

HR NEWS – SEPTEMBER/OCTOBER 2009 FROM THE DESK OF THE TEAM AT PSC

Message of Condolence

The Commission expresses its condolences and heart-felt sympathy to all those who lost loved ones to last month's tsunami. Our hearts go out to you and your families, devastated by this disaster. Nothing will replace what you have lost but we believe that with God's blessing and comfort, you will gain the strength and the courage to re-build your lives. May His eternal light continue to shine on you all!

New CEOs

Congratulations and welcome to all the new Chief Executive Officers (*see below*) as well as all those who have been re-appointed.



Lusía Sefo-Leau
CEO – Ministry of Revenue



Tupa'imatuna Iulai Lavea
CEO – Ministry of Finance



Lilomaiava Fou Taioalo
Commissioner of Police



Vaosa Epa
CEO – Ministry of the Prime Minister and Cabinet



Taule'ale'ausumai L. Malua
CEO – Ministry of Natural Resources & Environment

Galumalemana Nu'ufou Petaia
CEO- Ministry of Education Sports and Culture

Chief Executive Officers are chosen, among their other qualities, for their leadership and vision. Good leaders lead by example and are noted for setting higher standards for themselves than for the rest of their staff. They are the vanguards of our Government's drive to develop a more principled and ethical Public Service.

For the new CEOs, the challenge lies ahead. It will not be easy especially if they'd come from outside the Ministry. There will be times when their resolve will be sorely tested by staff unhappy with changes they bring especially if those changes challenge the Ministry's 'culture' that staff have helped built. However, if that 'culture' has helped breed corrupt and dishonest public servants who misuse and abuse Government properties including vehicles, then show zero tolerance and do away with it! Good CEOs are those who are not afraid to make hard, unpopular decisions. They are also known for not only laying down the law, but living by it.

Circular Memorandum of 30 June 2009

A reminder again of the directive sent out in the above CM for any breach of the Code of Conduct which also constitutes an offence under the Crimes Ordinance to be referred to the Police for investigation.

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Examples of such breaches include fraud, misappropriation of funds (regardless of the amount), theft, assault, physical threat, dangerous driving and many others.

Irregularity Reports must be provided for all incidents involving misappropriation, theft or fraud. We've had cases of offenders being let off by their line manager/supervisor after they'd repaid the misappropriated sum. This practice must now cease or the supervisor/line manager will be charged with breach of the Code.

Departing CEOs

The Commission conveys its appreciation to those CEOs who did not get re-appointed, for their service to the Government and people of Samoa. There were many changes introduced into the Service during their watch which is starting to bear fruit. We wish you well in the future.

Recruitment and Selection Manual

Review of the Recruitment and Selection Manual is currently underway. A Working Group of 5 ACEOs from various Ministries and staff of the Commission's HR & Legal Division has recommended some changes to the HRC Forum. We urge all HRCs to look at their R&S Manual, and as well as the recommended changes, and make suggestions where they see fit so the final document is a result of our collective effort.

Long-term Study Leave

The Commission would like to acknowledge all those Ministries who took the time and effort to complete the Long-term Study Leave questionnaire that was distributed via e-mail to all HRCs. We have noted all the issues you raised and will inform all Ministries in due course of further development concerning the long-term study leave policy. For Ministries that did not submit any response, we would like to

remind their HR Coordinators that it is their duty and responsibility to inform the CEO and employees of matters concerning their employment.

Monitoring and Evaluation visits

Staff of the Commission are currently visiting all ministries as part of its monitoring and evaluation role. The main purpose is to identify areas that needed improvement. Areas which are being looked at are Recruitment and Selection, Application of Working Conditions Entitlements as set out in the WC&E Manual, Disciplinary Procedures and Human Resource management.

Be re-assured that this is not a fault-finding expedition. It is a mandatory part of our work to ensure there is on-going improvement in the way we perform our duties and deliver service to the public. We would therefore appreciate your making available all the information needed to enable our staff to carry out their role.

We also welcome comments from ministries on areas where the Office of the Commission needs improvement. After all, the Monitor needs to be monitored as well.

Work Commitment

The Commission would like to commend all Ministries for their dedication and hard work. Improvement has been noticed with some Ministries in the manner they serve the public like answering their telephones promptly and not keeping customers waiting at the counter. During the Tsunami emergency it was clearly evident that the commitment of CEOs who were directly involved and their staff went well beyond the call of duty. *Malo Lava!*

All feedback to: mavalii@psc.gov.ws