

Public Administration Sector Plan 2014-2018 Annual Review

Consultation Outcomes

August 2015
Public Administration Sector Coordination Unit
Office of the Public Service Commission
Government of Samoa

PUBLIC ADMINISTRATION SECTOR STEERING COMMITTEE ENDORSEMENT

1. We, the members of the Public Administration Sector Steering Committee confirm that the following outcomes represent the main points of consensus agreement among the participants at the 1st Annual Review public consultation for the Public Administration Sector Plan 2014-2018, that the meeting felt necessary to document.
2. The outcomes will inform and guide the review process, to assist the Sector administrators with the evaluation of its current stance, and to document relevant issues for stakeholders.
3. We look forward to overseeing the implementation of this review process into the future.

Chairman of the Commission
Tuu'u Dr. Ieti Taulealo
Public Service Commission
CHAIRMAN

Chief Executive Officer
Leulua'ialii Fuimapoao Naea Beth
Onesemo-Tuilaepa
Ministry of Women, Community &
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MEMBER

Chief Executive Officer
Lavea Tupa'imatuna Iulai Lavea
Ministry of Finance
MEMBER

Chief Executive Officer
Ane Moananu
Samoa Chamber of Commerce &
Industry Inc.
MEMBER

Chief Executive Officer
Vaosa Epa
Ministry of the Prime Minister &
Cabinet
MEMBER

Chief Executive Officer
Fa'afetai Alisi
Samoa Umbrella for Non-
Government Organizations
MEMBER

PASP 2014-2018 ANNUAL REVIEW CONSULTATION OUTCOMES

1. The first annual review consultation of the Public Administration Sector Plan (PASP) took place at the Ministry of Health Headquarters, Motootua, Samoa, on 6th August 2015. It was attended by Chief Executives, deputies, and representatives of Government Ministries and Authorities, development partners, the private sector, and civil society.
2. The objectives of the consultation were to inform public administration stakeholders of current implementation progress; highlight key challenges hindering Sector progress and develop feasible solutions; and gauge stakeholder views on new approaches to strengthen sector coordination and implementation of activities.
3. The keynote address was delivered by Assistant Chief Executive and Public Administration Sector Coordinator Makerita Luatimu-Tiotio, on behalf of the Chairman of the Public Administration Sector Steering Committee, Tu'uu Dr Ieti Taulealo. In her address, she noted that implementation of the Sector Plan was broadly on track; however there was still scope to improve and strengthen the way the Sector operated. She further noted that 4 of the 29 activities in the PASP 2014-2018 had been completed or were near completion, 10 were in progress, and 15 had yet to be implemented. She provided an overview of achievements, challenges and proposed way forward for the Sector to improve its performance.
4. Annual reviews are a requirement under the Government of Samoa Sector Planning Manual 2009 and the Public Finance Management Reform Plan. The Manual notes that annual reviews are linked to the budget process and is expected to provide a platform for consultation between the Sector administrators and its stakeholders. Annual reviews ensure there is a stocktake of all activities in Sector Plans to reassess their relevance and feasibility against available resources and remaining period for implementation. It also allows sectors to identify weaknesses and gaps with their performance, as well as internal-external strengths that they could capitalize on.
5. The following outcomes constitute the key areas of discussion during the consultation.

Representatives of Government, Private Sector & Civil Society:

6. Recognised and acknowledged progress made by the Sector since the launch of the Sector Plan in February 2014. Representatives encouraged the Sector administrators and implementing agencies to relook, refocus and reassess some of the activities to ensure the most critical areas are prioritised for implementation.
7. Recognized and noted the challenges faced by the Sector, affecting the implementation of activities.

8. Suggested that implementing agencies consider and utilize existing mechanisms and structures particularly where financial assistance is concerned or required. For example, the Public Service Commission together with the Audit Office and MOF are represented during mid-term reviews of Ministry Outcomes Performance framework. These outcomes do not operate in isolation given they are filtered by the PSC performance management system. In addition, annual reports from Government agencies are submitted to Parliament and discussed during public accounts meetings, whereby PSC is also represented.
9. Reaffirmed their support for activities currently being implemented such as the Functional Analysis and the development of the National Human Resource Development Plan. Called for greater clarity with the linkages between ongoing activities and Government's aspirations set out in the Strategy for the Development of Samoa 2012-2016 (SDS).
10. Suggested that the Sector communicate relevant and required data to implementing agencies to inform their strategic direction and plans. The National University of Samoa called for the Sector to provide the University with the kind of education and training needed to achieve Samoa's development goals in the SDS. The sector would need to indicate the required number of people trained for specific areas, e.g., on data collection and analysis.
11. Reaffirmed their commitment to achieving the goals and objectives set out in the Plan, and called to strengthen coordination, implementation, monitoring and reporting.
12. Suggested that central agencies strengthen their coordination to provide the needed stimulus to have the Plan implemented by 2018. Called for a review of the estimated allocations in the Plan to address the significant amounts earmarked for the recruitment of consultants, rather than utilizing local capacity.
13. Called for a review of the recruitment and selection process to ensure it is cost-effective and transparent.
14. Called for an enabling environment for the public service that takes into account different sector needs. Encouraged the Sector to avoid adopting a wholesale/one-size-fits-all approach when addressing issues from the different Sectors.
15. Recognized and acknowledged existing leadership programs and called for the creation of new initiatives or expansion of available programs to mentor upcoming leaders in the public service.
16. Suggested that the Sector relook at job availability locally for returning graduates and consider initiatives to widen opportunities to ensure they remain and work within Samoa, to address the issue of brain-drain.

17. Encouraged public servants to improve their understanding of public sector integrity to ensure the service they provide is in accordance with public service standards (ethical, legal, moral and spiritual domains)
18. Called for the development of a whistleblower legislation parallel to the development of the Anti-Corruption agency as highlighted in the Plan.

Additional commentary

6. Several key stakeholders whom were unable to attend the consultation submitted comments and recommendations through other mechanisms; the Coordination Unit considered all submissions and the following highlights key suggestions and options put forward:
 - a. The PSC could work across all sectors to ensure the creation of jobs and subsequent development of skills, based on the SDS as the higher level, strategic development document for Samoa; contracts should be done from an output-based approach to ensure Samoa is not driven by projects that have 1-3 year timeframes;
 - b. Whole of government reallocation of training opportunities cannot be achieved unless Terms of References are output-based and inter-linked to national priorities outlines in the SDS;
 - c. One-Public Sector-One Goal-One Rule initiative is a good approach. Government should reconsider entering into international agreements as a way to access financing/loans as it puts the pressure on creation of project positions within some Ministries;
 - d. New strategies need to be developed to address the issue of doctor shortage. For instance, Samoa could consider adopting approaches such as e-Health or entering into partnerships with international organizations to secure more visits from medical teams and volunteers from the UN or countries like India;
 - e. Strengthening the role of central agencies is a pertinent idea; the Coordination Unit could consider ways to ensure these agencies are collaborating and utilizing processes complementary to each other's functions as well as ensuring there is no duplication or by-passing one another.

Annex 1 – Participant List

Public Administration Sector Plan Annual Review Consultation 6 August 2015, Ministry of Health Conference Room

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