------------------------|------------------------|---------------------------|------------------------------|--------------------------------|
| Leadership                       | \$ 560,900.00          | \$63,100.00  | \$ 624,000.00          | \$ 575,740.02          | \$ 48,259.98              | 92.27%                       | 7.73%                          |
| LEGAL AND INVESTIGATION          | \$ 106,900.00          | \$ 10,000.00 | \$ 96,900.00           | \$ 95,491.89           | \$ 1,408.11               | 98.55%                       | 1.45%                          |
| WORKFORCE DIVISION               | \$ 92,600.00           | \$0.00       | \$ 92,600.00           | \$ 89,360.92           | \$ 3,239.08               | 96.50%                       | 3.50%                          |
| OVERSIGHT                        | \$ 112,500.00          | \$8,400.00   | \$ 120,900.00          | \$ 120,680.35          | \$ 219.65                 | 99.82%                       | 0.00%                          |
| HUMAN RESOURCE MANAGEMENT        | \$ 190,900.00          | \$ 15,000.00 | \$ 175,900.00          | \$ 171,601.02          | \$ 4,298.98               | 97.56%                       | 2.44%                          |
| REMUNERATION                     | \$ 145,700.00          | \$ 6,600.00  | \$ 139,100.00          | \$ 134,425.68          | \$ 4,674.32               | 96.64%                       | 3.36%                          |
| PERFORMANCE DEVELOPMENT DIVISION | \$ 138,000.00          | \$ 6,000.00  | \$ 132,000.00          | \$ 125,824.37          | \$ 6,175.63               | 95.32%                       | 4.68%                          |
| CORPORATE DIVISION               | \$ 759,100.00          | \$ 33,900.00 | \$ 725,200.00          | \$ 677,040.81          | \$ 48,159.19              | 93.36%                       | 6.64%                          |
| <b>Grand Total</b>               | <b>\$ 2,106,600.00</b> | <b>\$ -</b>  | <b>\$ 2,106,600.00</b> | <b>\$ 1,990,165.06</b> | <b>\$ 116,434.94</b>      | <b>94.47%</b>                | <b>5.53%</b>                   |

## 10.6. Analysis of expenditure by Category

Analysis by category that all sub program operational activities were utilized by an average of 90%. The **staffing** category registered underspent at 3.6% under the recurrent budget due to vacancies, Staff exiting the PSC Office.

| CAT Category                                       | Revised Budget         | Actual                 | Budget vs Actual |
|----------------------------------------------------|------------------------|------------------------|------------------|
| <b><u>CAT 10-Established Staff</u></b>             |                        |                        |                  |
| Salaries                                           | \$ 1,053,700.00        | \$ 1,029,663.73        | 97.72%           |
| Overtime                                           | \$ 17,000.00           | \$ 16,513.56           | 97.14%           |
| Government Contributions to Retirement Fund        | \$ 122,200.00          | \$ 103,867.84          | 85.00%           |
| Acting Allowance                                   | \$ 20,500.00           | \$ 16,548.81           | 80.73%           |
| CEO/Minister Benefits                              | \$ 20,000.00           | \$ 19,958.00           | 99.79%           |
| <b><u>CAT 11-Unestablished Staff</u></b>           |                        |                        |                  |
| Wages                                              | \$ 11,700.00           | \$ 9,098.96            | 77.77%           |
| <b><u>CAT 12-Travel and Communication</u></b>      |                        |                        |                  |
| Domestic Travel                                    | \$ 52,000.00           | \$ 43,890.05           | 84.40%           |
| Overseas Travel                                    | \$ 47,600.00           | \$ 44,578.80           | 93.65%           |
| Telecommunication                                  | \$ -                   | \$ -                   |                  |
| Broadcasting                                       | \$ 4,500.00            | \$ 4,020.20            | 89.34%           |
| Advertising                                        | \$ 6,000.00            | \$ 5,608.95            | 93.48%           |
| <b><u>CAT 13-Maintenance and Operations</u></b>    |                        |                        |                  |
| Fuel                                               | \$ 15,000.00           | \$ 13,440.75           | 89.61%           |
| Maintenance of Computer System                     | \$ -                   | \$ -                   |                  |
| Maintenance of Office Equipment                    | \$ 9,600.00            | \$ 9,573.49            | 99.72%           |
| Maintenance of Vehicles                            | \$ 12,200.00           | \$ 11,340.17           | 92.95%           |
| Maintenance of Building & Compound                 | \$ 31,300.00           | \$ 31,293.70           | 99.98%           |
| Waste Disposal                                     | \$ 500.00              | \$ 500.00              | 100.00%          |
| <b><u>CAT 14-Purchase Goods and Services</u></b>   |                        |                        |                  |
| Electricity                                        | \$ 50,000.00           | \$ 46,050.81           | 92.10%           |
| Water                                              | \$ 1,400.00            | \$ 929.72              | 66.41%           |
| Office Supplies                                    | \$ 33,100.00           | \$ 32,577.93           | 98.42%           |
| Printing & Stationery                              | \$ 14,000.00           | \$ 13,725.10           | 98.04%           |
| Subscription                                       | \$ 400.00              | \$ 400.00              | 100.00%          |
| Rental                                             | \$ 10,700.00           | \$ 8,850.00            | 82.71%           |
| Training and Conferences                           | \$ 2,000.00            | \$ 1,953.70            | 97.69%           |
| Facility Hire                                      | \$ 16,000.00           | \$ 15,090.50           | 94.32%           |
| Hospitality                                        | \$ 9,900.00            | \$ 9,681.60            | 97.79%           |
| Licences                                           | \$ 38,000.00           | \$ 34,138.35           | 89.84%           |
| Cleaning Supplies                                  | \$ 10,000.00           | \$ 9,690.73            | 96.91%           |
| Catering/Refreshment                               | \$ 28,000.00           | \$ 27,991.62           | 99.97%           |
| Meeting Fees                                       | \$ 328,900.00          | \$ 297,400.00          | 90.42%           |
| Consultant & Technical Assistant Professional Fees | \$ 20,000.00           | \$ 15,450.00           | 77.25%           |
| <b><u>CAT 15-Grant and Transfer</u></b>            |                        |                        |                  |
| Prize and Award                                    | \$ 2,000.00            | \$ 1,997.90            | 99.90%           |
| <b><u>CAT 20-Capital Expenditure</u></b>           |                        |                        |                  |
| Renovations                                        | \$ 50,900.00           | \$ 49,008.15           | 96.28%           |
| New Office Equipment                               | \$ 30,000.00           | \$ 27,941.94           | 93.14%           |
| New Computers                                      | \$ 37,500.00           | \$ 37,390.00           | 99.71%           |
| <b>Grand Total</b>                                 | <b>\$ 2,106,600.00</b> | <b>\$ 1,990,165.06</b> | <b>94.47%</b>    |

**Table 40: Expenditure by Line item and by Category****10.7. PSC Summary Budget Performance****FIGURE 110: PSC OUTPUT AND FINANCIAL PERFORMANCE**

PSC's KPI for financial performance was 94% in 2023/24, based on actual budget spent vs the amount forecasted. As shown in Figure 18, budget utilization in 2022-2023 was the only underutilized in the past five FYs. The increase in 2023-2024 (94%) was mainly due to changes in pre-planned activities including building renovations and remodeling, and the procuring of a new container storage for the Office. The significant increase in HR cases and disciplinary matters required extra Commission's meeting which resulted in the exhaustion of the Commission's meeting fees and required transfers.

**10.8. Procurement**

PSC Office needed a Storage outside the building compound for storing files and Office assets and the proposal was submitted to Procurement unit. The Procurement for the New Container Storage was completed and conducted to find a vendor or supplier for the construction or provision of new container storage for the PSC (Public Service Commission) Office. However, despite completing the procurement process (e.g., issuing a request for proposals, setting deadlines, and evaluating potential suppliers), no bid was received for the planned work resulting in the cancellation of the proposal. Additionally, another proposal for Reviewing all Government Ministries Structures and Performance approved by His Majesty's Cabinet on 6<sup>th</sup> May 2022. This was submitted for Procurement and was processed on the 2024-25 FY. Table 41 shows the Office's procurement compliance which shows 100% procure compliance for the 2023/24 FY following a 100% non-compliance in 2022/23 FY.

**TABLE27: PROCUREMENT PROPOSAL OVER THRESHOLD OF \$20,000 FOR FOUR YEARS**

| Financial Year | NO. Proposal | NO. Endorsed | NO. of Compliance | NO. of Non Compliance | Percentage Compliance | Percentage Non-Compliance |
|----------------|--------------|--------------|-------------------|-----------------------|-----------------------|---------------------------|
| 2020-21        | 0            | 0            | 0                 | 0                     | 100%                  | 0%                        |
| 2021-22        | 0            | 0            | 0                 | 0                     | 100%                  | 0%                        |
| 2022-23        | 2            | 2            | 0                 | 2                     | 0%                    | 100%                      |
| 2023-24        | 2            | 0            | 0                 | 0                     | 100%                  | 0%                        |

**10.9. 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.

## 10.10. 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 28: ASSETS

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

TABLE 34: PSC FIXED ASSET SUMMARY

|                   | 2019/20 FY cost     | 2020/21 FY cost     | 2021/22FY cost      | 2022/23 FY cost     | 2023/24 FY cost       |
|-------------------|---------------------|---------------------|---------------------|---------------------|-----------------------|
| <b>Total Cost</b> | <b>\$406,182.11</b> | <b>\$485,725.32</b> | <b>\$453,736.39</b> | <b>\$652,036.43</b> | <b>\$1,261,353.77</b> |

**Note:** The increase in the asset registers from 2022-23FY to 2023-24 by \$609,317.34 was due to Construction of Office new container storage. The other new entries included IT equipment such as computers and laptops for Office new recruited Staff.

### PSC Internal Stock Register

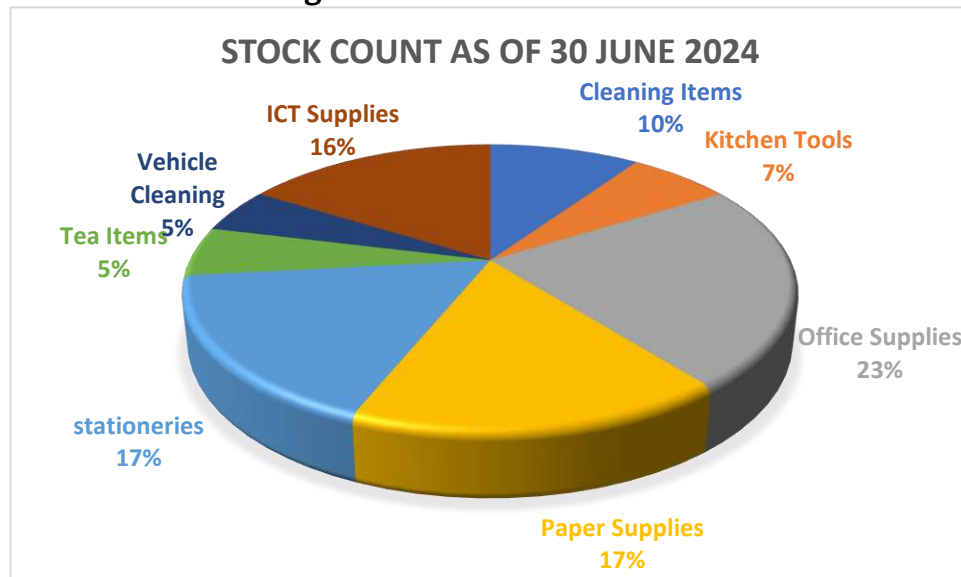


Figure 20 Illustrates the stock count as of 30 June 2024.

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.

## 6. Strategic Challenges

In response to external review completed in December 2022, PSC has continued to reshape its operations to become more strategic and forward looking; to be more agile and outward looking; to be more agile and outward looking; to be less focussed on monitoring compliance and more focussed on working with Ministries to improve Human Resource Management (HRM) capability across the public service.

TABLE 29: CHALLENGES FACED BY PSC

| Challenges                                                | Challenges level Details |     |     | Division applicable to                                                                                                                                                                                                                                                                                                                                                                 |                   |
|-----------------------------------------------------------|--------------------------|-----|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
|                                                           | High                     | Med | Low |                                                                                                                                                                                                                                                                                                                                                                                        |                   |
| Strategic                                                 |                          |     |     |                                                                                                                                                                                                                                                                                                                                                                                        |                   |
| Improving efficiency and effectiveness of PSC             | √                        |     |     | Encouraging staff in all Divisions to work more closely together, share information and resources, provide opportunities for staff to multi-skill, build corporate knowledge and develop a broader understanding of PSC functions. This should facilitate a greater level of staff engagement and job satisfaction                                                                     | All PSC Divisions |
| Close collaboration with central agencies                 | √                        |     |     | Sharing information 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 coming 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 and the Classification of Positions, however, CEOs have become increasingly reluctant to enforce policies and defer to the Commission to make the final decision                                                                              | All Divisions     |
| Strategic HR and decentralization of HR functions to MDAs | √                        |     |     | Work with Ministries to build HR capability in all aspects of HR including HR planning, workforce development, organizational design and data analysis. Implement a planned approach to the devolution of HR functions to Line Ministries                                                                                                                                              | All Divisions     |
| “Silo” mindset across the Public Service                  |                          |     | √   | Cross-agency collaboration is weak within the Public Service. Resources can be shared between Ministries to optimize                                                                                                                                                                                                                                                                   | Leadership        |

|                                                                     |   |   |  |                                                                                                                                                                                                                                                   |                     |
|---------------------------------------------------------------------|---|---|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
|                                                                     |   |   |  | 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                                                                                               |                     |
| <b>Operational</b>                                                  |   |   |  |                                                                                                                                                                                                                                                   |                     |
| 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 means PSC should 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 in the use of 'similar' and 'relevant' in considering a minimum requirement for a position. These needs reviewing as it is undermining the integrity of the recruitment process.               | HR and Remuneration |

## 6.1 RISKS AND RISK MANAGEMENT

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

# 7. Disclosures and Legal Compliances

## 7.1 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.

## 7.2 Detailed key performance indicators information

This has been discussed in section 3.

## 7.3 Ministerial directives

There were 21 Cabinet submissions including policy matters, performance, and pensioner gratuity of CEO contracting matters that were all approved or noted by Cabinet.

## 7.4 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.

## Government Policy requirements

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

## 7.5 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.

7.7 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 15% of the total budget for 2023-24 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 |
| FY 2023/24              | 326,400.00 |

TABLE 44: COMMISSION MEETING FEES - 2019/2024 FY

**Note:** Total cost for all meeting fees increased by \$71,450 from the 2022-23 FY. This reflects the increase in the Commission meetings from 124 in the previous FY to 222 in 2023/24. Based on the total meetings recorded, the Commission met on average – 3 times a week – hence the significant increase in the meeting fees.

TABLE 30: RATES FOR COMMISSIONERS

|               |                                                                                                     |
|---------------|-----------------------------------------------------------------------------------------------------|
| Chairperson   | \$270 meeting fee plus<br>\$180 per hour of preparation. Maximum of two hours’ preparation allowed. |
| Commissioners | \$180 meeting fee plus<br>\$160 per hour of preparation. Maximum of two hours’ preparation allowed. |

8.CONCLUSION

The past year has been one of transformation and resilience for the Public Service Commission (PSC), as it navigated challenges and seized opportunities to enhance the effectiveness of the Public Service. Through a steadfast focus on strategic priorities, the PSC Office has made significant progress in improving human resource management and elevating the performance of the public service delivery. We started this financial year celebrating our 20<sup>th</sup> Anniversary and we were honored that the Crown Prince Tupouto‘a ‘Ulukalala and Crown Princess Sinaitakala Tuku‘aho graced us with their presence. Former Commissioners, CEO and staff of PSC attended to mark this important milestone.

Key achievements include the successful rollout of the “Talatalanoa Program” not only to Vava‘u, ‘Eua, Ha‘apai but the two Niuas which we last visited in 2016 expansion of leadership training, recruitment of six (6) CEOs, and the implementation of more effective HR systems. These milestones highlight the Commission’s ongoing commitment to provide the best support we can for the Public Service, with an achievement rate of 80% of its Annual Management Plan.

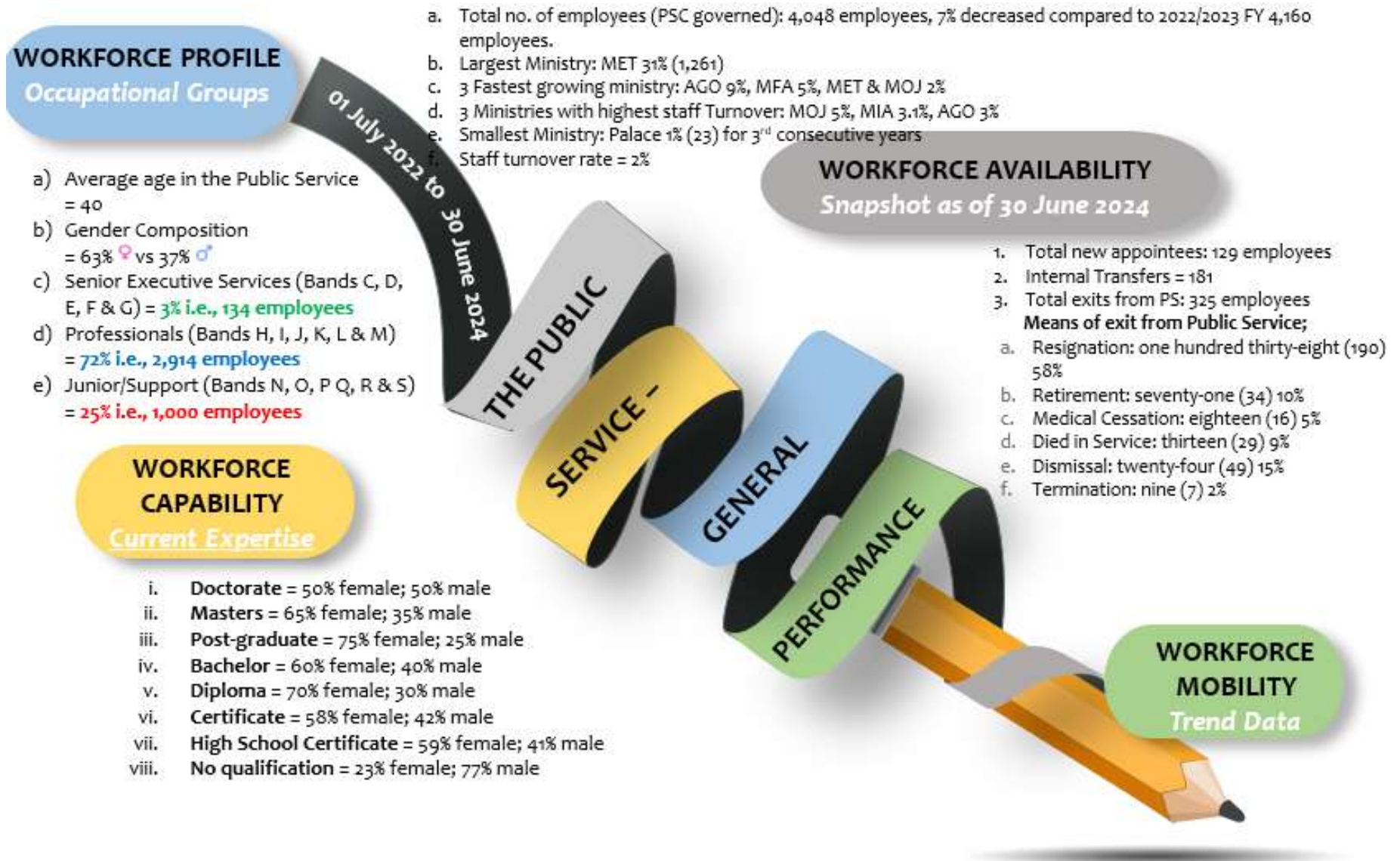
We extend our sincere appreciation to the Prime Minister and his Cabinet for their exemplary leadership in guiding and steering our work. Likewise, we acknowledge the invaluable support of our development partners, including DFAT, MFAT, Australian Public Service Commission, and New Zealand’s Public Service Fale, the World Bank, Asia Development Bank, Commonwealth Secretariat, ILO, and AVI, for their valuable support in various joint ventures. Without your support, we would not have achieved the outcomes that we reached at the end of yet another successful year.

--- END ---

## **PART 2 OF THE REPORT**

### **ANALYSIS OF PUBLIC SERVICE – WORKFORCE DATA**

FIGURE 21: WORKFORCE PROFILE 2023/24 FY



## Public Service Workforce size

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

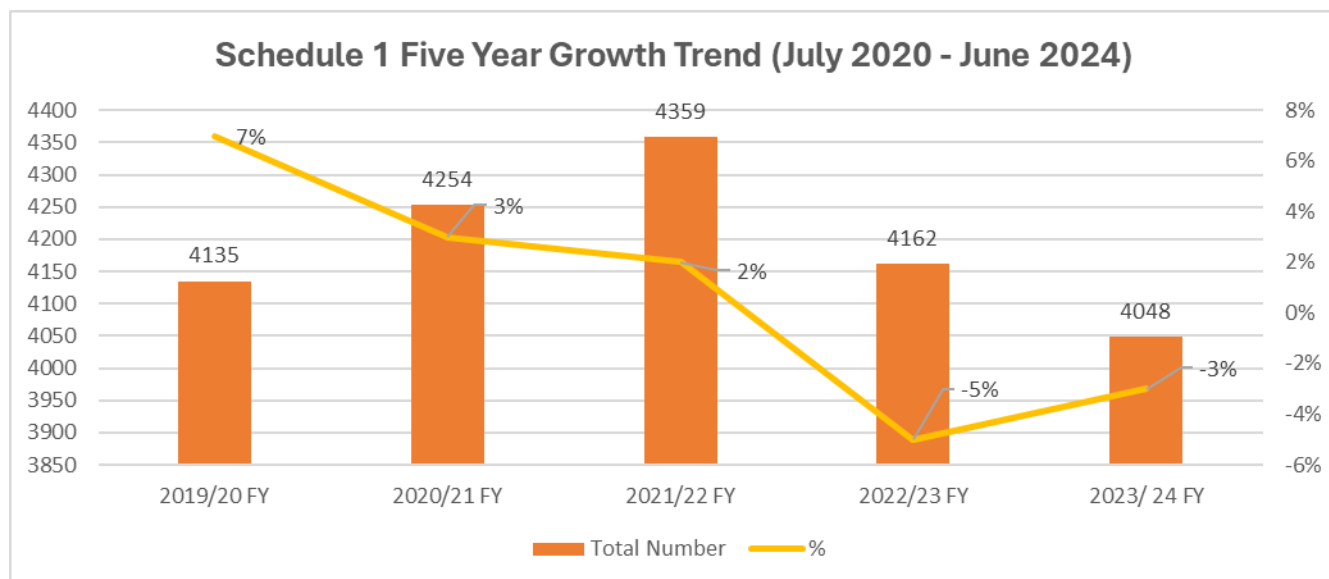
- Schedule I is PSC governed; fifteen (15) Ministries and five (5) agencies.
- Schedule II operates under the jurisdiction of independent Legislations which establishes the Legislative Assembly (LA); Tonga Police, Fire and Emergency Services, Prisons, His Majesty's Armed Forces, Ombudsman and the Office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

| <u>Workforce Availability</u>                                                    | <u>Workforce Profile</u>                                                                                                                      | <u>Workforce Mobility</u>                                                                                                                                                         | <u>Workforce Capability</u>                                        |
|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• No. of Employees by Ministry</li> </ul> | <ul style="list-style-type: none"> <li>• Occupational Grouping</li> <li>• Classification/ Banding</li> <li>• Age</li> <li>• Gender</li> </ul> | <ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Secondment</li> <li>• Transfers</li> <li>• Resignations</li> <li>• Retirement</li> <li>• Redeployments</li> </ul> | <ul style="list-style-type: none"> <li>• Qualifications</li> </ul> |

**Table 31:46: Workforce Metrics**

- Police registered the highest number of staff at 527, followed by HMAF at 515, Prisons at 181, Fire at 158, Legislative Assembly at 46 and Audit at 41. The Ombudsman Office is the lowest at 20.
- The total number of Public Service employees (inclusive of Schedule I and II) as of 30 June 2024 was registered at 5,473 employees, a decrease of -3% from 5,703 employees at the same time last financial year.

Provided below is a trend of the growth of the Public Service by Ministry over five (5) years from July 2019 to June 2024;



**Figure 22:11 Public service size 2019 - 2024**

- Schedule I Ministries continue to employ the highest number of Public Service employees at 73% whilst Schedule II balances the remaining 27%.



**Figure 23:12 Schedule I & II as of June 2024**

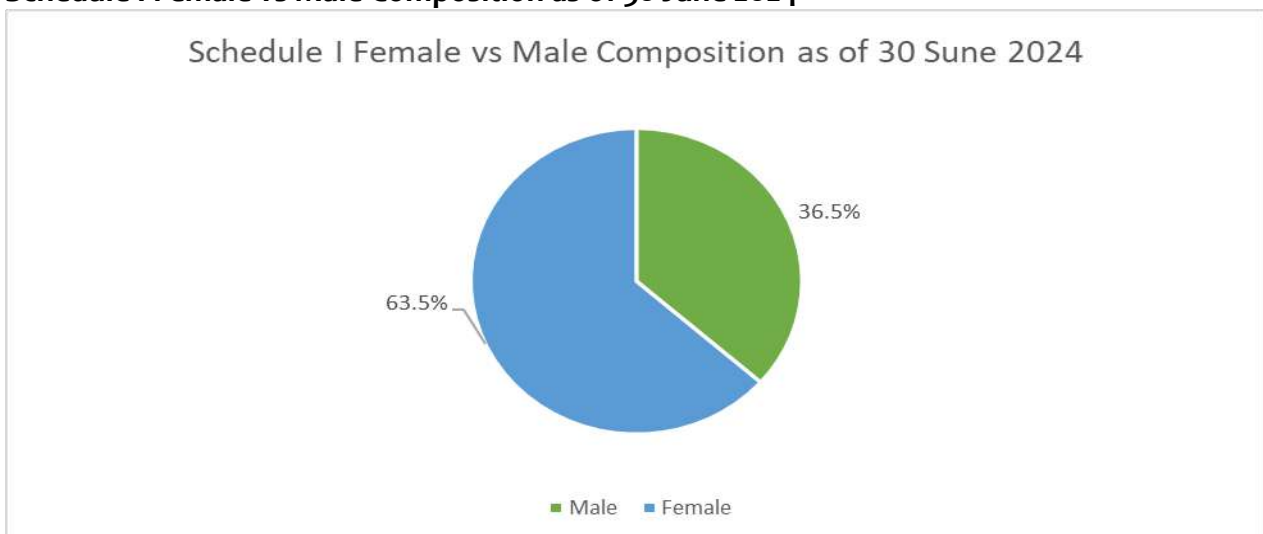
The remainder of this report focuses only on Schedule I Ministries managed under the Public Service Act.

## Schedule I: Workforce Statistics

### *Workforce availability*

The Public Service employed around 4,048 employees by the end of June 2024, which is a 2.7% decrease compared to 4,162 employees at the end of June 2023.

### Schedule I Female vs Male Composition as of 30 June 2024



**Figure 24:13 Schedule I Female vs Male Composition as of 30 June 2024**

Figure 25:14 Schedule II as of 30 June 2024

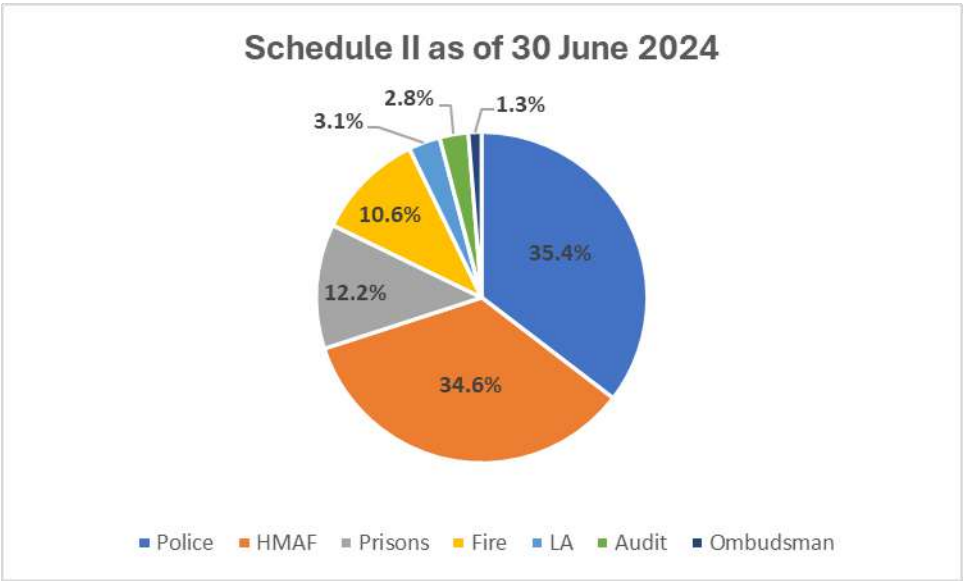
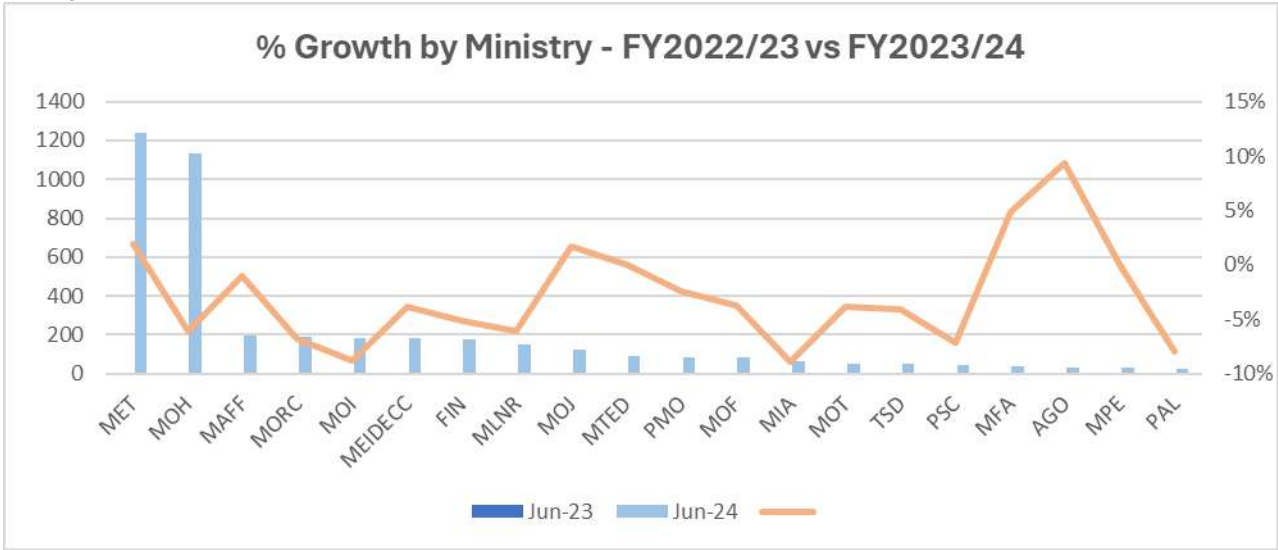
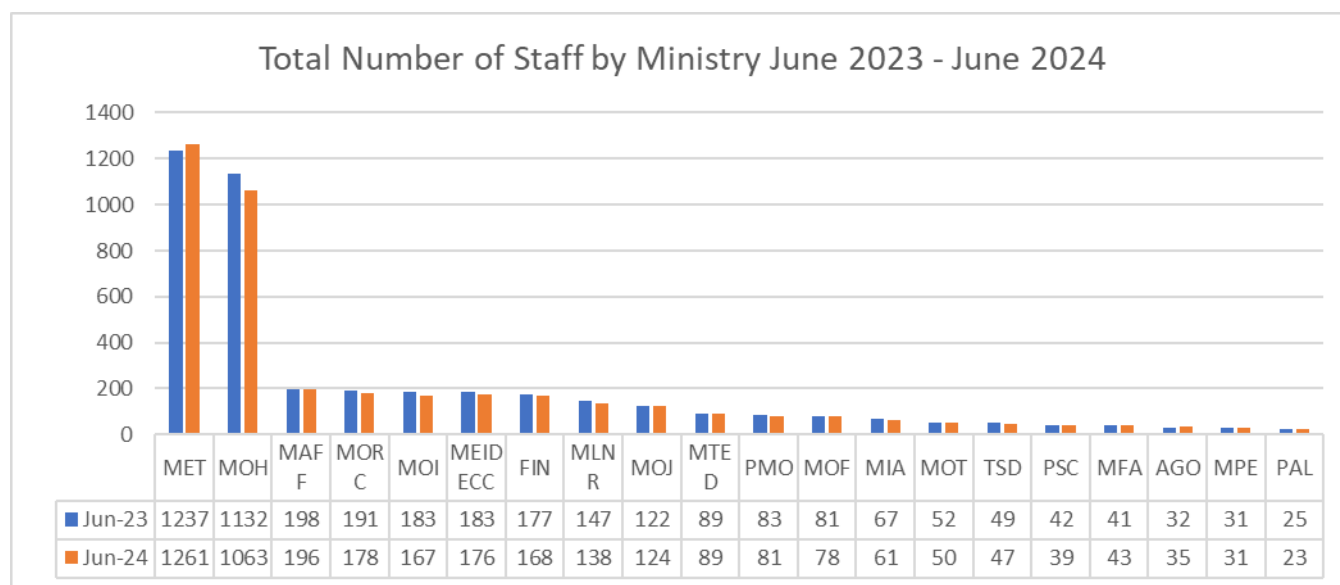


FIGURE 26:13 GROWTH BY MINISTRY



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 MET with 24 additional employees and AGO with 3 additional staff. MOH has the highest reduced number of 69 staff, then MOI and MORC registered a reduction of 16 and 13 staff respectively.

The Attorney General’s Office (AGO) registered the highest % growth (9%) with the Ministry of Infrastructure and Internal Affairs recording the highest staff reduction with a negative growth rate of 9% each.



**FIGURE 27: NUMBER OF STAFF BY MINISTRY - 2023/24 FY**

## Workforce Profile

Under this section, are occupational grouping, classifications, age, and gender information in Schedule I Ministries for this period.

| Occupational Groups         | 2024        |
|-----------------------------|-------------|
| Executive Management        | 103         |
| Middle Management           | 147         |
| Health Professionals        | 812         |
| Education professional      | 1191        |
| Human Resource              | 136         |
| Finance                     | 200         |
| ICT professionals           | 57          |
| Administrative and Clerical | 589         |
| Legal                       | 38          |
| Agriculture & Fisheries     | 132         |
| Technical                   | 386         |
| Others                      | 257         |
| <b>TOTAL</b>                | <b>4048</b> |

**Table 3247: Occupational Groups**

policyanalysis, change management, M&E, strategic planning, HR,Legal, Policy specialists,

### Occupational Grouping

For the past years, the two (2) largest occupational groups continue to be the Education and Health sector, which account for approximately 50% 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.

Figure 28: Public Service Schedule I - occupational grouping June 2024

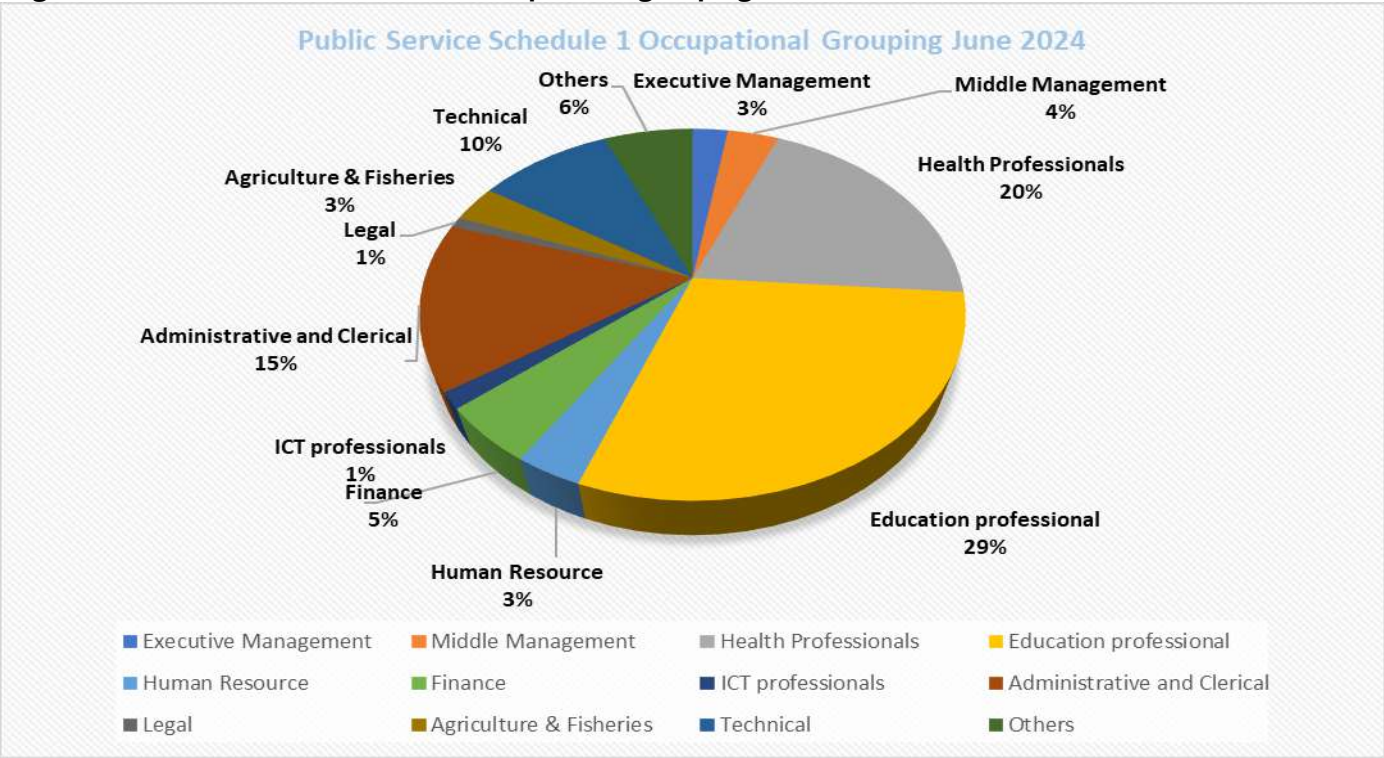


Table 48: Occupational Grouping June 2024

Approximately 80% of public servants governed by PSC reside in Tongatapu, 8.9% in Vava’u, 5.5% in Ha’apai, 3.8% in ‘Eua and 1.7% in the two (2) Niuas.

| Number of Employees by Ministry per Island Group |      |     |     |     |     |     |       |
|--------------------------------------------------|------|-----|-----|-----|-----|-----|-------|
|                                                  | TBU  | VAV | HPI | EUA | NTT | NFO | Total |
| MAFF                                             | 138  | 26  | 14  | 12  | 4   | 2   | 196   |
| MET                                              | 854  | 170 | 111 | 92  | 23  | 11  | 1261  |
| FIN                                              | 139  | 8   | 10  | 5   | 3   | 3   | 168   |
| MOF                                              | 64   | 7   | 4   | 1   | 1   | 1   | 78    |
| MFA                                              | 40   | 3   | 0   | 0   | 0   | 0   | 43    |
| MOH                                              | 902  | 78  | 42  | 32  | 6   | 3   | 1063  |
| MOI                                              | 144  | 10  | 7   | 4   | 1   | 1   | 167   |
| MIA                                              | 54   | 3   | 2   | 2   | 0   | 0   | 61    |
| MOJ                                              | 113  | 7   | 3   | 1   | 0   | 0   | 124   |
| MLNR                                             | 129  | 6   | 3   | 0   | 0   | 0   | 138   |
| MEIDECC                                          | 151  | 8   | 11  | 2   | 3   | 1   | 176   |
| TSD                                              | 44   | 2   | 0   | 1   | 0   | 0   | 47    |
| AGO                                              | 35   | 0   | 0   | 0   | 0   | 0   | 35    |
| PSC                                              | 39   | 0   | 0   | 0   | 0   | 0   | 39    |
| PAL                                              | 23   | 0   | 0   | 0   | 0   | 0   | 23    |
| PMO                                              | 61   | 6   | 9   | 1   | 2   | 2   | 81    |
| MPE                                              | 31   | 0   | 0   | 0   | 0   | 0   | 31    |
| MORC                                             | 162  | 14  | 2   | 0   | 0   | 0   | 178   |
| MOT                                              | 43   | 4   | 2   | 1   | 0   | 0   | 50    |
| MTED                                             | 77   | 8   | 2   | 1   | 1   | 0   | 89    |
| TOTAL                                            | 3243 | 360 | 222 | 155 | 44  | 24  | 4048  |

TABLE 49: TOTAL NUMBER OF EMPLOYEES PER ISLAND GROUP

| ISLAND GROUP    | TOTAL |
|-----------------|-------|
| TBU             | 3243  |
| VVU             | 360   |
| HPI             | 222   |
| ‘EUA            | 155   |
| NIUAS           | 68    |
| TOTAL FAKAKATOA | 4048  |

During the PSC Office’s Outreach Program to the Outer Islands of Vava’u, Ha’apai, ‘Eua, Niuafu’ou & Niuatoputapu 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.

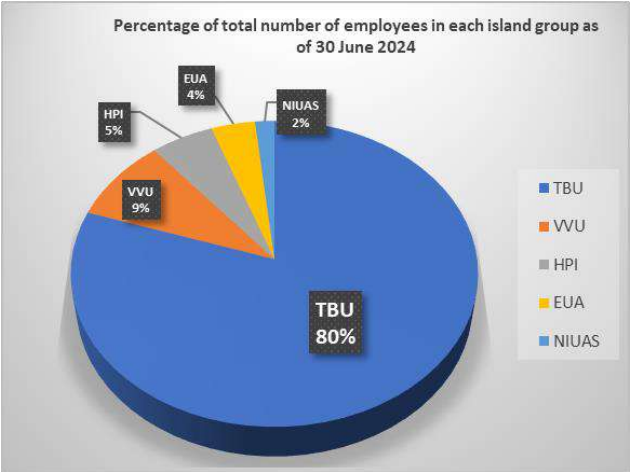


FIGURE 29: REPRESENTATION BY ISLAND GROUPS

**Gender Profile**

As of 30 June 2024, Schedule I gender composition was 63.5% female to 36.5% male employees.

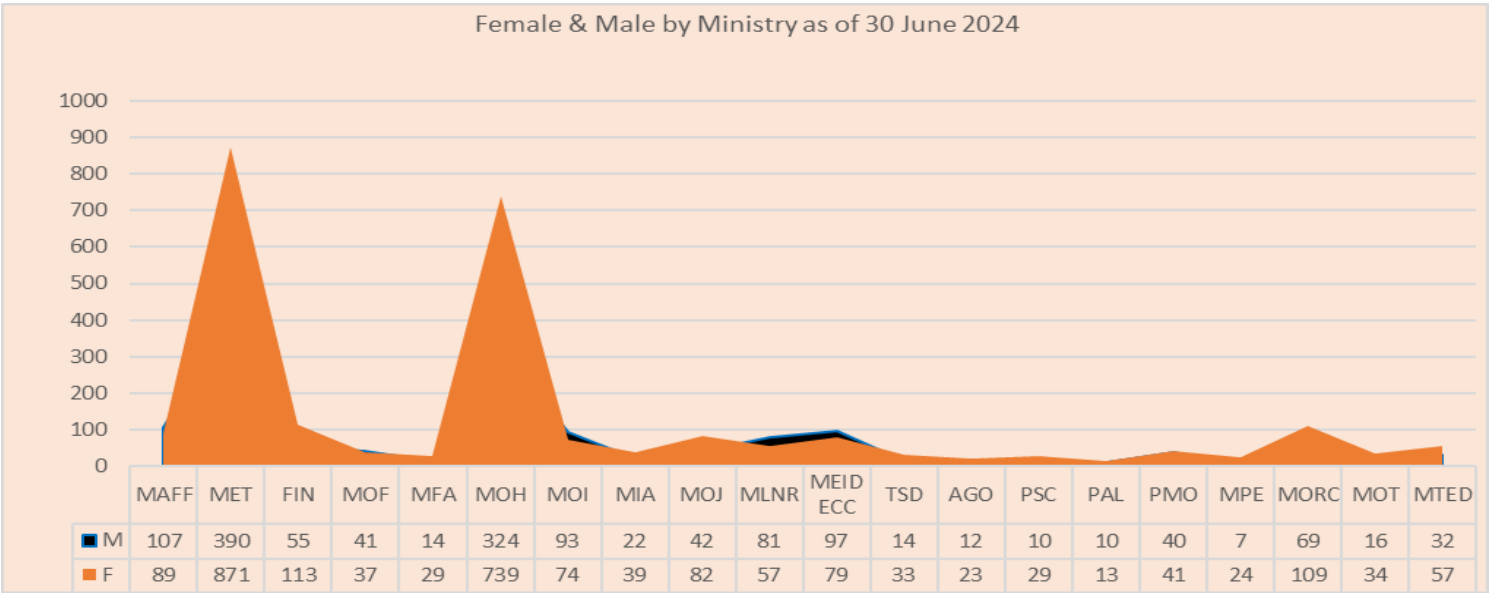


FIGURE 30: REPRESENTATION BY ISLAND GROUPS

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. 48% 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. 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.

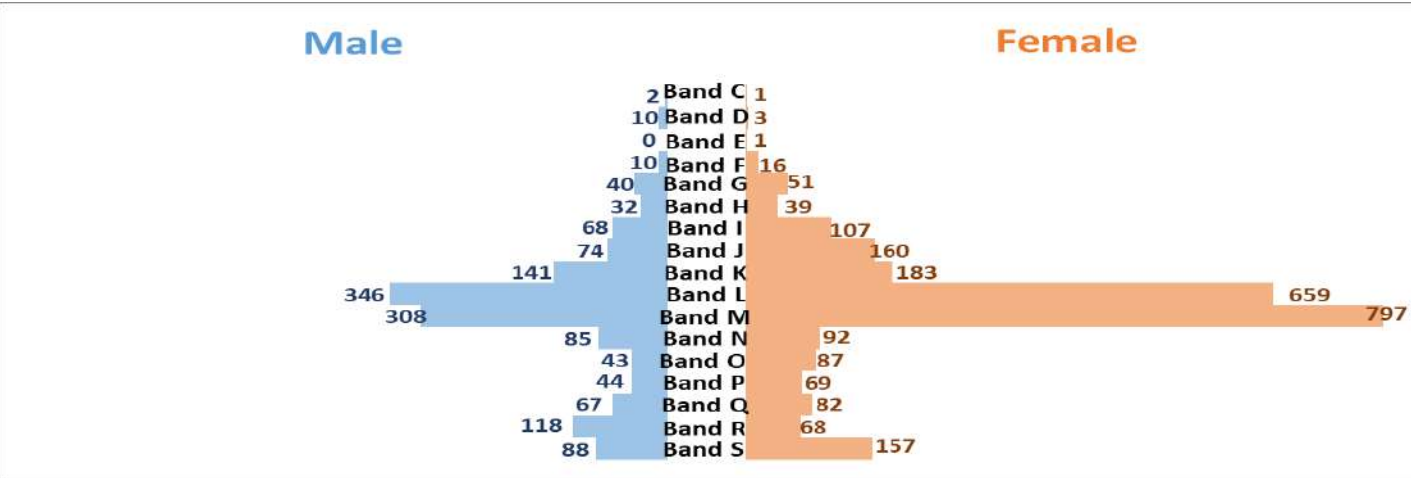
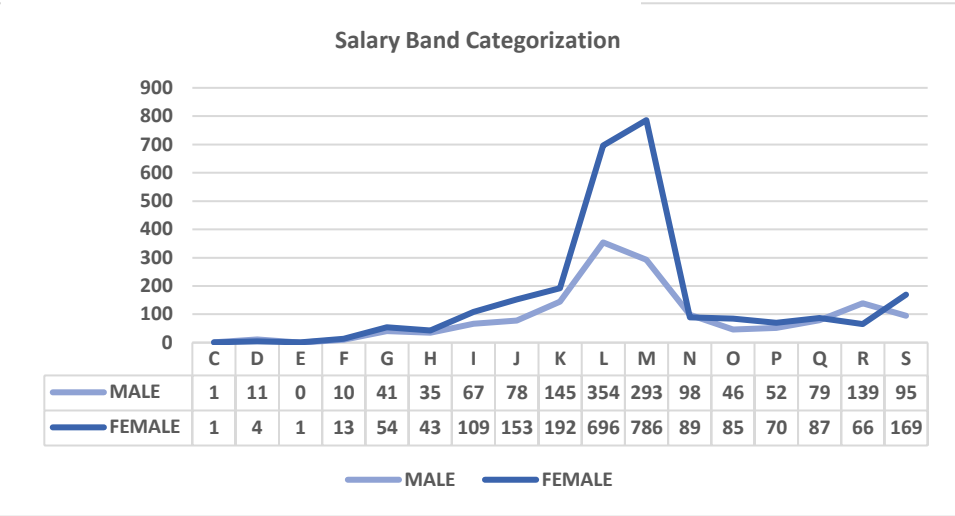
### Gender Pay Parity

As in Figure 28, Gender pays parity is consistently higher for women at 64%:36% ratio compared to last year where it was 63:37%. 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.

**TABLE 50: % OF SALARY EARNINGS FOR FEMALE AT CEOS AND DCEOS LEVEL**

| Female CEOs        |      |     |
|--------------------|------|-----|
| Year               | 2020 | 24% |
|                    | 2021 | 30% |
|                    | 2022 | 26% |
|                    | 2023 | 25% |
|                    | 2024 | 20% |
| Female Deputy CEOs |      |     |
| Year               | 2020 | 50% |
|                    | 2021 | 52% |
|                    | 2022 | 52% |
|                    | 2023 | 59% |
|                    | 2024 | 59% |

**FIGURE 31: SALARY BAND CATEGORIZATION**



**FIGURE 32: 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 \$21,464 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;

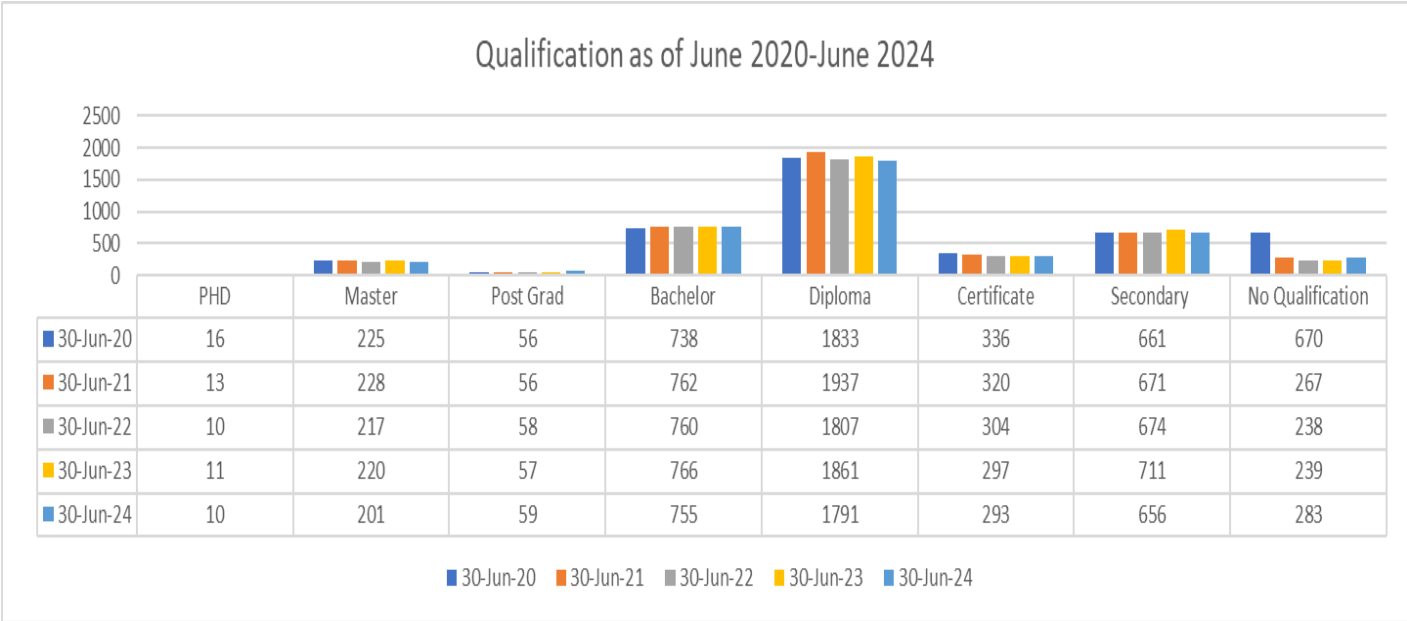
- At the end of June 2024, the average median salary was \$21,464 which lies at Band M.

**Classification / Banding**

Sixty nine percent (64%) 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.

- 60% (2434 out of 4048) 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 5 female CEOs vs 12 male CEOs (29% : 71%) as of 30 June 2024.

**Qualifications of Schedule I**



**FIGURE 33: QUALIFICATION AS OF JUNE 2020-JUNE 2024**

- 25% of the public service hold a degree or higher qualification as of 30 June 2024.
- Diploma holders remain at the dominant qualification level with 44% followed by 19% for Bachelor holders.

- 6% 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 (1456 female: 654 males). These are again attributed to female dominated occupations of nursing and teaching.
- About 7% 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 Ministry of Health at 31% of its staff (drivers, housekeepers, groundkeepers, watchmen etc.); and highest qualifications at bachelor's level too at 22%.
- 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 60:40% female and male employees. At Master's and Postgraduate levels, females continue to dominate by 64% and 71% respectively.

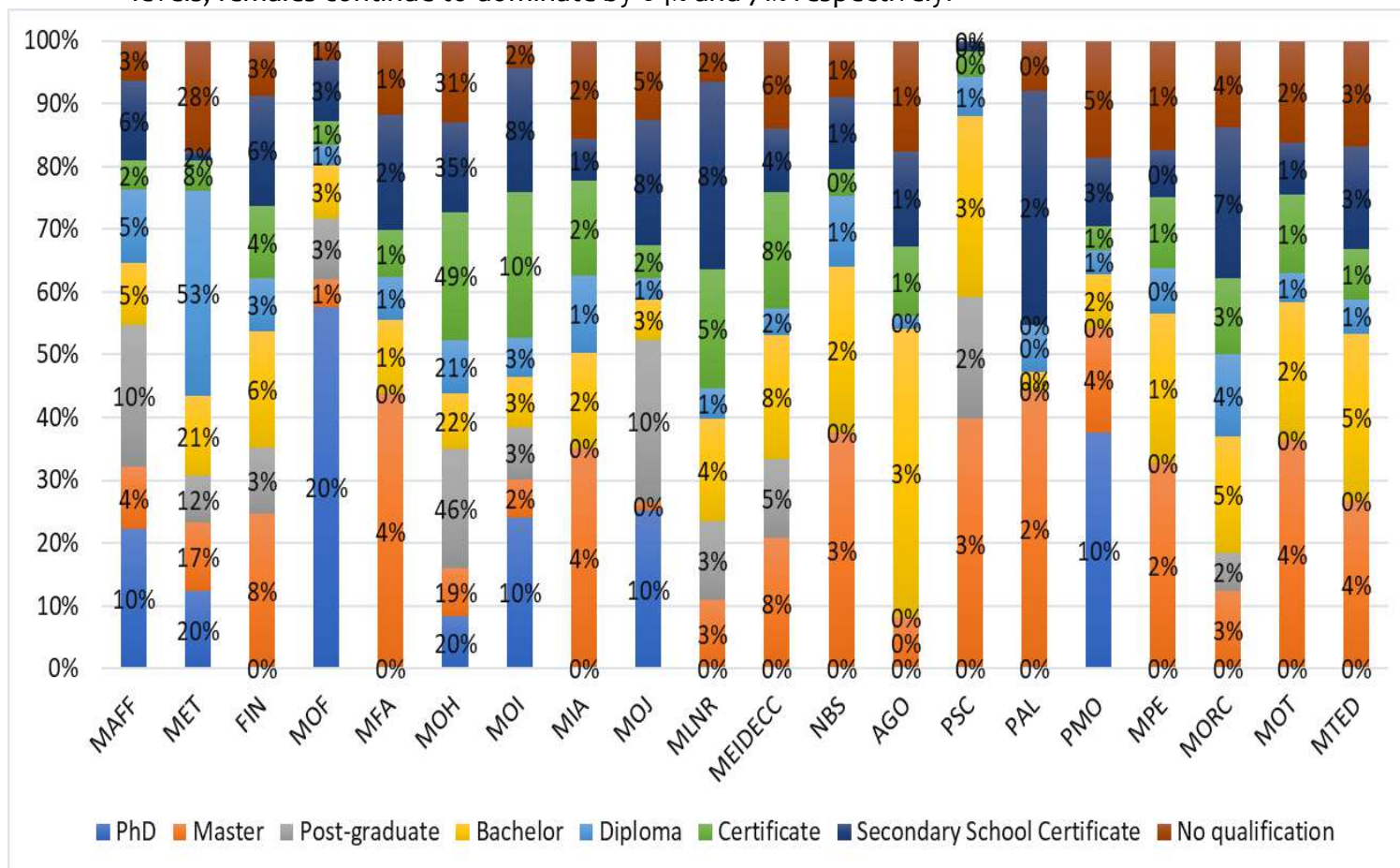


FIGURE 34: HIGHER ACADEMIC QUALIFICATION HELD BY MINISTRIES AS OF JUNE 2024

## 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.

✓

Ages: 20 – 40: 64%

✓

41 – 50: 22%

✓

51 – 60: 14%

✓

Average Age - 40

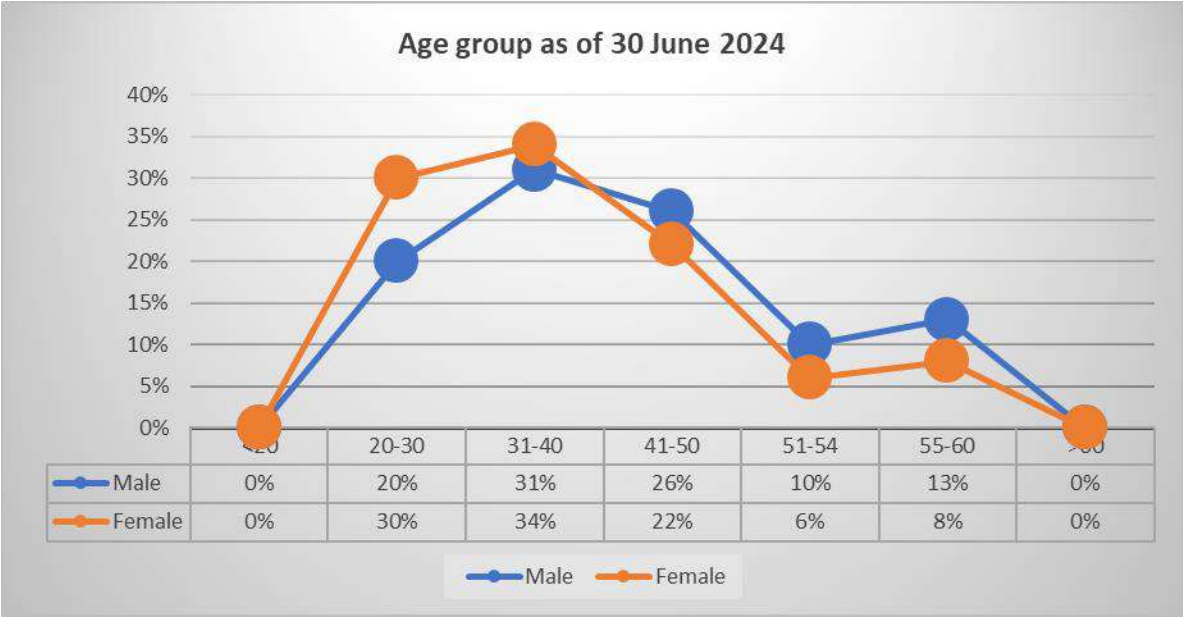
FIGURE 35: PUBLIC SERVICE AGE GROUP PROFILE

TABLE 51: PUBLIC SERVANTS AGE VS GENDER

| Age Group | Male | Female | TOTAL | Male | Female |
|-----------|------|--------|-------|------|--------|
| <20       | 1    | 1      | 2     | 0%   | 0%     |
| 20-30     | 299  | 768    | 1067  | 20%  | 30%    |
| 31-40     | 438  | 872    | 1310  | 31%  | 34%    |
| 41-50     | 385  | 556    | 941   | 26%  | 22%    |
| 51-54     | 149  | 159    | 308   | 10%  | 6%     |
| 55-60     | 197  | 210    | 407   | 13%  | 8%     |
| >60       | 7    | 6      | 13    | 0%   | 0%     |
| Total     | 1476 | 2572   | 4048  | 36%  | 64%    |

- The largest group (65%) fall in the age group of 31-40 years; followed by 50% for those between 20 – 30 years and 48% for those between 41-50 years. There is a negligible number over 60 who are given work extension due to exigency of service, which (13%) of whom are male.
- The average age falls around 40 years of age.

FIGURE 36: PUBLIC SERVICE AGE GROUP PROFILE



## Workforce Mobility

### Entrance and Exits

- For the past two financial years, there were more exits than entrances with a total of 700 exits to 316 new employees.

- There are still exit pending cases to be submitted to the Commission for approval and this is due to overpayments and shortfalls.
- For the past five years, there has been a continuous decrease in hiring.
- Highest exit reflects Overseas Seasonal Work program and work opportunities for teachers and nurses in NZ and Australia
- 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 wage bill management and the long-term affordability and sustainability of Government salaries and wages.

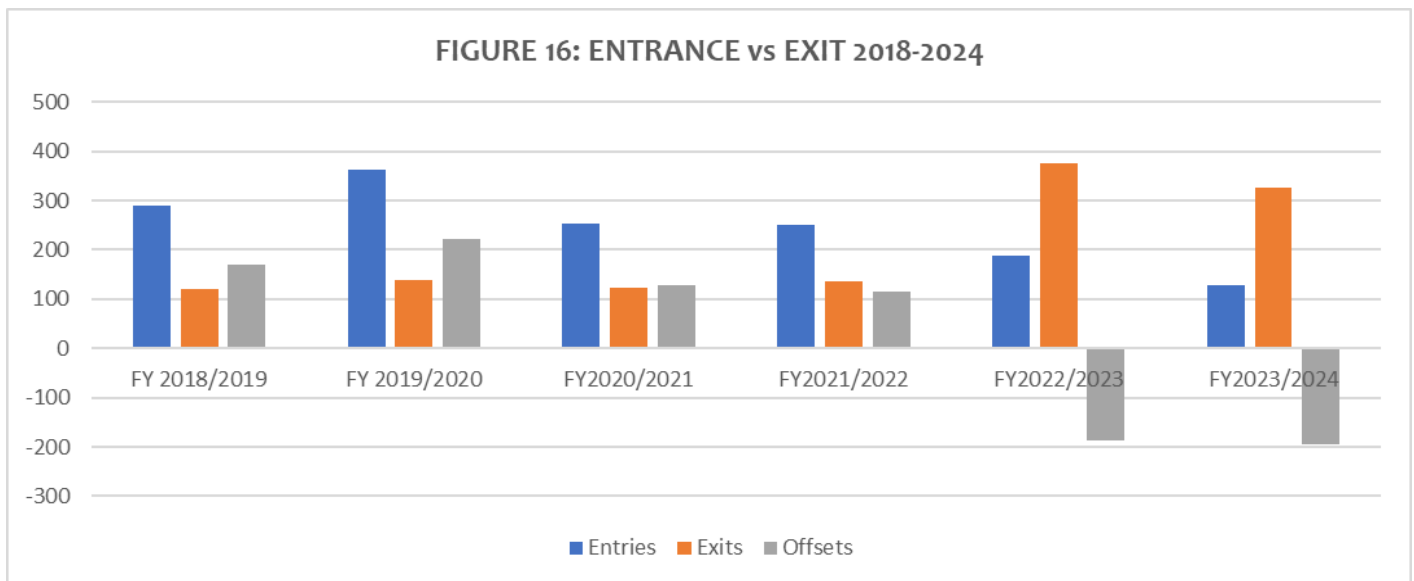
**Greater Entry vs Exit**  
**Total entry vs exit – 129: 325**  
**Ministry with highest recruitment – MET**  
**Ministry with higher exit – MOH**

**FIGURE 37: ENTRANCE & EXITS**

**TABLE 52: PUBLIC SERVICE ENTRANCE VS EXIT 2019 – 2024**

| ENTRANCE vs EXIT 2019 – 2024 |              |              |             |             |             |             |
|------------------------------|--------------|--------------|-------------|-------------|-------------|-------------|
|                              | FY 2018/2019 | FY 2019/2020 | FY2020/2021 | FY2021/2022 | FY2022/2023 | FY2023/2024 |
| <b>Entries</b>               | 290          | 362          | 252         | 250         | 187         | 129         |
| <b>Exits</b>                 | 120          | 139          | 124         | 135         | 375         | 325         |
| <b>Offsets</b>               | 170          | 223          | 128         | 115         | -188        | -196        |

**FIGURE 3815: ENTRANCE VS EXIT 2019- 2024**



## 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 training, 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 assistance from the Scholarship Office, the following were noted;

- Over the 2023-2024 period, a total of one hundred and sixty-three (163) Tongan Government scholarships were awarded in 2024; a slightly decrease from 167 in 2023.
- Sixty-seven (67%) scholarships awarded in 2024 are undergraduate degree programs; followed by Postgraduate/ master’s programs at 32%

**TABLE 3353: SUMMARY OF SCHOLARSHIPS AWARDED 2019 - 2024**

| Level of Study | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|----------------|------|------|------|------|------|------|
| Diploma        | 0    | 1    | 0    | 0    | 2    | 0    |
| Bachelor       | 40   | 56   | 120  | 84   | 102  | 109  |
| Post Grad      | 3    | 3    | 3    | 1    | 22   | 18   |
| Grad Dip       | 0    | 0    | 0    | 0    | 0    | 0    |
| Masters        | 12   | 19   | 18   | 14   | 33   | 34   |
| Doctorate      | 0    | 1    | 0    | 0    | 4    | 2    |
| Others         | 0    | 1    | 2    | 0    | 2    | 0    |
| Total          | 55   | 81   | 143  | 99   | 167  | 163  |

..... The End.....