

"A public Service that is responsive, value based and provides high quality services"

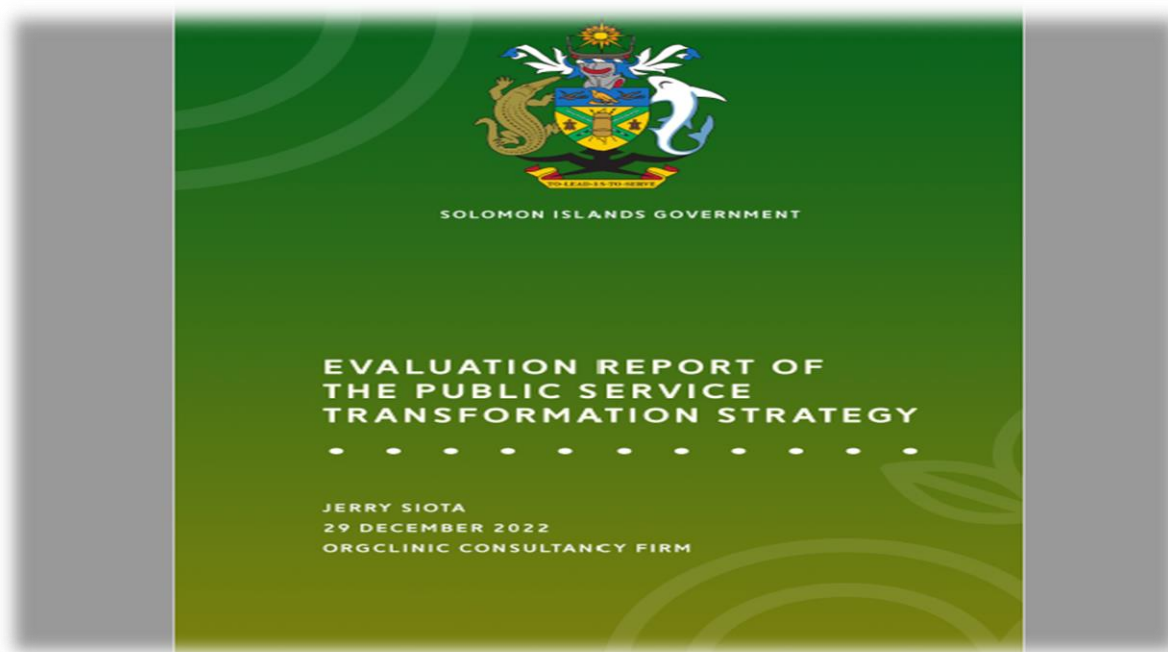
Ministry of Public Service

Newsletter

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Public Service Reform Programs progressing but needs time – PSTS Evaluation



By Baddley Nimepo-
(Assistant Secretary- Monitoring and Evaluation)

Public Service Reform Programs guided by the Public Service Transformation Strategy (PSTS) are progressing well but need more implementation time. This is according to the PSTS Evaluation Report published by the Ministry of Public Service. In the report, 70% of the programs of the Ministry are not yet fully implemented and need time. This is due to the scope of the reform programs. This is the main finding in the Evaluation Report after its five-year time frame lapsed in 2021.

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In the report, it is evident that most of the policies and their activities are relevant for the public service but need time in order for them to be implemented and the expected outputs realized. Most of the reform programs of the government such as the enactment of the New Public Service Act, Public Service Housing, Terms and Conditions, Functional Review, Restructuring, and Human Resources Capacity Building are up and running. However, this requires a lot of effort and resources thus needing time. Also, most of the PSTS five-year implementation time has been disrupted by the Covid Pandemic. As such, one of the main recommendations in the Evaluation Report is to extend the life of the PSTS from five years to ten years.

The Evaluation of the PSTS is conducted by an Independent Consulting Team, Org Clinic, with funding from DFAT's ACG Support. It is purposely conducted to see how the reform programs of the Ministry of Public Service are managed to achieve its long-term goals. The PSTS is the key document that outlines how the Ministry is going to work in order to achieve its goals. To access the report, contact MEL Unit, Ministry of Public Service.

Limited Socialization Attributed to a slow start to PSTS Implementation - PSTS Evaluation Report

By Baddley Nimepo-
(Assistant Secretary- Monitoring and Evaluation)

The Evaluation of the Public Service Transformation Strategy (PSTS) has found that limited socialization contributed to a slow start in progressing its reform programs. The report stated that lack of socialization is also a challenge for implementation. The lack of PSTS visibility means it is not translated into Corporate and Annual Work Plans in line ministries/agencies.

According to focus groups consulted within the Solomon Islands Ministries and Agencies, they mentioned,

"It is the translation of PSTS to ministerial corporate plan that becomes a challenge. E.g. gender we're implanting or encouraging youths to be entrepreneurs. PSTS very much generalized hence reveals the challenge of strengthening the network for socialization – which would have helped corporate services to further translate it down into corporate plans".

This is problematic as SIG is the biggest employer whilst the private sector is very small, hence high expectations for the public sector to perform. This shows a lack of awareness of PSTS or if they are aware of it, they may not understand how it works. This situation is magnified by the lack of linkage of PSTS to line ministries. This is summarized by the recommendations provided by the ministries.

- PSTS must be aligned to corporate plans or other strategies in line ministries. E.g. Ministry of Education, National Education Action Plan has high demand and people are very much aware of it. There must be demand for the document and this can only occur if it is socialized well enough. PSTS should be factored into line ministries' strategies or work plans.
- More socialization of PSTS successor to Solomon Island Public Services. Due to no interaction, most ministries feel isolated from MPS – hence PSTS become distanced as well. An effective communication strategy is vital for PSTS socialization directly in ministries.
- SYNERGY – MPS must work collaboratively with other ministries for most social problems – e.g. invoice in community issues or shaping a child to be a good public servant in the future. Every ministry should be working towards one goal.

- Corporate services need more interactive sessions to empower them to implement PSTS reforms in ministries. E.g. empowering admin officers in line ministries to implement its reforms. There should also be regularly meet with the Head Of Divisions in line ministries etc.
- PANDEMIC (Emerging issues): How or what is MPS's role? How do we share responsibility? For instance, during the pandemic, we had to do recruitment roles etc.

There is a need for a communication strategy for the successor strategy to be developed and incorporated. The Re-designed successor strategy is expected to be socialized to all Public Servants in a more improved approach. It must also be noted that much of the Implementation time of the PSTS was also taken by the Covid Operations and Outbreak in 2020 and 2021. More information on this can be accessed in the PSTS Evaluation Report.

Remuneration and Housing Key to Motivating Public Service Officers - PSTS Evaluation Report

By Baddley Nimepo-
(Assistant Secretary- Monitoring and Evaluation)

Remuneration and Housing key to motivating public service officers. This is one of the key findings of the Public Service Transformation Strategy (PSTS) End-line Evaluation. According to the Report, the two are the key needs of public officers pertaining to their welfare. When a public officer is taken care of in these two areas, they will be motivated to deliver key objectives of the government.

Remuneration

In the Evaluation study, the number one need alluded to by most consulted was Remuneration. The discussions imply that remuneration is very low and hence it is inevitable that such circumstances will impact negatively performance and productivity. The report quoted:

"Cost of living – SIPS lowest paid employees, need to narrow the gap between COLA & Salary. Big difference from SOEs".

With SIPEU being very weak in considering officers' welfare, the respondents in the study claimed that public servants cannot cope with the standard of living, especially those from level 8 to level 1 on the Unified Salary Structure. Additionally, the respondents claimed that without proper remuneration it will be difficult to implement policies such as PSTS.

Public Service Rental Scheme (PSRS)

The other issue raised during consultations for the study pertained to the Public Service Rental Scheme. It is not a secret that finding a decent house within Honiara is difficult. For instance, a conducive 2-bedroom house on the market is SBD5000 per month, which is beyond the eligibility and affordability of most public officers. As quoted from a focus group session:

"Housing Scheme is very low some went to leave in squatter. However, the fact that most public officers rely on PSRS is alarming, MPS and SIG must find avenues for officers to loan for private homes. Or negotiate with SINPF where all public officers have their savings in and so forth".

More information of these can be accessed in the PSTS Evaluation Report.

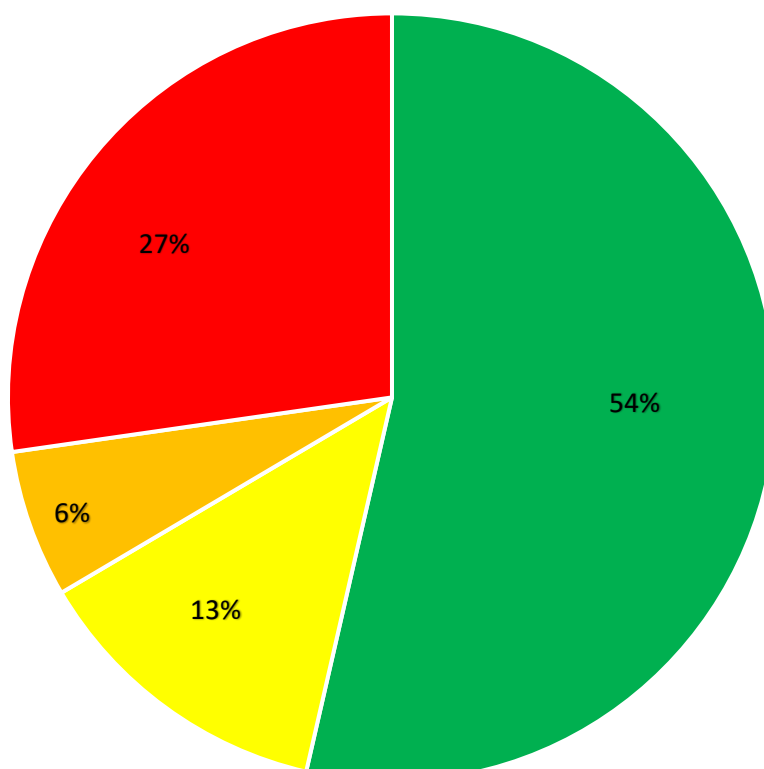
Ministry of Public Service performs Satisfactory in 2022

By Baddley Nimepo-
(Assistant Secretary - Monitoring and Evaluation)

The Ministry of Public Service has performed Satisfactorily in 2022 according to its Annual Report 2022. 54% of its expected Outputs were completed successfully upon year ending. This shows nearly half of the tasks and activities planned for implementation in 2022 are completed successfully. 13% is also progressing well but was not managed to be completed by year-end. Another 6 are progressing but are not on time and need management intervention.

However, 27% of the planned outputs expected to be completed and achieved by the year's end are not completed and need management intervention. This consists of all the tasks and activities that are expected to implement in order for the outputs for 2022 to be achieved. This big number of unimplemented activities need management intervention in order to progress its activities. These outputs and their activities are the key deliverables for the Policy Reform programs of the Public Service. More information related to this will be provided in the MPS Annual Report for 2022 which is ready to be published.

Ministry of Public Service Annual Performance for 2022



Challenges related to Finance expressed as main hindrance to progressing MPS Work in 2022 – MPS Final Reflection 2022.

By Baddley Nimepo-
(Assistant Secretary- Monitoring and Evaluation)

Financial Constraints are the main issue and challenges faced with implementing the Annual Work Plan of the Ministry of Public Service in 2022.

This is mentioned by the majority of senior officers of the Ministry during the Final Reflection Workshop conducted last month February. There are other issues raised such as workload, delay in SIG Processes, lack of teamwork, no proper planning, office equipment malfunction, and weak organization skills, but the most mentioned is constraints faced with finances.

Financial issues raised by senior staff also include procuring for the maintenance of office equipment such as copiers, toners, and required stationaries. However, the main financial issue with activities that cannot be implemented is the shortfall in cash flow for 2022. More information related to this will be provided in the Annual Report 2022 which is ready to be published.

Work on Organizational Performance Audit (OPA) to continue into 2023

By Wendilyn Wale-
(Assistant Secretary- Organizational Planning)

The Workforce Management Division of the Ministry of Public Service is pleased to update you all on the upcoming Organizational Performance Audit (OPA) activity to be conducted over the first and second quarters of 2023, for the following Ministries, in Western and Isabel Provinces:

1. Ministry of Fisheries and Marine Resources (MFMR)
2. Ministry of Forestry and Research (MoFR)
3. Ministry of Health and Medical Services (MHMS)
4. Ministry of Education and Human Resources Development (MEHRD)
5. Ministry of Police, National Security and Correctional Services (MPNSCS)

The aim of the audit is to assess the overall performance of the ministries in the Provinces and to identify areas for improvement to ensure efficient and effective service delivery to our citizens in the rural communities.

The audit will cover off on various aspects, however, the bulk of the focus will be on human resource management and service delivery. The OPA activity for 2023 is built on from the findings of the OPA activity carried out in 2021, with the Ministry of Agriculture and Livestock (MALD) Extension Services in Malaita, Central and Guadalcanal Provinces. The approach that will be taken in 2023, is an integrated approach comprising several Ministries under different sectors of the government.

The first Provincial Tour for OPA 2023 is scheduled to take place over nine days from 13th – 21st March 2023, in the Western Province. Visits will be made to Munda and Noro police stations, hospitals, clinics, schools, and to rural communities in Vonavona Lagoon, Roviana Lagoon, Rendova Island, with

short visits to be made to Goldie National Secondary School, and communities within the North New Georgia Constituency, as well.

The second Provincial Tour for OPA 2023 is scheduled to take place over eight days from 17th – 24th April 2023, in the Isabel Province. Visits will be made to Buala police station, hospital, schools and to the rural communities in the Maringe area, ending it at Kia Village in the Kia/ Havulei Constituency.

Preparations for the two trips are currently ongoing, the Terms of Reference (TOR) for OPA 2023 have already been approved and signed off by both DS WFM and PS MPS, and bookings for flights and accommodations have already been confirmed – only awaiting our Powerful MPS Accounts Team to facilitate and finalize payments. Consultations with the Ministry of Provincial Government and Institutional Strengthening (MPGIS) Executive team have already been conducted; whereas, consultations with the other five Ministries' Executive Teams, will take place next week beginning on 3rd March 2023.

The findings and recommendations of the OPA 2023 Team will be documented in an integrated report that will be circulated to the Ministries concerned, Cabinet and other stakeholders. Whereas, findings and recommendations purposely targeting HR issues, will be documented in five separate reports specifically targeting each of the Ministries.

Moreover, as part of MPS' commitment to accountability and transparency, we hope to continue to monitor the implementation of the audit recommendations, as well as provide regular updates to our stakeholders.

The Ministry believe that by performing this OPA activity, it will help Ministries to improve their performance, enhance their credibility, and provide better and quality services to our citizens in the rural areas.

The Ministry look forward to working together with all Ministries and our stakeholders to improve organizational performance across the Solomon Islands Government.

The Ministry would also like to thank DFAT for funding this very important OPA activity for 2023.

Public Service Commission submissions for 2022 all successfully processed.

By Sandra Maezama-
(Assistant Secretary- Public Service Commission)

The Public Service Commission (PSC) has successfully processed most of its submissions for 2022. By Quarter 4, PSC prepared 18 agendas plus 1 circulation of papers agenda: therefore, there were 19 meetings conducted. Overall, there are 339 submissions deliberated. Of these submissions 315 were approved, 21 were deferred and 3 are rejected.

Unlike PSC submissions for JLSC came as and when, therefore in 4th quarter 1 circulation of papers was deliberated per month and not twice. Therefore, there were 3 circulations of papers distributed and deliberated. There were 17 submissions deliberated and all these submissions were approved.

This is the same for PCSC. Unlike PSC submissions for PCSC came as and when as well, therefore in 4th quarter 1 meeting was conducted, and 2 circulations of papers were deliberated in the same month. Therefore, there were 3 meetings conducted.

There were 35 submissions deliberated and of these 30 were approved and 5 were deferred.

Institute of Public Administration and Management concludes 2022.

By Solomon Manea-
(Director IPAM)

The Institute of Public Administration and Management (IPAM) has completed all of its training for 2022 successfully. 2022 is one of the challenging years for IPAM, especially with the Covid outbreak in Honiara which resulted in training being halted in the months of January up to April. However, training resumes in May and continued up into the end of the year.

Most of its planned training for 2022 is conducted either in Honiara or the province. By quarter 4, a total of 226 public service officers were trained which includes 129 males and 97 females. Out of the 226, 44 officers were trained in Induction to the Code of Conduct (COC) and Know Your Public Service (KYPS), 22 were trained in Corporate Learning, 40 were also trained on ICT, 28 on Basic Essential Skills, 62 on Leadership and Management, external series 0 and Key Note Speaker 30. The table below shows the training conducted with the number of public officers who participated. Three pieces of training were rescheduled for 2023 and 2 KYPS and COC Trainings were requested. A summary of the training completed by end of Quarter 4 2022 is outlined below-

Training	Participant
Induction-KYPS and CoC	44
Corporate Learning	22
ICT	40
Basic Essential Skills	28
Leadership and Management	62
External Series	0
Key Note Speaker	30

a. Reschedules/Requests

- **3 reschedules (Dev WPP, PMP, PSRP, Auki Provincial training)**

b. Participants Total: 226

c. 4 trainings scheduled & 4 rescheduled plus 2 requests

d. By Gender

- **Male: 129**
- **Female: 97**

e. By Province

- **13% - Malaita Province ICT training rescheduled from Q3 and within**

Master	350
Recommended	260
Commenced	226
Certified	226

"A clean and beautiful workspace enlightens the spirit of duty"

By Baddley Nimepo-
(Assistant Secretary-Monitoring and Evaluation)

"They say, "Beauty is in the eye of the beholder". This simple but meaningful quote speaks a thousand words when it comes to creating a conducive environment where working can be appreciated and embraced. This is behind the heart of the MPS Office Maids who take the initiative to help beautify the Public Service Building Interiors and give it a facelift.

"A public Service that is responsive, value based and provides high quality services"

Recently, they decided to take the beautification of the workplace to another level by putting pot plants in selected spots within the office. Elegant plants in vases are placed within corridors, workstations, and waiting lounges. This beautifies the face of the office workspaces and brightens the whole area. Overall, this enlightens the spirit of all officers as they go about fulfilling their daily duties.

Since the pot plants are put in place, officers have mentioned that there is a difference now in the work environment of the Ministry of Public Service. The spaces are now brightened with the pot plants.

During the end of the 2022 Ministry of Public Service Reflection Workshop, the Permanent Secretary, Neco Sisiolo commend the hardworking Office Maids. Their effort in tidying and beautifying the Ministry of Public Service Building does not go unnoticed and most have singled out their effort as exemplary in ensuring the office remains beautified, clean, and tidy at all times. If this is practiced in all the offices of the Solomon Islands Government, it can enlighten the soul and motivate staff to enjoy their daily workstations. He further encouraged the officers to continue with the good office beautification effort.



The pot plants are placed at the officer workstations making them look brighter.



You can see the pot plants at the waiting lounges within the Ministry of Public Service Office.



Beautiful pot plants were also placed in the corridors and steps within the office spaces.

Ministry of Public Service

Background Information

MISSION – *To enhance a competent, inclusive and sustainable public service focused upon strong ethical leadership*

MPS operates under the Public Service Act 1988, its basic functions and responsibilities are to:

- (a) Determine, review and administer the terms and conditions of service for public servants;
- (b) Promote and administer in-service capability development for public servants;
- (c) Determine, review, amalgamate or abolish organisational structures in the public service;
- (d) Administer and control the establishment workforce budget in the public service;
- (e) Performing secretariat roles to the Public Service Commission, Judicial and Legal Service Commission and the Police and Correctional Service Commissions, and
- (f) Performing disciplinary and control functions delegated by the Public Service Commission

DCQA Public Service Policy Priorities:

- a) Public Service reform based on a performance review of institutional roles and responsibilities to reduce recurrent expenditure and streamline administrative functions for purposes of ensuring more effective and efficient delivery of government services;
- b) Review and development of redundancy and early retirement packages, to enable public servants to resign or retire to support private sector growth and contribute to rural development;
- c) Finalize the proposed public service Bill and support its passage through Parliament.
- d) Review and adjust the public service salary structure and Remuneration.
- e) Redirection of Public service establishment to provincial establishment, to support Government intention on the constituency Development centres concept.
- f) Finalize and implement the relevant allowances for public officers engaged in Covid-19-related activities sanctioned by SIG.



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