Government is a trust, and the officers of the government are trustees. And both the trust and the trustees are created for the benefit of the people. "Henry Clay"

The Public Administration Sector would also like to extend a warm welcome to all Pacific Games participants and officials to our Beautiful Samoa. Good luck and all the best to all competitors with the Pacific Games competition. “One in Spirit, Samoa We On!”
A word from the Sector Coordination Division

The Public Administration Sector is pleased to present the 18th Edition of the Public Administration Sector Newsletter and also the last for this Financial Year 2018/2019.

With the previous PASP officially ending in December of 2018, the PAS Steering Committee has been working tirelessly over the last six months to develop its successor.

In this regard, this 18th Edition will highlight some of the activities pertaining to the development of the new PASP as well as other activities that have been completed over the previous 3 months by the Public Administration Sector.

The Division is always delighted to discuss and advise on issues relating to the quality of service delivery, human resource management, planning and development. If you have suggestions on how we can improve the next edition, connect with us!

We look forward to your positive contributions for the remaining half of the year and all the best with the start of the new financial year 2019/2020.

Best,
The Public Administration Sector Coordination Team!

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TRIBUTE TO THE LATE FUIMAONO FALEFA LIMA

The Public Administration Sector pays tribute to the late Committee member, Afioga Fuimaono Falefa Lima, who passed away in May. The Chairman and members of the Public Administration Sector Steering Committee extend their deepest condolences to Fuimaono’s family and loved ones. Fuimaono was a prominent member of the Public Administration Steering Committee and played a critical role in civil society advocacy through the Samoa Umbrella of Non-Government Organisation. We acknowledge his valuable and tireless work and contribution towards the development of the Sector and other various organisations he was a part of.

We pray that Fuimaono’s family will find comfort in the fact that he will always be regarded as an outstanding civil society advocate who made a very significant contribution to improve the quality of life of our communities.
UNITED NATIONS PUBLIC SERVICE DAY, AWARDS CEREMONY & PUBLIC SERVICE FORUM


The Public Service Day and Awards Ceremony is an annual event to commemorate creative achievements and contributions of public service institutions that lead to effective and responsive public administrations in countries worldwide.

Awards were divided into five categories; Delivery of inclusive and equitable services to leave no one behind; Ensuring integrated approaches in the public-sector institutions; Developing effective and accountable public institutions; Promoting digital transformation in public sector institutions and Promoting gender responsive public services to achieve the SDGs.

A total of 11 countries were successfully nominated based on the 5 categories as noted below;

- Category 1 – Kenya, Brazil and Australia
- Category 2 – Indonesia, Argentina and Portugal
- Category 3 – Thailand
- Category 4 – Costa Rica
- Category 5 – Republic of Korea and Austria

The Public Service Day and Awards Ceremony was followed by the Public Service Forum from the 25th – 26th June 2019, under the theme “Achieving the SDGs through effective delivery of services, innovative transformation and accountable institutions.”

The Forum was organized into 9 parallel workshops consisting of the five categories noted for the Awards Ceremony in addition to the following: Innovation in Government for Social Inclusion of vulnerable groups to achieve the SDGs; Mobilizing and equipping public servants to realise the 2030 Agenda; Future of public services – linking government performance with the power of disruptive technologies in the context of 2030 Agenda and Effective model for the delivery of public services contributing to the realization of human rights and SDGs.

Overall, more than 500 individuals from over 130 countries including Presidents, Ministers, Heads of Public Administrations and Public Service Departments, Non-Government and International Organizations and Associations, Private Sector representatives and Experts from around the globe participated. A total of more than 300 presentations were delivered, discussed and debated during the Forum.

The lessons learnt from each workshop were captured and summarized into 10 Key Conclusions and Recommendations on the final day of the Forum;

1. With less than 11 years remaining, Governments must work with an increased
sense of urgency with more emphasis on implementation;

2. Changing **mindsets** at the individual, organizational and societal level is essential;

3. Building, encouraging and rewarding a **culture of Innovation**;

4. **Transformational leadership** must be Omni-present;

5. Disaggregated, timely, quality and frequent **data** is critical to **evidence based policy making** to leave no one behind – particularly the most vulnerable;

6. **Women** to be at the **centre of service design**;

7. The use of **ICT** to make public services more effective, accessible and responsive to people’s needs;

8. Promoting innovative financing both for **Local Governments and Civil Society** organization;

9. **SDG 16** provides an opportunity to transform public institutions by building effective, accountable and inclusive institutions at all levels, preventing corruption and bribery, enhancing public participation and access to information;

10. **Targeting and engaging future generations** is essential to fully change mindsets, values and beliefs with a future perspective towards the 2030 Agenda;

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**“SAMOA 2040” looks at transforming Samoa to a higher growth path in the next 20 years**

Public seminars to discuss Samoa’s development agenda for the next 20 years took place in both Upolu and Savaii on the 14th and 28th of June 2019.

There is no long-term national plan at the moment that outlines the direction for development in all facets of the economy. The Strategy for the Development of Samoa 2016/17 – 2019/20 (SDS) is a short- to medium-term planning document that articulates national priorities and strategies over a 4-year timeframe. This presents a need for a longer-term strategy to clearly define government aspirations for a prosperous Samoa in 20 years’ time, and the intention is that the Samoa 2040 strategy will fill this void.

The **Samoa 2040: Transforming Samoa to a higher growth path**, is Samoa’s national development agenda looking at key economic opportunities with the highest potential to achieve sustainable development by the year 2040. The document was derived from the Pacific Possible Report produced by the World Bank Group, which looks at **genuinely transformative opportunities for Pacific Island countries**.

In his opening speech for the Upolu consultation, the Minister of Finance, Hon. Sili Epa Tuioti, reiterated that “the Samoa 2040 does not replace
the Samoa Development Strategy (SDS), but rather the two documents should complement each other. The SDS will continue to articulate the detailed short to medium term national objectives which are closely linked to the resources made available in the budget on a fiscal year basis. On the other hand, the Samoa 2040 takes a longer-term perspective of its development agenda to determine where Samoa should be in 20 years’ time. It is a forward-looking strategic statement that identifies the key economic opportunities with the potential of transforming Samoa to a higher growth path by the year 2040.”

The Samoa 2040 document was also a key feature of the Minister’s budget address presented to Parliament last month.

The document consists of 7 thematic areas, noted below:

1. Enhanced Digital Development
2. Lifting tourist numbers and spending
3. Greater labor mobility
4. Boosting Agriculture
5. Effective Investment in Human Capital
6. Resilient Development
7. Safe and Secure Samoa

The Minister reminded the participants that the consultation process was critical and that everyone’s contribution will assist in the formation of the strategic direction and associated actions for implementation during the plan period.” The Minister further stated that he believed the agenda under the Samoa 2040 will generate positive results for the economy that will translate to a better quality of life for all the people of Samoa.

The Hon. Minister’s speech is featured on page 8 for more information.

**SECTOR OUTCOMES MAPPING FOR THE NEW PUBLIC ADMINISTRATION SECTOR PLAN 2019 – 2024 COMPLETED**

The Public Administration Sector is in the final phase of the development process of the new Public Administration Sector Plan 2019 – 2024. In accordance with the Government of Samoa Sector Planning Manual 2015, the Sector completed its Outcomes Mapping workshop on the 21st June, 2019 at the Development Bank Conference Room. The workshop was facilitated collectively by the Public Administration Sector Steering Committee, with technical assistance provided by the Ministry of Finance.

The Chairman of the Public Administration Sector Steering Committee and also the Chairman of the Public Service Commission, Afioga Aiona Mose Sua delivered the opening remarks. Aiona highlighted that it was the Steering Committee’s intention that the successor PASP is developed in a participatory, inclusive and evidence-based approach. He added that it was the Committee’s hope that by adopting this method to sector planning development, the new PASP will strengthen a sense of ownership within the Sector and amongst its partners, address some of the issues and gaps identified in the review of the previous PASP and strengthen the PASP to be the overarching framework to guide and support improvements in service delivery across Government.”
Outcomes Mapping is an approach for planning, monitoring and evaluating programs in each Sector as per the National Planning Framework. The activity is encouraged to ensure that the “End of Sector Plan Outcomes” is aligned with national priority areas identified in the Strategy for the Development of Samoa. It is a participatory process with key sector stakeholders, and the result is usually an Outcomes Map which contributes to the development of a Risk Management Plan and a Monitoring framework for the Sector Plan.

The Sector Outcomes Mapping exercise was well attended by member agencies of the sector. The Chairman’s opening remarks is featured on page 10 for more information.

**FIRST PERIODIC REVIEW OF THE RECRUITMENT AND SELECTION HANDBOOK AND PROCESS FOR SENIOR EXECUTIVES SERVICES COMPLETED.**

The Public Service Commission through its Senior Executive Services Division undertook the first review of the Recruitment and Selection Process Handbook 2016 for Senior Executives. The Handbook is periodically reviewed and updated to take into account issues that come up from time to time during implementation.

The R&S handbook went through substantial procedural reviews within Financial Year 2018/2019, on the following areas:

a) Amendments to the Selection Panel Guide reflecting the role of the Chairperson which now rests with the CEO of the Ministry. These include the preparation and submission of Interview Reports 3 days after the interview date.

b) Amendments to the advertisement period for all Contract Positions from 2 weeks to 4 consecutive weeks.

c) Removal of mandatory re-advertisement if only one application is received after the due date.

d) Re-advertisements of Contract Positions are based on mutual assessment of applicants by CEO and Commission for only an additional 2-week period.

e) All late and incomplete applications received will NOT be considered for shortlisting and will be removed from the process.

The above amendments to the Recruitment & Selection Handbook and process for Senior Executives were made to ensure ample time were allocated for positions to be widely publicized and ensure that government is able to attract sufficient, qualified and capable applicants for high level positions in the Public Service.

Another significant change made in the R&S Handbook is the handover of the chairmanship role in interview panels to responsible Chief Executive Officers which allows the CEOs to have significant ownership and play a more prominent role in the recruitment of contract employees under their supervision. Furthermore, the Commission’s long term view is to devolve some of its administrative functions to CEOs of Ministries while PSC/SES focus on a more policy advisory role, M&E, regulatory and support role. This includes the administration of the Recruitment and Selection process for Contract Employees.

**PUBLIC SERVICE COMMISSION SERVICES TO MINISTRIES ACKNOWLEDGED AT THE HUMAN RESOURCE COORDINATORS FORUM**

The PSC’s coordination role was acknowledged by the respective Human Resource Coordinators, particularly in the improved turnaround period with regards to responses and feedback on Ministry requests. The PSC continues to provide assistance and responses to matters pertaining to the counting of service, review and approval of new positions, appeals, clarification of Staff Training and Scholarship Committee processes, Workforce Plans and Quarterly Reports, to name a few.

Another matter that was also discussed was the secondment of public servants from various Ministries and SOE’s to assist with the Pacific Games as volunteers. HRCs shared ideas and best practices of how to deal with staff shortage at the time of the Pacific Games and was advised to be attentive and proactive in putting in other staff to cover for those that will be engaged in the Pacific Games. This is to ensure that the operations of the Ministries will proceed as normal with minimal or no interruptions.

The PSC acknowledged the continued support and collaborative assistance from all the Ministries.

The Human Resource Coordinators were also updated on some of the trainings available for the remaining of this Financial Year, Scholarship opportunities now open for consideration as well as ascertaining the cooperation of all staff for the Tracer Study Survey given out.

The next HRC Forum is scheduled for August 2019.
Reverend Nuuausala Siaosi
Hon Ministers of Cabinet
Chief Executive Officers
Ladies and Gentlemen

It gives me great pleasure to welcome you all to this seminar to discuss the Samoa 2040 – which is Samoa’s Agenda for the next 20 years. For everyone’s information Cabinet has endorsed the preparation of this document and was also announced in the budget address presented to Parliament last month. I am therefore extremely happy that there is progress in moving this important work forward.

It is important to make it absolutely clear that Samoa 2040 does NOT replace the SDS. In fact the two documents should complement each other. The SDS will continue to articulate the detailed short to medium term national objectives which are closely linked to the resources made available in the budget on a yearly basis. That will not change.

On the other hand, Samoa 2040 takes a longer term perspective of its development agenda to determine where Samoa should be in 20 years’ time. It is a forward looking strategic statement that identifies the key economic opportunities with the potential of transforming Samoa to a higher growth path by the year 2040.

The Samoa 2040 vision is:

“To transform the Samoan economy to a higher growth path, to ensure the needs of present and future generations are met and that no one is left behind.”

To achieve the above vision, seven thematic areas have been identified to have the potential to generate transformational change and achieve a higher growth path for Samoa.

The seven thematic areas for development are:

i. Enhanced digital development,
ii. Lifting tourist numbers and spending;
iii. Greater labour mobility;
iv. Boosting agriculture;
v. Effective investment in human capital;
vi. Resilient development; and
vii. Safe and secure Samoa.

These thematic areas will be the focus of your discussions today. Consultation is very important and your contribution to the formulation of this strategic plan is very important.

Your views will inform the strategic directions and associated actions for implementation during the plan period. I believe the agenda under the Samoa 2040 will generate positive results for the economy that will translate to a better quality of life for all the people of Samoa.

I wish you all the best in your deliberations.

Soifua.
Ladies and Gentlemen,

Talofa and good morning.

As the Chairman of the Public Administration Sector Steering Committee, I wish to warmly welcome you this morning to the Outcomes Mapping workshop for the new Public Administration Sector Plan. A special welcome to our Consultants Gerald and Vanessa.

In December 2018 the previous Public Administration Sector Plan came to an end and the process to develop a new framework for the public administration sector began. The process started in late January 2019; it has been almost 6 months of extensive research, reviews and consultations with stakeholders from within government, the private sector and civil society. It is the Steering Committee’s intention that we develop the successor PASP in a participatory, inclusive and evidence-based approach, as outlined in the Government of Samoa’s Sector Planning Manual. We hope that by adopting this method to sector planning development, the new PASP will strengthen a sense of ownership within the Sector and amongst its partners, and address some of the issues and gaps identified in the review of the previous PASP. Ultimately, we would like the PASP to be the overarching framework to guide and support improvements in service delivery across Government.

As most of you may know, the Outcomes Mapping activity is a key component of sector planning. We have invited you here today because we would like to launch a Sector Plan that is useful and meaningful to your work. We would like you to work with us to design goals, strategies and activities that are strong in providing practical solutions to deal with the real problems the Public Sector must address to deliver the services our people and community needs. Underpinning and informing decision making on such solutions is the establishment and consolidation of good evidence-based information.

To guide your work today, I would like to emphasize the key thematic areas noted in the review reports for the new PASP to focus on. These include strengthening service delivery, policy development and coordination, human resource development and management and integrity. Those familiar with the previous Plan, would recognize that these themes are largely the same. I therefore encourage you to use this platform to recommend activities that are either new practical initiatives or improvements on current practices to further improve and raise public sector performance standards and good service delivery.

To end my few remarks, I would like to acknowledge the technical assistance provided by the Ministry of Finance towards this activity, as well as the support of our Consultants and Steering Committee members.

I wish you all a productive and successful workshop.

Soifua.
GET IN TOUCH & FIND OUT HOW WE CAN HELP YOU

Are you uncertain of any issues pertaining to any of the following areas – Functional Analysis, Organisational Performance Assessment and Improvement Tool (OPAIT), Human Resource Management Monitoring and Evaluation (M&E) or the Working Conditions and Entitlements Manual 2015 (WCEM)? If yes, then you are more than welcome to contact the Public Service Performance and Policy Services Division and feel free to contact the assigned person(s):

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Want to find out more on Training and Scholarships Information? If yes, you can connect with the Human Resource Development Division on email – hrd@psc.gov.ws

GET IN TOUCH WITH THE PUBLIC ADMINISTRATION TEAM AND LET US KNOW HOW YOU CAN HELP STRENGTHEN THE WAY WE SERVE YOU!

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