The Chairman and Members of the Public Administration Sector Steering Committee would like to take this opportunity to acknowledge with great appreciation the tremendous support and assistance of all its stakeholders throughout this year and we look forward to working together with you all in 2020. May the holiday spirit be with you and yours during this happy season of Christmas and throughout the New Year.

“An optimist stays up until midnight to see the new year in. A pessimist stays up to make sure the old year leaves”

William E, Vaughan
A word from the Sector Coordination Division

As we come to the end of another year, the Public Administration Sector is pleased to present the 20th edition of the Public Administration Sector Quarterly 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 event 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 towards the progress of our Sector in 2020.

The Public Administration Sector Coordination Unit

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SAMOA’S COMMITMENT TO THE UNITED NATIONS CONVENTION AGAINST CORRUPTION (UNCAC) STRENGTHENED AT THE PACIFIC ANTI-CORRUPTION WORKSHOP IN ABU DHABI.

A delegation from Samoa comprising government and private sector representatives, led by Public Service Commission member, Afioga Auelua Samuelle Enari, is currently in Abu Dhabi, Dubai for the 8th session of the Conference of the Parties (COSP8) to the United Nations Convention Against Corruption (UNCAC), held from the 16th – 19th December 2019. The delegation includes Chief Executive Officer of the Samoa Chamber of Commerce, Lemauga Hobart Vaai and Principal Public Administration Sector Program Officer – Ms. Tracy Wong Ling Warren.

Prior to the official opening of the COSP8, representatives of 13 Pacific island countries, held a workshop on Sunday the 15th of December 2019. It was an opportunity to share good practices, experiences and lessons learned regarding efforts to combat corruption within their home countries. It also provided an opportunity to consolidate different views and determine their approach to the issues to be discussed in the General Conference of the COSP8.

Samoa was the first country to present an update on its anti-corruption experience and current status of the work that has been done so far since its accession to UNCAC in April 2018. During Mr. Enari’s presentation, he spoke profoundly on Samoa’s commitment to UNCAC, and highlighted important milestones that have been achieved by Samoa thus far.

Mr. Enari noted that “Samoa is the newest member state to accede UNCAC from the Pacific and in saying that, Samoa is relatively just a new baby on board. However, regardless of that, Samoa has already proven its commitment and has taken all necessary measures to comply with requirements of the Convention. He further added that “Samoa has completed the first cycle of its Country Review which included teleconference discussions, desk reviews, compilation of Samoa’s response to the self-assessment checklist and an in-country visit by experts from Oman and South Sudan to discuss and finalize the review.

Mr. Enari also noted that Samoa had participated in a review of Fiji’s self-assessment checklist in partnership with Great Britain. Furthermore, he also made known to all that Samoa has been drawn to conduct a country review of South Korea in partnership with Haiti. The desk review for South Korea’s self-assessment checklist is scheduled to be completed in early 2020, with the country visit to follow later on in the same year.

It was noticeable that despite Samoa having just acceded to the Convention in April 2018, the amount of work that has been carried out and the effort seen so far, indicates a positive assurance of Samoa’s commitment in undertaking this work seriously, and that its progress thus far is outstanding. This was also commended by the
UNOCD Anti-Corruption Adviser Ms. Annika Whytes.

The Pacific Workshop also saw the announcement of Samoa’s commitment to co-sponsor Kiribati’s Resolution 7/7 regarding the SIDS anti-corruption initiatives, which was originally put forward (by Kiribati) during the Vienna conference in 2017. The objective of this new proposed intervention is to recognize the anti-corruption measures and processes in the Pacific at sub-regional level, targeting the support of the Pacific Forum Leaders to be held in Kiribati in February 2020.

During the five days of the COSP8, Pacific delegates particularly Samoa & Kiribati, spearheaded resolutions on SIDS and engaged on issues ranging from sports integrity to the effectiveness of anti-corruption agencies.

Around 55 side events and exhibitions were held on the margins of the conference, with United Nations Pacific Regional Anti-Corruption (UNPRAC) Project hosting “Pacific Unity Against Corruption” and partnering with the Global Organization of Parliamentarians Against Corruption (GOPAC) in the “8th Forum of Parliamentarians”.

The Pacific Workshop was organized and facilitated by the United Nations Pacific Regional Anti-Corruption (UN-PRAC) together with the UNODC and was held the Tactic Room 3, of the Aloft Hotel in Abu Dhabi.

FIRST MEDIUM TERM EXPENDITURE FRAMEWORK (MTEF) FOR THE PUBLIC ADMINISTRATION SECTOR


The MTEF tool was introduced in 2008 by the Ministry of Finance to help link policy development, national planning and budgeting at the government wide level over a medium-term period. Key components of the MTEF include: 1) determination of a top-down resource envelope and a bottom-up estimation of the current and medium-term costs of existing policies; 2) matching of the two in the context of the annual budget process; and 3) rolling over this exercise every year by incorporating policy changes.

At the sector level, MTEF outlines the linkage between sector priorities and available resources over the next five years.

At the agency level, MTEF helps agencies allocate responsible personnel as well as resources, both available and those that are needed, for the implementation of sector plan activities.

The MTEF will be incorporated as part of the new PASP which is scheduled for launching in 2020. The new PASP will be implemented over a 5-year period starting from fiscal year 2020/21 and ending in fiscal year 2024/25.

CAPACITY DEVELOPMENT - A PRIORITY FOR HUMAN RESOURCE DEVELOPMENT DIVISION OF PSC

The Human Resource Development Division (HRD) of the Office of the Public Service Commission (PSC) has facilitated, coordinated and delivered a total of three trainings during the October – December 2019 quarter. The trainings were aimed at building the capacities of public servants which in turn, will enable them to conduct and carry out their roles and responsibilities more effectively.

The PSC with assistance from the USAID Climate Ready Project, conducted a Monitoring and
Evaluation training for public servants. The training targeted employees who are responsible for monitoring and evaluation roles within their respective agencies.

The partnership with the USAID Climate Ready Project also enabled PSC to coordinate the second cohort for Certificate IV in Project Management Practice Course. This programme commenced on the 18th of November and was delivered through the USP/Pacific TAFE.

PSC also delivered a training on Effective Leadership from the 21st – 25th October 2019. The training targeted Seniors Officers in the public service and aims to equip public servants with relevant skills and knowledge to help them pursue leadership roles in the future.

The HRD unit of PSC continues to work collaboratively with its partners and stakeholders to plan, develop, coordinate and implement relevant training programs, aimed at building the capacities of public servants. The training schedule for 2020 will be made available on the PSC website: www.psc.gov.ws or distributed through the Human Resource Coordinators (HRC) Forum once it is finalized.

**TRACER STUDIES TO EVALUATE EFFECTIVENESS OF TRAINING PROGRAMS**

The HRD Unit of PSC conducted a Tracer Study to evaluate the effectiveness of Non-Formal Learning courses that it delivered from July – December in 2018. The assessment categorized soft skill trainings into four main groups: Customer Service, Workforce Planning, Report Writing and Finance and Administration. The aim of these soft skills training was to ensure that the workforce have the right set of knowledge, skills and attributes to carry out their duties and responsibilities.

The overall results of the tracer study analysis recorded high satisfaction rate with the highest being 97% and the lowest at 42%.

The findings of the tracer study and analysis thereof was submitted as the PSC HRD Trainings Tracer Study Report for July – December 2018, in November 2019, to the Prime Minister for his information and endorsement. The Tracer Study Report is available on the PSC website via: www.psc.gov.ws or email hrd@psc.gov.ws.

**PRESIDENT OF KIRIBATI CONFIRMED SAMOA’S PRIME MINISTER AS GUEST SPEAKER FOR THE PACIFIC REGIONAL ANTI-CORRUPTION CONFERENCE IN KIRIBATI IN FEBRUARY 2020.**

The President of Kiribati, His Excellency Te Beretitenti, Taneti Maamau, made an announcement at the Pacific Delegate Workshop that the Prime Minister of Samoa, Honorable Tuilaepa Sailele Malielegaoi is confirmed as the guest speaker for the Pacific Regional Anti-Corruption Conference scheduled to be held in Kiribati in February 2020.

During his brief visit to the Pacific Delegate Workshop on Sunday 15th December, 2019, he announced Kiribati’s commitment in hosting the inaugural Pacific Unity Against Corruption
Conference. He also urged all Pacific delegates to encourage their leaders to attend the proposed conference in Kiribati in 2020. His Excellency stated that “I am delighted that Kiribati, with the support of partners, would convene the inaugural regional meeting of leaders on anti-corruption in February 2020. This meeting is anticipated to gauge commitment at the highest political level that would drive a regional coordinated action on corruption that is aligned to the SDG for our Blue Pacific. It is a massive undertaking that can be a critical turning point for this fight, we therefore welcome the support of partners who wish to support this endeavor as this is indeed a global fight. Under the theme “Pacific Unity against Corruption”, we envisage an integrated Pacific driven approach that promotes effective strategies, fit for purpose frameworks and strengthened institutions to evolve from this conference.”

The President noted that pacific islands “…are so much more effective in boosting integrity and blocking trans-national crime with the Pacific Unity Against Corruption.” He also noted that coming together as a Pacific family, is an effective avenue whereby pacific nations can work together to strengthen efforts to combat corruption from a regional platform. The announcement by His Excellency Te Beretitenti, Taneti Maamau coincides with the announcement by UNODC Anti-Corruption Adviser, Ms. Annika Whytes, of Samoa’s decision to co-sponsor the Resolution 7/7 that was put forward by Kiribati in the 2017 Vienna Convention.

SCHOLARSHIP INTAKE FOR 2020

The HRD unit of PSC in collaboration with the Ministry of Foreign Affairs and Trade is coordinating the administration of scholarship intakes for 2020. As per previous editions of the Public Administration newsletter, this change in function came as a result of the Functional Analysis work carried out by the PSC back in 2016.

A total of 95 students were successful in securing scholarship awards under different scholarship schemes. These students will soon depart Samoa for New Zealand, Australia and other countries in the Region.

The administration of scholarships involves interviewing and assessing scholarship applications, cross checking merits and conducting pre-departure briefings for successful applicants to name a few.

In going forward, PSC will continue to work collaboratively with the Ministry of Foreign Affairs and Trade as well as its partners and stakeholders to ensure effective and efficient administration of scholarship awards.

INFORMATION PACKAGES FOR VILLAGE REPRESENTATIVES (SUI O LE NUU & SUI O TAMAITAI)

The Public Service Performance and Policy (PSPP) Division assisted with the distribution of the Public Service Information Packages (IPs) for village representatives in Upolu on the 3rd of October
The distribution of IPs for village representatives in Savaii was conducted by the Ministry of Women, Community and Social Development (MWCSD) on the following day, 4th of October 2019. In total, 449 IPs were printed for distribution to all Village Representatives for both Upolu and Savaii.

This year’s IPs included updated information on the Executive Branch of Government, Telephone and Websites of all Government Agencies, a Poster displaying some of the technical career paths in Government and information on what constitutes the Public Service.

Similar to the distribution of the IPs to Schools in 2018, the purpose for this year’s distribution to village representatives was to raise the general public’s awareness of government agencies, and the products and services that it provides.

PINKTOBER 2019 FOR SAMOA’S PUBLIC SERVICE

The Public Service Commission issued the Circular Memorandum (CM) - 2019/07 on the 20th of September 2019. The CM requested all Government Agencies to support the Pinktober campaign by either wearing Pink attire or pink ribbon on Tuesday 1st of October 2019 and Friday 25th of October 2019.

The Pinktober campaign was officially launched on the 30th September 2019 under the theme “Together, we can make a difference.” The purpose of the campaign is to raise awareness on cancer particularly on how to detect symptoms for early prevention, establish supporting mechanisms for those affected and to unify the nation in the fight against cancer.

The Public Service Commission would like to acknowledge and commend the work of the Samoa Cancer Society and their stakeholders in combating this disease and also thank all Government Agencies for their support and contribution to the 2019 Pinktober campaign.

PUBLIC SECTOR AWARENESS ON “HEALTHY RELATIONSHIPS” – PROMOTING A SAFE ENVIRONMENT FOR FAMILIES AND WELLBEING FOR ALL

The Public Service Commission in partnership with the Office of the Ombudsman invited public servants from all Government Ministries and State Owned Enterprises through CM 2019/2020 09 (dated 21 October 2019) to the Awareness program hosted and facilitated by the Office of the Ombudsman.

The Awareness program is part of the Ombudsman’s 2-year awareness project to implement recommendations and findings from the Report on the National Inquiry into Family Violence by the Office of the Ombudsman.

The objective of the program was to raise awareness on the importance of maintaining safe family environments and to enable and
promote the well-being and productivity of all employees in the public sector.

The program was conducted over a period of nine (9) days which commenced from the 18th to the 29th of November 2019.

The key partners involved during the planning and implementation of the awareness program were representatives from the Ministry of Women, Community and Social Development (MWCSD); the Ministry of Justice and Courts Administration (MJCA); Samoa Family Health (SFH); United Nations Fund for Population Activities (UNFPA) and Technical Assistant Tuiloma Sina Retzlaff of the Office of the Ombudsman.

All key partners delivered presentations specific to their line of work and the sessions were facilitated by Tuiloma Sina and the Office of the Ombudsman.

This Awareness programme is the first of its kind and the opportunity to participate was well acknowledged by participants. It captivated interest on areas that are important in building healthy relationships which enables and promotes productivity in workplaces.

The Public Service Commission would like to acknowledge all Government Ministries who participated in this important training as well as the agencies that made this program possible: The Office of the Ombudsman, MJCA, MWCSD, SFH & UNFPA.
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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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