

JANUARY Newsletter

OFFICE OF THE PUBLIC
SERVICE COMMISSION



23 February 2026



Here's what has happened in the last month and what's to come!

Welcome to our first newsletter of 2026! We are thrilled to have everyone back and ready to face this year with renewed mind, confidence and inspiration to work and achieve goals.

Firstly, we would like to express our gratitude to all of our partners and stakeholders for an incredible working relationship in 2025. We acknowledged all public servants and heads of agencies who have resumed duties after the festive holidays and ready to serve our people of Vanuatu.

In terms of our recent activities, we have successfully carried out Performance Management System awareness at all Government Ministries this month by the hardworking team at Vanuatu Institute of Public Administration & Management (VIPAM). This program aims to improve performance at all line agencies for enhanced government service delivery.

Finally, we want to remind everyone that for any new graduates or students seeking for opportunity in our internship, apprenticeship or cadet program, applications are now done online on this link:

<https://tinyurl.com/Development-Program-Form>.

From our team to yours, we wish you all the best for year 2026!

Enjoy this month's newsletter!

In this newsletter you can expect:

Signing of Senior Executive Contracts

Senior Executive Officers Workshop 2026

Appointment of New Commission Member

Appointment of Heads of Departments

Internship program Highlight

Staff Profile Highlights



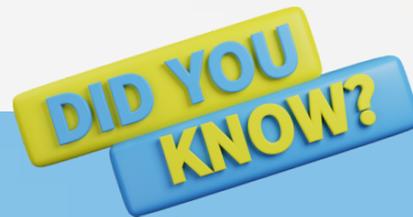
Signing of Contract Variation & New Contract of Senior Executive Officers.

The Public Service Commission has formalized the contract variation of Director Generals on 16 January 2026.

The Office of the Public Service Commission (OPSC) through the office of the Acting Secretary, Mr. Jean Yves Bibi signed the contract variation between the DGs and the Employer after the Amendment of the Public Service Act No. 36 of 2025 was made in October 2025. Secretary Generals have signed their contract variation on January 30th.

Additionally, OPSC has also formalized the new contracts of all Directors on January 26th after their employment status was changed from permanent to a fixed-term contract of four (4) years.

This amendment introduces key reforms to the Public Service Act (CAP 246), aimed at enhancing the Commission's function efficiency within the public service and ability to manage leadership performance and delegate responsibilities more effectively.



Amendments of Public Service Act [CAP 246]

- **Delegation of Powers:** *The Public Service Commission may delegate its functions and powers to a secretary general in the provinces.*
- **Empowerment of Secretary Generals:** *the power of secretary general to suspend an employee prior consultation with the Director and the Commission.*
- **Employment Status of Senior Executive Officers (SEO):** *The employment status of director generals and directors on a fixed 4 years' contract and may be reappointed for 1 term only.*
- **Disciplinary:** *Additional disciplinary actions and timeframe of the Public Service Disciplinary Board (PSDB).*



Office of the Public Service Commission conducts Senior Executive Officers (SEO's) Workshop.



PSC CHAIRMAN, MR. METO NGANGA (C) FLUNKED BY SEO'S DURING SECOND DAY OF THE SEO WORKSHOP.

The Office of the Public Service Commission facilitated a Senior Executive Officers (SEO) workshop from January 28th to 30th, 2026 at Iririki Island Resort.

The workshop brought together SEOs, including Director Generals, Directors, Secretary Generals, and equivalent positions.

Over the course of three (3) days, sessions focused on key areas such as the Public Service overview, the 2026 Policy Direction, the Decentralization Policy, and proposed amendments to the Public Service Act. These discussions marked the beginning of efforts to strengthen effective management skills, foster collaboration across ministries, encourage innovation in service delivery, and ensure that public service leadership remains responsive to the needs of communities.

The workshop also emphasized the importance of teamwork, ethical decision-making, and continuous professional development as essential foundations for advancing the public service.

As an outcome of these deliberations, the workshop resulted in the development of an SEO Resolution Document, capturing the collective commitments and agreed actions to guide future leadership and policy implementation across the public service.



SEO'S IN ATTENDANCE



GROUP DISCUSSION



GROUP DISCUSSION



ACTING SECRETARY, JEAN YVES BIBI

Mrs. Tom Appointed as new Commissioner

Mrs. Madeleine Tom was appointed as a member of the Public Service Commission (PSC) in January 2026. With more than 40 years of experience in Vanuatu's private sector and prior service in the Port Vila Municipal Council, she brings a wealth of knowledge and leadership to the Commission. Following her induction on 12 January 2026, Mrs. Tom is set to contribute significantly to strengthening the PSC's oversight and governance of the public service.



MRS. MADELEINE TOM

PSC Appoints new Directors



MR. PATRICK FRED

The Public Service Commission has appointed Mr. Patrick Peter Fred as the Secretary General of the Citizenship Office.



MR. MATTHEW TASALE

The PSC simultaneously announced the appointments of Mr. Matthew Tasale as Director of the Department of Energy and Dr. Meriam Toalak as the Director of the Department of Biosecurity.



DR. MERIAM TOALAK

PSC Chairman, Meto Nganga remarked that “We are confident that under their leaderships, the respective agencies will continue to uphold the integrity and deliver quality service to all citizens of Vanuatu.

These appointments reflect the shared commitment to strengthening good governance and ensuring that the values of transparency, accountability, and service to the people remain at the heart of both PSC and respective institutions they represent.

Mr. Fred - 20 years' working experience in the public sector.

Mr. Tasale - 8 years' working experience at Department Energy.

Dr. Toalak- 25 years working for the Department of Biosecurity.

Internship Program Highlight



OPSC offers placement for Interns in alignment with Decentralization Policy

The Acting Secretary of the Office of the Public Service Commission (OPSC), Mr. Jean Yves Bibi has welcomed 16 interns into the public service workforce on January 22.

Among this cohort, four (4) of the interns will be assigned to serve in the provinces under the Ministry of Climate Change (MoCC) and Ministry of Agriculture, Livestock, Forestry and Biosecurity (MALFB). This placement is aligned with the government's Decentralization policy, ensuring that capacity and support are extended to provincial levels.

The other 12 interns are assigned to work at Ministry of Internal Affairs (MoIA), Ministry of Infrastructure and Public Utilities (MIPU) and the Ministry of Prime Minister (MPM).

OPSC's internship program was initiated to attract graduates to join public service workforce at a time when Vanuatu faced a high number of retirees, however with the current continuation of this program a high number of graduates were recruited to address the workforce planning of the government.



OUR STAFF CORNER



Hello! My name is Aileen Wilbur, from the beautiful island of Ambae.

Ms. Wilbur is our OPSC Senior Human Resource Officer- Penama Province.

What do you love most about your job?

This year marks my 6th year working in Penama Province under the Office of the Public Service, and I'm feeling grateful for the journey so far.

One thing I've grown to love about my job is the strong connection with communities. Working closely with people in the islands has taught me the true value of community engagement. It's also where decentralization becomes real—through planning, implementing, and monitoring development activities together with the people.

Another part of my work that I cherish is learning about the different governance systems in Penama, especially our rich custom governance. Each island has its own unique identity, customs, and leadership styles. Every work trip teaches me something new and reminds me how special Penama truly is.

Fun fact

Visited most part of Penama Province, very down-to-earth personality and she speaks her mind when given the chance.

Thank you for reading!

PHOTO GALLERY

Signing of Directors' New Contract



DIRECTOR SAMUEL POSIKAI, POLICY & PLANNING



DIRECTOR ERICKSON SAMMY, DOWR



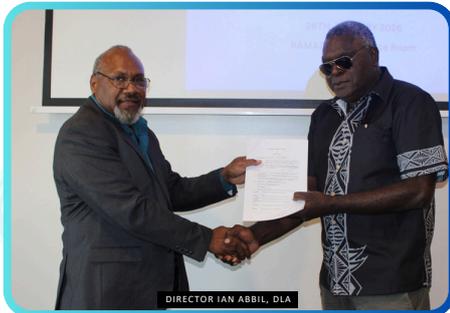
DIRECTOR LEVU ANTFALO, VMGD



DIRECTOR ABRAHAM NASAK, NDMO



DIRECTOR PAUL PIO, TOURISM DEPT



DIRECTOR IAN ABBIL, DLA



DIRECTOR GORDON WILLIE, LANDS DEPT



DIRECTOR JOE IAUKO, COOPERATIVE

Signing of Contract Variation for Director Generals



DG WILLIAM NASAK, MOLNR



DG HENRY WOREK, MIPU



DG TIMOTHY TUMUKON, MALFB



DG DAVID GIBSON, MOCC



DG CHEROL IANNA, MYICS



DG SAMSON VILVIL FARE, MFOMA



DG LEITH VEREMAITO, MOIA



DG ROAN LESTER, MFEM