



Ministry of Public Service

Newsletter

2nd Quarter 2025 Issue# 2

Inside this issue

- Performance Management Policy Review & Implementation
- Umi Waka Gud Contract Policy Implementation
- Public service Accredited Training
- Professional standard and discipline
- Gender mainstreaming
- Public service retirement
- Long and dedicated service benefit
- MEAL Framework
- Endorse Policies

“Introducing our New and Revised Policies and frameworks.”



Solomon Island Public Service Bill



Solomon island Public Service Transformation strategy (SI-PSTS)



Monitoring, Evaluation, Accountability and Learning Framework (MEALF)



Gender Equality and Social Inclusion Policy

Policies and Framework Launching Event

We have some exciting news to share with all public officers across SIG Ministries. The new and revised policies and framework launched in the 3rd quarter of this year 2025 at the HR Governance Forum held at the Rock Haven inn.

3 policies Framework Launched

- SI-PSTS
- GESI Policy
- MEAL Framework



See details on the next page

Strengthening Accountability Through the Performance Management Process (PMP) Review

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

The Performance Management Process (PMP) is currently undergoing a comprehensive review, which is an important step toward building a stronger, more accountable, and performance-driven public service. This review demonstrates the Ministry of Public Service’s commitment to modernizing performance systems and strengthening accountability across all levels of government. A major milestone has been reached with the completion of the PMP Policy Draft and standardized forms, establishing the foundation for a revised, results-oriented performance management framework.

Recognized as one of the most critical tools for enhancing performance accountability, the review is now well advanced. Key achievements include the completion and review of the PMP Draft Policy, PMP Forms, and Performance Review Committee (PRC) Guidelines.

The updated framework adopts contemporary approaches to performance management, emphasizing efficiency, transparency, and alignment with national goals. The new standardized forms aim to improve consistency in reporting and documentation across ministries and agencies, while the revised PRC Guidelines strengthen oversight and ensure fair and transparent assessment processes.

While the PMP Process and Procedure Manual is still under review, its finalization will consolidate all operational tools necessary for smooth and effective implementation.

To support rollout, IPAM and several ministries conducted PMP awareness and in-

house training sessions this quarter. These initiatives help build officer capacity and encourage consistent application of the revised performance system across the Solomon Islands Government (SIG).

Encouragingly, Quarter 2 saw a significant increase in submissions for incremental awards, reflecting growing awareness and active engagement among public officers in the performance management process.

The Ministry remains committed to finalizing the PMP review and ensuring its successful rollout, reinforcing accountability, rewarding performance, and improving service delivery across the public sector..

Umi waka Gud Contract

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

Ministry of Public Service (MPS) Implement the Umi Waka Gud Contract Policy as a core performance-based mechanism aimed at strengthening the appointment, management, and oversight of contract-based positions across the Solomon Islands Government (SIG). The policy ensures that critical leadership, management, and technical roles are adequately staffed, contributing to improved service delivery and organizational performance.

A Total 81 submissions were processed under the UMI WAKA GUD contract policy in Q2. However, 68 appointments were approved, reflecting proactive implementation while 13 submissions were deferred pending for further clarification or review.

The Appointments were categorized under two main contract periods: under 18 months and

up to 3 years, reflecting variations in ministry staffing strategies and needs.

A total of 46 contract appointments were approved for terms below 18 months. These were mainly to fill urgent leadership and specialist vacancies across ministries while 22 contract appointments were approved for terms of up to 3 years. These focused largely on senior executive, technical, and professional positions.

The Umi Waka Gud Contract Policy continues to be an effective instrument in supporting SIG’s human resource management strategy. The policy not only enhances workforce responsiveness but also strengthens the government’s ability to deliver on national priorities.

Public Service Accredited Trainings

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

The Institute of Public Administration and Management (IPAM) focused on strengthening its strategic partnerships and laying the groundwork for future accredited training programs. A Significant progress was made through two key consultation processes aimed at enhancing IPAM’s training portfolio and regional engagement. IPAM has initiated discussions with the Solomon Islands National University (SINU) to explore collaboration opportunities for accredited public service training programs. The first consultation meeting was successfully held on 4th June 2025, providing a platform to align training needs of the public service with SINU’s academic programs. These discussions are expected to lead to formalized arrangements for developing and delivering nationally accredited training for public officers.

IPAM engaged in the Fale Pacific Public Service Partnership (PPP), which brings together IPAM, the Vanuatu Institute of Public Administration and Management (VIPAM), the Fiji Leadership and Integrity Public Service (FLIPS), and the Samoa Institute of Leadership and Governance (SILAG). The focus of this collaboration is the development of a Memorandum of Understanding (MOU) to establish a framework for regional accredited training programs Signifying the start of stronger regional cooperation in public service training and development. The consultations held with SINU and under the Fale Pacific PPP are critical milestones. They demonstrate IPAM’s proactive approach in building national and regional partnerships to ensure that future training offerings are not only accredited but also aligned with public service capacity development needs.

In Addition, to that the Ministry of Public Service (MPS), through its In-Service Training Division, continued to facilitate long-term capacity development opportunities for public officers across line ministries. The in-service training outcomes for Quarter 2 reflects a strong commitment in building long-term professional capacity within the Solomon Islands Public Service. The strong uptake of long-term training opportunities across ministries, with near gender balance, signals positive progress in developing a more competent and inclusive public service workforce.

Upholding Professional Standards and Disciplinary

By June Bana, Principal Investigation Officer

The Professional Standards Unit (PSU) within the ministry of Public Service continues to play a vital role in upholding integrity, accountability, and professionalism across the Public Service through the effective management of misconduct cases. The PSU is actively managing these cases in close collaboration with line ministries and the Attorney General’s Chambers (AGC). However, while the PSU made progress in addressing the reported misconduct cases, there remains a significant workload of cases requiring resolution. The reliance on AGC advice for complex cases highlights the legal sensitivities involved, while the high number of serious offences points to a need for stronger preventive measures, including ethics training, supervisory accountability, and reinforcement of the Public Service Code of Conduct.

During the quarter 2 an initiative is made to continued strengthen awareness and compliance with disciplinary processes and professional conduct across the Public Service. However, an awareness workshops on discipline and professional conducted during the quarter as part of the broader reform to improve accountability, ethical behavior, and workplace professionalism.

The program has made substantive progress, with 14 ministries completing the awareness

sessions. These workshops are designed to inform public officers of the disciplinary procedures outlined under the Public Service Code of Conduct, highlight the importance of upholding professional standards, and provide clear guidance on handling misconduct matters in accordance with due process.

Advancing Gender Equality through Institutional Reform: Gender Mainstreaming by the Ministry of Public Service.

By Simon Dolaiano, Assistant Secretary Gender Equality and social Inclusion (GESI)

The Ministry of Public Service continues to strengthen its gender mainstreaming efforts through a series of policy, training, and collaborative initiatives.

On 20th June 2025, the Public Service Gender Equality and Social Inclusion (GESI) Policy 2025–2030 was socialized with the Correctional Services of Solomon Islands (CSSI), marking an important step toward wider institutional awareness and adoption.

The office of the Commissioner of the Correctional Services of Solomon Islands invited the Assistant Secretary (AS) for Gender Equality and Social Inclusion (GESI) to present on the Public Service Gender Equality and Social Inclusion 2025-2030 at the Senior Managers Conference held from the 16th of June, 2025 to 20th June, 2025.

Prior to presenting the Public Service GESI Policy, AS GESI was cordially invited to attend the opening of the senior managers conference on the 16th of June. On 20th June, AS GESI presented the GESI policy before the senior managers. The key areas presented on

were the rationale for the policy, the policy development process, the policy purpose, aim, key objectives, actions and targets. Also, the implementation mechanism was presented.

The senior managers asked some of the most frequent asked questions such as terms of employment, the flexibility work arrangement, maternity and paternity leave. The issue of performance management was raised on the balance of appraisals for officers regarding rotation of roles in the workplace as well as long and dedicated services benefits.

One of the key highlights of the conference was the launching of the second edition of the CSSI Gender Audit. It is encouraging to see that CSSI is working on promoting equal opportunities in the workplace.

Public Servants Retirement

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

The Ministry of Public Service issued retirement notices across several government ministries during the second quarter of 2025.

A total of 58 retirement notices were issued by the Ministry of Public Service during the second quarter of 2025. Out of these, 42 or 72% notices were issued to male officers and 16 or 28% notices to female officers reflecting the gender distribution of officers retiring this period. This signifies the Ministry's ongoing implementation of retirement processes in line with established public service policies and regulations.

Long and Dedicated Service Benefits (LDSB)

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

The ministry of public service under the workforce development continue to implement the LDSB to public officers.

The LDSB program continued to be a critical aspect of workforce transition management. In Quarter 2, 81 applications were processed (58 males, 23 female), compared to 95 in Quarter 1, totalling 176 applications for the half-year. Of these, 169 were approved while 7 were not approved, demonstrating a very high approval rate of 96%.

In quarter 2, Retirement submissions are gradually increasing, though conveyances dropped sharply, suggesting processing backlogs.

Female officers outpaced males in both retirement submissions and conveyances, signalling changing gender patterns in workforce exits.

The Fixed term appointment (FTA) and resignation data specify that alongside retirement, voluntary exits are also reshaping the workforce, particularly among male officers.

However, LDSB remains a cornerstone of exit management, with large financial implications, highlighting the need for careful budget planning to sustain the scheme.

Monitoring, Evaluation, Accountability, and Learning Framework (MEALF)

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

The PS MEALF was endorsed and launched in August 2025, and it is now under full implementation. The framework provides the overarching system for monitoring and evaluating the effectiveness of public service reforms and policies.

MEALF’s role is not limited to compliance; it creates feedback loops to enhance continuous learning, strengthen policy effectiveness, and build trust in public institutions.

The active implementation of the MEALF represent a strategic reform package aimed at building a more accountable, high-performing public service. Together, these policies will improve performance management, strengthen contract accountability, and embed monitoring and evaluation as core functions of public sector governance.

Policies and Regulations Endorsed by Cabinet

By Matilda Buto, Principle M&E Officer, Ministry of Public Service (MPS)

Four key frameworks have been officially endorsed, providing a firm foundation for public service reform:

1. **Public Service Bill** – 14 March 2025
2. **Public Service Housing Assistance Policy**
3. **GESI Policy**
4. **SIPSTS 2023–2033**

These endorsements reflect Cabinet’s commitment to improving governance,

accountability, and service delivery across the public service.

The Ministry is making steady progress in institutionalizing reforms, with several policies moving from drafting to validation stages. Areas requiring attention include the Public Service Regulations, Orders, and Contracting Manual, where drafting instructions and procedural clarifications remain pending.

Housing reforms and GESI implementation demonstrate the Ministry’s focus on improving officer welfare and inclusivity.

Launch of the SIPSTS and the Public Service Bill will provide legal and strategic direction to anchor other policy initiatives.

Quarter 2, 2025, reflects strong momentum in the review and implementation of key public service regulations and policies. With four major frameworks endorsed by the Cabinet and ongoing drafting, validation, and stakeholder consultation processes, the Ministry of Public Service is well-positioned to enhance governance, accountability, and service delivery. Priority focus areas for the coming quarters include: completing drafting instructions, finalizing the Discipline Manual, and operationalizing housing and performance management reforms.

For More Information contact:

MEL Unit

Ministry of Public Service

P.O.Box G29

Phone: 25550