Government of Samoa

Public Service Commission

CORPORATE PLAN

July 2011 - June 2014

FOREWORD

The Public Service Commission (PSC) works to lead and support a high performing Samoa Public Service (SPS). Our Vision is to be **"Leaders of Public Service Excellence in the Pacific".** We seek to achieve this through "**continuously improving Public Service leadership and management, to achieve a high performing SPS".**

A high performing Public Service is characterized by, amongst other things, capable and ethical leaders and public servants who deliver citizen-centered services in line with Government priorities and governance framework.

Over the next 3 years, we will focus on the following strategic priorities :

- Contribute to improving public services through - ***Facilitating and enhancing Ministries ability to manage their people and deliver services***
- Contribute to improving Public Service through - ***Improved Monitoring and Evaluation of Ministries Performance***
- Improving Public Service leadership through – ***Strengthening the management and development of Senior Executives***
- Improve SPS capability through - ***effective workforce planning and capacity development***
- Improve public services through - ***improved Public Administration Sector coordination***
- ***PSC to lead by example through improving its own leadership, systems and capabilities***

The key activities to be implemented include :

- Introduction of an SPS Organization Performance Improvement System ;
- Developing the SPS Workforce Plan 2012-2016
- Reinvigorating SPS Leadership Development Programs
- Developing the next Public Administration Sector Plan
- SPS Functional Analysis Exercise
- Introducing an SPS Ethics Framework
- Reviewing HRM changes and mapping out the next wave of reforms

In all of the above, the challenges will undoubtedly be many. However, we are confident that with the guidance of the Hon. Prime Minister, the Minister for the Public Service, the stewardship of the Commission, commitment of our staff and support of the public service, we will succeed.

Chairman
Public Service Commission

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Our Mandate is

- Constitution of Samoa 1960
- Public Service Act 2004 and Regulations 2008
- National and Sectoral Plans
- Public Service Determinations & Employment Instructions
- Government Priorities (Cabinet Directives)
- Code of Conduct, Values and Principles of Employment

Our Vision is to be:

"THE LEADER OF PUBLIC SERVICE EXCELLENCE"

Our Mission is :

"TO CONTINUOUSLY IMPROVE PUBLIC SERVICE LEADERSHIP AND MANAGEMENT, TO ACHIEVE SERVICE EXCELLENCE"

Our Outcome is :

- *A HIGH PERFORMING PUBLIC SERVICE* which is evidenced by **:**
  - Customer/Public satisfaction
  - Effective and efficient service delivery
  - Capable and ethical leaders and public servants
  - Quality decisions and policies
  - Score well on World Bank Governance Indicators

Our Strategic Goals for 2011-2014 are :

1. Enhance Ministries ability to manage their people and deliver services
2. Facilitate Performance Improvement through improved Monitoring and Evaluation
3. Strengthen the management and development of Senior Executives
4. Improve Ministries capability through enhanced workforce planning and capacity building
5. Improve Public Administration Sector coordination
6. PSC to lead by example through improving its own leadership, systems and capabilities

Organisation Structure

The Chairman with two other Commission Members are the Public Service Commission.
Reporting to them and responsible for the operational management of the PSC is the Chief Executive Officer, Assistant CEOs and staff employed in 6 divisions. The divisional responsibilities are summarized below.

Divisions and their Broad Responsibilities:

1. **Senior Executive Services Division (SES)**
   - Develop, implement and monitor policies for SES employment
   - Advise PSC and Ministries on SES employment issues

2. **Capability and Professional Development Division (CPD)**
   - Develop, implement and monitor HR planning and development
   - Leadership Development including CEO & HRC Forum
   - Advise PSC and Ministries of HR planning and development

3. **Human Resource Management Division (HRM)**
   - Monitoring and evaluation of HRM practices
   - Develop and monitor Public Service structures
   - Advise PSC through Secretary on HRM needs of Ministries
   - Advise Ministries on HRM practices

4. **Public Service Performance, Sector Plan Services Divisions(PSPSPS)**
   - Public Administration Sector Coordination
   - Public Sector Reform Review
   - Develop, implement and report on Performance Improvement Framework
   - Coordinate development/review of HRM policies

5. **Human Resources Management Information Systems Division(HRM)**
   - Develop, administer and monitor PSC IT policies
   - Management and administer the new HRMIS
   - Develop, administer and manage PSC website and PSOC
   - Provide IT services for PSC
   - Support Ministries with HRMIS issues

6. **Corporate and Human Resources Advisory Services(CS)**
   - Provide support services(financial, HR, administration, records, logistics) for PSC
   - Coordinate Corporate Publications and Policies
   - Advise Ministries on devolved functions

Strategies & Performance Indicators

This Section elaborates on the Strategies to be employed in pursuit of the Strategic Goals for 2011-2014.

Goal 1: **Enhance Ministries' ability to manage their people and deliver services**

Strategies		Performance indicators	Responsible Division
1.1	Review/ develop effective HRM Policies	❖ Policies reviewed and approved ❖ Policies meet SPS HR needs ❖ Policies reflect SPS Values and Principles	**PSPSPS**
1.2	Advise PSC on Ministries HRM requests	❖ Timely, consistent and accurate advise	**HRM**
1.3	Advise Ministries on HRM policies and practices	❖ Timely, consistent and accurate advise	**HRM**
1.4	Effective Monitoring and Evaluation of Ministries' HRM practices	❖ Consistent application of HR policies ❖ Reduced errors in HR policies application ❖ Regular, Useful HRM M&E Reports	**HRM**
1.5	Review Ministries' Functions and Structures	❖ Functions clarified and Structures facilitate improved service delivery	**PSPSPS**
1.6	Review HRM Reforms and develop next Reform Plan	❖ Review and plan completed by Sept 2012	**PSPSPS**

Goal 2: **Facilitate Performance Improvement through improved Monitoring and Evaluation**

Strategies		Performance indicators	Responsible Division
2.1	Develop and implement Performance Improvement Framework	❖ Performance Improvement Framework approved September 2011 ❖ Assess 2 agencies by March 2012	**PSPSPS**
2.1	Develop and implement an Ethics Framework	❖ Ethics framework developed and implemented ❖ Roll out workshops by December 2011	**HRM**

Goal 3: **Strengthen the management and development of Senior Executives (SE)**

Strategies		Performance indicators	Responsible Division
3.1	Effective administration of performance management for SEs	❖ Performance Review procedure and framework revised and approved. ❖ Good/Poor Performance addressed aptly ❖ Timely Performance Reviews	**SES**

3.2	Regular M & E of policies and procedures relating to SE	❖ Relevant terms and conditions for SE ❖ Timely and consistent HR advice on request ❖ Reduce errors in HR policies application ❖ Procedural guidelines approved.	**SES**
3.3	Manage and administer R & S for SE	❖ SE recruited based on principles of merit ❖ R & S processed within set timeframes and as per policy.	**SES**
3.4	Refine classification and competency standards for SES	❖ Competency Standards approved. ❖ CEO classification implemented and in effect ❖ Alignment of SE Levels	**SES**
3.5	Reinvigorate Leadership Development	❖ EDP implemented by January 2013	**CPD**

Goal 4: **Improve Ministries capabilities through enhanced HR planning and development**

Strategies		**Performance indicators**	**Responsible Division**
4.1	Facilitate and Coordinate the Development of the new SPS Workforce Plan	❖ Workforce Plan completed ❖ Implementation of WP Strategies by 2012/2013	**CPD**
4.2	Develop a talent /succession management strategy	❖ Strategy developed and approved by March 2012	**CPD**
4.3	Coordinate and ensure alignment of Ministries development requests to the Public Service strategic priorities	❖ Systems and procedures are in place for processing Ministry requests ❖ Updated Training Database ❖ Trainings meet SPS needs	**CPD**
4.4	Coordinate and oversee the Samoa In-Country Training Programme(SICTP) for the Public Sector(PS)	❖ Coordination of at least six sector wide development programs ❖ At least 30 PS requests for SICTP	**CPD**
4.5	Prepare strategy to replace SICTP projected to fade out in 2014	❖ Complete assessment of SICTP by June 2013 ❖ Complete and implement new strategy by July 2013	**CPD**
4.6	Coordinate and manage Public Service Professional Forums	❖ Annual schedule for forums developed ❖ 3 CEO & 6 HRC Forums annually ❖ Forum Reports submitted ❖ Forum meet Participants needs	**CPD**

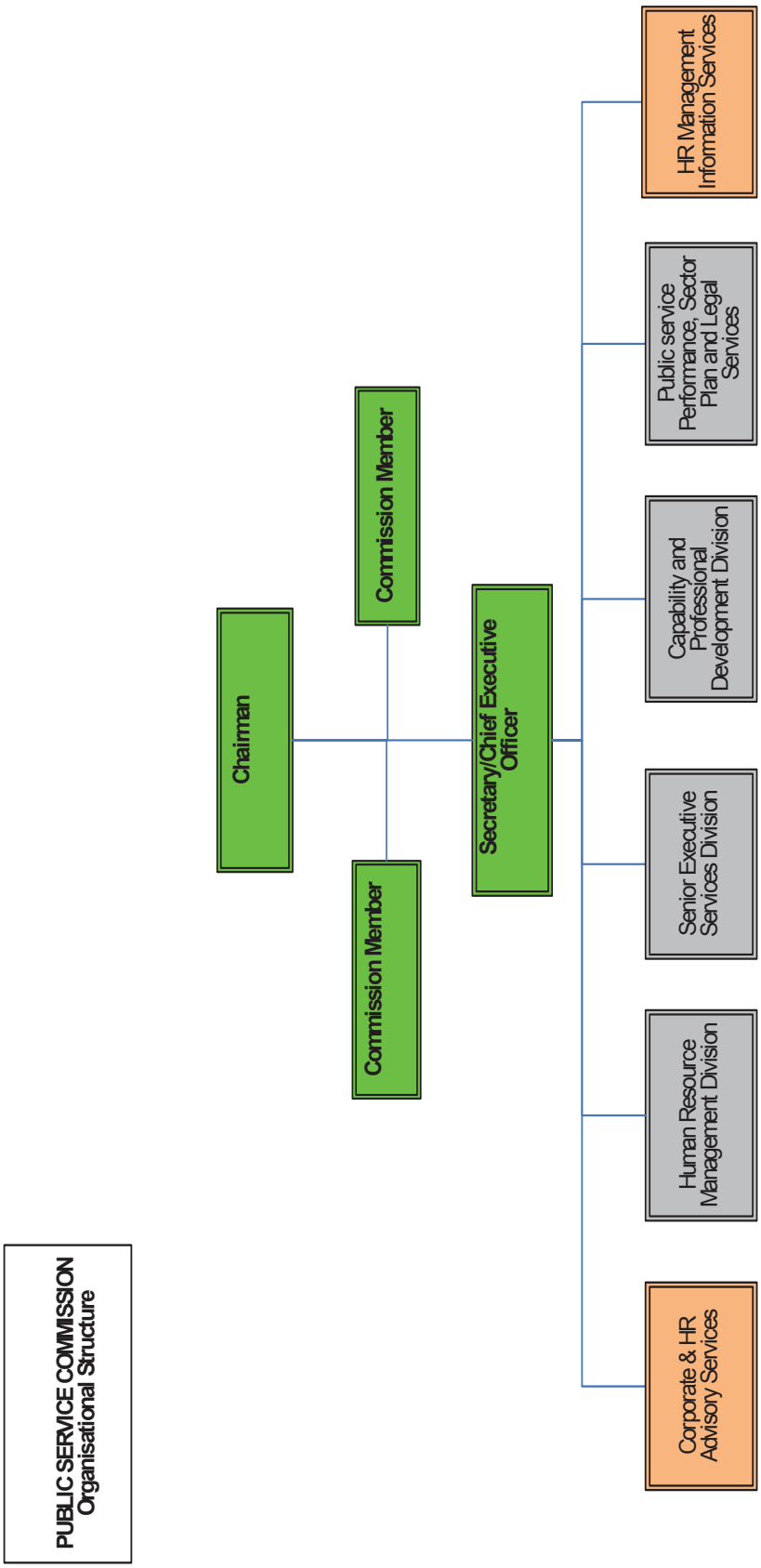
Goal 5: Improve Public Administration Sector collaboration and coordination

Strategies		Performance indicators	Responsible Division
5.1	Review existing and Develop next Public Administration Sector Plan	❖ Completion of new PASP	**PSPSPS**
5.2	Review structure and support systems for sector coordination	❖ Revised structure and systems in place	**PSPSPS**

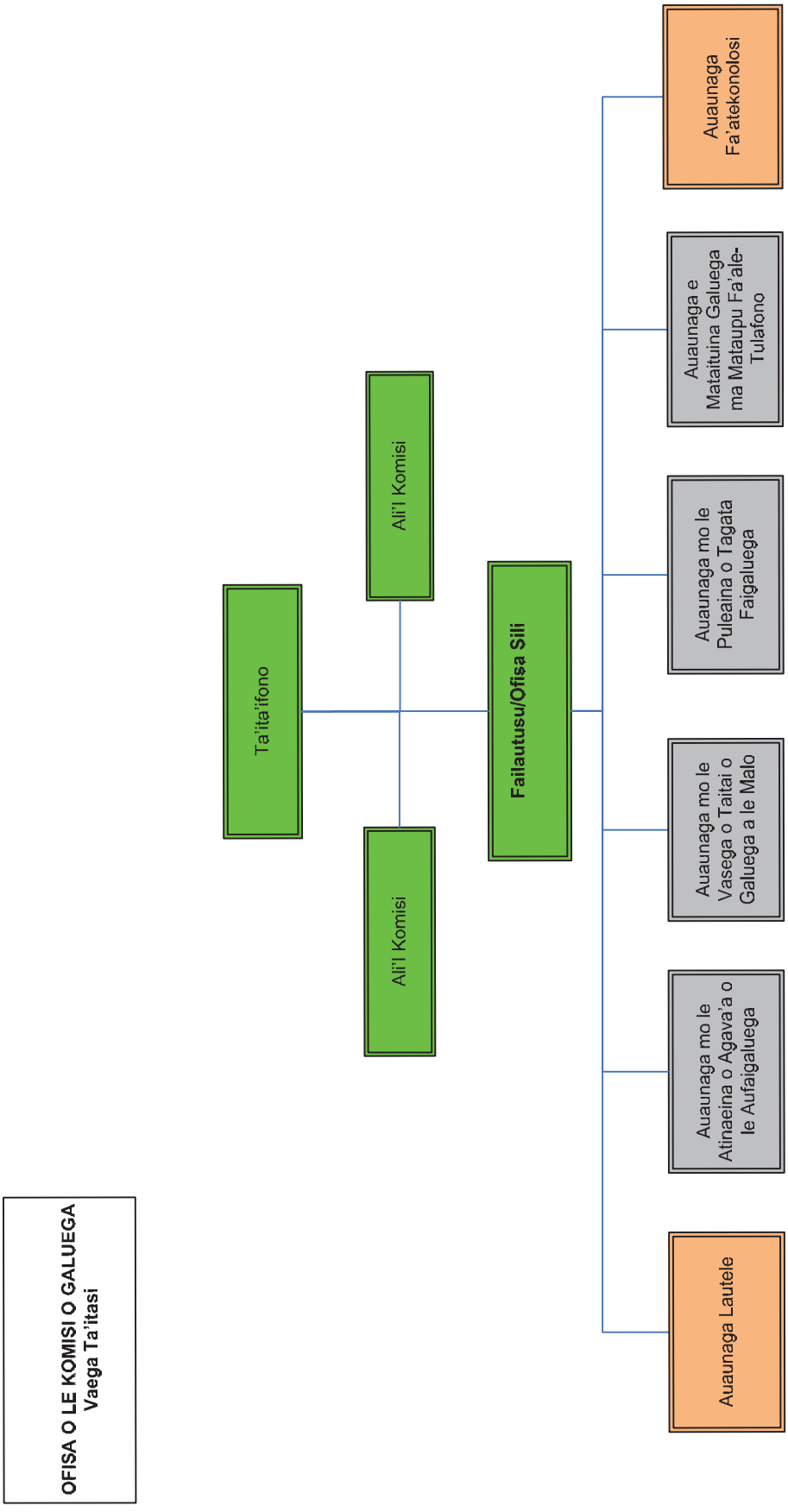
Goal 6: Improve PSC leadership, capacity and capabilities.

Strategies		Performance indicators	Responsible Division
6.1	Review PSC Structure and legislation	❖ PSC Structure and Act reviewed and changes (if any) implemented	**All**
6.2	Develop Plans for PSC	❖ Corporate, Management & Capability Plans implemented	**CS**
6.3	Ensure adequate resources to deliver the Corporate Plan	❖ Sufficient budget, HR and other resources allocation	**CS**
6.4	Ensure reliable systems and processes are in place.	❖ Operational procedural manuals developed for PSC activities	**CS**
6.5	Establish a staff development programme	❖ Staff have access to relevant training and development opportunities	**CS**
6.6	Ensure a healthy and conducive performance oriented working environment.	❖ High staff morale ❖ Improved teamwork ❖ Good/Poor performance addressed as appropriate	**CS**
6.7	Develop and implement a reliable Human Resource Management Information System (HRMIS).	❖ Complete Phase 2 configurations by October 2011 ❖ Complete roll – out of HR system functions to all Line Ministry's by December 2012 ❖ All CEOs, ACEOs and Principal to have access to HRMIS by June 2013 ❖ All Line Ministry employees to have access to HRMIS by June 2014	**IT**

Organisation Structure



Vaevaega o Galuega i Vaega Ta'itasi



Sini Autu 5: Fa'aleleia le galulue feso'otai ma felagolagoma'i o Matagaluega

Galuega		Fua e Iloa Ai ua Tino mai le Galuega	Fa'atinoga
5.1	Iloilo le Fuafuaga o Pulega ma Taiala o Auaunaga a le Malo 2007 – 2011 ma Tapena le Fuafuaga e sosoo ai - 2012-2015	❖ Maea tapena ma fa'atino le FPTAM 2012-2015	Vaega O
5.2	Tapena ma fa'atino vaega mo'omia mo le fa'aleleia o galuega lagolago i le Vaega o Auaunaga ma Galuega a le Malo	❖ Maea tapena ma fa'atulaga le aufaigaluega, faigafa'avae ma alaoa moomia ❖ Fa'aleleia le galulue fa'atasi	Vaega O

Sini Autu 6: Fa'aleleia le lotoifale o galuega a le Komisi

Galuega		Fua e Iloa Ai ua Tino mai le Galuega	Fa'atinoga
6.1	Iloiloga le Fa'ava'a o Galuega mo le Komisi ma le Tulafono	❖ Maea iloilo le Fa'ava'a o Galuega ma le Tulafono ma fa'atino suiga	Vaega F
6.2	Tapena Fuafuaga ma Lipoti o Galuega a le Komisi	❖ Maea tapena Fuafuaga ma Lipoti Fa'atulagaina	Vaega F
6.3	Tapena alaoa mo'omia mo le fa'atinoina o galuega	❖ Lava mea moomia e fa'atino ai galuega	Vaega F
6.4	Fa'alelei faigafa'avae mo le lotoifale o le Komisi	❖ Maea tapena le Taiala mo le Fa'atinoina o Galuega i Totonu o le Ofisa o le Komisi	Vaega F
6.5	Fa'atino polokalame mo le atina'eina o tomai o le aufaigaluega	❖ Maua e le aufaigaluega avanoa talafeagai mo le tapu'eina o agava'a	Vaega F
6.6	Ia saogalemu, fiafia ma sufiina le fia galue o le tagata e le siosiomaga o galuega	❖ Fiafia le aufaigaluega ❖ Galulue fa'atasi ❖ Amanaia galuega lelei ma faia fa'aiuga talafeagai mo auaunaga fa'aletonu	Vaega F
6.7	Tapena ma fa'aaoga le Sisetema mo Fa'amaumauga o Tagata Faigaluega (SFTF)	❖ Mae'a le fafauina o le Laasaga 2 ia Oketopa 2012 ❖ Mae'a le tuuina atu atoatoa I tua o le SFTF I matagaluega ia Tesema 2012 ❖ Mafai e Ofisa Sili o Pulega, Ofisa Sili Lagolago ma Ofisa Pule ona fa'aaoga fa'amaumauga ia Iuni 2013 ❖ Mafai e aufaigaluega lautele ona fa'aaoga fa'amaumauga ia Iuni 2014.	Vaega U

	fa'atino a Vasega Taitai o Galuega a le Malo	❖ Amanaia le aufaigaluega galulue fa'amaoni ❖ Fa'aitiitia le aufaigaluega le fa'amaoni ❖ Vave le fa'atinoina o Iloiloga	
3.2	Mata'itu ma iloilo faigafa'avae mo le puleaina o le Vasega oTaitai o Galuega a le Malo	❖ Talafeagai faigafa'avae ❖ Vave ma lē fetotoa'i fautuaga ❖ Fa'aitiitia mea sese ❖ Maea ma Faamaonia le Faigafaavae mo le Mata'ituina ma le Iloiloina o le puleaina o le Vasega o Taitai o Galuega a le Malo	**Vaega A**
3.3	Fa'atino ma va'ai le Sailia ma le Tofiaina o le Vasega Taitai o Galuega a le Malo	❖ Tofiaina taitai lelei e fua I faiga taualoa ❖ Maea le faia o tofiga i taimi fa'atulagaina e pei ona faamanino ai I le faigafaavae	**Vaega A**
3.4	Fa'atulagana lelei tapula'a o totogi ma agava'a mo'omia mo le Vasega Taitai o Galuega a le Malo	❖ Maea ma faamaonia agava'a ❖ Fa'atinoina o totogi fou mo Ofisa Sili o Pulega ❖ Vāsaga lelei sitepu eseese mo totogi o le Vasega Taitai o Galuega a le Malo	**Vaega A**
3.5	Fa'aauauina le Polokalame mo le Atina'eina o Taitai o Galuega ale Malo	❖ Amata Fa'atino le Polokalame mo le Atina'eina o Ta'ita'I o Galuega a le Malo – Ianuari 2013	**Vaega E**

Sini Autu 4: **Fa'aleleia le fuafuaina tatau ma le atina'eina o le aufaigaluega**

Galuega		**Fua e Iloa Ai ua Tino mai le Galuega**	**O ai e Faia**
4.1	Taulamua i le tapenaina o le Fuafuaga Alualumamao o le Aufaigaluega Moomia mo Galuega a le Malo	❖ Maea tapena le Fuafuaga Alualumamao ia Tesema 2011 ❖ Amata Fa'atino le Fuafuaga i le 2012/2013	Vaega E
4.2	Tapena se Fuafuaga mo le Aufaigaluega Aupito Moomia o Galuega a le Malo	❖ Maea ona tapenaina le Faigafa'avae ia Mati 2012	Vaega E
4.3	Iloilo talosaga mo aoaoga ina ia mautinoa e o gatasi ma manaoga o galuega a le Malo	❖ Maea tapena faigafaavae mo le iloiloina o talosaga ❖ Lelei faamaumauga o aoaoga mo le aufaigaluega ❖ Maua e le aufaigaluega tomai moomia	Vaega E
4.4	Fa'agaoioi le Polokalame o Aoaoga I Samoa nei mo le Aufaigaluega a le Malo (PASAM)	❖ 6 ni polokalame mo le Aufaigaluega atoa e fa'atino ❖ Maua e le aufaigaluega tomai moomia	Vaega E
4.5	Tapena se Fuafuaga e sui a'i le **Polokalame o Aoaoga I Samoa** nei mo Aufaigaluega a le Malo(PASAM) pe a faamutaina I le 2014	❖ Maea le iloiloina o le PASAM ia Iuni 2013 ❖ Maea ma faatino le fuafuaga fou ia Iulai 2013	Vaega E
4.6	Fa'agaoioi le Polokalame mo le Atinaeina o Vasega Fa'apitoa o le Aufaigaluega	❖ Taoto se Fuafuaga mo Polokalame ❖ Tapenaina lipoti o fono ❖ Aoga polokalame mo le aufaigaluega	Vaega E

Ua fa'alautele atu I le vaega lenei Sini Autu ma galuega e tuliloa ai sini taitasi.

Sini Autu 1: Si'itia le mafai o Matagaluega e pulea le aufaigaluega ma auaunaga

Galuega		Fua e Iloa Ai ua Tino mai le Galuega	O ai e Faia
1.1	Iloilo ma tapena ni faigafa'avae aoga mo le puleaina o le aufaigaluega	❖ Maea ona iloilo/tapenaina faigafa'avae ❖ E aoga, taliaina, gafatia fa'atino faigafa'avae ❖ O gatasi faigafaavae ma le Tulafono	**Vaega O**
1.2	Fautua I le Komisi I manaoga o Matagaluega mo tagata faigaluega	❖ Vave, sa'o ma lē fetotoa'i fautuaga	**Vaega I**
1.3	Lagolago ma fautua Matagaluega I le puleaina o le aufaigaluega	❖ Vave, sa'o ma le fetotoa'i le lagolago ma fautuaga	**Vaega I**
1.4	Mata'itu ma Fuatia le Puleaina e Matagaluega o le Aufaigaluega	❖ Tutusa ma talafeagai le fa'aaogaina o faigafa'avae mo le puleaina o le aufaigaluega ❖ Si'itia le mulimulitaia o faigafa'avae ❖ Maua vave ni Lipoti aoga i le puleaina o le aufaigaluega	**Vaega I**
1.5	Iloilo/Tapena Matafaioi ma Auivi o le Fa'atulagana o le Aufaigaluega	❖ Manino matafaioi ma Talafeagai le fa'atulagana o le Aufaigaluega ma manaoga mo le fa'atinoga o auaunaga	**Vaega O**
1.6	Iloilo Suiga i le Puleaina o le Aufaigaluega a le Malo ma tapena le Taiala mo isi Suiga	❖ Maea le iloiloga ma le Taiala ae lei maea Setema 2012	**Vaega O**

Sini Autu 2: Fa'aleleia le Mata'ituina ma le Fuatiaina o Galuega

Galuega		Fua e Iloa Ai ua Tino mai le Galuega	O ai e Faia
2.1	Tapena le Faigafa'avae mo le Fuatia ma Fa'aleleia o Galuega a Matagaluega ma amata fa'aaoga	❖ Maea tapena le Faigafa'avae - Setema 2011 ❖ Iloiloina galuega a Matagaluega se lua ia Mati 2012	**Vaega O**
2.2	Tapena se Faigafa'avae mo le Uunaia o le Amiotonu ma le Fai mea tonu I Galuega ma amata fa'aaoga	❖ Maea tapena le Faigafa'avae ia Iuni 2012 ❖ Amata fa'atino le faigafa'avae.	**Vaega I**

Sini Autu 3: Fa'aleleia le sailia, puleaina ma le atinaeina o Taitai

Galuega		Fua e Iloa Ai ua Tino mai le Galuega	O ai e Faia
3.1	Fa'aleleia le mataituina ma le iloiloina o galuega	❖ Faamaonia le toe iloiloina o le Faiga Faavae mo le toe fuatia o Galuega	**Vaega A**

Komisi o Galuega a le Malo ma le Vaevaega o Galuega

O le Komisi o Galuega a le Malo e aofia ai le Taitaifono ma Sui o le Komisi. E galulue I lalo ifo o le taitaiga a le Komisi le Failautusi, Failautusi Lagolago ma le aufaigaluega I Vaega ma matafaioi pei ona otooto atu i lalo.

Vaega Taitasi ma le Aotelega o Matafaioi

Vaega	Igoa	Matafaioi
A	Auaunaga mo le Vasega o Taitai o Galuega a le Malo	Fausia, fa'atino ma mata'itu faigafa'avae mo le fa'afaigaluegaina o le Vasega o Taitai(Pule & Lagolago) Fautua i le Komisi ma Matagaluega i mataupu tau le galuega mo le Vasega o Taitai
E	Auaunaga mo le Atinaeina o Agava'a o le Aufaigaluega	Fausia, fa'atino ma mata'itu le Fuafuaina ma le Atinaeina o le aufaigaluega; Atinaeina o Taitai mo nei ma le Lumanai mo Galuega a le Malo Fautua i le Komisi ma Matagaluega i le Fuafuaina ma le Atina'eina o le aufaigaluega.
I	Auaunaga mo le Puleaina o Tagata Faigaluega	Mata'itu ma fuatia le puleaina o le aufaigaluega Tapena ma mata'itu le fa'atulagana o le aufaigaluega Fautua i le Komisi i talosaga i mataupu a le aufaigaluega Fautua i Matagaluega i mataupu a tagata faigaluega
O	Auaunaga e Mataituina Galuega ma Mataupu Fa'ale-Tulafono	Lagolago galuega a le Vaega Lautele o Galuega ma Auaunaga a le Malo Iloiloina o Suiga I Galuega ma Polokalame sa Fa'atino Tapena fa'avae, fa'atino ma lipotia le Fa'atinoina o Galuega a Matagaluega Taulamua I le tapenaina ma le iloiloina o faigafa'avae mo le aufaigaluega lautele.
U	Auaunaga Fa'atekonolosi	Tapena, fa'atino ma mataitu faigafa'avae fa'atekonolosi Tausia le Sisetema mo Fa'amaumauga Fa'atekonolosi Tausiale Upega Tafa-i-lagi ma Fa'asalalauga aloaia a le Komisi Tuuina atu auaunaga faatekonolosi I le Komisi ma le aufaigaluega Lagolago Matagaluega I mataupu uma tau le Sisetema mo Faamaumauga Fa'atekonolosi o le Aufaigaluega
F	Auaunaga Lautele	Tuuina atu auaunaga moomia e lagolago ai galuega a le Komisi Tapena Faigafa'avae, Fuafuaga ma Lipoti uma patino I le Ofisa o le Komisi Fautua I Matagaluega I mataupu tau le puleaina o le aufaigaluega

O o matou Taiala

- Fa'avae o Samoa 1960
- Tulafono o Galuega a le Malo 2004 & Tulafono Fa'atonutonu 2008
- Fuafuaga a le Malo
- Fa'atonuga o Galuega ma Faiga Faavae a le Komisi
- Faigafa'avae a le
- Aga Tausili o Galuega ma le Tulafono Laititi o Amioga Pulea

O la matou Miti

" IA AVEA MA TA'ITA'I AUPITO I LELEI I GALUEGA A LE MALO I LE PASEFIKA"

O lo matou Gafa Tauave

"IA FA'ALELEIA LE TAITAIGA MA LE PULEAINA O GALUEGA A LE MALO INA IA MAUALUGA LE FA'ATINOINA O LE AUAUNAGA I LE ATUNU'U"

O le Taunu'uga Mo'omia

O NI GALUEGA MA SE AUFAIGALUEGA E AUPITO SILI ONA LELEI ma e iloa i le :

- Fa'amalieina o le atunuu ma tagata lautele I le auaunaga ;
- Vave ma aoga le auaunaga ;
- Lava tapena ma fai mea tonu taitai ma le aufaigaluega ;
- A'anoa fa'aiuga ma faigafa'avae ;
- Lelei le tulaga I fuataga fa'ale-va-o-malo (Faletupe o le Lalolagi)

O Sini Autu *e tuliloaina i le 2011-2014*:

1. Si'itia le mafai o Matagaluega e pulea le Aufaigaluega ma Auaunaga
2. Fa'aleleia le Mata'ituina ma le Fuatiaina o Galuega
3. Fa'aleleia atili o le Sailia, Puleaina ma le Atinaeina o Taitai
4. Fa'aleleia le Fuafuaina tatau ma le Atina'eina o Agava'a
5. Fa'aleleia le Galulue Feso'otai ma Felagolagoma'i o Matagaluega
6. Fa'aleleia le Lotoifale o galuega a le Komisi

FA'ASINOALA

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UPU TOMUA

O le matāfaioi faifaipea a le Komisi o Galuega a le Malo, o le ta'ita'i ma lagolago le aufaigaluega ina ia maualuga le fa'atinoina o le auaunaga i le atunu'u ma le Malo. O lenei Tusi ua fa'ataoto ai le ala-folau mo le Komisi i le tolu tausaga o lumanai e tuliloa ai le valaauina ua taua i luga.

O le fa'alepo a le Komisi, e fia avea ma **"Taitai Aupito Lelei i Galuega a le Malo i le Pasefika."** E tuliloa lea miti e ala i le "**fa'aleleia o le taitaiga ma le puleaina o galuega a le Malo ina ia maualuga le fa'atinoina o le auaunaga I le atunu'u".** E iloa ua ausia lea sini pe a tulai mai ni taitai ma se aufaigaluega a le Malo e lava tāpena, fai mea tonu ma tu'uina atu auaunaga sili i le atunuu e tusa ai ma fa'asinomaga a le Malo ma tulafono.

I le tolu tausaga o lumanai, o le a ave le fa'amuamua a le Komisi i vaega nei :

- Lagolago le fa'aleleia o auaunaga a Matagaluega e ala i le – ***Si'itia o le mafai o Matagaluega e puleaina ai le aufaigaluega ma auaunaga I le atunu'u ;***
- Lagolago le fa'aleleia o auaunaga a Matagaluega e ala i le – ***Fa'aleleia o le Mata'ituina ma le Fuatiaina o Galuega a Matagaluega ma le Aufaigaluega ;***
- Fa'amalosia taitaiga lelei o Galuega a le Malo e ala i le - ***Fa'aleleia atili o le sailia, puleaina ma le atinaeina o Taitai o Matagaluega ;***
- Fa'aleleia le mafai ma aga'ava'a o le aufaigaluega e ala i le - ***Fa'aleleia o le fuafuaina ma le atina'eina o le Aufaigaluega ;***
- Si'itia auaunaga a le Malo e ala i le –***Fa'aleleia o le galulue feso'otai ma felagolagomai o Matagaluega ;***
- Taulamua le Komisi e ala I le ***-Fa'aleleia o lona lotoifale*** i ana taitaiga, faigafa'avae, agava'a ma meafaigaluega mo'omia e fa'atino ai galuega**.**

O galuega autu o fuafua e fa'atinoina i le tolu tausaga o lenei Fuafuaga e aofia ai le :

- Tapenaina o se Faigafa'avae mo le Fuatia ma Fa'aleleia o Auaunga a Matagaluega;
- Tapenaina o le Fuafuaga mo le Aufaigaluega a le Malo 2012-2016 ;
- Fa'aauauina o le Atina'eina o Ta'ita'i mo nei ma le lumanai I Galuega a le Malo;
- Fausiaina o le isi Fuafuaga mo Galuega ma Auaunaga a le Malo;
- Iloiloinga o le Fa'atulagana o Galuega ma le Aufaigaluega a le Malo;
- Tapenaina o se Taiala mo le U'unaia o le Amiotonu ma le Fai mea tonu I galuega a le Malo;
- Iloiloina Suiga i le puleaina o le aufaigaluega ma fa'ataoto le Fuafuaga mo le lumanai;

E mautinoa le anoanoa'i o luitau i le fa'atinoina o galuega. Peitai, e i ai lava le mafanafana, aua i le tu'ufa'atasi o le fa'amalumaluga a le Alii Palemia, le Minisita o le Komisi, le ta'ita'iga a le Komisi, lagolagosua a le aufaigaluega ma le finagalo o le Atua, e le taumateina manū.

Ia manuia galuega, le aufaigaluega a le Malo ma lenei Fuafuaga Autasi.

Feesago Siaosi Fepuleai
TAITAIFONO

Malo o Samoa

Komisi o Galuega a le Malo

FUAFUAGA AUTASI

Iulai 2011 - Iuni 2014