The Public Administration Sector is pleased to present the 19th Edition of the Public Administration Sector Newsletter.

With the previous PASP officially ending in December of 2018, the Public Administration Sector Working Group under the guidance of the Steering Committee have been working tirelessly to develop the successor Plan.

In that regard, this Edition will highlight some of the activities pertaining to the development of the new PASP as well as other events that had occurred over the past 3 months.

We are always happy to discuss and advise on issues relating to the quality of service delivery, human resource management, human resource 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 three months of this year.

Best,
The Public Administration Sector Coordination Team!

What’s in this Edition

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SAMOA REVIEWS FIJI IN SECOND CYCLE OF UNCAC IMPLEMENTATION REVIEWS

In August 2018, Samoa was drawn as a reviewing State Party for Fiji in the second review cycle, together with the United Kingdom. Samoa was tasked with the review of Chapter 2 of the UN Convention Against Corruption on preventive measures. Between August 2018 – June 2019, the PSC as the focal point for the UNCAC coordinated Samoa’s efforts in relation to Fiji’s Self-Assessment Checklist of its implementation of the Convention. Samoa was required to nominate 15 governmental experts to be included in the review process, based on the technical areas under review.

The review involved a series of teleconference meetings, workshops, and a 3-day country visit to Fiji to undertake face to face consultations with technical agencies and personnel responsible for the UNCAC. The government of Samoa was represented at the country visit by Assistant Chief Executive Officer Osana Liki-Ward of the Public Administration Sector Coordination Division, PSC. The Sector Coordination Division had been spearheading Samoa’s accession and review processes in collaboration with the Office of the Attorney and the Ministry of Foreign Affairs and Trade. These were all part of the work under the Public Administration Sector Planning framework.

The final stage of the review is the finalization of the Country Report which takes into account the responses provided by Fiji, the additional findings from the country visit, as well as the secondary material provided by those consulted.

OPPORTUNITIES TO IMPROVE THE PUBLIC SECTOR DISCUSSED AT THE PACIFIC PUBLIC SERVICE COMMISSIONERS’ CONFERENCE 2019

The Pacific Public Service Commissioner’s Conference (PPSCC) brings together public services to discuss issues and opportunities to improve public sectors.

This year’s gathering was hosted by the New Zealand Government in Wellington from the 25-27 September 2019, and was attended by 18 countries from around the vast Pacific Ocean. The Samoa public service was represented by Madam Commissioner Lauano Vaosa Epa and Assistant Chief Executive Officer – Human Resource Management, Saililo Tavita-Margraff of the Office of the Public Service Commission.

Figure 2: (L-R) Acting Commissioner Rashmi Aslam Fiji Independent Commission Against Corruption, Tanja Santucci UNODC, Osana Liki-Ward PSC, Stefanie Holling UNODC, Fiji FIU Director Razim Buksh

Figure 1: PPSCC delegates from 18 Pacific Island Nations, Grand Hal, NZ Parliament (PC: NZMFAT Facebook Page)
The theme of ‘Public Leaders Delivering Public Value’ involved the sharing of perspectives and insights on ethics & values, political relationships, and cross-agency collaboration. This can be facilitated through leadership development, managing productive relations and political neutrality with trust, confidence and respect, providing free, frank advice and instilling across the public sector a ‘spirit’ of services.

Key speakers for the thematic areas conveyed that the significance and richness of our Pacific traditions influences the context of the organization. However, we should not use culture as an excuse but to the extent of amicably managing and resolving crisis/conflicts at the workplaces. As leaders engaged in political relationships, it is important to know yourself first to support the government of the day in delivering quality public services.

Figure 3: (L-R) Lead Speaker - Managing political relationships, Hon. Luamanuvao Dame Winnie Laban, ACEO HRM - Salilo Tavita-Margraff, Madam Commissioner - Lauano Vaosa Epa

The sharing of ideas was also facilitated by the Tongan experience in improving wage bill outcomes through HR policy and the performance management system. In creating mutual trust (with government, organization and the public) and supporting good governance, a Self-Assessment of Integrity (SAINT) Tool was also introduced to the Pacific delegates by the New Zealand Office of the Auditor General.

Samoa and the Cook Islands are the first two Pacific countries that the tool has been trialed, to assess the maturity of an organization’s integrity system.

In fostering resilient networks to support the development of public sectors of the Pacific countries, an action planning session was facilitated by the New Zealand and Australian state services leaders if the purpose of the PPSCC is being achieved or not, with proposals for improvement as the way forward. Building collaboration and continuity of matters discussed from past conferences was emphasized by the participants of the Pacific countries. There is a need to proactively work towards tangible results to strengthen public sectors through capacity building and information sharing. The set-up of a Secretariat for public services of the Pacific island nations based on the fundamentals of a model/framework developed from the previous conference held in Papua New Guinea will be vigorously pursued with direct pledges of support from New Zealand and Australia.

**SAMOA’S FIRST REVIEW FOR THE IMPLEMENTATION OF THE UN CONVENTION AGAINST CORRUPTION NEAR COMPLETION**

Samoa was currently being reviewed for the first time under the Implementation Review Mechanism of the UN Convention Against Corruption (UNCAC), since acceding in April 2018.

Samoa was being reviewed by South Sudan and Oman, with technical assistance provided by the UN Office on Drugs and Crime (UNODC).

Acceding to the UNCAC was a key milestone in itself for Samoa, particularly in its efforts to strengthen the integrity of its public administration. However, being under review was another milestone to be celebrated, given it was an opportunity to identify our best practices, gaps and challenges, and the assistance that was needed to strengthen our current integrity frameworks.
The PSC hosted a country visit by the UNODC and the reviewing countries over 3 days from the 17th – 19th September, 2019.

The purpose of the country visit was to give relevant national stakeholders an opportunity to meet with the reviewing countries, and to provide further information and clarification on Samoa's implementation of the UNCAC to date. All technical sessions were held at the Public Service Commission Conference Room and was attended by representatives from the Government agencies that had work pertaining to Chapters III (Criminalization and Law Enforcement) and Chapter IV (International Cooperation) of the UNCAC.

By way of background, Samoa’s accession to UNCAC followed work undertaken by the Government under the leadership of the Public Service Commission (PSC), with assistance from the UN Pacific Regional Anti-Corruption Project (UN-PRAC).

The PSC as the focal point have been working in collaboration with Government agencies across the public sector in a number of programs to prepare Samoa Government officials for this process, particularly on the tools and methodology to conduct the said review.

The Chairman of the Public Service Commission in his opening remarks echoed the Government of Samoa’s commitment to strengthen public confidence in the integrity of the public administration and quoted, “the first priority was for Samoa to accede to the UNCAC. The remaining priorities focused on institutional changes to strengthen the current anti-corruption framework, particularly in relation to coordinating inter-agency integrity related works. He also mentioned that cabinet has approved in June this year the establishment of an UNCAC Coordinating Committee, to facilitate the sharing of information pertaining to the review, and the work necessary to satisfy all the mandatory requirements of the Convention.”

The Chairman also thanked and acknowledged the support of regional and development partners, United Nations Office for Drugs and Crime, the United Nations Development Programme and the Australian Department of Foreign Affairs and Trade for lending their support to ensure that Samoa’s commitment to counter anti-corruption will strengthen public confidence in the integrity of public administration.

The Chairman’s opening remarks is featured on page 9.

USAID CLIMATE READY PROJECT FACILITATES PROJECT PREPARATION TRAINING FOR GOVERNMENT AND PRIVATE SECTOR

The USAID in partnership with the Government of Samoa through the Public Service Commission held a five-day Project Preparation training to boost the capacity of participants to help facilitate the flow of climate change adaptation finance in the country.
The Chairman of the Public Service Commission – Aiono Mose Su’a delivered the opening remarks and he echoed the efforts put in by the Samoan Government’s countering Climate Change and its impacts and have therefore embarked on planning for longer term strategy to ensure that Samoa is sustainable Climate Change ready. As quoted “Samoa have also embarked on a Longer-Term Strategy, the Samoa 2040 to map out a twenty-year development path to try and sustainably meet the needs of our people and make a country viable against the imminent threat of Climate Change and a highly unpredictable geo-political environment that is difficult for a small Pacific Island nation to navigate. Our Pacific Leaders have made widely known our region’s fears and call for action on climate change for anyone who cares to listen. Samoa and the Pacific needs help to make meaningful responses to the danger and impacts of Climate Change. Against this backdrop our small islands must try and do our best with the things over which we have some measure of control.”

The workshop was designed to strengthen the skills of 40 representative from various Government agencies, civil society organisations and the private sector to prioritize areas of support that align with country’s climate adaptation plans and goals, design effective adaptation projects and to improve access to external financial resources that could support those plans.

The five-day course utilized materials developed by USAID specifically tailored to address the specific needs and requirements of stakeholders in Samoa.

The training was held on the 2nd – 6th of September, 2019 at the Samoa Shipping Services Conference room and was facilitated by Dr. Keith Bettinger and Dr. Ryan Longman from the University of Hawaii.

The Chairman’s opening remarks is featured on page 11.

ANOTHER ‘PUBLIC SERVICE DAY’ CELEBRATION A SUCCESS

The Cabinet through FK (19) 32, approved the annual Public Service Day (PSD) to be commemorated on Friday the 27th of September 2019. Similar to the PSD 2018 celebrations, Government Agencies were asked to commemorate the day in their own way.

The focus of the PSD relayed in the PSC Circular Memorandum 2019/06 reiterated for all Government Agencies to conduct individual programs/activities to raise awareness on their services and to include the presentation of a team award on Customer Service/Service Delivery Initiative to recognize and reward the hard work and commitment of their employees and any other relevant award in their own way.

Similarly, the Public Service Commission is continuing its awareness through the distribution of the Information Packages to all the Village representatives (Sui o Nu’u and Sui Tama’ita’i o Nu’u) in collaboration with the Ministry of Women, Community and Social Development. The update Information Packages has also been referred to the Ministry of Education, Sports and Culture for distribution electronically to all schools.
Ministry of Works, Transport and Infrastructure celebrated this year’s Public Service Day with a Faigalotu.

MWTI staff members ready for their Faigalotu to celebrate the Public Service Day 2019.

Samoa Law Reform Commission’s Booth Infront of their office at the FMFM II building – Level 1, displaying information about their services.

Electric Power Cooperation Information Board & Display Infront of their office at the TATTE Building – Level 5

Electric Power Cooperation’s brochures on display at the foyer of their office during the Public Service Day 2019.

EPC staff member celebrating Public Service Day.
MWTI Staff members celebrating Public Service Day 2019.

Samoa Qualification Authority’s Display Booth during the Public Service Day 2019.

SQA display booth at the TATTE Building during the Public Service Day 2019.

PSC Staff celebrating Public Service Day 2019 with the theme “Appreciation.” We appreciate all Public Servants in the Public Sector!!!

PSC’s Corporate, Human Resource Advisory Services Division with the Chairman of the Commission – Aiono Mose Sua

Public Administration Sector Coordination Division celebrating the Public Service Day 2019 with the Chairman of the Commission.

Human Resource Development Division and the Chairman after the presentation of their team’s special awards.
Human Resource Management Division celebrating Public Service Day 2019 with the Chairman of the Commission.

Senior Executive Services Division celebrating their Award during the Public Service Day Celebration 2019 presented by the Chairman – Aiono Mose Sua.

Legal & Investigation Division and their preparations for Public Service Day 2019.

Human Resource Management Information Systems Division taking a moment to appreciate being appreciated as public servants to the public.

The lovely public servants from the MWTL ready for their faigalotu to celebrate Public Service Day 2019.

Some of the display boards to commemorate and celebrate the Public Service Day 2019.
Talofa and good morning.

It is a pleasure to welcome you this morning to the opening of the first country visit for the review of Samoa’s implementation of the United Nations Convention Against Corruption, specifically on Chapters 3 and 4 of the Convention. A special welcome and talofa lava to our colleagues from the UN Office on Drugs and Crime (Ms. Stefanie Holling and Mr. Badr El Banna), and our reviewers from the governments of South Sudan and Oman.

Samoa acceded to the UN Convention against Corruption in April 2018. Samoa’s accession to UNCAC followed work undertaken by the Government under the leadership of the Public Service Commission (PSC), with assistance from the UN Pacific Regional Anti-Corruption Project (UN-PRAC).

Prior to today, the PSC as the focal point had been working collaboratively with agencies from across the public sector in a number of capacity building programs to prepare our Officials for this process, particularly on the tools, methodology and conduct of the review. Of course, these would not have been possible without the support of our regional partners, the United Nations Office for Drugs and Crime, the United Nations Development Programme and the Australian Department of Foreign Affairs and Trade.

The Government of Samoa is committed to strengthening public confidence in the integrity of public administration. In 2016, the PSC partnered with UNPRAC, several government agencies, the private sector and civil society, to develop a list of anti-corruption reform priorities. The first priority was for Samoa to accede to the UNCAC. The remaining priorities focused on institutional changes to strengthen the current anti-corruption framework, particularly in relation to coordinating inter-agency integrity related works.

In 2018, an independent consultant was tasked with a scoping assignment assessing whether there was a need for a stand-alone independent integrity agency to coordinate and consolidate anti-corruption efforts. While the scoping study identified that the current framework was sufficient and fit for purpose, there was room for strengthened coordination of anti-corruption work particularly in relation to investigation and prosecution.

Cabinet has approved in June this year the establishment of an UNCAC Coordinating Committee, to facilitate the sharing of information pertaining to the review, and the work necessary to satisfy all the mandatory requirements of the Convention.

We also have our colleagues here from the Samoa Audit Office who lead the informal Samoa Integrity Organizations Network (SION), to share knowledge and initiatives to help strengthen our integrity agencies, as well as continue the examination of integrity regulatory arrangements that would best serve Samoa’s needs in the years ahead.

I am positive that over the course of the country visit you will be made aware of additional initiatives led by each respective agency which would provide useful information for Samoa’s Country Report on its implementation of the Convention.

To end my few remarks, I would like to re-emphasize our commitment to strengthening transparency and accountability at all levels, putting a stop to the mismanagement and misuse
of Government resources, and zero tolerance towards dishonest and fraudulent conduct in the public sector.

I thank the UNODC as well as our reviewing countries, South Sudan and Oman for your time and expertise and we look forward to the Outcome Report to guide our reform efforts in the future.

I wish our visitors an enjoyable time with us and for a successful country visit.

Soifua.
Good morning and a special talofa to our guests from overseas. It is my pleasant task to say a few words on behalf of our Government and the Public Service Commission for the opening of this Project Preparation Training.

Our Government over the years has implemented national plans and made many reforms to develop Samoa’s economy and to improve service to our people. We are presently in the process of reviewing the current strategy for the Development of Samoa (SDS 2017 to 2020) a 4-year Planning document to prepare its successor. We have also embarked on a Longer term Strategy, the Samoa 2040 to map out a twenty year development path to try and sustainably meet this needs of our people and make a country viable against the imminent threat of Climate Change and a highly unpredictable world geo-political environment that is difficult for a small Pacific Island national to navigate.

Our Pacific Leaders have made widely known our region’s fears and call for action on climate change for anyone who cares to listen. Samoa and the Pacific need help to make meaningful responses to the danger and impacts of Climate Change.

Against this backdrop our small islands must try and do our best with the things over which we have some measure of control.

For the Public Service commission, our focus is Human Resources in providing and supporting a “future ready” Public Service and Public Sector to help deliver national development goals and a sustainable good standard of services for our people now and in the years ahead.

Amongst the key elements for a strong and responsive government Public sector is of course targeted capabilities and capacity building.

Global Climate Change Finance is a contestable resource and I read that “less than 10% of Pledged Climate Aid that has materialized goes to Adaptation.” So, good project planning and preparation is indispensable to access finance in the first place, and down the line in successfully implementing projects to achieve outcomes.

I therefore would like to express our appreciation to the Government of the United States through Mr. Gruebel and Mr. Callanhan of the USAID for providing this training course. I thank Dr. Bettinger and Dr. Longman for its delivery. I also want to take this opportunity to again than the United States and the USAID for all the other training courses provided under the Climate Ready Project including the Certificate IV Project Management completed just a week ago. Thank you.

To close, I wish our visiting guests an enjoyable time in Samoa and all the participants a successful and rewarding course.

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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