



MINISTRY OF PUBLIC SERVICE

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Governance Forum Brings Ministries Together to Strengthen the Public Service Governance

By Matilda Buto ,MEL Unit, MPS

Theme: Good Information, Good Governance

On 25 February 2026, the Ministry of Public Service successfully hosted a Governance Forum at Rock Haven, Honiara, bringing together representatives from line ministries, agencies, and key stakeholders across the Solomon Islands Government.

The forum provided an important platform for open dialogue on public service workforce policies and their implementation. Under the theme **“Good Information, Good Governance,”** participants reflected on how quality information supports informed decision-making, stronger governance, and improved public service delivery.

Purpose of the Forum

The Governance Forum aimed to:

- Reflect on how public service workforce policies are being implemented
- Share updates on key government workforce policies
- Discuss challenges and emerging opportunities
- Support better planning and stronger policy implementation going forward

The discussions reinforced the idea that reliable and timely information enables leaders and institutions to plan effectively and deliver results for citizens.

Key Areas of Focus

The forum focused on strengthening collaboration across ministries and agencies through:

- Reviewing the role of the Ministry of Public Service and line ministries in implementing workforce policies
- Informing stakeholders about priority workforce policies
- Consulting on key workforce issues affecting delivery
- Agreeing on resolutions and actions to improve coordination and implementation across the public service

Highlight: MEAL Framework Reporting

A major highlight of the forum was the introduction and use of Monitoring, Evaluation, Accountability and Learning (MEAL) Framework reporting. Prior to the forum, MEAL reporting templates were shared with ministries and agencies to support preparation and presentation.

This marked the first time ministries formally presented reports using the MEAL Framework, representing a significant milestone toward stronger accountability, evidence-based planning, and institutional learning within the public service.

Ministries shared progress, challenges, and lessons learned from workforce policy implementation. Through constructive dialogue, participants identified practical steps to improve reporting, coordination, and policy outcomes.

Looking Ahead

The Governance Forum concluded with shared resolutions aimed at strengthening workforce policy implementation and improving governance across government organizations. The forum reaffirmed the importance of collaboration, transparency, and the use of quality information to guide public sector decision-making.

Strengthening Performance Management Across the Public Service

By Matilda Buto ,MEL Unit, MPS

A National Validation Workshop on the revised Performance Management Framework (PMF) was successfully held on 20 March 2026 at the IPAM Training Room, National Sports Stadium. The workshop brought together representatives from across the public service to review and strengthen how employee performance is managed within government.

Key Highlights

- Validation of revised Performance Management Policy and Procedures
- Review of PMP Forms and Performance Recognition Committee (PRC) framework
- Focus on improving accountability, fairness, and consistency
- Alignment with broader public service reform initiatives
- Commitment to training and awareness to support implementation

The workshop forms part of a wider government reform agenda aimed at improving institutional performance and service delivery. The revised framework is designed to ensure that performance management across ministries becomes clearer, more transparent, and results-oriented, supporting national development priorities.

By creating a space for dialogue and evidence-based reporting, the Ministry of Public Service continues to strengthen accountability, planning, and performance across the Solomon Islands public service.

“Good information leads to good decisions and good governance.”

In his opening remarks, the Permanent Secretary of the Public Service, Mr. Luke Cheka, emphasized the importance of effectively using the PMP tools and ensuring that all stakeholders critically engage with the revised framework.

Participants reviewed updated policy tools to ensure they are:

- Practical and user-friendly
- Suitable for day-to-day application
- Supportive of fair and transparent performance assessment

Particular attention was given to the Performance Recognition Committee (PRC) framework, which strengthens how employee performance is recognized while ensuring transparency and fairness.

The revised framework emphasizes the importance of linking individual performance to ministry priorities and national goals, helping employees better understand expectations and contributions. This alignment is key to building a motivated, accountable, and high-performing public service.

The workshop concluded with valuable feedback that will inform final revisions of the framework before its nationwide rollout.

Next steps include:

- Finalizing policy and operational adjustments
- Conducting training and awareness programs
- Supporting implementation across ministries and agencies

The revised Performance Management Framework represents a significant step towards:

- Strengthening accountability and governance
- Improving service delivery outcomes

- Supporting staff development and recognition
- Enhancing overall public sector performance

“Better performance today for better public services tomorrow.”

Strengthening Performance and Accountability in the Public Service Through (PS MEALF) Training

By Matilda Buto, MEL Unit (MPS)

On 20th February 2026, the Public Service convened a comprehensive training on the Public Service Monitoring, Evaluation, Accountability and Learning Framework (PS MEALF) for Human Resource Managers and Senior Administration Officers drawn from all line ministries and agencies. The training marked a significant step toward strengthening performance management, institutional accountability, and evidence-based decision-making across the public service.

The primary objective of the training was to ensure that all Human Resource Managers and Senior Administration Officers understand, appreciate, and are knowledgeable about the new PS MEALF. As a vital guiding document, the PS MEALF provides a structured approach for monitoring performance, evaluating results, fostering institutional learning, and holding public servants accountable in the fulfillment of their corporate mandates.

Recognizing the central role that ministries and agencies play in delivering public services, the training emphasized the importance of mainstreaming PS MEALF concepts and practices across all sectors of government. Participants were equipped with the knowledge and skills required to effectively apply and operationalize the framework within their respective institutions.

The PS MEALF is a critical instrument for promoting results-oriented public administration. It establishes a common framework that enables ministries and agencies to:

- Monitor performance against clearly defined objectives and targets
- Evaluate the effectiveness, efficiency, and impact of public service interventions
- Institutionalize learning to improve planning, implementation, and service delivery
- Strengthen accountability mechanisms for public servants

Through the PS MEALF, the public service is better positioned to track progress, identify gaps, learn from successes and challenges, and ensure that public resources are used responsibly and transparently.

The training brought together Human Resource Managers and Senior Administration Officers, who play a pivotal role in performance management, staff oversight, and institutional governance. Sessions focused on:

- An overview of the PS MEALF and its core principles
- Roles and responsibilities of ministries and agencies in implementing the framework
- Practical guidance on integrating monitoring and evaluation into institutional operations
- Using evidence and learning to inform decision-making and improve performance
- Strengthening accountability systems within the public service.

Interactive discussions and practical examples enabled participants to better understand how the PS MEALF can be applied in real-world public service contexts.

MPS Hosts Quarter One Reflection, Reporting & Lessons Learnt Workshop

By Matilda Buto, MEL Unit (MPS)



Figure 1: PS MPS Delivering the opening remarks

The Ministry of Public Service successfully convened the Quarter Reflection, Reporting & Lessons Learnt Workshop as part of its commitment to strengthening accountability, promoting transparency, and enhancing organizational learning. The workshop brought together management and senior staff to reflect collectively on the implementation of the 2026 Ministry Annual Work Plan (AWP) for the first quarter of the year.

Guided by the theme *“Information Sharing Promotes Accountability and Instils Learning,”* the workshop served as a critical platform for reflection, information exchange, and learning. It reinforced the Ministry’s results-based management approach while fostering a culture of shared responsibility and continuous improvement as part of the MEAL Framework cycle and its implementation.

The workshop was designed as a Reflection, Sharing, and Learning session focused on the implementation of

2026 MPS AWP activities and outputs. Participants reviewed planned activities against actual performance, discussed challenges encountered, and identified lessons to inform improved delivery in subsequent quarters.

This process ensured that implementation remained aligned with the Ministry’s strategic objectives and national development priorities. A key outcome of the workshop was the collection of verified information to support the compilation of the 2026 First Quarterly Performance Report and the First Quarterly Newsletter. This process ensures accurate reporting, strengthens accountability, and improves access to performance information for stakeholders.

The workshop also emphasized the importance of timely data submission, quality reporting, and effective communication in tracking progress and informing decision-making. Through group discussions and presentations, participants shared lessons learnt and exchanged ideas on how to enhance the implementation of the 2026 Annual Work Plan. Practical recommendations were identified to improve coordination, efficiency, and delivery of planned outputs in the remaining quarters of the year.

The interactive nature of the workshop encouraged peer learning and reinforced a culture of shared responsibility within the Ministry. The Ministry reaffirmed its commitment to regular reflection and learning as a core component of performance management. Insights gained from the workshop will be used to strengthen planning, implementation, and monitoring processes going forward.

By promoting information sharing, the Ministry continues to enhance accountability, strengthen institutional learning, and improve overall performance in delivering services to the public.

Building a Skilled, Knowledgeable and Competent Public Service

By Solomon Manea (Director IPAM) MPS

The Institute of Public Administration and Management (IPAM) commenced 2026 with the launch of the Learning and Development Prospectus 2026 on 30 January 2026, setting the direction for a new year of structured learning and development for public officers. Training delivery for the quarter began with Knowing Your Public Service (KYPS) on 9 February 2026 and concluded on 27 February.

During Quarter One, IPAM continued to fulfil its mandate by delivering scheduled, requested, and customised training programmes designed to strengthen the capability of public officers across the Solomon Islands Public Service. These efforts reflect IPAM's commitment to improving professionalism, accountability, and service delivery throughout government ministries and agencies.

Strengthening Public Service Capacity Through Learning and Development

Quarter One training delivery focused on priority learning needs across the public service. A total of nine scheduled trainings were planned, with sessions delivered in both Honiara and Auki, Malaita Province. The programmes covered foundational and role-based areas including Knowing Your Public Service, Code of Conduct, Performance Management Process, and ICT skills such as Microsoft Word and Microsoft Excel. Online PMP training was also provided during the quarter

In addition to scheduled programmes, IPAM responded to growing institutional demand by delivering requested and customised training for a number of ministries and organisations. Requests were received from MPGIS, RSIPF, MOFT, Honiara City Council Health Division, MFMR, and MPNSCS Headquarters. These requests reflect the increasing recognition of IPAM's role in

supporting workplace capability and organisational effectiveness across government.



Figure 2: MO FT KYPS participants with CLD Officer

Customise Training in Focus

Supporting Institutional Needs Through Tailored Programmes. A notable achievement during the quarter was the customised training delivered for the Royal Solomon Islands Police Force (RSIPF). These programmes included Engaging Adult Learners (EAL), Facilitation Skills, and Presentation Skills. The training was developed and delivered through collaboration between IPAM, the RAPPP Adviser, and the Police Academy, ensuring relevance to participant needs and institutional priorities.

Such customised delivery demonstrates IPAM's flexibility in meeting specific capacity-building needs while maintaining the quality and integrity of its learning and development services.



Figure 2: Assistant Commissioner, RSIP Participants, RAPP Adviser, Police Academy Director (Sup) and IPAM officials at the close of training



Figure 3: Microsoft Excel participants cohort 2 with ICT Manager and IPAM Director



Figure 4: MPGIS participants with HRM & CLD Manager. at closing of DWPP and COC training

Provincial Training

Training Returns to Malaita Province

Quarter One marked an important milestone with the delivery of training in Auki, Malaita Province — the first provincial training conducted since 2020. Participants attended KYPS and COC sessions and expressed strong interest in receiving more learning and development opportunities in the provinces

The success of the provincial visit resulted in a formal request from Kilu'ufi Hospital for additional training in Quarter Two. This outcome highlights the continuing need to decentralise training opportunities and extend IPAM's services beyond Honiara to better support officers in the provinces.



Figure 5: KYPS and COC Participants in Auki, Malaita province

Building Facilitation Capacity

Engaging Adult Learners Programme

IPAM continued its annual Engaging Adult Learners (EAL) programme to strengthen the capability of Associate Trainers, Co-facilitators, and senior ministry officials involved in training delivery. This programme remains an important mechanism for ensuring that learning interventions are facilitated effectively, efficiently, and in ways that promote meaningful adult learning outcomes.

By investing in facilitator development, IPAM continues to improve the quality and consistency of its training services across the public service.

Leadership and Management Development

Performance Management Process Training

The Leadership and Management Development Unit delivered two scheduled and two requested Performance Management Process (PMP) trainings during Quarter One. PMP remains a critical training area because it supports annual performance reporting requirements across the public service



Figure 6: EAL participants with CLD Manager

ICT Training and Infrastructure

New ICT Laboratory Now in Use

During Quarter One, IPAM's ICT Unit began utilising its newly established ICT laboratory and training equipment. A total of three ICT trainings were delivered, including Microsoft Word and Microsoft Excel. Due to high nominations, an additional Microsoft Excel training was conducted to accommodate demand

The new ICT laboratory has strengthened IPAM's training environment and enhanced its ability to provide practical, hands-on digital skills development for public officers.



Figure 7: ICT lab with new training equipment



Figure 8: HCC PMP participants with LMD Manager and Associate Trainer



Figure 9: PMP participants with LMD Manager and IPAM Director.

These trainings continue to assist ministries and agencies to strengthen performance accountability and fulfil reporting obligations in a timely and effective manner.

Looking Ahead to Quarter two

IPAM will continue to deliver the role-based programmes outlined in the Learning and Development Prospectus 2026, including requested and provincial training activities. One training that was not delivered during Quarter One has been rescheduled for Quarter Two. The Institute acknowledges the constructive collaboration of its Associate Trainers, Co-facilitators, ministries and

agencies, and the Ministry of Public Service Executive Management Team, whose support contributed significantly to the successful implementation of Quarter One activities. IPAM remains committed to building a public service that is skilled, knowledgeable, and competent, and able to deliver quality services to the people of Solomon Islands