

October & November Newsletter

OFFICE OF THE PUBLIC SERVICE COMMISSION

2 October 2025



PUBLIC SERVICE DAY AT EAST GAUA IN TORBA PROVINCE

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

Welcome to our monthly newsletter! We are thrilled to share with you the latest developments and highlights that occurred during the month of October and November 2025.

Firstly, we would like to express our gratitude to all of our partners and sponsors who have continued to support the development of the Public Service in Vanuatu.

Your generosity and dedication have allowed us to keep our programs running smoothly and effectively. In terms of our recent activities, we have successfully completed the Public Service Day celebration and had a successful UNODC Courtesy Meeting, also VIPAM and Asian Development Bank (ADB) forged a pathway to strengthen Vanuatu’s Public Service Capacity.

A Memorandum of Understanding had been signed between the Public Service Commission and Vanuatu Institute of Technology.

In this newsletter you can expect:

Public Service Day Celebration (Gaua / Torba, Malekula/ Malampa & **Condolence Message**)

PSC - UNODC Courtesy Meeting

Asian Development Bank (ADB) and Vanuatu Institute of Public Administration and Management (VIPAM) Forge Strategic Pathways to Strengthen Vanuatu’s Public Service Capacity

Memorandum of Understanding: Collaborative Partnership Between PSC and VIT to Strengthen Public Service Professional Development

Our Staff Corner



PUBLIC SERVICE DAY CELEBRATION (EAST GAUA /TORBA PROVINCE)

Public Service Day Celebration (Gaua/ Torba)

Torba celebrate Public Service Day on the island of East Gaua Area Council in Torba Province.

The celebration continues with music, cultural displays, and community dialogue—bringing Torba people closer, together in unity and purpose.

Celebrating Unity and Service in Torba Province Over the past few days, Office of the Public Service Commission (OPSC) had proudly came together to celebrate Public Service Day alongside Torba Day, embracing the spirit of unity, service, and community.

OPSC extend it’s heartfelt thanks to the people of Gaua and the East Area Council for their exceptional hospitality and for successfully hosting this significant event. Your dedication and support made the celebration truly meaningful and memorable.

As we reflect on these moments of togetherness, let us continue to strengthen our communities and work hand in hand toward a brighter future—for Torba Province and for Vanuatu as a whole.





Second Cohort of Woman in Leadership

Office of the Public Service Commission (OPSC) with the collaboration of the Australian High Commission in Vanuatu had the chance to run another training with the Ministry of Infrastructure and Public Utilities.

The training was for 2 days and it was ran at the Sanma Conference room for Ramada Resort in Port Vila from Monday 6th to 7th of October 2025.

Evelyn Masseng as the Senior Trainer 3 under the Vanuatu Institute of Public Administration and Management unit (VIPAM) today 07 October 2025 run the High Performance Training with all the participants from various ministries who attended.





Photo: Front row, left to right (Mrs. Christina Thyna Manager Compliance, Mr. Stephane Bong Deputy Secretary OPSC , Mr. Dan Zafrir Anti-Corruption Programme Officer with United Nations Office on Drugs and Crime (UNODC), Mr. Albert Nalpini National Human Rights Coordinator at the Vanuatu Ministry of Justice and Community Services.

Back row: Compliance Team within the Office of the Public Service Commission OPSC).

PSC - UNODC Courtesy Meeting

UN International Volunteer Specialist Dan Zafrir, who serves as an Anti-Corruption Programme Officer with United Nations Office on Drugs and Crime (UNODC), meets with the Office of the Public Service Commission (OPSC) Compliance team.

This initial meeting is the first of it's kind, for OPSC and UNODC to discuss, share and collaborate to strengthen and promote good governance and anti-corruption efforts within Vanuatu Public Service and the Pacific.

The OPSC values this opportunity to partner with UNODC in promoting integrity and professionalism. The OPSC is committed to working with UNODC to strengthen Public confidence in Vanuatu's public institutions.

The meeting took place at the Ministry of Internal Affairs (MOIA) conference room in Port Vila.





LEFT TO RIGHT : CHAIRMAN OF THE PUBLIC SERVICE MR. MARTIN RAOUL MAHE AND SECRETARY GENERAL OF TORBA PROVINCE MR. ALBERT RUDDLEY

Consultation on Torba Key Activity Areas Marks Strategic Milestone for Decentralization

The Chairman of the Public Service Commission (PSC), Mr. Martin Raoul Mahe, delivered a keynote address during a high-level consultation on the Torba Provincial Government Council's Corporate Plan, marking the first time a province has used the Public Service template. The meeting, held at the Ramada Resort's Torba Conference Room, brought together directors and executive officers to discuss Torba's strategic priorities and key activity areas. Secretary General of Torba Province, Mr. Albert Ruddley, also contributed to the dialogue, reinforcing the province's commitment to long-term development.

In his remarks, Chairman Mahe emphasized that decentralization is a national responsibility that extends beyond any single ministry. He highlighted the PSC's role in accelerating service delivery to provincial levels, stressing the need to reduce reliance on central government. He noted that six provinces still depend heavily on central structures and affirmed that the Commission is stepping in to ensure no province is left behind in the planning circle of Public Service.

Chairman Mahe underscored the alignment of Torba's corporate plan with the National Sustainable Development Plan (NSDP) and People's Plan 2030, which aim to ensure inclusive progress across all provinces. He announced that the PSC is working with the government to amend the Public Service Act to formally recognize the Secretaries General of all six provinces. This reform represents a significant step toward empowering provincial leadership and strengthening governance structures.

The Chairman also called for enhanced planning, reporting, and performance management at the provincial level. He commended Secretary General Albert Ruddley for Torba's rigorous approach to corporate planning and pledged to present Torba's plan to the Commission. He further recommended that 30% of decentralization-related performance agreements for Directors General in 2026 be focused on Torba, signaling the province's leadership role in advancing decentralization.

Concluding his address, Mr. Mahe stressed the importance of creating platforms for collaboration between the public sector, private sector, and communities. He expressed optimism that future engagements will foster deeper partnerships and build on past achievements. He thanked directors and senior officers for their commitment to Torba's development and urged other provinces to follow Torba's example, embracing proactive planning to achieve inclusive progress nationwide.



ASIAN DEVELOPMENT BANK (ADB) & VANUATU INSTITUTE OF PUBLIC ADMINISTRATION AND MANAGEMENT (VIPAM)

Building a Stronger Vanuatu Public Service

The Asian Development Bank (ADB) and Vanuatu Institute of Public Administration and Management (VIPAM) have joined forces to chart a strategic, locally-driven path for public service transformation.

After a successful 4-day scoping mission, the partnership is set to deliver smarter systems, stronger institutions, and tailored training to empower Vanuatu's workforce.

As we approach the 2030 National Sustainable Development Plan, this collaboration is all about accountability, capacity, and service excellence for the people of Vanuatu.

A Memorandum of Understanding (MOU) had been signed on the month of November 7, 2025.





CHAIRMAN MARTIN RAOUL MAHE SIGNING THE MOU AGREEMENT WITH ADB

Asian Development Bank (ADB) and Vanuatu Institute of Public Administration and Management (VIPAM) Forge Strategic Pathways to Strengthen Vanuatu's Public Service Capacity

The Asian Development Bank (ADB) and the Vanuatu Institute of Public Administration and Management (VIPAM), together with the Ministry of Finance and the Office of the Public Service Commission (OPSC), signed a Memorandum of Understanding on 7 November 2025 in Port Vila. Backed by \$1.3 million from ADB's Technical Assistance Special Fund, the agreement marks the beginning of a major collaboration to strengthen Vanuatu's public service capacity. Leaders from both sides highlighted the importance of this milestone, noting it as the first large-scale ADB initiative with the public service sector in the region.

In October 2025, ADB and VIPAM conducted a scoping mission with OPSC to design a demand-driven framework for institutional and capacity development. This framework ensures that priorities are set by Vanuatu's government stakeholders, aligning with national development goals and maintaining local ownership. Key areas of focus include organizational reviews, competency frameworks, training needs analysis, digital learning systems, performance management, and the development of core training programs. The framework is designed to remain flexible, allowing new needs to be added as they arise.

The partnership aims to create sustainable pathways for capacity development by modernizing training systems, strengthening institutions, and aligning workforce planning with national priorities. It also emphasizes accountability through clear monitoring and evaluation mechanisms.

As Vanuatu advances toward its 2030 National Sustainable Development Plan, this collaboration reflects a shared commitment to stronger institutions and improved service delivery, equipping the government to provide better quality services to its citizens.



VIT PRINCIPAL WADE EVANS AND CHAIRMAN METO NGANGA

Memorandum of Understanding: Collaborative Partnership Between PSC and VIT to Strengthen Public Service Professional Development

The Office of the Public Service Commission (OPSC) and the Vanuatu Institute of Technology (VIT) have formalized a Memorandum of Understanding (MoU) to enhance the skills, knowledge, and performance of public servants in Vanuatu. Signed on 13 November 2025, the agreement establishes a collaborative partnership focused on structured training, research, and professional development to strengthen service delivery across government.

The initiative will be implemented with the support of the Vanuatu Institute of Public Administration and Management (VIPAM), which will work alongside VIT to design and deliver programs ranging from Certificate IV to Advanced Diploma levels. Short courses and micro-credentials will also be introduced to address specific workforce needs. Beyond training, the institutions will collaborate on curriculum development, research projects to identify areas for improvement, and trainer exchange programs to share expertise and raise teaching standards.

Speaking at the signing, Chairman of the Public Service Commission, Mr. Meto Nganga, emphasized that the MoU would strengthen key areas of trade, development, and professional growth through the combined efforts of VIT and VIPAM. Oversight of the agreement will be managed by a Joint Management Committee, ensuring accountability, resource sharing, and regular monitoring. Programs will align with Vanuatu Qualifications Authority standards, with measurable indicators such as program delivery, certification rates, and trainer exchanges tracked to ensure tangible results.

VIT Principal, Mr. Wade Evans, highlighted that the Institute has been undergoing reforms and rebuilding partnerships, noting that this collaboration with OPSC represents an important step in capacity-building. Both parties have committed to sharing facilities, resources, and costs, while maintaining transparency through financial records and annual reviews. Clear procedures for dispute resolution, data protection, and confidentiality are also embedded in the agreement.

This MoU, signed by Mr. Nganga, Mr. James Melteres, Mr. Evans, and Mrs. Nathalie Maltock, marks a significant milestone in building a stronger, more capable public service dedicated to excellence, innovation, and sustainable development for Vanuatu.



CHAIRMAN OF THE VANUATU PUBLIC SERVICE COMMISSION MR. METO NGANGA SHAKING HANDS WITH THE CHAIRMAN OF THE PACIFIC PUBLIC SERVICE LEADERS CONFERENCE FONO 2025

Pacific Public Service Leaders Conference – FONO 2025

The Chairman of the Pacific Regional Governance Board, Mr. Martin Raoul Mahe, officially welcomed the Vanuatu Public Service Commission Chairman, Mr. Meto Nganga, along with his delegation, to the Pacific Public Service Leaders Conference (FONO 2025).

The event is being held at the Pacific Islands Forum Secretariat in Suva on 17 November 2025.

Public Service leaders from across the Pacific have gathered to share insights, strengthen collaboration, and shape the future of governance and service delivery in the region. The conference provides a vital platform for dialogue, innovation, and collective action to address shared challenges and opportunities.

Hosted by Fiji, FONO 2025 underscores the importance of regional cooperation in building resilient, effective, and people-focused public services that can drive sustainable development across the Pacific.

On 17 November 2025, the Public Service Leadership Program (PSLP) was launched for the Shefa Community Cohort under the Ministry of Health.

The cohort includes 19 participants, made up of health workers and Area Administrators (AAs) from Shefa Province. Their joint participation will strengthen collaboration between local health facilities and Area Councils.

The program is supported by the Australian Government through the Vanuatu–Australia Health Program (VAHP) and co-facilitated by the Office of the Public Service Commission (OPSC) via VIPAM. This initiative marks an important step in building stronger leadership and improving community-level service delivery.

Public Service Leadership Program Launched in Shefa



PARTICIPANTS OF THE PUBLIC SERVICE LEADERSHIP PROGRAM LAUNCHED IN SHEFA



Performance Management System Training Underway

The Office of the Public Service (OPSC) has begun rolling out Performance Management System (PMS) training for Heads of Agencies, managers, and supervisors across government ministries. Facilitated by the Vanuatu Institute of Public Administration & Management (VIPAM), and co-facilitated by ODU and IPDU under OPSC, the program is designed to strengthen leadership and accountability within the public service.

The Ministry of Foreign Affairs, International Cooperation & External Trade was the first to participate in the inaugural training session held on Wednesday, 19 November 2025. During the session, participants explored a wide range of topics including the legal consequences of performance management, performance rating systems, analysis of the 2024 Performance Appraisal report, and findings from the 2025 PMS Audit. They also examined the shift toward competency-based job descriptions, business plan development, performance appraisal processes, and institutional capacity assessment reporting.

The training emphasizes the importance of effective communication between supervisors and staff in implementing departmental priorities. Supervisors are encouraged to set clear goals and expectations, build trust through open dialogue, provide regular coaching and feedback, empower staff to make decisions, and recognize and reward strong performance.

To support this effort, OPSC is introducing Smart-Sheet, an innovative digital platform that tracks the implementation of departmental priorities and activities. Smart-Sheet will provide evidence-based data on staff performance, ensuring greater transparency and accountability during mid-year and end-year reviews.

This initiative marks a significant step in strengthening the culture of performance and continuous improvement within the Vanuatu Public Service. By equipping leaders with the tools and knowledge to manage effectively, the PMS training will help ensure that ministries deliver on national priorities with efficiency, integrity, and measurable results.



GRADUATION OF SHEFA HEALTH NURSES AND DLA STAFF (AREA ADMINISTRATOR)

Certificate of Professional Development in Public Service Leadership - Second Cohort Graduation

We proudly celebrate the graduation of Shefa Health Nurses and DLA staff (Area Administrators) from Shefa Province, who have successfully completed the Certificate of Professional Development in Public Service Leadership. This program was delivered through a partnership between the University of the South Pacific (USP) TAFE – Pacific Technical and Further Education and VIPAM, offering specialized leadership training for public service professionals.

The leadership program equipped participants with essential skills through modules such as:

- Self-Leadership
- Leadership Skills for Supervisors
- Developing High-Performance Teams
- Emotional Intelligence Skills

These trainings are designed to strengthen knowledge, enhance leadership capacity, and improve workforce performance across the public service sector.

A total of 19 participants proudly graduated with the USP TAFE Certificate of Professional Development in Public Service Leadership. Their achievement marks a significant step forward in building stronger, more effective public service leadership in Shefa Province.

Management of Shefa Health and the Ministry of Health extend sincere appreciation to the Australian Government 🇦🇺 for sponsoring this training. Gratitude is also expressed to the Public Service Commission, VIPAM, and USP, whose collaboration made it possible to deliver this program to Shefa Health and DLA staff.

This milestone reflects a collective commitment to empowering public service leaders and ensuring better outcomes for communities across Vanuatu.

OUR STAFF CORNER



Hello! My name is Mala Meake from the island of Futuna.

Mr.Meake is our Senior Architect

What do you love most about your job?

Designing house plans align with clients imagination into reality.

fun fact:

I love playing Soccer and Fishing



Hello! My name is Lopanga Yerta Ores from the island of Ambrym.

Mrs. Lopanga is our Principal Admin at the OPSC.

What do you love most about your job?

I don't just enjoy, i value the diversity of my role -from recruitment, planning and coordinating logistics, to designing creative visual and generating insights that supports decision making. It is fulfilling to designing creative visuals and generating insights that supports decision making.

fun fact:

- Always humble to learn new skills/ideas
- I love keeping it simple -from sewing my own dresses to birthday cakes - No Stress