

February- March Newsletter

OFFICE OF THE PUBLIC SERVICE
COMMISSION

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What has happened in the last month! News Highlights

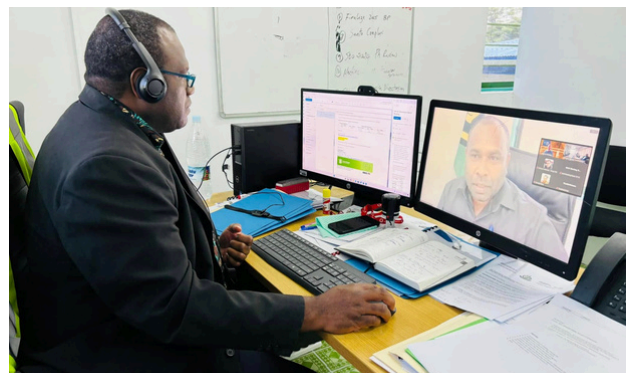
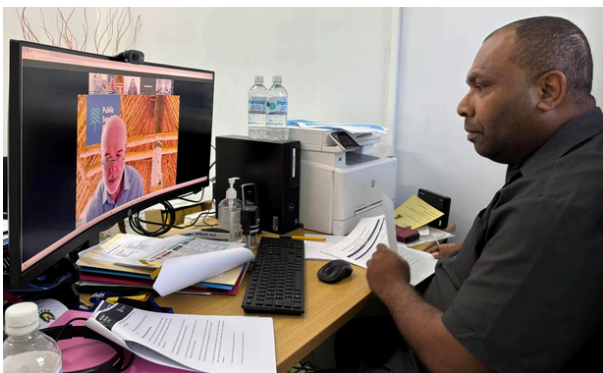
We are excited to share with you OPSC's highlights that occurred during the month of February and March 2025.

Chairman Mahe calls for collaboration at Fale Governance Board

The Chairman of the Vanuatu Public Service Commission, Mr. Martin Mahe chaired the first Fale Governance Board online meeting on 19th February, 2025.

The meeting concluded successfully, with Chairman Mr. Mahe reaffirming the critical role of the Fale Secretariat in delivering co-designed regional programs and fostering both multilateral and bilateral support. This support will be tailored to the specific needs of Pacific Public Service Leaders, ensuring ongoing collaboration between the region's Public Service Commissions to strengthen their respective public sectors and achieved their shared priorities.

The Fale Governance Board provides high level strategic oversight and direction to the Fale and is accountable to the Pacific Public Service Leaders Group.



Enjoy this bi-monthly newsletter!

Induction of OPSC Acting Secretary to Fale Governance Board

The Acting Secretary of OPSC, Mr. Stephane Bong went through an online induction to the Fale Governance Board on February 14th 2025.

The induction program provides oversight of overall function of the Fale Governance Board serving as the secretariat of Pacific Public Service Commissions.

Mr. Bong's duty to the board as a member is to provide support and actively participate during Governance Board meetings.



Mr. Stephane Bong , in his capacity as the Acting Secretary is board member to the Fale Governance Board.

Appointment of Director Generals

Acting DG MoFOMA – Mr. William Naviti was appointed as the new Acting Director General of the newly established Ministry of Fisheries, Ocean and Maritime Affairs on February 20th, 2025.

DG MoCC- Mr. David Gibson as the Director General of the Ministry of Climate Change & Adaptation on February 27th, 2025.

Acting DG MoTC- PSC has appointed Mr. Joe Ligo as the Acting DG of the Ministry of Trades and Commerce on March 14th, 2025.

DG MPM- Vanuatu's former Ambassador to Brussels, Mr. George Maniuri was appointed as the new Director General of the Ministry of Prime Minister on March 28th, 2025.



Congratulations

Training Events at OPSC

VIPAM Induction Program

The Vanuatu Institute of Public Administration and Management has successfully carried out induction programs from government line ministries during the months of February and March.

This excursion focuses on presentation of specific topics in the Public Service Staff Manual to targeted groups of staff within respective ministries namely:

- ✓ Senior executive officers
- ✓ Supervisors and senior officers
- ✓ newly appointed staff



VIPAM facilitates and administers training for public servants and ensures that employees are well versed with work ethics as outlined in the PSSM.



‘Public service must be more than doing a job efficiently and honestly.
It must be a complete dedication to the people and the nation’
Margaret Chase Smith

OPSC Investigators Training



PC: Training participants from OPSC and NSC



OPSC investigators who are part of the Compliance Unit have successfully completed a two-day investigator training on February 19th to 20th, 2025.

The training was focused on interview techniques and investigation techniques to upskill OPSC's investigators in enhancing their investigations on legal matters.

It also allowed for the participants to identify loop holes in PSC cases and by using their acquired skills how can they best addressed them.

The training was coordinated by the National Advisory Board and facilitated by Australian Expert, from the Australian High Commission.

Planning & Reporting Consultation on Santo

OPSC held a one-week training on planning and reporting in Luganville, Santo from the 17th to 21st February, 2025.

The event brought together PSC-appointed officials from the northern provinces to re-evaluate current planning templates and practices at both provincial and national levels, aiming to enhance government services to communities.

This training focused on strengthening alignment from the Area Council to the provincial and national levels, adopting a 'bottom-up approach' to recognize and address challenges from both provincial and national perspectives.



OPSC Staff graduate from APTC's Leadership Program



Top: Steve Tete (l), Ini Tabiaga (r) Bottom: Evelyn Massing (l), Jacqueline Iakavai (r)

Four staff from the OPSC have successfully graduated with a Certificate IV in Leadership & Management from the Australian Pacific Training Coalition on March 13th, marking a significant achievement in their professional development. This qualification equips them with essential leadership and management skills, enhancing their ability to contribute effectively to the organization and the broader public sector. Their accomplishment reflects a commitment to strengthening leadership capacity and fostering positive change within the OPSC.

Enhancing customer care and carpentry skills

VIPAM in collaboration with Australian Pacific Training Coalition (APTC) ran two cohorts for Carpentry Skills Development and Customer Service.

There were 30 participants for both carpentry course and the Customer Service course.

These trainings aim to improve customer service at Government offices ensuring professional and quality service is provided to the public at large.

The carpentry course equipped participants with skills to maintain public infrastructure lowering costs to handle repairs or maintenance in-house.



PM Briefing with MPM/OPSC Staff

The Hon. Prime Minister Jotham Napat emphasized that this government is 'performance-based' and staff under the MPM must performance to the highest standard.

During the meeting, all departments and units under MPM briefly stated roles and functions and introduced staff to the PM as is the process when a new Minister takes up his officer.



PM Briefing with DGs, Directors and Senior Staff

Senior executive officers were reminded of their roles as leaders in the public service. During their briefing with the Hon. PM Jotham Napat, Director Generals, Directors and Managers within government lines agencies were urged to practice good leadership and that their performance will be scrutinized.

PM Napat emphasized that the government service delivery must be seen at the doorstep of the citizens and that can only happen when public servants take their duties and responsibilities seriously.



Performance Management Audit

The OPSC has conducted an audit on Performance Management Systems and Processes to assess their efficiency and effectiveness since its implementation in 2016. They examine how well the systems are meeting their intended objectives and identify any issues or bottlenecks that may be hindering staff performance.

The audit period was held for one week from the 24th of March to 28th March 2025.

Officers who were interviewed are from the positions of Deputy Directors, managers, principal officers, senior officers and officers within each department and ministries.



What You Need To Know

PSC Act

Director Generals key responsibilities include:

- 20 (h), Director Generals are required to prepare Annual Reports by 31st of March each year and Ministers responsible are required to table the Report in Parliament within 14 sitting days of receipt of the reports.

PSSRM

As per Public Service Staff Manual chapter 10 section B outlines the process of individual staff performance:

- An annual work plan established based on the Business plan and Job Description submitted to the OPSC by February 28 each year.
- Mid-year review is conducted & submitted to the relevant Director or DG by 30th June each year.
- An end of year review must be conducted & the performance appraisal must be submitted to the OPSC by 31st December of each year.

Our Staff Corner



Hello! My name is **Cindy Avock**, from the beautiful island of Paama.

Ms. Avock is our Records Management Officer in the OPSC's Corporate Service Unit.

What do you love most about your job?

In my role, I assist in managing OPSC records and employee records for all government ministries. I ensure that these important documents are well-organized and easy to access or retrieve upon request. A fun fact about the job are the fascinating stories and histories of the people who served our country

Fun Fact:

'I love sharing a laugh with my colleagues and sharing food together at the workplace. Whether it's bringing in a homemade dish or enjoying snacks-It helps us build an enjoyable work environment.'

Cindy has a contagious smile and such a bright soul to work alongside every day.

Upcoming Events

We are please to announce that the anticipated Public Service Day event for 2025 will be taking place on Tanna!

Watch this space for more info....



Thank you for reading!

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