



PULEÁNGA Ó TONGA

FAKAMA'OPO'OPO 'O E PALANI FAKALUKUFUA POTUNGAUE MO E PATISETI 2025/26 - 2027/28

KOMISONI NGAUE FAKAPULEÁNGA



WISONE

Ke hoko ko ha Ngaue
FakaPuleánga óku
falalaánga, fakaápaápaí mo
ongoongo lelei
fakavahaápuleánga

MISIONA

Ke fakahoko e fatongia ki ha
tuúnga maólunga óku
vekeveke mo tōnunga í ha
átakai lavameá

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Lisi 'o e Ngaahi Fakanounou

ADB	Asian Development Bank
AMP	Annual Management Plan
CP	Corporate Plan
CHRIS	Central Human Resources Information System
CEO	Chief Executive Officer
DFAT	Department of Foreign Affairs and Trade
GPA	Government Priority Agenda
FY	Financial Year
HR	Human Resources
HRM	Human Resources Management
IIP	Internal Implementation Plan
ICT	Information Communication Technology
LA	Legislative Assembly
LM	Line Ministry
MDAs	Ministries, Departments and Agencies
MFAT	Ministry of Foreign Affairs and Trade
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation and Learning
OHS	Occupational Health and Safety
OPSC	Office of the Public Service Commission
PM	Prime Minister
PMS	Performance Management System
PSC	Public Service Commission
RA	Remuneration Authority
SDG	Sustainable Development Goals
TA	Technical Assistance
TNQAB	Tonga National Qualification and Accreditation Board
TSDF II	Tonga Strategic Development Framework
WB	World Bank
WD	Workforce Development

Talamu'aki mei he 'Eiki Palēmia



Ko e ngāue fakata'u ki hono fa'u 'o e palani ngāue' 'oku' ne 'omai ha faingamālie ki he ngaahi Potungāue 'a e Pule'anga', ke nau toe siofi 'a 'enau fakahoko fatongia' pea mo fakatokanga'i lōua 'a 'enau ngaahi lavame'a' mo e ngaahi tafa'aki ngāue ke fakalelei'i. Ko e palani 'oku 'aonga' 'oku tokoni ia ki hono fakalalakaka pea mo a'usia 'a e ngaahi taumu'a ngāue tefito 'a e Pule'anga Tonga'. 'Oku ou hounga'ia 'i he fua fatongia 'a e kau ngāue fakapule'anga kotoa pē pea mo 'enau tukupā ke fakahoko 'a e fatongia ki he kakai 'o e fonua'.

'Oku kei hokohoko atu pē 'a e fakahoko fatongia mei he 'Ofisi 'o e Komisoni Ngāue Fakapule'anga', 'a e tefito'i fatongia ki he fakalelei 'o e Ngāue Fakapule'anga'. Ko e fatongia mahu'inga ki hono tokangaekina 'o e ngaahi

Potungāue pea mo siofi fakalukufua 'a e founa pule'i 'o e kau ngāue fakapule'anga' ki ha tu'unga fakahoko fatongia 'oku fakatu'apule'anga. Ko e fokotu'u ha ngaahi me'afua 'oku' ne poupou'i 'a e pule lelei' mo fakapotopoto'i 'a e ivi fakapa'anga, neongo 'oku 'ikai ke fa'a manakoa, ka 'oku mahu'inga ke langa hake ha ngāue fakapule'anga 'oku lavame'a pea mo 'aonga foki, fakatefito 'a e fakalalakaka' ki he talitali kakai lelei pea mo e malava 'o a'usia. Ko e tukupā ki hono tokangaekina 'o e kau ngāue', ke fakapapau'i 'a e muimui pau pea mo langa hake 'o e tu'unga fakapolofesinale 'i he kotoa 'o e ngāue fakapule'anga'. 'Oku pehē foki mo e tukupā ke tokonia 'a e kau 'Ofisa Pule Ngāue' mo e kau Taki Ngāue' 'i he kotoa 'o e ngaahi Potungāue 'a e Pule'anga' pea mo fakahoko 'a e fakalelei ki he fa'unga ngāue'.

'Oku mahu'inga ke fokotu'u ha founa ngāue ki hono tokangaekina 'o e kau ngāue', fakalalakaka 'o e palani', fakalalakaka 'o e kau ngāue', fokotu'utu'u 'o e ngaahi Potungāue', 'analaiso 'o e fakamatala' pea mo e founa fakakomipiuta ki hono tănaki fakamatala 'o e kau ngāue'. Ko e fokotu'u ha fakakaukau fo'ou ke fakalalakaka 'o e tokangaekina 'o e kau ngāue' pea ke 'ilo'i 'a e ngāue ko eni 'i Tonga, pea ke langa hake ai 'a e taukei ki hono tokangaekina 'o e kau ngāue' 'aki ha ngaahi polokalama ako mo e 'ilo fo'ou, pea 'e mahu'inga eni ki he kaha'u 'o e fakahoko fatongia 'i he ngāue fakapule'anga'. Ko e fakalelei ki he tănaki fakamatala fekau'aki mo e kau ngāue' pea mo hono 'analaiso' 'e tokoni ia ki he faitu'utu'uni 'a e kau taki' ki he kotoa 'o e ngāue fakapule'anga'.

Ko e faka'osi', 'oku ou hounga'ia 'i he fakahoko fatongia 'osikiavelenga 'a e kau Komisiona' mo e kau ngāue 'a e 'Ofisi 'o e Komisoni Ngāue Fakapule'anga'. 'Oku fakalotolahi 'a e poupou ki he ngaahi ngāue fakalelei 'i he Pule'anga' pea mo e hokohoko atu 'o e tukupā ke tokonia 'a e ngaahi Potungāue kotoa 'a e Pule'anga'.

Faka'apa'apa atu,


Dr. Aisake Valu Eke
'Eiki Palēmia 'o Tonga



Pōpoaki mei he Sea 'o e Komisoni



lavame'a mo malava a'usia 'a e ngāue fakapule'anga.

Ko e Komisoni Ngāue Fakapule'anga pea mo hono 'ofisi' 'oku nau veipa ki hono fa'u ha ngaahi polokalama fakalakalaka mo ha ngaahi 'ilo fo'ou ke tokonia mo poupu'i 'o e fakalelei'i fakalukufua 'o e ngāue fakapule'anga. 'Oku mātu'aki mahu'inga 'aupito 'a hono siofi fakalukufua 'a hono leva'i 'o e kau ngāue fakapule'anga 'i he ngaahi Potungāue ke nau talangofua ki he ngaahi tu'utu'uni ngāue, ki he lao 'a e ngāue fakapule'anga' mo e ngaahi lao mo tu'utu'uni felālāve'i pea pehē ki he Tu'utu'uni Faka'ulungaanga ki he ngāue fakapule'anga. 'Oku kei hokohoko atu 'a e taumu'a fakalelei 'o e 'Ofisi Komisoni Ngāue Fakapule'anga ke fengāue'aki fakataha mo e ngaahi Potungāue ki hono fakalelei'i 'o e pule lelei, ngāue'i fakapotopoto 'o e ivi fakapa'anga,

Kuopau foki ke taaimu'a 'a e 'Ofisi Komisoni Ngāue Fakapule'anga 'I hono tokonia 'a e ngaahi Potungāue fakafou 'I he ngaahi fokotu'utu' ngāue 'oku ne fakalakalaka'I mo 'ohake 'a e founa pule pe fakataki 'I he ngāue fakapule'anga. Ko e leva'i lelei 'o e fengāue'aki vāofi 'o e Kau 'Ofisa Pule Ngāue pea mo e Kau Tokoni 'Ofisa Ma'olunga 'i he ngāue fetokoni'aki, ngāue fā'utaha, ngāue feongoongoi pea moe ngāue fevahevahe'aki. 'Oku malava kea ko 'a e 'Ofisi Komisoni Ngāue Fakapule'anga mei he ngaahi a'usia 'a kinautolu ngaahi kupu fekau'aki mei tu'apule'anga. Pea koe vīsone 'o e 'Ofisi Komisoni Ngāue Fakapule'anga, "...ke falala'anga, faka'apa'apa'I mo ongoongo lelei fakavaha'apule'anga", 'oku fakaivia ia mei he ngaahi vā fengāue vaofi mo e ngaahi fakataha'anga 'i he Pasifiki, ke fevahevahe'aki 'a e ngaahi pole angamaheni pea mo fengāue'aki fakataha ki ha founa ke fakalakalaka'I hono tokangaekina 'o e kau ngāue fakapule'anga.

'E hokohoko atu aipe 'a e ngāhi faingata'a 'e fe'ao pea moe Komisoni 'i hono fakakouna mai, feinga ke 'oua te nau toe mavahe atu pea mo hono fakalakalaka'i 'a e tu'unga fakahoko fatongia' 'a e kau ngāue he 'oku fu'u fiema'u ke tau toe vakai'i ha ngaahi founa ki hono tokangaekina 'o e kau ngāue 'i ha Potungāue 'oku ne tauhi pea mo fengāue'aki moe 'ū Potungāue kotoa pē. Ko e toe fakakaukau 'e taha 'e fakapotopoto ange, ko e fakahoko koia 'a e ngāhi ngāue fekau'aki mo e ngaahi palani ma'ae kau ngāue', ko e ngaahi polokalama ako ma'ae kau ngāue, ko hono siofi 'a e fa'unga 'o e ngāhi Potungāue', ko hono faka'ilekitulonika 'a e ngaahi lekooti ngāue kotoa pē, ko hono 'analaiso 'a e ngaahi fakamatala kotoa pē 'oku ma'u 'e he Potungāue, pea mo fokotu'u foki ha polokalama komipiuta te ne fakafaingofua'i ai 'a e ngāue. Kuopau ketau toe vakainge ki he kaha'u pea fokotu'utu'u ha ngaahi founa ngāue ke fakalelei'i 'a e poto'i ngāue ki hono tokangaekina 'a e kau ngāue 'I ha ngaahi polokalama ako mo langa fakalakalaka 'o e tu'unga ngāue. Ko e ngaahi founa ko 'eni' 'e tolonga pea ola lelei ki he kaha'u 'o e ngāue fakapule'anga', pea te ne toe lava foki 'o fakaivia 'a e Kau Pule Ngāue' ke nau toe mahu'inga'ia ange honau fatongia ki hono tokangaekina 'o e Kau Ngāue'.

'Oku ou ongo'i 'a e 'amanaki ke faka'osi 'a 'eku pōpōaki', he koe ta'u faka'osi 'eni 'a 'eku aleapau ngāue koe Sea 'o e Komisoni ma'ae 'Ofisi 'o e Komisoni. Talu 'a 'eku fakahoko fatongia 'i he Komisoni mei he 'aho 15 Novema 2010, ko e Komisiona, Tokoni Sea, Sea Le'ole'o, pea mo e Sea. 'Oku ou fakafeta'i na'e 'iai 'a e faingamālie keu fakahoko fatongia ai ma'ae kakai 'o Tonga' 'i hoku ngaahi fatongia koia 'i he Komisoni' pea 'oku ou fakamalo loto houna atu ki he kau Komisiona pea moe kau ngāue 'a e Komisoni' ne nau fakahoko fatongia fakataha mo au 'i he ta'u 'e 14 kuo sītu'a mei ai'. 'Oku ou talamonū atu ki he 'Ofisi Komisoni Ngāue Fakapule'anga ki ha ngāue lelei 'i he kaha'u.

Fakatauange mo e kelesi 'a e 'Otua, tataki mo e pule lelei 'a e 'Eiki Palemia', Hou'eiki Minisitā, Kau Pule Ngāue' pea mo e palani ngāue ki he ta'u 'e 3 ka hoko mai' te ne tokonia 'a e Ngāue Fakapule'anga' 'i hono fokotu'u mai ha ngaahi hala fononga fo'ou 'i he ngāue'anga ke tau kamata fo'ou ai.

Faka'apa'apa atu,


Simione Seranaia
Tangata'eiki Sea
'Ofisi 'o e Komisoni Ngāue Fakapule'anga



1. Fakama'opo'opo Palani fakalukufua 'a e 'Ofisi Komisoni Ngaue Fakapule'anga

1.1. Ko e Fatongia

Ko e fakahoko fatongia lelei 'a e ngaahi potungāue tefito 'a e pule'angá 'oku mātu'aki mahu'inga ia ki hono fakalele lelei ha Pule'anga, pea ko hono fokotu'u ko ia 'o e Komisoni Ngāue FakaPule'angá ke ne poupou ki he polokalama fakalelei faka'ekonōmika mo fakangāue ma'ae Pule'anga. Na'e fokotu'u 'a e Komisoni 'i he 'aho 1 'o Siulai, 2003 'i he malumalu 'o e Lao ki he Ngāue Fakapule'anga 2002, 'o ne fakahoko kotoa ai 'a e ngaahi fatongia ki hono tokangaekina mo hono pule'i 'o e kau ngāue fakapule'angá, 'a ia na'e fakahoko ki muá 'e he va'a ko e va'a Establishment 'i he 'Ōfisi 'o e 'Eiki Palēmiá.

Ko e Komisoni 'oku ne tokanga'i 'a e ngaahi Potungāue 'e 16 pea mo e ngaahi va'a ngāue 'e 4 (Tisema 2016) pea ko e Lao ki he Ngāue Faka-pule'anga (Fakalelei) 2010 'oku ne lisi ai 'a e tefito'i fatongia 'e 20, 'o kau ki ai 'a hono fokotu'u 'o e ngaahi tu'utu'uni ngāue ki hono pule'i 'o e kau ngāue, ngaahi founa fakahoko ngāue lelei, pea mo hono siofi fakalukufua 'a hono fakahoko 'a e ngaahi fatongia, mo e ngaahi makatu'unga mo e tu'utu'uni ngāue 'o kau ai 'a e vāhenga; ko hono fakangāue'i 'o ha taha, hiki hake ki ha lakanga mā'olunga ange pea mo hono tautea'i 'o ha tokotaha Ngāue FakaPule'anga; ko hono solova ha ngaahi ta'efiemālie pe loto mamahi; pea mo e tu'utu'uni ngāue ki hono vakai'i e fakahoko fatongia fakapotungāue mo e fakafo'ituitui. Ko e liliu fakamuimitaha mei Falealeá 'a e Lao ki he Ngāue FakaPule'anga 2002 ko hono 'ave 'a e mafa'i fili 'o e lakanga Sekelitali ki he'ene 'Afió pea ki he Kulupu 2.

'I he teuaki ke fakahoko 'a e ngaahi fakafo'ou ki he lelei 'o e Pule'anga, 'oku fiema'u ai 'a e fakahoko fatongia totonu mo malohi 'i hono fokotu'utu'u 'a e ngaahi liliu ke fakahoko. 'I he ngaahi ta'u kuohili, ne lahi ange 'a e tokanga 'a e 'ofisi Komisoni ngāue fakapule'anga ki he 'enau mahu'inga'ia 'i he ngaahi lakanga fakataki, pea ke fakahoko e ngaahi fatongia ki he lelei taha mo 'ikai ha ngaahi fakamole ki he ngāue fakapule'anga.

1.1.1. Ngaahi Fa'unga Fakalao/Ngaahi Lao Tefito

Ko e ngaahi fatongia 'o e Komisoni 'oku tu'unga ia 'i he ngaahi kupu'i lao ko 'eni:

- i. Ko e Konisitūtone 'o Tonga
- ii. Lao ki he kau Ngāue Fakapule'anga 2002
- iii. Ngaahi Fakalelei ki he Lao ki he kau Ngāue Fakapule'anga 2010, 2012, 2014, 2016 & 2018
- iv. Tu'utu'uni Ngāue ki he Kau Ngāue Fakapule'anga 2010
- v. Ngaahi fakahinohino ki he kau Ngāue Fakapule'anga (fakalelei) 2010
- vi. Ko e ngaahi tu'utu'uni fekau'aki mo e ngaahi tautea ki he kau ngāue fakapule'anga 2003
- vii. Ko e ngaahi tu'utu'uni ki he ngaahi tautea 'o e kau ngāue fakapule'anga (fakalelei) 2010
- viii. Ko e ngaahi tu'utu'uni ki he tautea mo tali launga 'a e kau ngāue fakapule'anga 2006
- ix. Ko e ngaahi tu'utu'uni ki he tautea mo tali launga 'a e kau ngāue fakapule'anga moe fakalelei 2010
- x. Ko e tu'utu'uni ngāue mo e ngaahi fakahinohino 'o e 2010 pea fakalelei'i 'I he 2013 mo e 2016
- xi. Tu'utu'uni ki he 'Ulungaanga mo e 'efika 2010
- xii. Lao ki he Pule ki he Ngaahi Pa'anga 'a e Pule'anga 2002
- xiii. Ngaahi tu'utu'uni mei he Fale Pa'anga 2010
- xiv. Ngaahi tu'utu'uni ngāue ki hono fakatau mai e ngaahi koloa ki he pule'anga

Konga 1: Ngaahi Potungāue 'a e Pule'anga

1. 'Ofisi 'a e Palēmia
2. Potungāue Ngaahi Ngāue ki Muli
3. Potungāue Ngaahi Ngāue Lalahi
4. Potungāue Takimamata
5. Potungāue ki he Fonua mo e Ngaahi Koloa Fakaenatu
6. Potungāue Ako mo Ako Ngāue
7. Potungāue Mo'ui
8. Potungāue Pa'anga
9. Potungāue Fefakatau'aki pea mo e Fakalalakala Faka'ekonomika
10. Potungāue Ngaahi Ngāue Fakalotofonua
11. Potungāue ki he Ngaahi Pisinisi 'a e Pule'anga
12. Potungāue Lao

13. Potungāue Tanaki Pa'anga mo e Kasitomu
14. Potungāue Sitesitika
15. Potungāue Ngoues, Me'akai, Vaota, mo e Toutai
16. Potungāue Tala Matangi/Mitiolosi, Ma'u'ang: Ivi, mo e Fakamatala 'Ea, Ngaahi Fakatamaki Fakaenautla, 'Ātakai, Feliuliaki e 'Ea, Ma'u'anga Fakamatala mo e Fetu'utaki

Konga 2: Ngaahi Va'a Ngāue:

1. 'Ofisi 'a e Lord Chamberlain
2. 'Ofisi Palasi
3. Komisoni ki he Kau Ngāue Fakapule'anga
4. 'Ofisi 'a e 'Ateni Seniale

1.1.2. Fa'unga Palani Langa Fakalalakala 'a Tonga II 2015-2025/SDGs

Ko e Palani Fakalalakala 'a Tonga 2015-2025 II pea mo e ngaahi taumu'a ki he fakalalakala tu'uloa 2015-2030, 'oku 'ne tataki 'a e ngaahi ngāue 'a e ngaahi potungāue 'a e pule'anga 'i he lolotonga' pea ki he kaha'u. Ko e 'Ōfisi ó e Komisoni ('OFISI PSC) ko e taha ia 'a e ngaahi potungāue tefito 'oku tokoni ki he kotoa 'o e ngaahi potungāue 'a e Pule'anga', pea 'oku malumalu 'i he Poutuliki Politikale (Poutuliki 3) 'o e Palani Fakalalakala 'a Tonga II. Óku ngāue foki eni 'o fakatatau ki he Ola D, "ke ma'u ha founa taki 'oku 'inasi ai 'a e kau katoa, tu'uloa mo fakahoko totonu" 'a ia 'oku hā ia 'i he ngaahi ola fakakatoa 'a e Komisoni 'ke ma'u ha kau ngāue fakapule'anga 'oku lavame'a, ngāue ki he taimi, 'ata lelei kitu'a mo ngāue taau mo totonu'.

Ka 'oku to e tokoni atu mo e Komisoni' ki he ngaahi taumu'a kehe 'a e pule'anga' 'i hono teke e langa fakalalakala tu'uloa pea mo e Halafononga ki he Fakalalakala 'a Samoa' 'i he ngaahi Poutuliki fakasōsiale mo faka'ekonomika.

Tepile 1: Ko e ngaahi taumu'a langa fakalalakala tu'uloa (SDG)/Halafononga ki he fakalalakala Samoa (Samoa Pathway)/TSDf II, Ngaahi taumu'a fakangāue mo e taumu'a tefito 'a e Pule'anga 'oku fakapatonu ki he PSC.

Taumu'a Fakalalakala Tu'uloa/Halafononga Samoa	TSDf II Ola Fakapotungāue D Pule lelei 'oku kau katoa, tu'uloa mo ongongofua	Taumu'a Tefito (GPA 2022 – 2025)	Lēvolo	Ola hā kitu'a 'a e 'OFISI PSC
SDG 4, (S4, S5)	<i>Ola Fakapotungāue 2.4:</i> Fakalelei ki he ako mo e ako ngāue 'a ē 'oku ne fai poupoua e ako 'i he mo'ui', 'i he faka'akatemika pea mo e fakavokasio ki he kakai kotoa pē, ke tau to e mateuteu ange ke ngāue'aki lelei e ngaahi faingamalie 'i he komiunitii', ko e 'ātakai faka'ekonomika 'a hotau fonua' pea mo muli foki. (Fakamalumalu 'i he Poutuliki hono 2: Ngaahi Ako'anga faka-sōsiale).	Taumu'a 2 & 3: GPA 4 GPA 7	Mahu'inga 'aupito	Ola hā kitu'a 3
SDG 5 (S6), SDG 16(S7, S8)	<i>Ola Fakapotungāue 3.1:</i> Ko ha ngāue fakapule'anga 'oku vave, lelei mo 'aonga, 'ikai fakamole, faitotonu pea 'ata kitu'a, mo ha taumu'a tonu ki he ngaahi fiema'u tefito, pea ngāue 'i he kolomu'a pea moe toenga ó e fonua', mo e fakapapau foki ke fakalelei'ie fakahoko fatongia pea malava lelei ke fakahoko 'a e ngaahi ola hā kitu'a 'a e pule'anga' ki he kakai kotoa pē.	Taumu'a 1 & 3; GPA 1 GPA 7	Mahu'inga 'aupito	Ola hā kitu'a 1 - 9
SDG 5 (S6), SDG 16(S7, S8)	<i>Ola Fakapotungāue 3.2:</i> Fakamalohia hono fakahoko mo hono fakapapau'i 'oku tauhi 'a e lao mo e maaui 'i ha tō'onga 'oku kau katoa, totonu mo 'ata kitu'a ke veteki e ngaahi feta'efiemālie'aki, tokoni ki he	'Asenita Mahu'inga B GPA 1 GPA 7	Mahu'inga 'aupito	Ola hā kitu'a 1 – 9

	fakaakeake 'a kinautolu kuo nau maumau'i 'a e la'o', kae kei pou pou pē ki he kakai ke fakahoko 'enau ngaahi ngāue angamaheni 'o 'ikai ha ilifia pe ha filifilimanako mei he pule'anga.			
SDG 5 (S6), SDG 16(S7, S8)	<i>Ola Fakapotungāue 3.3:</i> Ko hono tufaki atu ki tuá á e ngaahi fatongia óku ne fakaleleáki á e potungāue í he ngaahi lēvolo kotoa pē, ke fakaleleiáki á e ngāue, 'i he founa taau, ke lahi ange ngaahi faingamālie ke kau katoa mo e kakai 'o e fonua', koe'uhí ke vave mo lelei ange ai á e feau e ngaahi fiema'u 'a e kakaí, 'o tatau pē 'a kinautolu 'oku nofo 'i kolo mo 'uta.	Taumu'a 1 & 3; GPA 1 GPA 6 GPA 7	Mahu'inga pe	Ola hā kitu'a 1 - 9
SDG 5 (S6), SDG 16(S7, S8)	<i>Ola Fakapotungāue 3.4:</i> Ko ha konisitūtone mo ha ngaahi lao moe tu'utu'uni 'oku laka mo e kuonga' mo taau, 'oku ne hulu'i mai 'a e ngaahi tu'unga fakatu'apule'anga 'i he ngaahi founa ngāue faka-temokalati pea mo e ngaahi me'a ngāue fakapolitikale, 'o ne foaki ai ha fa'unga fakalao 'oku lavame'a mo 'aonga pea 'oku 'atā ki he tokotaha kotoa, maú ai moe totonu 'a e tangata pea mo e ngaahi malu'i 'oku fiema'u ki ha Tonga 'oku fakalakalaka í he founa melino, langahake mo lava me'a.	Taumu'a 1 & 3 ; GPA 1 GPA 6 GPA 7	Mahu'inga 'aupito	Ola hā kitu'a 1 - 9
SDG 5 (S6) and SDG 16(S7, S8)	<i>Ola Fakapotungāue 3.6:</i> Fakalelei ki he founa ngāue fakataha mo fetalanoa'aki mo hotau ngaahi hoa ngāue ki he fakalakalaka, ke fakapapau'i 'oku tu'otu'atatau 'etau pou pou mo 'etau ngaahi fiema'u' pea tu'u fakataha foki mo e ngaahi tu'unga fakavaha'apule'anga kuo 'osi fokotu'u 'i he ngaahi Talaki mo e Ngaahi femahino'aki fakatu'apule'anga.	Taumu'a 1 & 3; GPA 1 GPA 6 GPA 7	Fakakonga	Ola hā kitu'a 1 - 9
SDG 5 (S6) and SDG 16(S7, S8)	<i>Ola Fakapotungāue 4.3:</i> Toe falala'anga mo malu ange mo 'ikai fu'u fakamole 'a e ngaahi ngāue ki he tekinolosia ki he fakamatala mo e fetu'utaki pea 'oku ngāue'aki ia 'i he ngaahi founa 'oku to e mohu founa mo kau katoa ange (Fakamalumu 'i he Poutuliki hono 4 – Ko e langa mo e tekinolosia)	Taumu'a 1 & 3; GPA 1 GPA 6 GPA 7	Mahu'inga 'aupito	Ola hā kitu'a 1 - 9

1.2. Ngaahi Hoa Ngaue

Ko e Potungāue tefito eni ‘oku tokoni ki he ngaahi potungāue ‘a e Pule’anga ‘e 20 ‘a ia koe kau hoa ngāue tefito eni ‘i hono tataki mai mei he Kapineti. ‘Oku tokanga’i foki ‘e he ‘Ofisi ‘a hono vakai’i e tu’unga fakahoko fatongia ‘a e ngāue faka-pule’anga’, pea ‘oku nau toe fengāue’aki ai mo e ngaahi va’a kehe ‘e 5 ‘o e ngaahi potungāue ‘oku malumalu ‘i he Kulupu II (schedule II) kau kiai ‘a e (Polisi, Tāmate Afi, Kau Tau ‘Ene ‘Afio, ‘Ātita mo e Pilisone – ‘oku ‘ikai kau ki ai ‘a e ‘Ompatimeni).

‘Oku kau e ngaahi fatongia ‘a e ‘ofisi Komisoni Ngāue Fakapule’anga (‘OFISI PSC) ki hono vakai fakalukufua ‘a e fa’unga pule’i ‘o e fakahoko fatongia, ‘a ia kuo tu’utu’uni’i mai mei he Kapineti. ‘I he’ene pehe, ‘oku fengāue’aki ai ‘ae ngaahi potungāue ‘e nima (5) ‘i he Kulupu II ‘oku ha atu ‘i ‘olunga, ‘o kau ki ai ‘a e Polisi, Tāmate afi, Taumalu’i Fonua ‘a ‘Ene ‘Afio, ‘Ātita pea mo e Pilisone ‘o ‘ikai ke kau ki ai ‘ae ‘Ompatimeni.

- ‘Oku Sea foki ‘a e ‘OFISI PSC ‘i he Komiti ‘oku nau vakai’i e ngaahi lakanga fo’ou ‘o fengāue’aki fakataha mo e Potungāue Ngāue Fakapa’anga, Va’a Palani Fakafonua, Potungāue Mo’ui mo e Potungāue Ako.
- ‘Oku taki foki ‘a e ‘OFISI PSC ‘i hono fakafuofua’i ‘a e ngaahi tu’unga vāhenga ‘o e ngaahi lakanga ‘i he ngaahi Potungāue Kulupu I (Schedule I).

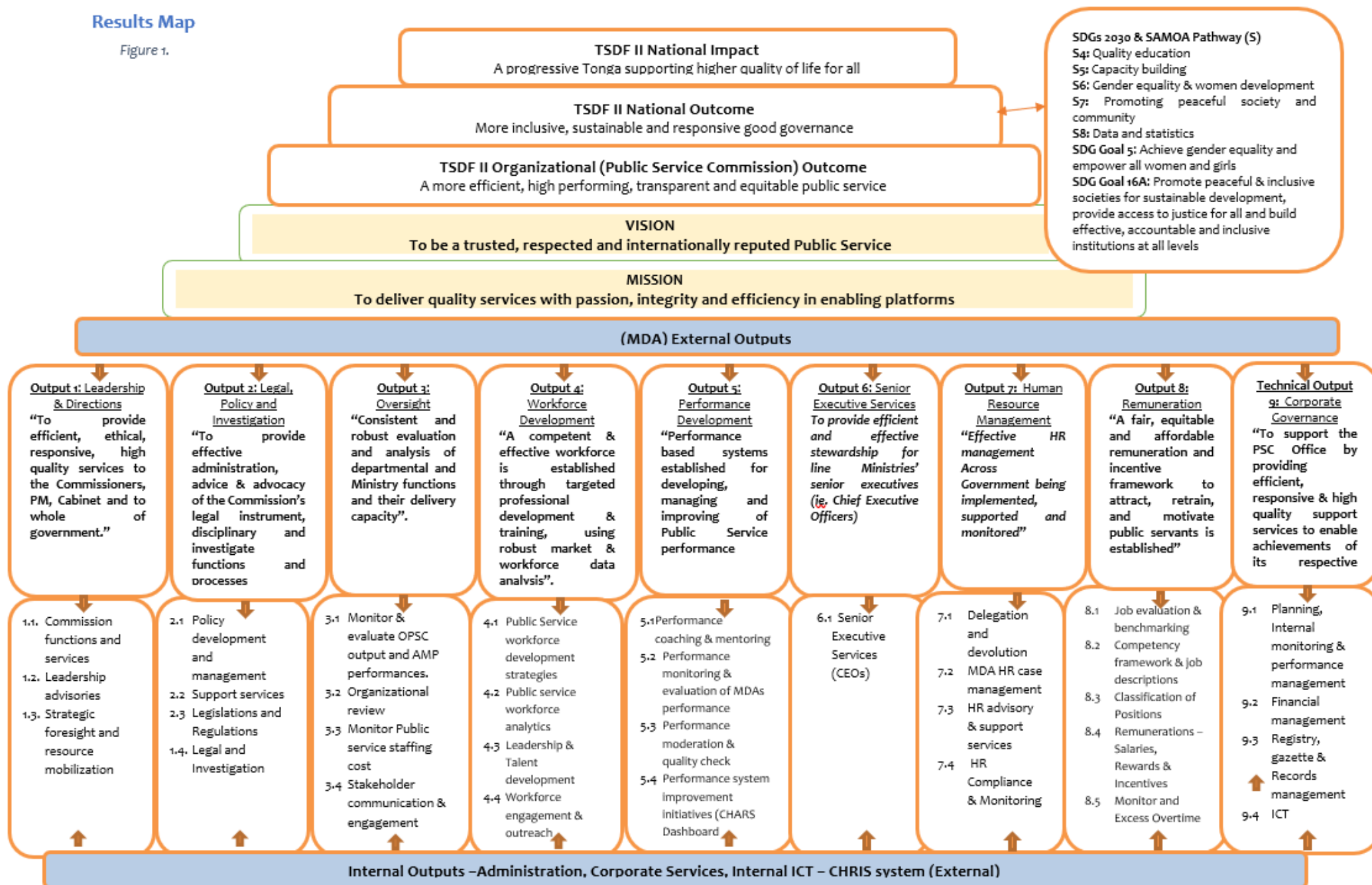
Tepile 2. Ngaahi vā fengāue’aki mo e Komisoni

Hoa Ngāue	Kasitomā ‘a e Komisoni	Ngaahi me’a ‘oku ‘ave ki he Komisoni	Hoa Ngāue mo e Komisoni	Malumalu ‘o e Komisoni
Kapineti	Fale’i, Ngaahi Fakamatala, Ngaahi Fokotu’u.	Ngaahi tu’utu’uni	Ngāue lelei mo ‘aonga ‘a e pule’anga	Ngaahi tu’utu’uni
Falealea	Fale’i, ngaahi fakamatala, ngaahi fokotu’u.	Ngaahi tu’utu’uni, ngaahi lao	Ngāue lelei mo ‘aonga ‘a e pule’anga	Ngaahi tu’utu’uni
Ngaahi potungāue, ngaahi va’a fakahoko ngāue	Ngaahi tu’utu’uni, fale’i, tataki, fakahinohino, fakahoko ngāue, fakamatala	Ngaahi sēvesi kehekehe, fakamatala/ lipooti	Ngāue lelei mo ‘aonga ‘a e pule’anga	
Fakamaau’anga ‘a e Ngāue Fakapule’anga	Fakamatala	Ngaahi tu’utu’uni	Ngāue lelei mo ‘aonga ‘a e pule’anga	Ngaahi totonu ‘a e tokotaha ngāue, ngaahi ta’efiemālie
Ngaahi pisinisi ‘a e pule’anga	Fale’i, fakamatala	sēvesi kehekehe	Ngāue lelei mo ‘aonga ‘a e pule’anga	

Ngaahi kautaha 'a e kau ngāue faka-pule'anga (PSA), Kau faiako (FITA), Kau Toketā & neesi	Fale'i, tataki, fakamatala	sēvesi kehekehe, fakamatala/lipooti	Ngāue lelei mo 'aonga 'a e pule'anga, ngaahi tu'utu'uni ngāue	Ngaahi totonu 'a e tokotaha ngāue, ngaahi ta'efimālie
Ngaahi pisinisi	Fale'i, tataki, fakamatala	koloa fakakomēsiale, sēvesi kehekehe, totongi, totongi mo'ua	Poupou ki he TSDF, Langa Fakalakalaka faka-'ekonōmika	
Ngaahi Siasi	Fale'i, tataki, fakahoko ngāue, fakamatala			
Kakai 'o e Fonua	Fale'i, tataki, fakahinohino, sēvesi kehekehe, fakamatala			Ngaahi ta'efiemālie, Tohi tangi
Ngaahi hoa fengāue'aki ki he fakalakalaka	Fale'i, tataki, fakahinohino, Ngaahi ngāue, fakamatala	Tokoni ki he langa fakalakalaka , fale'i	Fakahoko e ngaahi ngāue mei he pa'anga tokoni: - Fakalelei ki he ngāue fakapule'anga - Ngaahi fakalelei ki he tokanga'i e kau ngāue/ICT	Tokanga'i 'a hono ngāue'aki e pa'anga tokoni, ngaahi fakahoko fatongia fakalukufua

Results Map

Figure 1.



1.4 Taumu'a Langa Fakalalakaka Tu'uloa (SDG)/NGaahi Fa'unga Fakafeitu'u

'Oku tokoni 'a e palani ngāue fakata'u 3'a e Komisoni Ngāue Fakapule'anga ki he ni'ihī 'o e ngaahi taumu'a langa fakalalakaka tu'uloa 2030, pea taumu'a ngāue 'e nima 'a e Halafononga Samoa 'i he ngaahi 'elia ko eni:

Tepile 3: Tokoni 'a e PSC ki he ngaahi taumu'a SDG mo e Halafononga Samoa

Taumu'a SDG	Halanga SAMOA	Taketi	Me'afua	Fakamatala
Taumu'a 4 Fakapapau'i 'a e ako 'oku tu'unga ma'olunga, kau katoa, taau pea poupu'e ngaahi faingamlie ako ki he kakai kotoa	S4 Ako S5 Langa e ivi ke fakahoko e fatongia	SDG 4b (Ngaahi sikolasipi)	4.b.1 Lahi e ngaahi tokoni ki he ngaahi sikolasipi pea mo e fa'ahinga/kalasi 'o e ako	Polokalama Si'i 4 'a e PSC. – Fakalalakaka'i 'o e kau ngāue Ko e malaé 'oku fiema'u ki he ako 'oku ne tataki e tufa 'o e sikolasipi á ia óku fakaha ia í he savea fakataú ó e ngaahi potungāue moe maketi GPA 4, 7
Taumu'a 5: Ma'u e ngaahi faingamālie tatau ki he kakai mo e fānau fefine	S6 Ma'u faingmālie tatau pea mo fakalalakaka ki he kakai fefine	SDG 5.1 Fakangata e ngaahi fakaehaua ki he kakai mo e fānau fefine kotoa	Faka'ilonga 5.1.1 Pe 'oku 'i ai ha ngaahi fa'unga ke hakeaki'i, fakamalo'ia mo muimui'i e tu'unga tatau 'o fafine	Polokalama Si'i 2 'a e PSC – Fakalao, Tu'ututu'uni Ngāue moe Fakatotolo Palani e naue fakatatau ki hono tokangaekina e ngaahi keisi moe nggahi tukua'nga fakamatala kehekehe ki he fakakina fakalielia 'i he ngāue fakapule'anga. GPA 4 & 7
		SDG 5.5 Fakapapau'i 'a e kau kakato 'a e kakai fefine 'i he ngaahi faitu'utu'uni 'i he mala'e 'o e politikale, 'ekonōmika mo e mo'ui fakakātoa pē.	Faka'ilonga 5.5.2 Tokolahi 'o e kakai fefine 'I he ngaahi lakanga taki.	Polokalama Si'i 4 'a e PSC. – Fakalalakaka'i 'o e kau ngāue Lolotonga lipooti eni he 5.5.2. Koe lesisita ngaahi lakanga 'i he PSC 'oku ne tauhi e ngaahi fakamatala kehekehe ki he ngaahi lakanga kotoa he ngāue fakapuke'anga. GPA 4 & 7
Taumu'a 16 .		SDG 16.5 Holoki 'aupito e ngāue kākā moe ngāue'aki etotongi	Faka'ilonga 16.5.1 Tokolahi e kakai kuo feohi moha taha ngāue fakapule'anga kuo ne fai	Polokalama Si'i 2, 3, 6, 7 & 8 'a e PSC. Siofi e fakamole 'a e pule'anga 'i he ngāue tu'ataimi moe ngaahi

Faka'ai'ai ha ngaahi sosaieti melino mo kau katoa ki he langa fakalalakala 'oku tu'uloa, ke ma'u faingamalie 'a e tokotaha kotoa ki he fakamaau totonu pea langa ha ngaahi ako'anga/me'a ngāue 'oku 'aonga, tali ui, mo kau katoa.		fakafūfū 'I he tafa'aki kotoa pe.	ha totongi fakafūfū petu'utu'uni ngāue kehe; kau fakakouna í he mahina engāue mo e ngaahi me'a 12 kuo hili. 16.5.2 Tokolahi e ngaahi pisinisi kuo nau feohi pe ngāue mo ha taha ngāue fakapuleānga ó fai ha totongi fūfū pe ma'u ha kole fakakouna mei he tokotaha koia í he mahina e 12 kuo hili	'Oku kau Polokalama Si'i 2 'i he ngaahi tokoni mahuinga i heni. GPA 4
S7 Faka'ai'ai ha sosaieti melino mo malu S8 Ngaahi famatala mo e sitetisitika	SDG 16.6 Fa'u ha ngaahi ako'anga/ me'angāue 'oku 'aonga mo 'ata kitu'a 'i he levolo kotoa.	Faka'ilonga 16.6.1 Ko e ngaahi fakamole mu'omu'a 'a e pule'anga ke fakatatau ki he patiseti totonu na'e tali, fakafakapule'anga ke ne pule'i e sekitoa pe faka fikavahenga – tokoni mei ngaahi patiseti pe tatau mo ia) 16.6.2 Tokolahi 'o e fonua 'oku'Uluaki Savea 2018/2019 nau fiemalie ki he'enau fetaulaki fakamuimitaha mo e sēvesi 'a e ngāueGPA 4, 7 fakapule'anga	Polokalama Si'i 2, 3, 4, 5, 7 & 8 'a e PSC Ko e ngaahi me'a ni 'oku ne kaunga lahi ki he ngaahi me'afua fakapule'anga ke ne pule'i e polokalama ko eni 'oku ha atu	
S8 Ngaahi famatala mo e sitetisitika	Taketi SDG 16.7 Fakapapau'i 'oku kau katoa, mo lava 'o fakafofonga'i 'a e ngaahi fai tu'utu'uni 'i he levolo kotoa pē.	Faka'ilonga 16.7.1 Fakahoa ko ia 'o e tokolahi 'i he ngaahi tu'unga takitaha (tangata pe fefine, fakata'u, tukunga mo'uilelei, fakakulupu) 'i he ngāue fakapule'anga, fakahoa ki he tufa fakafonua 16.7.2 Konga 'oe kakai 'o e fonua 'oku nau tui koe faitu'utu'uni 'oku kau katoa pea toe taliangi ki he ta'u, fefine pe tangata,	Polokalama Si'i 3 mo e 4 'a e PSC Ko e ngaahi 'analaiso moe fakamatala fekau'aki moe ivi ngāue 'o e pule'anga 'oku tokoni ki he ngaahi faka'ilonga ko eni 'aia 'oku fa'a fiema'u fakata'u mei he ngaahi potungāue kehe 'a e pule'anga mo e ngaahi hoa ngāue langa fakalalakala. GPA 4, 7	

			kau faingata’a’ia moe ngaahi faka kulupu kotoa l he sosiaeti.	
		Taketi 16.b Faka’ai’ai mo fakamalohi’i ‘a e ngaahi lao moe ngaahi tu’utu’uni ngāue ‘oku ta’efilifili manako ki he langa fakalakalaka tu’uloa.	Faka’ilonga 16.b.1 Tokolahi e fonua oku nau launga ne fakahoko e fakamamahi pe filifilimanako kia kinautolu í he mahina é 12 kuo hili ‘i he funga ‘o e ngaahi lao fakamamani ki he totonu ‘ae tangata.	Polokalamas Si’i 2 ‘a e PSC Fakahoko ‘o e Tu’utu’uni ngāue Fakakina Fakalielia GPA 4, 7
		Teketi SDG 16.3 Fakamalohi’i ‘a e pule ‘a e lao’i he levolo fakafonua mo fakavaha’apule’an ga Pea fakappapau’i ‘a e fakamaau totonu ki he tokotaha kotoa.	Faka’ilonga	Polokalama Si’i 2 & 6 Talanga’i ‘o e Tu’utu’uni Ngāue Ki He Kākā GPA 6 & 7

1.4.1 Ngaahi Ola mo e ‘Aonga ‘o e Palani Fakafonua (TSDF) ‘I hono Poupoua ‘e he Ngaahi Potungāue

‘Oku tokoni ‘a e ‘Ofisi Komisoni Ngāue Fakapule’anga ki he “taumu’a fakafonua” ‘o e TSDF II ‘aia “ko ha pule lelei ‘oku kau katoa, matauhi, pea mo vave ange ‘o fakaivia mei he pule ‘a e lao”, ‘o fakafou mei he taumu’a fakapotungāue’ ‘o e TSDF II ki he PSC ‘a ia ko e:

3.1. *Ha ngāue fakapule’anga ‘oku toe taau ange, lavame’a ange, fakapa’angangofua ange, faitotonu ange pea ‘ata kitu’a ange, pea ‘ataa mei he fakapolitikale, ka nau sio taha ki he ngaahi me’a ‘oku mahu’inga ange.*

Ko e ngaahi tokoni ‘a e PSC ki he TSDF ‘oku kamata pe ia mei he lahi ‘aupito ki he ki’l konga pe hange ko ia ‘oku faka’ilonga’i he konga ki mu’a ange 1.1.2 to 1.4.

1.4.2 Ngaahi 'Asenita Mahu'inga 'a e Pule'anga

Ko e ngaahi taumuá lalahi é fitu (7) á e Puleánga ó fakamalumalu í he ngaahi élia tefito é tolu (3) 'aia 'e lele ia he taú é fa ka hoko 2025/26 – 2027/28. Koe ngaahi Taumuá Lalahi koéni óku kau pe ia í he Palani Tuúloa Fakafonua á Tonga hono II.

Óku anga pehe ni:

'I hono fatongia koe taha 'o e ngaahi potungāue tefito, 'oku fakafaingamalie é he PSC 'a e ngaahi makatu'unga ki he fakahoko fatongia 'i he tu'unga ma'olunga 'i he ngaahi taumu'a lalahi 'e 7 'a e pule'anga. 'Oku fakafou eni 'I he 'ene ngaahi polokalama ngaue ki he ngaahi me'a fakalao, tu'utu'uni ngaue mo e fakatotolo, fakalakalaka'i e ivi ngaue 'o e pule'anga, pule'i mo tokangaekina 'o e kau ngāue, vahenga, fakalakalaka'i e fakahoko fatongia mo e sio fakalukufua.

'Oku kamata pe 'i he ngaahi kongá 'o e Taumu'a 1 & 2; ka 'e fakatefito pe ki he Taumu'a 1: Ko e Matu'uaki Fakafonua, GPA 1, 2: Fakalakalaka Tafa'aki Fakasosiale, GPA 4, 5 and 3: Fakalakalaka Faka'ekonomika moe Ngaahi Tafa'aki 'a e Pule'anga, GPA 7.

1.4.3 Ngaahi Fiema'u Mahu'inga Faka-Patiseti 'a e Pule'anga

G. Me'afua Fakapa'anga

G2. Fakafuofua'i 'o e Fakamole

1. Holoki 'a e vahenga fakalukufua ó e ngāue fakapuleánga ki he peseti e 53 ó e paánga humai fakalotofonua, áki hono fakalelei' e ngaahi fakatu'uutu'unga ó e Ngāue Fakapuleánga, holoki e ngaahi lakanga óku íkai íai ha tokotaha ngāue pea fakahu pe á e ngaahi lakanga óku fu'u fiemaú Vivili;
2. Ke fenaapasi á e fiemáu á e ngaahi tu'utu'uni ngāue pea mo e pa'anga óku vaheí mei he patiseti, áki hono fakamalohia á e ngāue-taha, tukutukuange atu e ngaahi fatongia pea mo tukuangé atu ngaahi fatongia ki he ngaahi potungāue;
3. Fakapotopotoí e fakamole á e puleánga, ó siofi á e lelei moe mahuínga ki he pa'anga.

'Oku ngāue FEPOPUPOUAKI 'a e ngaahi polokalama-síí é 9 á e 'OFISI PSC ke aúsia á e ngaahi élia mahu'inga á e puleánga í he taú é tolu ka hoko mai, hange ko éne ási í lalo mo e ngaahi taketi.

Fakafuofua'l e Fakamole – Pule'i 'o e vahenga 'o e Ngāue Fakapule'anga

- i. Siofia e tu'utu'uni ngāue – Mahino, fakamalohi'i, muimui'i, aleapau ngāue, ngāue tu'a taimi.
- ii. Leva'i e tupu tokolahi 'a e kau ngāue fakapule'anga – Fakatu;u fo'u 'o e kau ngāue, kole lakanga fo'ou/vahevahe e kau ngāue.
- iii. Fakataha'l e Lesisita e ngaahi lakanga moe polokalama ta vahenga – Konga 3 o e Lesisita 'o e ngaahi lakanga
- iv. Fakakalasi 'o e kau ngāue mo engaahi lakanga – Fa'unga moe fakartu'utu'unga 'o e potoi' ngāue , ngaahi tala fatongia mo e ngaahi lakanga.
- v. Vakaí e vahenga mo e ngaahi monuíá – vahenga, monuíá mo e ngaahi totongi kehe, fakafuofua e ngaahi lakanga.
- vi. Ngaahi meángāue ke fakasiísií e ngāue hala áki e mafai– Tuútuúni ngāue ki he ngāue kākā.

Capacity Building Measures – Improving Human Capital, Resilience and Relevance

1. Fakataki (Taki ngāue mo e kau pule ngāue)
2. Kau Ngāue – Taukei í he ngaahi malaé ó e Sevesi pea mo e langa fakalakalaka
3. Ngāueánga – Ngaahi toóngá fakaúlungaanga mo e ngaahi átakai fakangāue

Tepile 4. Ngaahi Taumu'a Mahu'inga fakata'u 3 & ngaahi faka'ilonga

Ngaahi Founga Leva'i e fakamole	Palani Ngāue	Me'afua 'o e Ngāue (fika/me'angāue)	Lolotonga	Taketu				Me'afua 'o e Ola e Ngāue
Pule'i vahenga ngāue fakapule'anga			2025 52%	2026 52%	2027 52%	2028 52%	2029 52%	=<53% Lahi 'o e Vahenga
Takti Fakapa'anga /fakafuofua'i e fokotu'u fo'ou	1.Siofia e Tu'utu'uni ngāue – Mahino/ Fakamalohi a	Tu'unga muimui ki he ngaahi tu'utu'uni	90% muimui ki he tu'utu'uni ngāue (HR)	95%	95%	95%	95%	'Unu ki 'olunga 'a e lahi 'o e talangofua
		Fakamole ki he ngāue tu'ataimi ke 'oua toe 'ova he lahi 'o e budget na'e tali.	(15+ miliona) ¹	Holo 15 – 20%	Holo 15 – 20%	Holo 15 – 20%	Holo 15 – 20%	Holoki/Tau hi 'i he levol o na'e tali. 'Oua toe 'ova
		Alea Pau Ngāue/Kau Lau 'Aho	100%	Muimui pe he fiema'u	Muimui pe he fiema'u	Muimu i pe hefiem a'u	Muim ui pe hefie ma'u	Mahino 'a e Tu'utu'uni Ngāue
	2.Fakahu 'oe kau ngāue – Tupu ngaahi lakanga tu'u ma'u.	Sivi'i 'a e ngaahi kole lakanga fo'ou 'a e gaahi potungāue	100% ngaahi pepa na'e fatu	100%	100%	100%	100%	
	3.Fakataha'i e Lesisita moe Polokalama Ta Vahe	Fokotu'u ha polokalama 'o vahevahe moe Fale Pa'anga		50%	100%	Osi lele lelei pea 'oku loloton ga tauhi	Osi lele lelei lelei pea 'oku lolot onga tauhi	Si'isi'i ange Ngaahi fekehekeh e 'aki
		Polokalama Internet Ke Nague 'aki (Konga 3)	'Ova 'a e vahe \$ 126,474.07	Holo 'aki e 30%	Holo 'aki 50%	Holo 'aki 70%	Holo 'aki 85%	
	4.Fakakala si 'o e ngāue mo e ngaahi fakatu'utu' unga	Fa'unga mo ha Fakakalakalasi 'o e poto'i ngāue ke paasi 'ehe Kapineti	30%	1	1			Fakatonut onu ma'u pe
		Liliu e ngaahi tala fatongia ki he fotunga fo'ou	90%	100%	100%	100%	100%	
		Kamata 'a hono vakai'i mo hono fakalelei'i 'o e fakalakalakalasi 'o e ngaahi ngāue, ngaahi lakanga mo hona nau ngaahi hingoa.	30% 'Osi fakahoko	40% 'Osi fakahok o	50% 'Osi fakahok o	60% 'Osi fakaho ko	60% 'Osi fakah oko	Ngāue 'aki 'a e Internet

	5. Vakai'i mo fakalelei e fa'unga 'o e vahenga lolotonga, PMS, ngaahi fakapale mo e ngaahi me'a faka'ai'ai.	Fakalelei ki he PMS moe ngaahi fakapale Totongi Makehe	3.05 miliona Patiseti 'a e PMS	3 miliona				Holoki e vahenga 'o e ngāue fakapule'a nga. Hiki'i fua fakahoko fatongia
	6. Fakafepak i'i e kakaa	Tali 'ehe Kapineta e Tu'utu'uni fo'ou pea moe founa ki hono tautea 'o ha tokotaha ngāue fakapule'anga	30 Sune 2023 (Ma'u 'oe ngaahi Tokoni Fakapatiseti)	100%	100%	100%	100%	'lai e pa'anga 'e fakahaofi mei he ngaahi ngāue kakaa
Fakalakalaka'l e malava fakangāue	Palani Ngāue	Faka'ionga Ki Tua(Fika/ Me'angāue)	Lolotonga	Taketu				Faka'ilonga Ki Tu'a
Fakalelei'i e kau ngāue, matu'uaki moe felalave'i	Ma'u mo tauhi ha kau palofesinal e 'i he ngaahi levolo kotoa (Poto'i ngāue 'a e kau ngāue)	Fakailonga Ki Tu'a Tupu e ngaahi tu'unga fakaako mahino, 'ikai toe si'i hifo 3% he ta'u.	Lolotonga Kau nguae 'e toko 3,998 (13 PhD, 192 Masters, 56 Postgrad, 738 Bachelor, 1,781 Dip. & 322 Cert.)	2024-2025 (≤)3%	2025-2026 (≤)3%	2026-2027 (≤)3%	2027-2028	Holoki 3% fakata'u 'a 'a e ngaahi fiema'u ki he poto'i ngāue. Mataotao moe Pule Ngāue
	1. Taki Kau 'Ofisa Pule Ngāue mo e Kau Ngāue Ma'olunga	* Fakahoko fatongia ma'olunga = Pale Ngāue Lelei 'aupito	Lolotonga 2024? 3,998 kau ngāue (13 Phd, 192 Masters, 56 Postgrad, 738 Bachelor, 1,781 Dip. & 322 Cert.) Rating of 2024 – 2% decrease from 2023 to 2024 $[(3,998 - 4,062)/4,062] \times 100\% = -2\%$ Dec 2024	20% Kau Ngāue mau kau mai	50% Kau Ngāue mau kau mai	80% Kau Ngāue mau kau mai	100%	Fakalelei'i e fua fakahoko fatongia moe sio mei tu'a mei tu'a. * 3% Tokolahi ange kau Taki lelei [Taki lelei Pool = 212 (Band C – H)] 'aia ko e tolu 3% 'o e 207 will be 6.
		Fakatokolahi e kulupu 'a e kau ngāue faka taki lelei mo taleniti'ia	3% ki olunga	3% ki 'olunga	10% ki 'olunga	10% ki olunga	10%	3% - 10% tupulekina e kau taki lelei mo taleniti

	2. Kau Ngāue Kulupu 'a e kau poto'i ngāue moe fakafuofua ki he kaha'u	Kulupu 'o e kau mataotao kuo nau mateuteu. * 'Ikai toe 'iai ha ngaahi matavaivai 'i he ngaahi elia hahamolofia	Mei He kau ngāue 'e 992	1 - 3% ki 'olunga 'i he ngaahi poto'i ngāue fo'ou	1 - 3% ki 'olunga 'i he ngaahi poto'i ngāue fo'ou	1 - 3% ki 'olunga 'i he ngaahi poto'i ngāue fo'ou	1 - 3% ki 'olunga 'i he ngaahi poto'i ngāue fo'ou	Kulupu I He Ngaahi Elia Ko eni —analaiso 'o e tu'utu'uni ngāue, leva'i e liliu, M & E, palani ngāue loloa, Tokangae kina kau ngāue ki he ngaahi lao.
	2a. Sekitoa Faka Ngāue							
	2b. Sekitoa Langa Fakalakalaka	Kulupu 'o e kau mataotao kuo nau mateuteu. * 'Ikai ke toe 'iai ha ngaahi mata vaivai 'i he ngaahi tafa'aki faka teknikale – ma'u'anga ivi, fakatamaki, fakamatala 'ea/ 'ataakai, langa, ngaahi hala, me'a ki tahi, fefolau'aki sivile, enisina, Tekinolosia 'o e fakamatala mo e fetu'utaki, polokalama komipiuta	Mei He Kau Ngāue 'e 3,095	1-2% tupu 'I he kau mataota o faka teknikale.	1 – 2%	1 – 2%	1 - 2%	Kulupu 'I he ngaahi elia ko eni kau ai 'a e 'Ekonomika Lanumata, anga ki he feliuliaki 'a e 'ea ta mape, enisinia moe ngāue fakapolok alama fakakomip iuta.
	3. Ngāue'anga Ngaahi ulungaanga leleic	* Tu'unga ma'olunga 'o e ngāue fakataha 'i he ngaahi potungāue * Tu'unga ma'olunga 'a e fiemalie, faka'ai'ai, e fie ngāue 'i he kau ngāue fakapule'anga Tuúnga óku í ai e fefalaáki pea mo e fai totonu/fai tonunga	Lolotonga Vakai ki he ola 'o e savea mo e sitetisitika 2018/2019 (mei he kakai)	% fakafiem alie	% fakafiem alile	% fakafie malie	% fakafi emalie	Fiemalie Kasitoma, Kau atu 'a e kau ngāue. * Fakapale fakata'u ki he tokotaha ngāue lelei taha 'o e ta'u.

Ko e ngaúnu pea mo hano fakalelei e ngāue koéni e muimuif pe 'aki hono fakalelei e founa muimuif mo vakaii e ngaahi ola á e PSC.

1.4.4. Palani Fakasekitoa, Langa Fakalakalaka Fakaeitu'u 'a e Komiuniti mo e Pasifiki

Ko e taumu'a fakalukufua 'a e Komisoni 'oku fenāpasi ia mo e ngaahi taumu'a fakalukufua 'a e Pule'anga ke tuku atu 'a e ngaahi ngāue mei he ngaahi sino felāve'i 'o e Pule'anga, 'a ia 'oku tau'atāina mei ha tafa'aki fakapolitikale, taau 'aupito, 'ata kitu'a pea tali ui ki he kakai 'o e fonua'. 'Okú ne faka'ai'ai mo pou pou ki he pule lelei 'aki hono fakaivia 'a e ngaahi palani fakasekitoa 'o fou 'i hono tokangaekina

mo e siofi fakalukufua 'a e kau ngāue 'i he'enu fakahoko fatongia, 'ulungaanga pea mo hono fakahoko 'enua ngaahi palani ngāue.

2. Sio Fakalukufua ki he Potungāue

2.1. Ngaahi Ola 'o e Komisoni – Ngaahi Tefito'i Flema'u Mo e Ngaahi Ola

Ko e fakatātā mahino ('Ata 1) pea moe Tēpile 'o e Ngaahi Ola 'oku' na 'oatu ha 'ata 'o e sio fakalukufua ki he Palani Fakapotungāue 'a e 'Ofisi 'o e Komisoni Ngāue Fakapule'anga ki he ngaahi ta'u fakapa'anga 2023/2024 – 2025/2026.



Figure 1: PSC overview

2.2 Fakakulupu 'a e ngaahi ola 'o e PSC ki he ngaahi va'a/polokalama iiki

'Oku 'i ai 'a e ola ngāue 'e hiva (9) 'oku fenāpasi ia pea mo e fatongia fakalukufua 'o e PSC 'a ia 'oku tokoni ia ki he ngaahi taumu'a lalahi 'a e 'ofisi 'oku hā atu lalo:

Tēpile 5. Ngaahi Taumu'a 'o e Ngaahi Polokalama Si'i

Polokalama	Va'a ngāue	Ola fakapotungāue	Va'a kaungatonu
Komisoni ngāue fakapule'a nga	Polokalama 1: Fakahoko fatongia 'oku taimi tonu, faka'efika, taliangi pea 'i he tu'unga ma'olunga ki he kau Komisiona, Palemia, Kapineti pea mo e ngaahi Potungāue	1.1 Ngaahi fatongia mo e ngāue 'a e Komisoni 1.2 Ngaahi fale'i fakataki 1.3 Fokotu'utu'u fakalukufua, sio loloa mo e kumi tokoni	Va'a ngāue Fakataki 1 kākā
	Polokalama 2: Ke fakahoko lelei mo tokangaekina 'a e ngaahi fale'i mo e fatongia fakalao, fakatautea mo e fakatotolo 'a e Komisoni.	2.1 Pule'i mo ngāue ki he ngaahi tu'utu'uni ngāue 2.2 Va'a Tokoni 2.3 Fakalao mo e fakatotolo 2.4 Fale'i mo e 'ilo	Va'a ngāue 2: Ngāue fakalao, tu'utu'uni ngāue mo e fakatotolo
	Polokalama 3: Ke fakahoko ha ngaahi analaiso mo ha no vakai'i lelei, i ha ngaahi taimi pau, á e ngaahi tefitoi fatongiaa pea mo honau tu'unga malava ke nau fakahoko á e ngaahi fatongia koia, maá e Potungāue Fakapule'anga kotoa pe.	3.1 Muimui' mo vakai'i 'a e ola 'o e fakahoko fatongia 'a e 'Ofisi PSC 3.2 Fakahoko hono vakai'i fakaengāue 'o e ngaahi Potungāue 3.3 Muimui'i 'a e ngaahi fakamole fekau'aki mo e kau ngāue faka-	Va'a ngāue 3: Sio fakalukufua

		Pule'anga – Leva'i ó e ngaahi fakamole. 3.4 Fetu'utaki mo e fengāue'aki mo e ngaahi hoa ngāue	
	Polokalama 4: Fakakakato 'o e ngaahi fakamatala fekau'aki mo e kau ngāue, 'analaiso 'o e fakamatala pea mo e ngaahi faingamalie ako ke fakalakalaka 'a e kau ngāue fakapule'anga	4.1. Palani Fakalakalaka 'o e Kau Ngāue Fakapule'anga 4.2. 'Analaiso 'o e ngaahi Fakamatala ki he Kau Ngāue Fakapule'anga 4.3. Fakalakalaka Fakataki & Talēniti 4.4. Ngaahi Polokalama fakakau mai & 'a'ahi ki tu'a 'a e Va'a Fakalakalaka Kau Ngāue Fakalukufua	Va'a ngāue 4: Fakalakalaka ki he kau ngāue fakalukufua
	Polokalama 5: Ke fakahoko ha ngaahi tokoni óku toe leleiangē, áonga, faitotonu, malava ó feau, ngāue átakituá, mo íkai fakapolitikale á e ngaahi ngāue fakahoko ó fakataumuá ki ha:	5.1 Ako'i mo e fakahinohino'i fakangāue 5.2 Muimui'i mo vakai'i 'a e PMS fakapotungāue 5.3 Vakai'i mo fakapapau'i 'a e tu'unga 'o e fakahoko fatongia (Kulupu I & Kulupu II) 5.4 Ngāue fokotu'utu'u ki he fakalakalaka 'o e fakahoko ngāue.	Va'a ngāue 5: Fakalakalaka 'o e fakahoko fatongia
	Polokalama 6: Ke fakahoko mo leva'i lelei e ngāue ki he kau taki ngāue ma'olunga 'o e ngaahi potungāue (lakanga CEOs)	6.1 Ngaahi ngāue ki he Kau Talekita Pule Ma'olunga (CEOs)	Va'a ngāue 6: Ngāue ki hono pule'i e kau taki ngāue ma'olunga
	Polokalama 7: Ke ngāue'aki, poupoua pea vakai'i 'i he ngaahi Potungāue 'a e Pule'anga 'a e founga 'oku lelei mo taau ki hono tokangaekina mo pule'i 'a e kau ngāue.	7.1 Tukuange atu 'a e ngaahi fatongia ki he ngaahi potungāue pea muimui'i. 7.2 Pule'i mo tokangaekina e kaungāue 7.3 Tokoni ki he ngaahi potungāue 7.4 Tokangaekina mo muimui'i 'o e ngaahi tu'utu'uni ngāue.	Va'a ngāue 7: Tokangaekina 'o e kau ngāue
	Polokalama 8: Fokotu'u ha fa'unga vāhenga mo e ngaahi monū'ia makehe 'oku taau, vahevahe taau pea mo fe'unga mo e ivi fakapa'anga ke malava 'o	8.1 Fakafuofua Vāhenga 8.2 Tohi talangāue mo 'e fakamatala taukei ngāue 8.3 Ngaahi Fokotu'utu'u Lakanga 8.4 Fokotu'utu'u mo e fa'unga Vāhenga	Va'a ngāue 8: Vāhenga

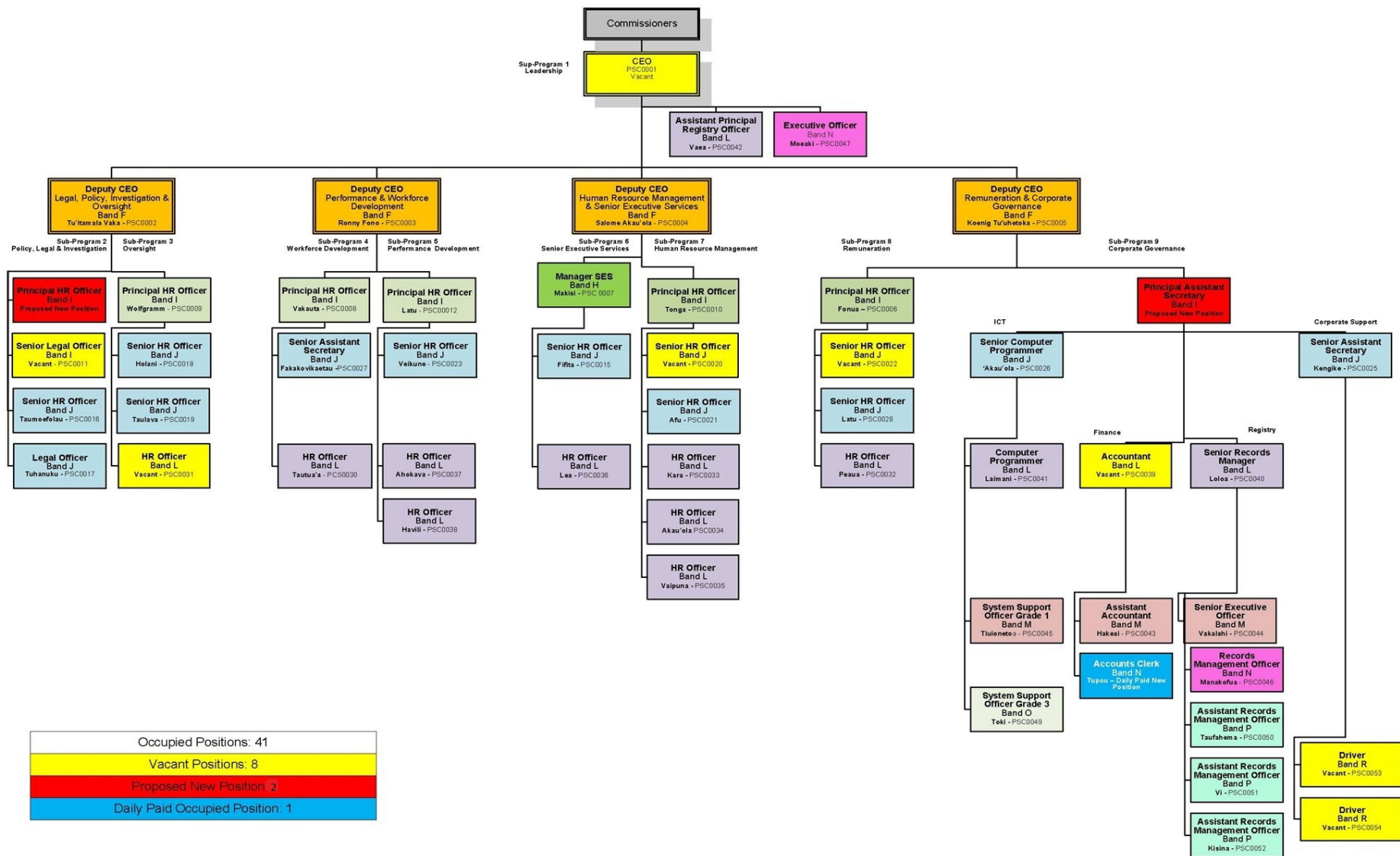
	tohoaki'i, pukepuke mo faka'ai'ai 'a e kau ngāue fakapule'anga.	8.5 Tokangaekina e Ngāue tu'ataimi houa lalahi	
	Polokalama 9: Tokangaekina mo tali ui ki he ngaahi ngāue 'a e 'ofisi mo e Kau Komisiona	9.1 Ngaahi Palani mo e tokangaekina 'a e ngaahi ngāue 'a e 'ofisi 9.2 Tokangaekina 'o e pa'anga 9.3 Lesisita, kasete mo e tauhi 'o e ngaahi lekooti 9.4 Ma'u'anga fakamatala mo e tekinolosia	Va'a ngāue 9: Ngāue fakaloto'ofisi

NGAAHI FAKAMATALA MAKEHE:

Ko e ngaahi ola fakapotungāue 'e hiva (9) 'oku kau ai 'a e ola 'e taha 'oku fakatefito ia 'i loto he Potungāue ki hono fakaivia 'a e va'a ngāue tokoni fakaloto'i Potungāue 'a e Komisoni, ke tokoni mo poupou ki hono a'usia 'a e ngaahi ola ngāue kitu'a. Ko e ngaahi tefito'i ola ko 'enī' 'oku fakamatala'i fakaikiiki ia 'i he konga 2.3 felāve'i mo e ngaahi fokotu'u liliu fo'ou 'a ia 'oku hā atu 'i lalo.

2.3 PSC Organisational Structure

Public Service Commission – January 2025



2.4 Fakama'opo'opo e Ngaahi Palani Fakalelei Lalahi 'a e Ngaahi Potungāue

2.4.1 Ngaahi Taumu'a tefito 'a e Pule'anga, fakangāue pea mo e faka-pa'anga 2025/2026 – 2027/2028

Óku fakamatala á e kupu 1.4.2 and 1.4.3 ó e palani ni ki he ngaahi taumuá lalahi pea mo e tokoni á e Komisoni ki he ngaahi taumuá koéni í he taú é tolu ka hoko. Ko e kaveinga ko e “*Matuúaki*”, ó fou í he ngaahi polokalama fakalelei ki he ngaahi tefito'i fatongia 'o e pule'anga.

Óku toe fakamahino foki á e ngaahi ola pea mo e ngaahi meáfua, ke tafataha énau ngāue ki hono tukuhifo e fakamole ki he vahenga ki he tukunga = <53% pea ke to e tokanga ange ke teuteuí e ílo, taukei mo e fakahoko fatongia á e kau ngāue fakaPuleánga.

Na'e tokoni e ngaahi taumuá tefito á e Puleánga – pe ko e 'Asenita Mahu'inga 1: Matu'uaki Fakafonua, 2: Fakalakalaka Sekitoa Fakasosiale mo e 3: Fakalakalaka Faka'ekonomika moe Sekitoa 'a e Pule'anga mo e ngaahi fiema'u fakapatiseti (Me'afua Fakapa'anga) G2.2 (Me'afua Ki He Fakamole).

'I hono fakaikiiki, 'oku fakatefito hono fakafuofua'i 'a e fakamole ke mapule'i 'a e vahenga 'o e ngaue fakapule'anga, pea pehe ki hono fakafuofua'i 'o e langa fakalakalaka 'o e malava fakangāue 'a e kau ngāue. 'E lava heni ke langa e tu'unga faka matu'uaki 'o e kau ngāue 'i he tafa'aki faka tekinikale mo e faka'ulungaanga 'i he ngaahi fa'unga ngāue moe kau ngāue.

Leva'i 'oe Fakamole – Mapule'i 'o e Vahenga

- i. Tokangaekina e ngaahi Tuútuúni ngāue – Ke mahino, Muimui pau kiai mo hono tautea, Ngaahi aleapau, Ngāue tuátaimi (ovataimi).
- ii. Levaí e tupu tokolahi e ngāue fakapuleánga – Fokotu'u kau ngāue - Ngaahi lakanga fiemaú vivili/vahevahe e ngaahi naunau 'oku fakahoko 'aki e ngāue
- iii. Fakakakato 'a hono fakatahaí 'o e Lesisita 'o e ngaahi lakana 'i he Ngāue FakaPuleánga – 'Iai ha pololama komipiuta ngāue'aki 'ae 'initaneti
- iv. Ngaahi fakalakalasi mo e fokotuútuú ó e ngāue – Fakalakalasi e ngaahi taukei, tala fatongia pea mo honau fokotuútuú,
- v. Vakaií e vahenga mo e ngaahi monuíá – vahenga, monuíá mo e ngaahi totongi kehe
- vi. Ngaahi meángāue ke fakasiísií e ngāue hala áki e mafai– Tuútuúni ngāue ki he ngāue kākā.

É malava ke pukepuke 'a e vahenga 'o e ngaue fakapule'anga 'i lalo he 53% mo holoki 'a e fakamole kae kei tauhi pe 'a e tu'unga 'o e fakahoko fatongia 'i he ta'u fakapa'anga 2025/2026, 'o kapau 'e aúsia á e ngaahi taketi koéni.

Ngaahi founa ke langa 'aki e taukei, ílo mo e ngaahi founa – Fakalelei e tukunga 'ilo mo e taukei á e kau ngāue, pea mo énau tuúnga malava ke matuúáki – í he ngaahi élia ko eni:

- i. Fakataki (Taki ngāue mo e kau pule ngāue)
- ii. Kau Ngāue – Taukei í he ngaahi malaé ó e sevesi pea mo e langa fakalakalaka
- iii. Ngāueánga – Ngaahi toóngā fakaúlungaanga mo e ngaahi átakai fakangāue

'Oku 'iai foki 'a e tui ko hono fakalakalaka'i 'a e kulupu 'o e kau mataotao, mo 'enau matu'uaki 'i he ngaahi levolo kehekehe, 'e ma'u ai ha ngaue fakapule'anga 'oku ngaue fakapotopoto mo ngaue lelei foki. 'E malava eni 'i hano faka'ai'ai mo tataki lelei, mo hono tu'uaki 'a e ngaahi tefito'i tui 'o e ngāue fakataha, laumalie 'o e fakahoko fatongia, fefalala'aki moe faitotonu 'i he ngaue.

2.4.2 Ngaahi Tu'utu'uni Ngaue Ke Ne 'Omai E Ngaahi Tokoni Faka Patiseti

Óku kau á e ngaahi tuútuúni ngāue pe ngaahi fokotuútuú ke fatu pe fakakakato í he palani ngāue 2025/2026 – 2027/2028 koéni ki he ngaahi fiemaú mei he ngaahi hoa ngāue (JPRM) ke makatuúnga ai e tokoni ki he Patiseti fakalukufua á e Puleánga.

‘Oku Kau Heni ‘a e:

- Ngaahi meángāue ke fakasiísí e ngāue hala áki e mafai– Tuútuúni ngāue ki he ngāue kākā (Tali ‘ehe Kapienti ‘i he ‘aho 23 ‘Akosi 2023)
- Fakalelei‘i lao Ngāue Fakapule‘anga pea ke tali ‘e he Kapineti (2024/2025) (Polokalama Si‘i 1, 2)

Koe ngaahi ngāue kimu‘a fekau‘aki mo e ngaahi tokoni fakapatiseti, ne fai e felotoi ki ai he vaha‘a taimi ko eni (Alea‘i ‘i he JPRM) na ‘e kau ai ‘a e:

- Fakakakato hono fakahoko ki tu‘a ‘a e Tu‘utu‘uni Ngāue Ki He Fakakina Fakalielia (2021) mo e founa pule‘i ‘o e ngaahi keisi ‘ae kau ngāue (2023)(Polokalama Si‘i 1, 2, 3)
- Pule‘i ‘o e Ngaahi Aleapau Ngāue – (Polokalama Si‘i 1, 6, 8)
- Siofi mo muimui‘i ‘a hono fakahoko ‘o e tu‘utu‘uni ngāue fo‘ou ki he ngāue tu‘ataimi (2025/26) (Polokalama Si‘i 8)

Ko e tuútuúni ngāue ki he tokangaekina e ngāue kākā na‘e tali ‘i Akosi 2023. ‘E tokoni lahi eni ki hono siofi e ngāue hala mo e totongi fūfū. Tatau pe mo hono tokangaí e fakakina fakalielia he é tokoni ki he ngaahi hia ngāueáki e founa kākā fakalielia í he ngāue FakaPuleánga.

‘E toe tokoni ki he taumuá maólunga á e Puleánga ki he pule lelei mo e malu ‘a e fonua á ia óku ási ‘i he ngaahi Taumuá lalahi á e Puleánga.

Tepile 6. Pule Lelei Mo e Malu ‘a e Fonua & Taketi

Pule Lelei Mo e Malu ‘A e Fonua	Taketi
Ngāue kākā mo fūfū ko e pole ki he fakahoko lelei e fatongia ó e Puleánga	Fakaivia e ngaahi founa pule
Íkai ke feúnga e ngaahi taukei fakatekinikale í he ngāueánga á e Puleánga pea mo e ngaahi sevesi tokangaekina e malu e fonua	Vakaíi e ngaahi tuútuuni ako ke malava é kinautolu óku nau tokangaí e malu á e fonua ó fakahoko lelei honau fatongia.
Hikitō e ngaahi hia felave‘l mo e faitoó konatapu	Fakasiísí e tufaki mo e ngāueáki e faitoó konatapu
Totongi fakafūfū mo e fakamanamana fakalielie í e ngāue fakapuleánga	Tuútuúni fakaúlungaanga, pea mo e tuútuúni ngāue ki he fakakina fakalielia pea mo e ngāue kākā.

Óku lahi á e ngaahi maumaui é ngaahi Tuútuúni faka ulungaanga í he Ngāue FakaPuleánga. Í he ngaahi taimi faingatáa ko éni pea óku vave ai á e liliu, óku mahuínga ke tokanga á e Komisoni kene tuúaki mo poupoua maú pe á e ngaahi úlungaanga lelei ke tokoni ki he fakahoko lelei e fatongia.

2.4.3 Ngaahi 'UHINGA ki he Ngaahi Liliu Lalahi 'I He Patiseti

Ko e patiseti lolotonga mei he 2024/2025 na'e fe'unga mo e \$2,124,700. Ko e patiseti kuo tali mai ko e \$2,558,200. Koe Ko e hiki 'aki 'eni 'a e \$333,500 makatu'unga 'i he ngaahi 'uhinga ko eni;

- I. Senita Ako Ngaue Ma'ae Ngaue Fakapule'anga – Hange ko 'ene ha 'i he palani faka patiseti ki he 2025-2026, na'e tali 'e he 'Eiki Palemia moe Minista Pa'anga ke foaki 'a e \$250,000 ki he patiseti 'a e 'ofisi PSC ke kamata 'aki 'a e ngaue ki hono toe fokotu'u 'o e Senita Ako Ngaue ma'ae ngaue fakapule'anga. Ko e pa'anga ko eni 'e ngaue'aki ki hono kumi mo fakapapau'i 'a e fetitu'u mo hono palani 'o e senita. 'E fakatefito hono ngaue'aki 'o e senitaa ni ki he ngaahi ako ngaue/sikolasipi taimi nounou ki he ngaahi 'elia mo e poto'i ngaue 'oku si'isi'i 'i he ngaue fapule'anga. 'Oku kau foki heni 'a e ngaahi 'elia hange ko e 'ensisinia, ta mape, pailate, fahi manu, tokangaekina kau toulekeleka mo e ngaahi fekumi loloto ange pea mo faka'ai'ai 'a e 'ilo fo'ou.
- II. Ngaahi Fale'i Fakalao mo e Totongi 'o e ngaahi Fakatotolo Fakalao – Makatu'unga 'i he 'alu ki 'olunga 'a e lahi 'o e ngaai keisi fekau'aki mo hono tautea'i 'o e tokotaha ngaue fakapule'anga pehe ki he ngaahi ngaue fakalao, 'oku 'iai 'a e fiema'u 'a e Komisoni ke nau toe vakai ki ha ngaahi fale'i fakalao tau'ataina, kehe ange mei he 'Ofisi 'o e 'Ateni Seniale. Ko e ngaahi fale'i fakalao mei tu'a 'oku fakafuofua ki he \$5,000 ki he \$10,000 fakatatau pe ki he kalasi 'o e keisi.
- III. Polokalama Faka Komipiuta Ki Hono Pule'i 'o e Kau Ngaue: - Ko e misi fuoloa foki eni 'a e ngaahi pule'anga atu ki mu'a ki ha polokalama fakakomipiuta kene fakavave'i 'a e ngaue pea ke ne toe holoki mo e palopalema 'a e 'ova 'a e vahe 'oku tuku atu ki he tokotaha ngaue. Ne 'osi fai foki e vakai 'a e 'Ofisi ki he polokalama koe Vision One pehe ki he kau fa'u polokalama fakaloto fonua ki he ngaahi polokalama 'oku hohoa malie mo e ngaahi fiema'u 'ae 'Ofisi.
- IV. Lakanga Fo'ou 'e 2 ma'e 'Ofisi: x1 'Ofisa Tokangaekina Kau Ngaue Pule (Band I), x1 Tokoni Sekelitali Pule (Band I)
- V. Ke fakakakato e vahenga 'o e kau ngaue fakatatau ki he ngaahi fakapale fakata'u pea mo e tokoni ki honau ngaahi vahenga malolō.
- VI. Fakafoki mai 'e patiseti 'a e 'Ofisi ki he ngaahi 'a'ahi fakangaue ki he ngaahi 'otumotu.
- VII. 'Oku 'alu pe 'a e taimi mo e toe lahi ange 'a e taimi fakataha 'a e Komisoni 'a ia kuo hiki hake mei he fakataha 'e taha (1) he uike ki he ua (2) he uike 'o 'ikai lau ki ai 'a e ngaahi fakataha makehe kehehe he anga maheni ha makehe pea mo e taimi fakamo'oni aleapau 'a e kau Pule ngāue.

3. Patiseti 'a e 'Ofisi Komisoni Ngāue fakapule'anga mo 'ene Kau ngāue

b: patiseti; p: polokama fokotu'u; r: ngaahi liliu; b2 & b3: patiseti 'o e ongo ta'u ki mu'a fakahili ta'u 'e tolu (3).

Fakatokanga'i ange koe tepile ko éni é liliu e fakaikiiki hili a hon oma'u mai e 'a e tali ki he Patiseti Fakataú

Tēpile 7: Patiseti

Recurrent Budget				
Expenditure Item (\$m)	2024/25	2025/26	2026/27	2027/28
Established Staff (10xx)	1436300	1412600	1412600	1412600
Unestablished staff (11xx)	25100	25100	25100	25100
Travel and Communication (12xx)	51800	86300	86300	86300
Maintenance and Operation (13xx)	92000	87000	87000	87000
Purchase of Goods and Services (14xx)	479500	1481900	1481900	1481900
Grants and Transfer (15xx)	2000	1000	2000	2000
Assets (20xx)	38000		1200000	2000000
TOTAL RECURRENT	2124700	3094900	4294900	5094900
Development Budget				
Expenditure Item (\$m)	2024/25	2025/26	2026/27	2027/28
Established Staff (10xx)	0	0	0	0
Unestablished staff (11xx)	0	0	0	0
Travel and Communication (12xx)	0	0	0	0
Maintenance and Operation (13xx)	0	0	0	0
Purchase of Goods and Services (14xx)	0	0	0	0
Grants and Transfer (15xx)	0	0	0	0
Assets (20xx)	0	0	0	0
TOTAL DEVELOPMENT	0	0	0	0
Overall Total Budget (Recurr & Dev)	0	0	0	0

Table 8: PSC Total Staff by Key Category

Fakakalakalasi	FY 2024/25 b1	FY 2025/26 b2	FY 2026/27 b3	FY 2027/28 b4
Kau Ngaue Tu'uma'u				
Kau Pule Ngaue (Band C to H)	6	6	6	6
Kau Ngaue Fakapolofesinale (Band I to M)	29	34	33	34
Kau Ngaue (Band M to S)	11	11	12	12
Fakakatoa e Kau Ngaue Tu'uma'u	46	51	51	52
Kau Ngaue Lau'aho	6	2	7	8
Fakakatoa e Kau Ngaue	52	53	58	60

4. Ngaahi Polokalama Ngaue mo e Polokalama Si'i 'o e 'Ofisi e Komisoni

4.1 Polokalama si'i 1: Va'a ki he Ngaue Fakataki pea mo e Fai Tu'utu'uni

Ko e Va'a/Polokalama Si'i 'o e polokalama ko eni:

“Ko e fakahoko fatongia ke taimi tonu, faka-‘efika (ethical), taliangi pea, ‘i he tu’unga ma’olunga mo’oni ki he kau Komisiona, Palemia, Kapineti pea mo e Pule’anga fakakatoa.”

‘Oku tataki mo leva’i ‘e he Talekita Pule Ngaue ‘o e Komisoni ‘a hono fakahoko ‘a e ngaahi ngaue ‘a e polokalama ni ‘i he tokoni ‘a e kau ngaue ko ‘eni;

- 1 ‘Ofisa Tokoni Failesisita Pule
- 1 ‘Ofisa Fakahoko Fatongia (PA ki he Talekita Pule Ngaue (CEO)

Ko e Kupu Fekau’aki

Ko kinautolu eni ‘a e ni’ihi ‘oku fakatefito ki ai e ngaue e Va’a ni ‘o kau ai e ‘Eiki Palemia, Kau Minisitaa ‘i he Kapineti, Kau Talekita Pule Ngaue ‘a e Ngaahi Potungaue pea mo e Ngaahi Potungaue ‘a e Pule’anga. Pea ‘oku toe kau ai pea mo e ngaahi kulupu ó ha kau ngaue (employer) pea mo kinautolu felave’i pea mo e mitia (media).

Ola ‘o e Polokalama Si'i

Ko e ola ngaue ‘a e Polokalama Si'i ni ‘oku pehe, “ko e fakahoko ‘a e fatongia ke taimi tonu, faka-‘efika (ethical), taliangi pea, ‘i he tu’unga ma’olunga mo’oni ki he kau Komisiona, Palemia, Kapineti pea mo e Pule’anga fakakatoa.”

Polokama Si'i Ola 1: Fakahoko fatongia 'oku taimi tonu, faka-'efika, taliangi pea 'i he tu'unga ma'olunga ki he kau Komisiona, Palemia, Kapineti pea mo e Potungaue fakakatoa.	1.1 Ngaahi fatongia mo e ngaue 'a e Komisoni 1.2 Ngaahi Fale'i Fakataki 1.3 Sio fakalukufua pea mo e ngaahi kumi tokoni	Polokalama Si'i 1: Ngaahi ngaue ki he Ngaue FakaTaki pea mo e Fai Tuútuúni
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Ko e ngaahi ola eni;

"Fakahoko fatongia 'oku taimi tonu, faka-'efika, taliangi pea 'i he tu'unga ma'olunga mo'oni ki he kau Komisiona, Palemia, Kapineti pea mo e pule'anga fakakatoa."

Ngaahi Ola	Ngaue 'a e Patiseti	Levolo
4.1 Ngaahi fatongia mo e ngaue 'a e Komisoni SO1.1.1 Ngaahi keisi 'oku fakahu mo hono tu'utu'uni	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole	Mahu'ing a 'Aupito
4.2 Ngaahi Fale'i Faka-taki SO1.2.1 Fale'i tauátaina ('ikai fakapolitikale/apolitival) ki he Palemia mo e Kapineti SO1.2.2 Fakahu 'o e ngaahi pepa ki he Kapineti	1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungaue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u;	
1.3 Sio fakalukufua pea mo e kumi e ngaahi Tokoni SO1.3.1 Palani Ngaue fakata'u tolu (CP)/ Palani Ngaue fakata'u taha (AMP) mo e ngaahi fokotu'utu'u ngaue SO1.3.2 Ngaahi Lipooti Ngaue fakata'u 'oku tuku atu 'i he faka'osinga 'o Sepitema 'o e ta'u kotoa pe SO1.3.3 Ngaahi lipooti 'i he polokalama liliu fo'ou mo e fakakaukau fo'ou 'a e pule'anga 'o fakafou 'i he Palani felotoi (JPRM). SO1.3.4 Ngaahi tokoni kehekehe (mei tu'a)	2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakafou 'i hono fakamalohia 'o e founga ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga; 3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o fakatefito 'i he tu'unga lelei mo e mahu'inga 'o e pa'anga.	

'Oku fakamatala faka'auliliki e ngaahi ola koeni 'i he palani fakata'u.

Fakamatala nounou: HL – High Level {Levolo Ma'olunga}; SO – Sub-output {Polokama Si'i}

TAKETI NGAUE MA'OLUNGA (mei he Palani Ngaue FY2025/2026)
VAÁ KI HE NGAUE FAKATAKI PEA MO E FAI TUÚTU'UNI.

Palani Ngaue Komisoni Ngaue Fakapule'anga 2024 - 2025		Me'afua felave'i	Baseline	Taket			Patiseti 2025/26	# Taumu'a Tu'uloa (SDG)	# 'o e Ola
Ola ha kitu'a	Ngaahi Palani Ngaue		2023/24	2024/25	2025/26	2026/27			

Ola 1: Fakaho ko fatongi a 'oku taimi tonu, faka-'efika, taliangi pea 'i he tu'unga a ma'olu nga mo'oni ki he kau Komisi ona, Palemia, Kapine ti pea mo e ngaahi Potungaue	1. Ngaue mo e Fatongia 'o e Komisoni	% 'o e ngaahi keisi óku tali pe fakaílongaí (noted)	90%	90%	90%	90%	\$447,600.00	16.6; 16.7	16.6. 21
	HL 1.1.1 Ngaahi keisi 'oku fakahu ki he Komisoni mo hono tu'utu'uni	% 'o e ngaahi launga e tuútuúni e Komisoni óku solova pe íkai solova	Si'i hifo he 5%	Si'i hifo he 5%	Si'i hifo he 5%	Si'i hifo he 5%			
	2. Ngaahi Fale'i Fakataki		<i>'I hano fiema'u:</i> 8 (100% taimi totonu/ vave)	<i>'I hano fiema'u:</i> 8 (100% taimi totonu/ vave)	<i>'I hano fiema'u:</i> 8 (100% taimi totonu/ vave)	<i>'I hano fiema'u:</i> 8 (100% taimi totonu/ vave)			
	HL 1.2.1 Fale'i tauátaina 'o e ki he Palemia mo e Kapineti	Fika 'o e ngaahi fale'i 'o e tu'utu'uni ngaue							
	HL 1.2.2 Fakahu ngaahi pepa ki he Kapineti	Peseti 'o e pepa kuo tali 'e he Kapineti	80%	80%	80%	80%			
	3. Sio fakalukufua pea mo e kumi tokoni								
	HL 1.3.1 Ngaahi Palani ngaue fakata'u tolu/ palani fakata'u mo hono ngaahi founga	Tali 'o e Palani Ngaue fakata'u tolu pea mo e palani fakata'u 'i he taimi totonu.	1	1	1	1			
	HL 1.3.2 Ngaahi lipooti fakata'u 'oku tuku atu 'I he faka'osinga 'o Sepitema 'o e ta'u kotoa pe	Lipooti Fakata'u kuo fakahu ki Kapineti 'i hono taimi totonu (<i>Sepitema ó e taú kotoa</i>).	1	1	1	1			
	HL 1.3.3 Ngaahi lipooti he polokalama liliu fo'ou mo e 'a e pule'anga 'o fakafou 'i he Palani felotoi (JPRM).	Fakatatau ki he taimi 'oku fiema'u ki ai (fetokoni'aki pea moe Vaá Oversight/CEO).	<i>'I ha fiema'u</i>	<i>'I ha fiema'u</i>	<i>'I ha fiema'u</i>	<i>'I ha fiema'u</i>			
	HL 1.3.4 Ngaahi TA (<i>tokotaha faleí mataotao</i>) fo'ou pe fakanga'unu e ngaahi me'angaue (fakapa'anga mei tu'a)	Fika 'o e TAs/ mo e ngaahi tokoni	1	1	<i>'I ha fiema'u</i>	<i>'I ha fiema'u</i>			

Fakama'opo'opo 'o e Va'a Polokalama 1, Ngaahi Ngaue ki he Pule Ngaue mo e Fai Tu'utu'uni.

Palani Ngaue Fakata'u mo e Patiseti Ngaahi Ngaue ki he Pule Ngaue mo e Fai Tu'utu'uni				
Kalasi / Fa'ahinga	TF 2024-25	TF 2025-26	TF 2026-27	TF 2027-28
	Patiseti ne fokotu'u	Fakafuofua ki he kaha'u	Fakafuofua ki he kaha'u	Fakafuofua ki he kaha'u
Pa'anga mei he Pule'anga (\$m)	437,600.00	418,000.00	418,000.00	418,000.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	1	1	1	1
Kau 'ofisa ngāue tefito(Band I to L)	1	1	1	1
Kau 'ofisa ngāue tokoni (Band M to S)	1	1	1	1
Fakakatoa kau 'ofisa ngāue tu'uma'u	3	3	3	3
Kau ngaue lau'aho	5 (Kau Komisiona)	5 (Kau Komisiona)	5 (Kau Komisiona)	5 (Kau Komisiona)
Fakakatoa 'o e kau ngāue	8	8	8	8

Liliu 'i he Va'a Polokalama 1: Ngaahi Ngaue ki he Pule Ngaue mo e Fai Tu'utu'uni

Ngaahi Liliu 'o fakatauhoa ki he Palani Ngaue motu'a	Hokohoko	Liliu Iki	Liliu Iahi	Fo'ou
Fakamatala nounou: 'Ikai ke 'I ai ha ngaahi liliu lalahi 'I he Palani Ngaue 'o e Va'a ni ka koe ngaahi liliu iiki pe angamaheni ki he kau ngaue mo e patiseti 'o e Va'a nguae na'e tali mai ki he ta'u fakapa'anga ko 'eni.				

4.2 Polokalama si'i 2: Va'a ngāue Fakalao, Tu'utu'uni Ngāue mo e Fakatotolo

Ko e taumu'a ngāue 'o e polokalama ni:

“Ke ola lelei ‘a e ngāue faka’ofisi, tala fale’i mo poupou’i ‘a e ngaahi me’angāue fakaelao ‘a e Komisoni, ngaahi founa ngāue ki he ta’efiemalie mo e vātamaki, tautea mo e ngaahi fatongia fakatotolo. Pehē foki ki he ngāue faka’ofisi felave’i mo e ngaahi founa ngāue ki he tangi.”

Va'a ngāue/Ngaahi polokalama si'i 'oku ne tokangaekina

Ko e polokama ko 'eni 'oku tokanga'i ia 'e he Tokoni 'Ofisa Pule Ngāue ki he Va'a Fakalao, Tu'utu'uni Ngāue mo e Fakatotolo, pea 'oku fakamalumu ai 'a e kaungāue ko 'eni;

- 1 'Ofisa Tokangaekina 'o e kau ngāue Ma'olunga
- 1 'Ofisa Lao
- 1 Lakanga 'ata, 'Ofisa Lao Ma'olunga

Ngaahi Hoa fengāue'aki tefito

Ko kinautolu 'oku fakapatonu ki ai 'a e fakahoko fatongia 'a e va'a ni ko e 'Eiki Palemia, Komisoni ki he Ngāue Fakapule'anga, Ngaahi Potungāue 'a e Pule'anga

‘Oku kau ki he ngaahi taumu’a ngāue ‘a e:

Ngaahi Ola	Fakamatala Patiseti	Levolo
2.1 Fakalakalaka mo e tokangaekina ‘o e Ngaahi Tu’utu’uni Ngāue SO2.1.1 Fale’i ma’olunga mo ‘ikai fakapolitikale ki he Komisoni, fekau’aki mo e tu’utu’uni ngāue SO2.1.2 Fakakakato ‘a e ngaahi matavaivai ‘i he tu’utu’uni ngāue kuo ‘osi fakataimi tēpile’i (Tu’utu’uni mo e Fakahinohino Ngāue) ke fakahū ki he Komisoni SO2.1.3 Fakataha Fakauike mo e Komisoni SO2.1.4 Fakataukeyi ki he ngaahi tu’utu’uni ngāue fo’ou, ngaahi fakatonutonu mo fakamanatu ‘a e ngaahi tu’utu’uni ngāue lolotonga 2.2 Va’a Tokoni SO2.2.1 Fakahoko ‘a e ngaahi fale’i fakatu’utu’uni ngāue ki he ngaahi Potungāue mo e kau ngāue SO2.2.2 Fakakakato ‘a e ngaahi fakamatala fekau’aki mo e ngaahi keisi hopo ki he ‘Ofisi ‘o e ‘Ateni Seniale (AGO) SO2.2.3 Fakahoko ha kole fale’i fakalao [‘i loto he Pule’anga: AGO, pe mei tu’a] 2.3 Ngaahi Lao/Ngaahi Tu’utu’uni Ngāue SO2.3.1 Fakataimi-tēpile’i ha taimi ke toe vakai’i ‘a e ngaahi Lao SO2.3.2 Fakahoko ha polokalama fakataukeyi ‘a e ngaahi fakatonutonu ki he Lao pe Ngaahi Tu’utu’uni Ngāue 2.4 Ngāue Fakalao mo e Fakatolotolo SO2.4.1 Tokangaekina ‘a e ngaahi Keisi Tautea Fakangāue Fakapule’anga SO2.4.2 Tokangaekina ‘a e ngaahi Lāunga mo e Lotomamahi ‘a e kaungāue Fakapule’anga SO2.4.3 Tokangaekina ‘a e ngaahi Tangi ki he Fakamaau’anga Fakatonutonu ‘a e Ngāue Fakapule’anga	G. Me’afua Fakapa’anga G2. Me’afua ‘o e ngaahi Fakamole 1. Leva’i ‘o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue’aki ‘o fakafou ‘i hono vakai’i fakaengāue ‘o e ngaahi Potungaue, holoki ‘a e ngaahi lakanga ‘ataa, pea ke siofi pe ‘a e ngaahi lakanga ‘oku matu’aki fu’u fiema’u; 2. Fenāpasi ‘a e ngaahi tu’utu’uni vivili mo e patiseti ‘oku tuku mai, ‘o fakafou ‘i hono fakamalohia ‘o e founa ngāue fakataha, pea ke veteki atu ‘a e ngaahi ngāue ‘i he loto’i Pule’anga; 3. Fakapotopoto’i ‘a e ngaahi fakamole ‘a e Pule’anga ‘o fakatefito ‘i he tu’unga lelei mo e mahu’inga ‘o e pa’anga.	Mahu’inga ‘aupito

Ngaahi Tefito’i Me’afua

Palani Ngāue ‘a e Komisoni ‘o e Kaungāue Fakapule’anga 2024/2025-27/28		Me’afua Felave’i	Tu’unga	Taketi			Patiseti 2025/2026	Taum u’a Tu’ul oa	Fakat okan ga #
Ola hā ki Tu’a	Ngaahi Palani Ngāue		2024/25	2025/ 26	2026/ 27	2027/ 28	TOP\$	#	
	2.1 Fakalakalaka mo tokangaekina ‘o e Ngaahi Tu’utu’uni Ngāue HL2.1.1	Lahi ‘o e ngaahi fale’i ‘oku tuku atu ki he Komisoni	‘I hano fiema’u	‘I hano fiema’u	‘I hano fiema’u	‘I hano fiema’u	\$146,800.00		

Fale'i ma'olunga mo 'ikai Fakapolitikale 'o e Tu'utu'uni Ngāue ki he kau taki 'o e 'Ofisi mo e Komisoni								
SO.1.1.2 Fakakakato e ngaahi matavaivai 'i he tu'utu'uni ngāue kuo 'osi fakataimi tēpile'i (Tu'utu'uni mo e Fakahinohino Ngāue) ke tuku atu ki he Komisoni	Matavaivai 'o e ngaahi tu'utu'uni ngāue kuo 'osi fakakakato 'o fakatatau ki he taimi tepile	90%	90%	100%	100%			
SO.1.1.3 Ngaahi Tu'utu'uni Ngaue Fakauike ki he faitu'utu'uni 'a e Komisoni	Lahi 'o e ngaahi fakataha	48	48	48	48			
SO.1.1.4 Fakataukei ki he ngaahi tu'utu'uni ngāue fo'ou, ngaahi fakatonutonu mo fakamanatu 'a e ngaahi tu'utu'uni ngāue lolotonga	% 'o e ngaahi fakataukei 'o e tu'utu'uni ngāue kuo kakato	90%	90%	90%	90%			
2.2 Va'a Tokoni								
HL2.2.1 Fakahoko 'a e ngaahi fale'i fakatu'utu'uni ngāue ki he ngaahi Potungāue mo e kaungāue	Lahi 'o e ngaahi fale'i fakatu'utu'un i ngāue 'oku fiema'u mei he ngaahi Potungāue	'I he fiema'u	'I he fiema'u	'I he fiema'u	'I he fiema'u			
HL2.2.2 Fakakakato 'a e ngaahi fakamatala fekau'aki mo e ngaahi keisi hopo ki he 'Ofisi 'o e 'Ateni Seniale (AGO)	% 'o e ngaahi keisi 'oku tuku atu ki he AGO 'a ia kuo maau mo kakato	90%	90%	90%	90%			
HL2.3.5 Fakahoko e kole fale'i fakalao ['I loto he pule'anga: AGO pe 'I tu'a]	Lahi 'o e ngaahi fiema'u fale'i fakalao kuo tuku atu ki he kau taki 'o e 'Ofisi mo e Komisoni	Fakatata u ki he lahi e fiema'u	Fakatatau ki he lahi e fiema'u	Fakatatau ki he lahi e fiema'u	Fakatatau ki he lahi e fiema'u			
2.3 Ngaahi Lao / mo e Ngaahi Tu'utu'uni Ngāue HL2.3.1 Ngaahi Lao 'oku to e vakai'i 'o fakatatau ki he taimi tepile (Lao ki he Kau ngāue Fakapule'anga mo	% 'o e ngaahi lao/ Tu'utu'uni Ngāue na'e to e vakai'i 'o fakakakato fakatatau ki he taimi tepile	80%	85%	90%	90%			

e Ngaahi Tu'utu'uni Ngāue)									
SO2.3.2 Fakataukei 'i he ngaahi Lao fakatonutonu	% 'o e ngaahi fakataukei fekau'aki mo e tu'utu'uni ngāue kuo fakakakato	80%	90%	90%	90%				
2.4 Ngāue Fakalao mo e Fakatotolo HL2.4.1 Tokangaekina e Ngaahi Keisi Tautea 'a e Ngāue Fakapule'anga	% 'o e ngaahi keisi tautea 'oku tauhi ki he ngaahi fakangatang ata fakataimi 'i he Tu'utu'uni Ngāue	100%	100%	100%	100%				
HL2.4.2 Tokanga'i e ngaahi Launga mo e lotomamahi 'a e kau ngāue Fakapule'anga	% 'o e ngaahi launga mo e lotomamahi kuo fakakakato 'o fakatatau ki he fakangatang ata fakataimi 'i he Tu'utu'uni Ngāue	100%	100%	100%	100%				
HL2.4.3 Tokangaekina 'o e ngaahi tangi ki he Fakamaau'anga Fakatonutonu 'a e Ngāue Fakapule'anga	Lahi 'o e ngaahi tangi na'e ikuna'l ia 'o 'ikai fakatatau ki he tu'utu'uni 'a e Komisoni	Fakatatau ki he lahi 'e a'u ki ai	Fakatatau ki he lahi 'e a'u ki ai	Fakatatau ki he lahi 'e a'u ki ai	Fakatatau ki he lahi 'e a'u ki ai				

Fakaikiiki 'o e Va'a Polokalama 2: Lao, Tu'utu'uni Ngāue mo e Fakatotolo

Fakama'opo'opo 'o e Palani Fakalūkufua Fakapotungaue mo e Patiseti Lao, Tu'utu'uni Ngāue mo e Fakatotolo				
Kalasi / Fa'ahinga	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Patiseti lolotonga	Fakafuofua	Fakafuofua	Fakafuofua
Pa'anga mei he Pule'anga (\$m)	133,600.00	146,800.00	146,800.00	146,800.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	1	1	1	1
Kau 'ofisa ngāue tefito(Band I to L)	3	4	4	4
Kau 'ofisa ngāue tokoni (Band M to S)	0	0	0	0
Fakakatoa kau 'ofisa ngāue tu'uma'u	4	5	5	5
Kau ngāue lau'aho	0	0	0	0

Fakakatoa 'o e kau ngāue	4	5	5	5
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Ko e ngaahi liliu lalahi ki he Polokalama si'i 2 'o fakatatau ki he Fakama'opo'opo 'o e Palani
Fakalūkufua Fakapotungāue mo e Patiseti kimu'a:

Ngaahi liliu mei he Palani Ngaue mo e patiseti kimu'a	Hokohoko atu	Liliu si'isi'i	Liliu lahi	Tanaki fo'ou
Ngaahi Fakamatala: Ngaahi fokotu'u lakanga fo'ou: 'Ofisa Tokangaekina 'o e Kau Ngāue Pule 1. 'Oku tokosi'i 'a e kau ngāue 'a e va'a ko 'eni 'o fakatatau ki he lahi 'o e ngāue 'oku lolotonga fakahoko. 2. 'Oku toe lahi ange 'a e ngaahi keisi hopo, ta'efiemalie, tautea, launga mo e keisi Tangi ki he Fakamaau'anga Fakatonutonu, 'i he Ngāue Fakapule'anga. 3. Ke tokoni ki hono fakahoko 'a e ngaahi fale'i fakatu'utu'uni ngāue, fealealea'aki mo e fakataukei.				

4.3 Polokalama si'i 3: Ko e Sio Fakalukufua

Ko e taumu'a ngāue 'o e polokalama ni:

"Ke fakahoko hano toutou vakai'i lelei, 'i ha taimi pau, 'a e ngaahi tefito'i fatongia pea mo honau tu'unga malava, tokangaekina 'a e tu'unga fakamole fakapa'anga ki he kaungāue pea mo fakahoko 'a e ngaahi fengāue'aki vaofi mo e ngaahi vā fekau'aki fakaengāue."

Va'a ngāue/Ngaahi polokalama si'i 'oku ne tokangaekina

Ko e polokama ko 'eni 'oku tokanga'i ia 'e he Tokoni 'Ofisa Pule Ngāue ki he Va'a Sio Fakalukufua, pea 'oku fakamalumu ai 'a e kaungāue ko 'eni;

- 1 'Ofisa Tokangaekina 'o e Kaungāue Ma'olunga ange
- 2 'Ofisa Tokangaekina 'o e Kaungāue Ma'olunga
- 1 'Ofisa Tokangaekina 'o e Kaungāue

Ngaahi Hoa fengāue'aki tefito

Ko kinautolu 'oku fakapatonu ki ai 'a e fakahoko fatongia 'a e va'a ni kau Komisoni ki he Ngāue Fakapule'anga, Ngaahi Potungāue 'a e Pule'anga 'i he Lisi 1, Ngaahi Hoa Ngāue mei tu'a mo kinautolu 'oku malava ke nau fengāue'aki mo e Pule'anga, pea pehē ki he kakai 'o e fonua.

Ola 'o e Polokalama

'Oku kau ki he ngaahi taumu'a ngāue 'a e:

Ola 'o e Polokalama si'i 3: <i>Ke fakahoko ha ngaahi 'analaiso mo hano vakai'i lelei, 'i ha ngaahi taimi pau, 'a e ngaahi tefito'i fatongia pea mo honau tu'unga malava ke nau fakahoko 'a e ngaahi fatongia ko ia, ma'ae Potungāue Fakapule'anga kotoa pe 'oku nau kau ke Lisi 1 (schedule 1).</i>	3.1 Muimui'i mo vakai'i 'a e ola 'o e fakahoko fatongia 'a e 'Ofisi Komisoni ki he Kaungāue Fakapule'anga fakatatau ki he palani ngāue fakata'u 3.2 Fakahoko hono vakai'i fakaengāue 'o e ngaahi Potungāue 3.3 Muimui'i 'a e ngaahi fakamole fekau'aki mo e kau ngāue fakaPule'anga	Polokalama si'i 3: Ko e Sio Fakalukufua
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	3.4 Fetu'utaki mo e fengāue'aki mo e ngaahi hoa ngaue	
Ngaahi Ola	Fakamatala Patiseti	Levolo
3.1: Muimui'i mo vakai'i'a e ola'o e fakahoko fatongia 'a e 'Ofisi 'o fakatatau ki he ola 'o e palani fakata'u SO3.1.A1 Lipooti mo 'Analaiso faka-kuata 'a e ola (AMP) 'o e fakahoko fatongia 'a e 'Ofisi (M&E dashboard) SO3.1.A2 Fakama'opo'opo mo lipooti 'a e ola (M&E) tu'o 2 he ta'u	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole 1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakaafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungaue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u; 2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakaafou 'i hono fakamalohia 'o e founa ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga; 3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o fakatefito 'i he tu'unga lelei mo e mahu'inga 'o e pa'anga.	Mahu'inga 'aupito
3.2: Fakahoko hono vakai'i fakaengāue 'o e ngaahi Potungāue SO3.2.A1 Fakakakato 'a hono vakai'i fakaengāue fakakonga 'a e ngaahi Potungāue 'i he Lisi 1 (schedule 1) 'i he kuata kotoa		
3.3: Muimui'i'a e ngaahi fakamole fekau'aki mo e kaungāue fakapule'anga SO3.3.A1 Analaiso mo lipooti 'a e ngaahi fakamole fekau'aki mo e kau ngaue mo ha ngaahi me'a makehe pe SO3.3.A2 Ngaahi kole lakanga fo'ou moe kole lakanga mahu'inga		
3.4: Fetu'utaki mo e fengāue'aki mo e ngaahi hoa ngaue SO3.4.A1 Palani ngāue ki he fetu'utaki mo e fengāue'aki SO3.4.A2 Tohi ongoongo SO3.4.A3 Ngaahi ngāue fakafetu'utaki makehe SO3.4.A4 Analaiso 'o e ngaahi Savea		

Ngaahi Tefito'i Me'afua

Palani Ngāue ‘a e Komisoni ‘o e Kaungāue Fakapule’anga 2024/2025-27/28		Me’afua Fekau’aki	Tu’unga Lolotonga	Taket			Patiseti 2025/2026 TOP\$	Taumu’ a Tu’uloa #	Faka’ilonga #
Ngaahi Ola	Ngaahi Palani Ngāue		2024/2025	2025/2026	2026/2027	2027/2028			
Sio Fakalukufua : Ola 3 Ke fakahoko ha ngaahi ‘analaiso mo vakai’i lelei, ‘i ha ngaahi taimi pau ‘a e ngaahi tefito’i fatongia pea mo e tu’unga malava	3.1: Muimui’i mo vakai’i ‘a e ola ‘o e fakahoko fatongia ‘a e ‘Ofisi PSC ‘o fakatatau ki he Palani Fakata’u HL 3.1.2 Lipooti/ ‘Analaiso ‘a e ngaahi ola ‘o	Lahi ‘o e ngaahi ola fakahoko fatongia (M&E) Faka-kuata = 4 							

fakahoko fatongia, leva'i lelei e ngaahi fakamole ki he kaungāue fakapule'anga pea mo to e longomo'ui ange 'a e fengāue'aki mo e ngaahi ho ngāue	e ngaue 'a e PSC (AMP) mo e fakahoko fatongia (M&E dashboard)	faktongia kuo fakahu ki he 'Ofisi Palemia 'i he 'aho 'oku fiema'u ki ai = 2						
	3.2: Fakahoko hono vakai'i fakaengāue 'o e ngaahi Potungāue H.L. 3.2.1 Fakahoko hono vakai'i fakaengāue 'o e ngaahi Potungāue	Lahi 'o e ngaahi Potungāue kuo maau hono vakai'i fakakonga 'o e fa'unga = 15	15	18	20	20		
	3.3: Muimui'i mo leva'i lelei 'a e ngaahi fakamole fekau'aki pea mo e vāhenga 'o e kau ngāue fakapule'ang a HL 3.3.1 'Analaiso mo Lipooti e Ngaahi Fakamole fekau'aki mo e kau ngāue fakapule'ang a pea mo e ngaahi kaveinga tatau moia	Lipooti Faka- Kuata fekau'aki mo e kau ngāue kuo fakahu atu ki he Pule Ngāue (kau ki ai 'a e ngaahi lakanga 'ata, lau 'aho, ngaahi konituleki fakapalofesi nale) = 4 Lahi 'o e Lipooti he Fakamole ke fakahu atu ki he Fakataha Komisoni he ta'u fakapa'anga Tu'o taha he ta'u	4	4	4	4		
	HL3.3.2 Fokotu'u kau ngāue fo'ou & ngaahi		1	1	1	1		

	lakanga fiema'u vivili								
	3.4: Fetu'utaki mo e fengāue'aki mo e ngaahi hoa ngāue	Lahi 'o e ngāue fakafetu'uta ki kuo 'osi fakahoko = 30	30	30	30	30			
	HL3.4.2 Ngaahi Tohi Ongoongo	6	6	6	6	6			
	H.L. 3.4. 4 Ngaahi Savea (FAkahoko mo 'Analaiso)	Lahi 'o e ngaahi savea felave'i mo e ngaahi hoa ngaue, kakato pea 'analaiso =5	5	5	6	6			

Fakaikiiki 'o e Va'a Polokalama 3: Palani Fakapotungāue & Patiseti
Va'a Sio Fakalukufua

Palani Fakapotungāue & Patiseti Va'a Sio Fakalukufua				
Kalasi / Fa'ahinga	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Patiseti Lolotonga	Fakafuofua	Fakafuofua	Fakafuofua
Pa'anga mei he Pule'anga (\$m)	156,300.00	137,100.00	137,100.00	137,100.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	0	0	0	0
Kau 'ofisa ngāue tefito(Band I to L)	4	4	4	4
Kau 'ofisa ngāue tokoni (Band M to S)	0	0	0	0
Fakakatoa kau 'ofisa ngāue tu'uma'u	4	4	4	4
Kau ngaue lau'aho	0	0	0	0
Fakakatoa 'o e kau ngāue	4	4	4	4

Ko e ngaahi liliu lalahi ki he Polokalama si'i 3 'o fakatatau ki he Fakama'opo'opo 'o e Palani
Fakalūkufua Fakapotungāue mo e Patiseti kimu'a:

Ngaahi liliu mei he Palani Ngāue mo e patiseti kimu'a	Hokohoko atu	Liliu si'isi'i	Liliu lahi	Tanaki fo'ou
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4.4 Polokalama si'i 4: Fakalalakaka ki he kau ngāue fakalūkufua

Ko e va'a ngāue ko 'eni' na'e fokotu'u ke nau fakahoko eni;

“Fakakakato 'o e ngaahi fakamatala fekau'aki mo e kau ngāue', 'analaiso 'o e fakamatala' pea mo e ngaahi faingamālie ako ke fakalalakaka 'a e kau ngāue fakapule'anga”

Va'a Ngāue/ Ngaahi polokalama 'oku ne tokangaekina

Ko e polokalama' ni 'oku tokanga'i ia 'e he Tokoni 'Ofisa Pule Ngāue ki he Va'a Ngāue ki he Fakalalakaka 'o e kau ngāue fakalūkufua) pea tokoni ki ai mo e kau ngāue ko eni;

- 'Ofisa Pule Tokangaekina e kau Ngāue'

- 'Ofisa Mā'olunga Tokangaekina e kau Ngāue'

- 'Ofisa Tokangaekina e kau Ngāue'

Ngaahi kupu fekau'aki

Ko kinautolu eni 'a e ngaahi kupu fekau'aki:

'Eiki Palēmia mo e Kau Minisita 'o e Kapineta, Sea mo e kau Komisiona 'o e Komisoni Ngāue Fakapule'anga, Kau 'Ofisa Pule Ngāue pea mo e kotoa 'o e kau ngāue fakapule'anga

'Uluaki kupu fengāue'aki mei tu'a 'i he ngāue fakapule'anga

Pangike 'a Mamani, Pangike Fakalalakaka 'a 'Esia, DFAT, MFAT, TNQAB, JICA, 'Amipasitōa Siapani pea mo e Siaina etc.

Kupu hono ua fengāue'aki mei tu'a 'i he ngāue fakapule'anga

Kakai 'o e fonua', Sekitoa Taautaha, Ngaahi Pisinisi mo e ngaahi Siasi

Ola 'o e Polokalama

Fakaikiiki 'o e ngaahi ngāue 'oku 'oatu ko eni;

Fakaikiiki Polokalama 4: Fakakakato 'o e ngaahi fakamatala ki he kau ngāue fakalūkufua, 'analaiso 'o e fakamatala' mo e ngaahi polokalama ako ke fakalalakaka 'a e kau ngāue fakapule'anga'	4.3 Fakalalakaka 'o e Kau Ngāue Fakapule'anga 4.4 'Analaiso 'o e ngaahi Fakamatala ki he Kau Ngāue Fakapule'anga 4.5 Fakalalakaka Fakataki & Talēniti 4.6 Ngaahi Polokalama fakakau mai & 'a'ahi ki tu'a 'a e Va'a Fakalalakaka Kau Ngāue Fakalūkufua	Konga 'o e Polokalama 4: Va'a Ngāue Fakalalakaka ki he kau ngāue
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Taumu'a	Founga Patiseti	Tu'unga
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4.1 Palani Fakalakalaka ‘o e Kau Ngāue Fakapule’anga SO4.1A1 Polokalama ako mo tokoni ki he kau ‘ofisa tokangaekina ‘o e polokalama ako ‘i he ngaahi Potungāue SO4.1A2 Palani polokalama ako fakata’u ki he kau ngāue fakapule’anga SO4.1A3 Fakamatala fakaikiiki ‘o e kau ngāue SO4.1A4 Tūkunga & Lipooti ‘o e kau ngāue	G. Me’afua Fakapa’anga G2. Me’afua ‘o e ngaahi Fakamole 1. Leva’i ‘o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue’aki ‘o fakafou ‘i hono vakai’i fakaengāue ‘o e ngaahi Potungāue, holoki ‘a e ngaahi lakanga ‘ataa, pea ke siofi pe ‘a e ngaahi lakanga ‘oku matu’aki fu’u fiema’u; 2. Fenāpasi ‘a e ngaahi tu’utu’uni vivili mo e patiseti ‘oku tuku mai, ‘o fakafou ‘i hono fakamalohia ‘o e founa ngāue fakataha, pea ke veteki atu ‘a e ngaahi ngāue ‘i he loto’i Pule’anga; 3. Fakapotopoto’i ‘a e ngaahi fakamole ‘a e Pule’anga ‘o fakatefito ‘i he tu’unga lelei mo e mahu’inga ‘o e pa’anga.	Mahu’inga Tefito
4.2 ‘Analaiso ‘o e ngaahi fiema’u polokalama ako SO4.2A1 ‘Analaiso e Ngaahi fiema’u ako fakataukei ‘a e ngaahi Potungāue (Fakata’u) SO4.2A2) Lipooti fakakuata ‘a e Fakalakalaka ‘o e Kau Ngāue Fakapule’anga SO4.2A3 Lipooti ‘Analaiso vaeua ta’u ‘a e fakalakalaka ‘o e Kau Ngāue		
4.3 Tu’unga fakataki mo e fakalakalaka ‘o e talēniti SO4.3A1 Tokangaekina ‘o e polokalama ‘a e Komiti Ngāue SO4.3A2 Ngaahi founa fakalakalaka fakataki SO4.3A3 Fakahoko ‘a e Polokalama ki he kau HIPO (kinautolu te nau hoko ko e kau Taki)		
4.7 Polokalama ‘a’ahi ki tu’a mo e Va’a Fakalakalaka Kau ngāue Fakalukufua SO4.4A1 Fokotu’u a e ngaahi polokalama ki tu’a mo fakataukei ngāue SO4.4A2 Faingamalie ki he ako ngāue ‘i ha Potungāue SO4.4A3 Polokalama Fakataumu’a ki he founa totonu ki ha ngāue		

Ngaahi Me’afua:

Palani Ngāue Komisoni Ngāue Fakapule’anga 2024/2025		Me’afua felāve’i		Tāketi			Patiseti 2024/2025	Taumu’a Tu’uloa	Fua ‘o e Ola’
Ola hā ki tu’a	Ngaahi Palani Ngāue		2024/25	2025/26	2026/27	2027/28	TOP\$		
Ola fika 4 Fakakakato ‘o e ngaahi fakamatala ki he kau ngāue fakalukufua,	4.1 Palani Fakalakalaka ‘o e kau ngāue fakapule’anga’ HL 4.1.1 Fakahoko ‘o e polokalama	% approve d Annual Training Plan complet ed	90 %	100 %	100%	100 %	\$359,400	5.5	5.5.2

‘analaiso ‘o e fakamatala mo e ngaahi polokalama ako ke fakalakalaka ‘a e kau ngāue fakapule’anga	ako fakata’u ki he Fakalakalaka ‘o e kau ngāue fakalukufua								
	4.2 ‘Analaiso ‘o e ngaahi fakamatala ki he kau ngāue fakapule’anga HL 4.2.1 Lipooti ‘analaiso ‘o e ngaahi fakamatala ki he kau ngāue fakapule’anga mo e ‘analaiso ‘a e fiema’u ako	% ‘o e ngaahi lipooti fakalakalaka ka kau ngāue na’e palani kuo kakato	100 %	100 %	100%	100 %		4.b	4.b.1
	4.3 Fakalakalaka Fakataki & Talēniti HL 4.3.1 Fakahoko ‘o e Polokalama fo’ou fakataki mo e talēniti	Lahi ‘o e ngaahi polokalama a fo’ou fakataki kuo fakahoko	5	6	7	7		16.6	16.6.2
	4.4 Ngaahi Polokalama Fakakau mai & ‘A’ahi ki tu’a ‘a e Va’a Fakalakalaka Kau Ngāue HL 4.4.1 Fakahoko ‘o e ngaahi Polokalama ‘A’ahi ki tu’a mo fakataukeyi ki he ngāue	Lahi ‘o e polokalama ne fakahoko kitu’a ke a’u ki he kakai’	5	6	7	8			

Fakaikiiki ‘o e Polokalama 4, Patiseti ki he Fakalakalaka ‘o e Kau Ngāue Fakalūkufua, Kau Ngāue, Palani mo e Ola

Kalasi / Fa’ahinga	Palani Fakata’u Tolu & Patiseti ki he Fakalakalaka ‘o e Kau Ngāue’			
	TF2024-25	TF2025-26	TF2026-27	TF2027-28
	‘Uluaki Patiseti	Fakafuofua	Fakafuofua	Fakafuofua
Katoa (\$m)				

Pa'anga (\$m)	110,600.00	1,109,400	1,109,400	1,109,400
Fakalakalaka (\$m)				
Kau Ngāue Tu'uma'u				
Kau 'Ofisa Pule Ngāue (Kulupu C to H)	0	0	0	0
Kau Ngāue Fakapolofesinale (Kulupu I to L)	3	3	3	3
Kau Ngāue Kehe (Kulupu M to S)	0	0	0	0
Tokolahi Fakakātoa 'o e Kau Ngāue Tu'uma'u	3	3	3	3
Kau Ngāue Lau 'Aho	0	0	0	0
Tokolahi Fakakatoa 'o e Kau Ngāue	3	3	3	3

Ko e liliu 'i he Polokalama 4, Fakalakalaka 'o e Kau Ngāue mei he Palani Fakata'u Tolu mo e Patiseti fakamuimuitaha

Liliu mei he Palani Fakata'u Tolu & Patiseti fakamuimuitaha	Hokohoko atu	Liliu Si'isi'i	Liliu Lahi	Fo'ou
Liliu mei he polokalama 3 ki he polokalama 4				Ke toe fakafoki mai 'a e Senitā ki he Ngaahi Polokalama Ako ki he Ngāue Fakapule'an ga' (TOP\$1.3 miliona 'oku vahe'i mai 'e he Minisitā Pa'anga')

4.5 Polokalama si'i 5: Fakalakalaka 'o e Fakahoko Fatongia

Ko e va'a ngāue ko 'eni na'e fokotu'u ke fakahoko ha ngaahi tokoni 'oku toe leleiangē, 'aonga, faitotonu, malava 'o feau, ngāue 'ātakitu'a, mo 'ikai fakapolitikale 'a e ngaahi ngāue fakahoko 'o fakataumu'a ki ha:

"Founga ki hono tokanga'i e fakahoko fatongia ki hono fakalakalaka, pule'i, mo fakalelei'i e fakahoko fatongia."

Va'a Ngāue / Fakaikiiki 'o e Polokalama Kaungatonu

Ko e va'a ngāue ni 'oku tokanga'i 'e he Tokoni Sekelitali 'o e Va'a Fakalakalaka 'o e Fakahoko Fatongia mo e kau ngāue 'e toko fā (4) 'oku poupu ki hono fakahoko e ngaahi ngāue 'i he tafa'aki ni;

- 1 'Ofisa Pule ki hono Tokangaekina Kau Ngāue Ma'olunga

- 1 'Ofisa Ma'olunga ki hono Tokangaekina Kau Ngāue Ma'olunga
- 2 'Ofisa Tokangaekina Kau Ngāue

Ngaahi kupu fekau'aki

Ko kinautolu 'eni 'a e ngaahi kupu fekau'aki kau kiai 'Eiki Palemia mo e Kau Minisitā 'o e Kapineti, Sea mo e Kau Komisiona 'o e Komisoni Ngāue Fakapule'anga, Kau 'Ofisa Pule Ngāue, Ngaahi Potungāue / Ngaahi Kautaha Fakapule'anga 'i tu'a he ngāue fakapule'anga.

Ngaahi Ola 'o e Polokalama

Ko e ngaahi ola 'eni;

Taumu'a	Founga Patiseti	Tu'unga
5.1 Ako'i mo e Fakahinohino'i Fakangāue SO5.1A1 Polokalama Ako'i mo Fakahinohino 'o e Kau Taki Ngāue mo e Kau Ngāue Fakapule'anga SO5.1A2 Polokalama ki hono fakalakalaka'i 'a e 'ilo 'a kinautolu 'oku nau tōkangaekina 'a e fakahoko fatongia (PMS Managers) 'i he ngaahi Potungāue taautaha.	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole 1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungaue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u;	Mahu'inga
5.2 Muimui'i mo Vakai'i 'a e PMS Fakapotungāue SO5.2A1 Ngaahi Polokalama ki hono muimui'i mo lipooti 'a e tu'unga fakahoko ngāue 'a e ngaahi Potungāue SO5.2A2 Lipooti 'a e ngaahi ola fakalukufua 'o e ngaahi Potungāue ki he ngaahi hoa fengāue'aki.	2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakafou 'i hono fakamalohia 'o e founga ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga;	
5.3 Vakai'i mo Fakapapau'i 'a e tu'unga 'o e fakahoko fatongia (Kulupu I mo e Kulupu II) SO5.3A1 Fakakakato 'a e ngaahi fiema'u ki hono vakai'i mo fakalelei'i 'o e tu'unga fakalukufua 'o e ngaahi ola 'o e fakahoko fatongia SO5.3A2 Fakahoko 'a e ngāue ki hono siofi mo fakapapau'i 'a e ola PMS fakalukufua. SO5.3A3 Ko hono lipooti 'a e ola fakalukufua 'o e fakahoko fatongia 'a e Kau Ngāue Fakapule'anga. SO5.3A4 Teuteu'i mo tufaki 'a e ngaahi ola fakalukufua 'o e PMS 'a e kau Ngāue Fakapule'anga ke totongi. SO5.3A5 Fakahoko ha Ngāue ki hono fakalelei'i 'a e ngaahi ola PMS kuo tuku mai ki hono siofi mo vakai'i.	3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o fakatefito 'i he tu'unga lelei mo e mahu'inga 'o e pa'anga.	
5.4 Ngaahi Fokotu'utu'u ki he Fakalakalaka 'o e Fakahoko Ngāue SO5.4A1 Fakahoko ha ngaahi fokotu'utu'u ngāue ki hono vakai'i 'a e polokalama ki hono tokangaekinga 'a e fakahoko fatongia (e.g. Foomu PMS, etc.) SO5.4A2 Fakahoko 'a e ngāue ki he polokalama fakakomipiuta (CHARS Dashboard) ma'ae Ngāue Fakapule'anga. SO5.4A3 Fokotu'u ha ngaahi polokalama ki he Ngaahi fakapale makehe mei he pale fakapa'anga. SO5.4A4 Fakahoko 'a e polokalama kuo 'osi tali ki he Ngaahi fakapale makehe mei he pale fakapa'anga (e.g. Konifelenisi ki hono vahevahe ngaahi founga ngāue lelei mo e Polokalama ki		

hono faka'ilonga'i 'a e mahina/'aho ma'ae Kau Ngāue Fakapule'anga, etc.) SO5.4A5 Fekumi mo e toe fokotu'u 'a e Polokalama ki he Konifelenisi ki hono vahevahe ngaahi founa ngāue lelei.		
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Ngaahi Tefito'I Ola Hā Kitu'a (Ngaahi Ola e hoko 'i he faka'osinga 'o e ta'u 'e 3 ka hoko mai)

Palani Ngāue Komisoni Ngāue Fakapule‘ang a 2023/2024- 25/26	KO E NGA AHI TEFITO‘I TAUMU‘A/TĀKETI (To‘o mei he Palani Ngāue Fakata‘u ‘e tolu 2022/23) Fakahoko Fatongia						Patis seti 2025/ 26	#Nga ahi tāket i ‘o e taum u‘a fakal akala ka ngāu e	#Me‘ afua #	
Ola Ngāue	Ngaahi Palani Ngāue	Ngaahi Faka‘ilonga Fekau‘aki	Tu‘unga	Taumu‘a/Tāketi				TO P\$		
			2024/2 5	2025/2 6	2026/27	2027/2 8				
Ola 5 Founa ki hono tokanga‘I e fakahoko fatongia ki hono fakalakalaka, pule‘I, mo fakalelei‘i e fakahoko fatongia.	5.1 Ako‘I mo e Fakahinohin o‘i Fakangāue HL 5.1 Ko hono hiki‘I hake ‘a e tokolahi ‘o e kau ngāue PMS mo e kau taki ngāue kuo nau taau mo fe‘unga ke fakahoko ‘a e ngāue PMS ‘I he Kulupu I mo e II. ** Increased pool of competent	% ‘o e kinautolu kau ngāue PMS na‘a nau lava‘i lelei ‘a e sivi.	80%	90 %	100%	100 %	\$15 3,3 00. 00	16. 6	16. 6.2	
	5.2 Muimui‘I mo Vakai‘I ‘a e PMS Fakapotung āue HL 5.2 Toe mahino ange ‘a e founa	Lahi ‘o e ngaahi Potungāue ‘oku fu‘u fiema‘u tokoni he ‘osi ‘o e ta‘u fakapa‘anga.	1	0	0	0				

ngāue totonu ki he ngaahi potungāue 'oku "fiema'u tokoni"*									
5.3 Vakai'I mo Fakapapau'I 'a e tu'unga 'o e fakahoko fatongia (Kulupu I mo e Kulupu II) HL 5.3 Vaveange 'a e taimi ki hono fakapapau'i 'a e fakapale ki he kotoa 'o e kau Ngāue Fakapule'anga **	Tali 'e he Kapineti 'a e Ola fakalukufua 'o e PMS	Nove ma	'Oka topa	Sepite ma	Sepit ema				
5.4 Ngaahi Fokotu'utu'u ki he Fakalakalaka 'o e Fakahoko Ngāue HL 7.4.1 Leleiange 'a e fehokotaki 'o e Ola Fakakaungāue mo e Ola Fakapotungāue/Pule Ngāue ***	Toe vakai'i 'o e founga ngāue PMS	Kakat o	Faka hoko Ngā ue	N/A	N/A				
	Peseti Felave'itonu 'a e Ola Fakakaungāue mo e Ola Fakapotungāue/Pule Ngāue 'i he ngāue fakapule'anga fakalukufua	50%	70%	90%	90%				
	Peseti 'oku holo'aki ki he ta'efiemālie ki he Ola 'o e PMS	70%	80%	90%	90%				
HL 5.4.6 Leleiange mo 'ata ki tu'a 'o e Fakahoko Fatongia 'a e Kau Ngāue Fakapule'ang	% Leleiange 'a e ngaahi lau 'a e kakai fekau'aki mo e Fakahoko Fatongia 'a e Kau Ngāue	20%	30%	50%	50%				

	a (Tonga ni mo Tu'apule'anga)	Fakapule'anga.							
		Peseti hiki 'I he Fakafiemālie 'a e fatongia ki he kau ngāue. (Fakatefito pe ki he Kulupu I)	N/A	20%	30%	30%			
		Lahi 'o e ngaahi Potungāue 'oku nau ngāue'aki 'a e ngaahi polokalama ki he Tu'ukimu'a Fakapisinisi.	NIL	1	2	5			

Fakatokanga'i ange:

*= Ngaahi Ola Ngāue fakakakato he ta'u 'e taha

**= Ngaahi Ola Ngāue fakakakato 'I loto he ta'u 'e 3

** = Ngaahi Ola Ngāue palani ki he kaha'u

Fakama'opo'opo 'o e Polokalama 5, Patiseti, Kau Ngāue, Poloseki mo e ngaahi ola 'o e Va'a ki he Fakalakalaka 'o e Fakahoko Fatongia

Palani Fakapotungāue mo e Patiseti Fakalakalaka 'o e Fakahoko Fatongia				
Kalasi / Fa'ahinga	Ta'u Fakapa'anga 2024-25 FY 2024-25	Ta'u Fakapa'anga 2025-26 FY 2025-26	Ta'u Fakapa'anga 2026-27 FY 2026-27	Ta'u Fakapa'anga 2027-28 FY 2027-28
	Patiseti Lolotonga/'osi fokotu'u	Fakafuofua	Fakafuofua	Fakafuofua
Pa'anga mei he Pule'anga (\$m)	149,000.00	153,300.00	153,300.00	153,300.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	1	1	1	1
Kau 'ofisa ngāue tefito(Band I to L)	4	4	4	4
Kau 'ofisa ngāue tokoni (Band M to S)	0	0	0	0
Fakakatoa kau 'ofisa ngāue tu'uma'u	5	5	5	5
Kau ngaue lau'aho	0	0	0	0
Fakakatoa 'o e kau ngāue	5	5	5	5

Ko ha ngaahi Liliu ki he Polokalama 5 mei he Palani Fakalukufua ki he Potungāue mo e Patiseti kuo'osi.

Liliu mei he Palani Fakalukufua ki he Potungāue mo e patiseti		Ngaahi liliu iiki	Ngaahi liliu lalahi	Tanaki Fo'ou New
Change from last CP&B	Hokohoko atu Ongoing	Minor change	Major Change	

4.6 Polokalama si'i 6: Va'a Ngaue ki hono Pule'i e kau Taki Ngaue Ma'olunga.

Ko e Va'a/Polokalama Si'i 'o e polokalama ko eni -

“Ke fakahoko mo levai lelei e ngaue ki he Kau Taki Ngaue Ma'olunga o e ngaahi potungaue (lakanga CEOs).”

'Oku tataki 'e he Tokoni Talekita Pule ki he Va'a ni 'a hono fakahoko 'a e ngaahi ngaue ki he polokalama ni pea tokoni ki ai e ngaahi lakanga ko eni;

- 1 x Pule Ngaue ki he Kau Ngaue Ma'olunga (Manager Senior Executive Services)
- 1 x 'Ofisa Tokangaekina e Kau Ngāue Ma'olunga (Senior HR Officer)
- 1 x 'Ofisa Tokangaekina e Kau Ngāue (HR Officer)

Ngaahi Kupu fekau'aki

Ko e nihi 'oku fakatefito ki ai e Va'a ngaue ni ko e Kau Talekita Pule Ngaue Ma'olunga (CEOs) o e Ngaahi Potungaue i he malumalu o e lisi 1 (pe schedule 1) pe, ka oku toe kau pe heni e ngaahi lakanga ma'olunga pe Tokoni Pule (Deputy) 'oku fakangaue'i fakataimi pe, mo e ngaahi lakanga lauaho ma'olunga (pe professional contract).

Ngaahi Ola 'o e Polokalama Si'i

Ko e ola ngaue 'a e polokalama si'i ni 'oku pehe, *“Ke fakahoko mo levai lelei e ngaue ki he Kau Taki Ngaue Ma'olunga o e ngaahi potungaue (lakanga CEOs).”*

Polokama Si'i Ola 6: Ke fakahoko mo levai lelei e ngaue ki he Kau Taki Ngaue Ma'olunga o e ngaahi potungaue (lakanga CEOs).	Ngaahi ngaue ki he Kau Taki Ngaue Ma'olunga 'o fakatefito 'i hono fakangaue'i (recruit) mo hono sivilisi'i 'enau fakahoko ngaue (performance management) e kau CEO.	Polokalama Si'i 6: Ngaue ki hono Pule'i e kau Taki Ngaue Ma'olunga.
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Ko e ngaahi ola eni;

“Ke fakahoko mo levai lelei e ngaue ki he Kau Taki Ngaue Ma'olunga o e ngaahi potungaue (lakanga CEOs).”

Ngaahi Ola	Ngaue 'a e Patiseti	Levolo
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6.1 Ngaahi Ngaue ki he Kau Talekita Pule Ma'olunga (CEOs) SO 6.1.1 Tokanga'i hono fili mo fakangau'ei 'o e kau Talekita Pule Ngaue Ma'olunga (CEO recruitment) SO 6.1.2 Tokanga'i mo sivilivi'i 'a e fakahoko ngaue 'o e kau Talekita Pule Ngaue Ma'olunga (performance management) SO 6.1.3 Tokanga'i 'o e ngaahi aleapau ngaue 'o e kau Talekita Pule Ngaue Ma'olunga (contract management)	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole 1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungaue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u; 2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakafou 'i hono fakamalohia 'o e founa ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga; 3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o fakatefito 'i he tu'unga lelei mo e mahu'inga 'o e pa'anga.	Mahu'inga 'Aupito
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'Oku fakamatala faka'auliliki e ngaahi ola koeni 'i he palani fakata'u.

Fakamatala nounou: HL – High Level {Levolo Ma'olunga}; SO – Sub-output {Polokama Si'i}

NGAAHI TAKETI NGAUE MA'OLUNGA (mei he Palani Ngaue FY2025/2026)

VA'A NGAUE KI HONO PULE'I E KAU TAKI NGAUE MA'OLUNGA.

Palani Ngaue Komisoni Ngaue Fakapule'anga 2025 - 2027		Me'afua felave'i	Baseline	Taket			Patiseti 2025/26	# Taumu'a Tu'uloa (SDG)	# 'o e Ola
Ola ha kitu'a	Ngaahi Palani Ngaue		2024/25	2025/26	2026/27	2027/28			
Ola 6: Ke fakahoko mo leva'i lelei e ngaue ki he Kau Taki Ngaue Ma'olunga o e ngaahi potungaue (lakanga CEOs).	6.1 Ngaahi Ngaue ki he Kau Talekita Pule Ma'olunga (CEOs)						\$125,000 .00	16.6; 16.7	16.6.2
	HL 6.1.1 Tokanga'i hono fili mo fakangau'ei 'o e kau Talekita Pule Ngaue Ma'olunga (CEO recruitment)	Peseti 'o e ngaue ki hono fili mo fakangau'ei 'o e kau Talekita Pule Ngaue 'oku fakahoko 'i he taimi totonu (tu'unga fakafuofua/basel ine: 90%)	90%	90%	90%	90%			
		Ola 'o e fakahoko	90%	90%	90%	90%			

HL 6.1.2 Tokanga'i mo sivilisi'i 'a e fakahoko ngaue 'o e kau Talekita Pule Ngaue Ma'olunga (performance management)	ngaue 'a e kau Talekita Pule Ngaue 'oku fakahu taimi totonu ki he Kapineta (tu'unga fakafuofua/basel ine: 90%)								
HL 6.1.3 Tokanga'i 'o e ngaahi aleapau ngaue 'a e kau Talekita Pule Ngaue	Fakahoko 'o e ngaahi palani ngaue ki hono pule'i 'o e ngaahi aleapau ngaue (tu'unga fakafuofua/basel ine: 90%)	Fakafuofua 90% 'o e ngaahi palani malava ke fakahoko	Fakafuofua 90% 'o e ngaahi palani malava ke fakahoko	Fakafuofua 90% 'o e ngaahi palani malava ke fakahoko	Fakafuofua 90% 'o e ngaahi palani malava ke fakahoko	Fakafuofua 90% 'o e ngaahi palani malava ke fakahoko			

Fakama'opo'opo 'o e Va'a Polokalama 6: Ngaue ki hono Pule'i e kau Taki Ngaue Ma'olunga.

Palani Ngaue Fakata'u mo e Patiseti Va'a Ngaue Ki Hono Pule'i E Kau Taki Ngaue Ma'olunga.				
Kalasi / Fa'ahinga	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Patiseti ne fokotu'u	Fakafuofua ki he kaha'u	Fakafuofua ki he kaha'u	Fakafuofua ki he kaha'u
Pa'anga mei he Pule'anga (\$m)	98,600.00	125,500.00	125,500.00	125,500.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	1	1	1	1
Kau 'ofisa ngāue tefito(Band I to L)	2	2	2	2
Kau 'ofisa ngāue tokoni (Band M to S)	-	-	-	-
Fakakatoa kau 'ofisa ngāue tu'uma'u	3	3	3	3
Kau ngaue lau'aho	-	-	-	-
Fakakatoa 'o e kau ngāue	3	3	3	3

Liliu 'i he Va'a Polokalama 6: Va'a Ngaue Ki Hono Pule'i E Kau Taki Ngaue Ma'olunga.

Liliu mei he Palani kuohili	Hokohoko	Liliu liki	Liliu lahi	Fo'ou
Fakamatala nounou: 'Ikai ha ngaahi liliu lahi pe fiema'u vivili 'I he Va'a Ngaue eni tukukehe e liliu iiki ki he me'afua (pe KPIs) 'a e Va'a ngaue.				

4.7 Polokalama Si'i 7: Va'a Ngaue ki hono Tokangaekina 'o e Kau Ngāue

Ko e Va'a/Polokalama Si'i 'o e polokalama ko eni -

Ko e ola ngaue 'o e polokalama kó eni "Ke ngaue'aki, poupoua pea vakai'i 'i he ngaahi Potungāue 'a e Pule'angá 'a e founda 'oku lelei mo taau ki hono tokangaekina mo pule'i 'a e kau ngāue".

Ngaahi Va'a/Ngaahi polokalama 'oku ne tokangaekiná

'Oku tataki 'e he Tokoni Talekita Pule ki he Va'a ni 'a hono fakahoko 'a e ngaahi ngaue ki he polokalama ni pea tokoni ki ai e ngaahi lakanga ko éni;

- 1 x 'Ofisa Pule ki he ki he Tokangaekina e Kau Ngāue (Principal HR Officer)
- 2 x 'Ofisa Ma'olunga ki he Tokangaekina e Kau Ngāue (Senior HR Officers)
- 3 x 'Ofisa Tokangaekina e Kau Ngāue (HR Officers)

'I he lolotonga, koe lakanga 'e taha (1) ki he 'Ofisa Tokangaekina e Kau Ngaue (HR Officer) 'i he vahenga L 'oku kei tu'u 'ataa *pe vacant*, ka 'oku 'i ai e 'amanaki lelei 'e fakangau'ei ha taha ki he lakanga kimu'a pea tapuni e ta'u fakapa'anga lolotonga pe 2024/2025 (ie: 30 Sune 2025).

Ngaahi Kupu fekau'aki

Ko kinautolu eni 'oku tefito ki ai e fakahoko fatongia 'a e Va'a ni ko e Kau Komisiona, Kau Talekita Pule Ngāue Ma'olunga, Kau Minisitā mo e Ngaahi Potungāue 'a e Pule'angá kae pehe ki he Kau 'Ofisa ma'olunga mo e kau 'ofisa 'oku nau tokangaekina e kau ngaue (HR Manager and HR Officers).

Ngaahi Ola 'o e Polokalama Si'i

Ko e ngaahi ola 'o e ngāue ki he polokalamá ni 'oku pehe ni:

Polokama Si'i Ola 7: Ke ngaue'aki, pou poua pea vakai'i 'i he ngaahi Potungāue 'a e Pule'angá 'a e founa 'oku lelei mo taau ki hono tokangaekina mo pule'i 'a e kau ngāue.	7.1 Ko hono tukutuku atu e ngaahi fatongiá ki he ngaahi potungāue pea muimui'i (Delegation/Devolution) 7.2 Pule'i mo tokangaekina e kau ngāue (HR Case Management) 7.3 Ngaahi Tokoni ki he Ngaahi Potungāue (HR Advisory & Support Services) 7.4 Tokangaekina mo muimui'i 'o e Ngaahi Tu'utu'uni Ngāue (HR Compliance & Monitoring)	Polokalama Si'i 7: Tokangaekina 'o e Kau Ngāue (HRM)
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Ngaahi Ola	Ngāue 'a e Patiseti	Levolo
7.1 Ko hono tukutuku atu e ngaahi fatongiá ki he ngaahi potungāue pea muimui'i SO7.1A1: Polokalama 'Ahi'ahi (Delegation Powers transfer) SO7.1A2: Muimui'i 'oku fakahoko 'e he ngaahi Potungāue honau fatongia ngaue SO7.1A3: Hokohoko atu 'a e ngaahi tokoni kehe ki he ngaahi potungāue	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole 1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungāue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u; 2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakafou 'i hono fakamalohia 'o e founa ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga; 3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o	Mahu'inga 'Aupito
7.2 Pule'i mo tokangaekina e kau ngāue SO7.2A1: Teuteu'i 'a e ngaahi keisi pea tufa SO7.2A2: Ngāue fakasekelitali ma'ae Komisoni SO7.2.A3: Ngaahi Tu'utu'uni 'a e Komisoni (Public Service Commission Decisions/PSCDs)		
7.3 Tokoni ki he Ngaahi Potungāue SO7.3.A1: Pou pou ki he tu'uaki mo fili 'o e kau ngāue fakapule'angá SO7.3.A2: Teuteu'i 'a e ngaahi pepa fakataha ki he fiema'u 'a e ngaahi Potungāue 'o fakahū ki he Komisoni SO7.3.A3: Fokotu'u ha ngaahi polokalama ke fakalakalaka'i 'a e 'ilo mo e taukei 'a e ngaahi Potungāue		

SO7.3.A4: Tuku atu 'a e ngaahi fale'i fekau'aki mo e tu'utu'uni ngāué ki he ngaahi Potungāué	fakatefito 'i he tu'unga lelei mo e mahu'inga 'o e pa'anga.	
7.4 Tokangaekina mo muimui'i 'o e Ngaahi Tu'utu'uni Ngāué SO7.4.A1: Ngaahi polokalama tokoni ki hono Fakama'ala'ala 'o e tu'utu'uni ngāué SO7.4.A2: Ngaahi polokalama ki hono Ako'i mo fakamahino 'a e ngaahi tu'utu'uni ngāué		

'Oku fakamatala faka'auliliki e ngaahi ola koeni 'i he palani fakata'u.

Fakamatala nounou: HL – High Level {Levolo Ma'olunga}; SO – Sub-output {Polokama Si'i}

NGAAHI TAKETI NGAUE MA'OLUNGA (MEI HE PALANI NGAUE FY2024/2025) VAA' NGAUE KI HE TOKANGAEKINA 'O E KAU NGĀUÉ (HRM)									
Palani Ngaue Komisoni Ngaue Fakapule'anga 2025 - 2027		Me'afua felave'i	Baselin e	Taket			Patiseti 2025/26	# Taumu' a Tu'uloa (SDG)	# 'o e Ola
Ola ha kitu'a	Ngaahi Palani Ngaue		2023/ 24	2024/ 25	2025/ 26	2026/ 27			
Ola 'o e Polokalama 7: Ke ngaue'aki, poupoua pea vakai'i 'i he ngaahi Potungāue 'a e Pule'angá 'a e founga 'oku lelei mo taau ki hono tokangaekina mo pule'i 'a e kau ngāué.	Ko hono tukutuku atu e ngaahi fatongia ki he ngaahi potungāué pea muimui'i HL 7.1A1: Fakahoko 'o e polokalama 'ahi'ahí SO7.1A2: Lipooti hili 'a hono muimui'i 'oku fakahoko 'e he ngaahi Potungāué SO7.1A3: Hokohoko atu 'a e ngaahi tokoni kehe ki he ngaahi potungāué	Maau 'a hono 'ahi'ahi'i pea mo hono ngāué'aki e fa'unga ki hono fakaholoholo atu e mafaí ki he ngaahi potungāué = 50% Lipooti e 1 'I ha'ane fiema'u	50% 1 'I ha'ane fiema'u	50% 1 'I ha'ane fiema'u	50% 1 'I ha'ane fiema'u	\$220,10 0.00	16.6 16.7	16.6.2 16.7.1	
	Pule'i mo tokangaekina e kau ngāué HL 7.2A1: Teuteu'i 'a e ngaahi keisi pea tufa	Taimi lelei & kakato 'a e ngaahi keisi 'oku fakahū ki he Komisoní	'O hange ko e tu'utu' uni ngaue fakalo tofale pe founga a	'O hange ko e tu'utu' uni ngaue fakalot ofale pe founga ngāue	'O hange ko e tu'utu' uni ngaue fakalo tofale pe founga ngāue		'O hange ko e tu'utu' uni ngaue fakalo tofale pe founga ngāue		

			ngāue 'a e Va'á	'a e Va'á	'a e Va'á	'a e Va'á			
	SO7.2A2: Ngāue fakasekelitaki ma'ae Komisoní	- Miniti = Fakahoko 'a e ngaahi fiema'ú 'i loto he houa 'e 48 = 80% - Ngaahi fiema'u makehe (action items) ke kakato = 80% ('i loto 'i he aho ngaue 'e 7)	80%	80%	85%	85%			
	SO7.2A3: Tokanga'i e ngaahi Tu'utu'uni 'a e Komisoní	- Tali 'o e Ngaahi tu'utu'uní = 100% - Peseti ki hono liliu pe fakatonutonu 'o e Ngaahi Tu'utu'uni fakakuata= 10%	80%	80%	85%	85%			
	7.3 Tokoni ki he ngaahi Potungāué								
	SO7.3.A1: Poupou ki he tu'uaki mo fili 'o e kau ngāue fakapule'angá	Peseti 'o e ngaahi faka'eke'eke ngaue (interview) 'oku kau kiai pea kakato = 100%	100%	100%	100%	100%			
	SO7.3.A2: Teuteu'i 'a e ngaahi pepa fakataha ki he fiema'u 'a e ngaahi Potungāué 'o fakahū ki he Komisoní	Ngaahi polokalama kuo fakahokó = 4 Ola 'oku fakafiemalie = 85%							
	SO7.3.A3: Fokotu'u ha ngaahi polokalama ke fakalakalaka'i 'a e 'ilo mo e taukei 'a e ngaahi Potungāué	Lahi 'o e ngaahi launga 'oku ma'u = 3 'i he kuata <u>PE</u> Tonu pea taimi lelei hono tuku atu 'a e ngaahi	3 per quarte r	3 per quarte r	3 per quarte r	3 per quarte r			
			'i loto 'i he houa 'e 24	'i loto 'i he houa 'e 24	'i loto 'i he houa 'e 24	'i loto 'i he houa 'e 24			

	SO7.3.A4: Tuku atu 'a e ngaahi fale'i fekau'aki mo e tu'utu'uni ngāué ki he ngaahi Potungāué	fale'i = 'I loto 'I he houa 'e 24 mei he 'aho na'e fakahu main ai mei he Potungaue Tiliva 'o e ngaahi Savingram = 'I loto 'oi he 'aho ngaue 'e tolu (3)	'I loto 'oi he 'aho ngaue 'e tolu (3)	'I loto 'oi he 'aho ngaue 'e tolu (3)	'I loto 'oi he 'aho ngaue 'e tolu (3)	'I loto 'oi he 'aho ngaue 'e tolu (3)			
	7.4 Tokangaekina mo muimui'i 'o e ngaahi Tu'utu'uni Ngāué	Ngaahi polokalama pe founa kuo fokotu'u ke fakama'ala'ala 'a e tu'utu'uni ngāué = polokalama 'e 2 'i he ta'u fakapa'anga FY, ola 'o e polokalama 'oku fakafiemalie = 90%	4	4	4	4			
	SO7.4.A1: Ngaahi polokalama tokoni ki hono Fakama'ala'ala 'o e tu'utu'uni ngāué								
	SO7.4.A2: Ngaahi polokalama ki hono Ako'i mo fakamahino 'a e ngaahi tu'utu'uni ngāué	Ngaahi polokalama ako ki he tu'utu'uni ngaue (policy training) pe talatalanoa 'oku fakahoko 'i loto 'I he 'ofisi PSC = 4 + ola 'o e ako 'oku fakafiemalie = 90%	4	4	4	4			

Fakama'opo'opo 'o e Polokalama Si'i 7: Patiseti ki he Va'a Tokangaekina 'o e Kau Ngāué mo e Kau Ngāué

Palani Ngaue Fakata'u mo e Patiseti VAÁ NGAUE KI HE TOKANGAEKINA 'O E KAU NGĀUÉ (HRM)				
Kalasi / Fa'ahinga	FY 2024-25 Patiseti ne fokotu'u	FY 2025-26 Fakafuofua ki he kaha'u	FY 2026-27 Fakafuofua ki he kaha'u	FY 2027-28 Fakafuofua ki he kaha'u
Pa'anga mei he Pule'anga (\$m)	246,700.00	204,400.00	204,400.00	204,400.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	1	1	1	1
Kau 'ofisa ngāue tefito(Band I to L)	3	5	5	5
Kau 'ofisa ngāue tokoni (Band M to S)	0	0	0	0
Fakakatoa kau 'ofisa ngāue tu'uma'u	4	6	6	6
Kau ngaue lau'aho	0	0	0	0
Fakakatoa 'o e kau ngāue	4 (2 vacancies)	6	6	6

Ngaahi liliu ki he Polokalama 7 mei he Palani Ngāue mo e Patiseti ki he Ta'u Fakapa'anga kuo'osi

Liliu mei he Palani Fakapotungaue mo e Patiseti	Hokohoko	Liliu Si'i	Liliu Lahi	Fo'ou
Fakamatala nounou: <i>Ngaahi fakatonutonu mo e liliu iiki ki he kongape 'o e me'afu'a ki he polokalama ngaue 'a e Va'a ke fakatonu mo fenapasi ki he kau ngaue lolotonga e Va'a pea mo e patiseti na'e tali ki he ta'u fakapa'anga, kae malava ke 'ausia e taketi moe palani ngaue 'a e Va'a.</i>				

4.8 Polokalama si'i 8: Vāhenga

Ko e polokalama ngāue koeni, 'oku fakataumu'a ia ke:

"Fokotu'u ha fa'unga vāhenga mo e ngaahi monū'ia makehe 'oku taau, vahevahe taau pea mo fe'unga mo e ivi fakapa'anga ke malava 'o tohoaki'i, pukepuke mo faka'ai'ai 'a e kau ngāue fakapule'anga"

Ngaahi polokalama 'oku tokangaekina 'e he tafa'aki ni

Ko e polokalama 'oku pule'i mo fokotu'utu'u ia 'e he Tokoni Pule Ngāue ma'ae tafa'aki Vāhenga pea tokoni kiai mo e kau 'ofisa ko'eni.

- 'Ofisa Tokangaekina 'o e kau ngāue pule 'e taha (1)
- 'Ofisa Tokangaekina 'o e kau ngāue ma'olunga 'e taha (1)
- 'Ofisa Tokangaekina 'o e kau ngāue 'e taha (1)
- Lakanga 'atā 'e taha (1) - 'Ofisa Tokangaekina 'o e kau ngāue ma'olunga

Ko e kau Kasitomā tefito

Ko e kau kasitomā tefito 'oku kau ki ai 'a kinautolu 'oku: 'i ai 'enau felave'i tonu fakaloto'i

Potungāue: Sea mo e kau Komisiona 'o e kau ngāue fakapule'anga, kau 'Ofisa Pule Ngāue 'o e ngaahi Potungāue mo e kau Ngāue Fakapule'anga, pea mo kinautolu 'oku 'i ai 'enau felave'i fakangāue mei tu'a: Ma'u mafai vāhenga, Pangike Fakamamani, Pangike Fakalalakala 'o 'Esia, Potungāue ki Muli 'o 'Aositelelia (DFAT), Potungāue ki Muli 'o Nu'usila (MFAT); Pangike Pule pea mo kinautolu 'oku 'i ai 'enau felave'i fakangāue fika ua mei tu'a: Kakai 'o e fonua, Ngaahi Pisinisi fakataautaha, Ngaahi Fale hū koloa, mo e ngaahi Siasi.

Ola 'o e fuafatongia

Ko e ngaahi ola eni:

Ola 8: <i>Fokotu'u ha fa'unga vāhenga mo e ngaahi monū'ia makehe 'oku lava ke totongi atu kene tohoaki'i, pukepuke mo faka'ai'ai 'a e kau ngāue fakapule'anga.</i>	8.1 Fakafuofua Vāhenga 8.2 Tohi talangāue mo 'e fakamatala taukei ngāue 8.3 Ngaahi Fokotu'utu'u Lakanga 8.4 Fokotu'utu'u mo e fa'unga Vāhenga 8.5 Ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina	Polokalama 8: Vāhenga
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Ngaahi Ola	Fokotu'utu'u Patiseti	Tu'unga
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8.1 Fakafuofua Vāhenga SO8.1A1 Fakafuofua Vāhenga ki he ngaahi lakanga SO8.1A2 Ko Fakafuofua'i e ngaahi lakanga pea toe vakai'i e ngaahi lakanga lolotonga	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole 1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungaue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u; 2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakafou 'i hono fakamalohia 'o e founa ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga; 3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o fakatefito 'i he tu'unga lelei mo e mahu'inga 'o e pa'anga.	Mahu'inga 'Aupito
8.2 Tohi talangāue mo e fakamatala taukei ngāue SO8.2A1 Liliu 'a e ngaahi tohi talangāue mei he fa'unga motu'a ki he fa'unga fo'ou		
8.3 Ngaahi Fokotu'utu'u Lakanga SO8.3A1 To e vakai'i e ngaahi fokotu'utu'u lakangá SO8.3A2 Hokohoko atu hono fale'i mo tuku atu 'a e ngaahi fakamatala fakamuimitaha fekau'aki mo e fokotu'utu'u lakanga		
8.4 Fokotu'utu'u mo e Fa'unga Vāhenga SO8.4A1 Fakahoko hono toe siofi 'a e ngaahi tu'utu'uni ki he vāhenga mo e ngaahi monu'ia SO8.4A2 Fakahū ha pepa tu'utu'uni felave'i moe ngaahi fakapale fakangāue SO8.4A3 Tokangaekina 'a e ngāue 'a e Kōmiti APRA		
8.5 Ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina SO8.5A1 Fika'i mo siofi 'a e ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina SO8.5A2 Lipooti ki he tu'unga 'o e ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina		

Ngaahi me'afua ki he fakahoko fatongia

Ngaahi fokotu'utu'u mo e Palani ngāue ki he ta'u fakapa'anga 2025/2026-27/28		Me'afua	Tu'unga	Tāketi			Patiseti 2025/26	SDG Tāketi #	Ola – Me'afua #
Ola	Ngaahi palani fokotu'utu'u		2024/25	2025 /26	2026 /27	2027/ 28	TOP\$		

Ola 8

Fokotu'u ha fa'unga vāhenga mo e ngaahi monū'ia makehe 'oku lava ke totongi atu kene tohoaki'i, pukepuke mo faka'ai'ai 'a e kau ngāue fakapule'anga.

8.1 Fakafuofua Vāhenga	HL 8.1.1 Fakafuofua Vāhenga ki he ngaahi lakanga	% ‘o e lakanga fo’ou kuo fakahū mai ke fakafuofua’i pea tali = 100%	100%	100%	100%	100%	\$133,700					
	HL 8.1.2 Fakafuofua’i e ngaahi lakanga pea toe vakai’i e ngaahi lakanga lolotonga	% ‘o e lakanga ‘oku fakahū ke to e vakai’i = 100%	100%	100%	100%	100%						
8.2 Tohi Talangāue mo e Taukei Ngāue	HL 8.2.1 Liliu ‘a e ngaahi tohi talangāue mei he fa’unga motu’a ki he fa’unga fo’ou	% ‘o e tohi talangāue kuo liliu mei he fa’unga motu’a kihe fa’unga fo’ou = 100%	50%	80%	100%	N/A						
	HL 8.2.2 Toe vakai’i ‘a e ngaahi taukei ngāue	Lahi ‘o e lipooti kuo fakahū fekau’aki mo hono toe vakai’i ‘a e ngaahi taukei ngāue = 1	1	1	1	1						
8.3 Ngaahi Fokotu’utu’u Lakanga	HL 8.3.1 To e vakai’i ‘o e ngaahi fokotu’utu’u lakanga	Lahi ‘o e pepa kuo fakahū pea tali ke ngāue’aki felave’i moe fokotu’utu’u lakanga = 1	1	1	1	1						
	HL 8.3.2 Hokohoko atu hono fale’i mo tufaki ‘a e ngaahi fakamatala fakamuimitaha fekau’aki moe fokotu’utu’u lakangá	95%	100%	100%	100%	100%						
8.4 Fokotu’utu’u mo e Fa’unga Vāhenga	HL 8.4.1 Fakahoko hono toe siofi ‘a e ngaahi tu’utu’uni kihe vāhenga mo e ngaahi monu’ia	Lahi ‘o e pepa tu’utu’uni ‘oku fa’u mo fakahū fekau’aki moe fakapale fakangāue = 1	1	1	1	1						
	HL 8.4.2	Lahi ‘o e pepa tu’utu’uni	1	1	1	1						
										16.6	16.6.2	
										16.7	16.7.1	

	Fakahū ha pepa tu'utu'uni felave'i moe ngaahi fakapale ngāue	felave'i moe fakapale fakangāue = 1							
	HL 8.4.3 Tokangaekina 'a e ngāue 'a e Kōmiti APRA	Fakahu kei taimi 'a e pepa felave'i mo e fakapale fakangāue ki he Kōmiti APRA = 1	1	1	1	1			
8.5 Ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina	HL8.5.1 Fika'i mo siofi 'a e ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina	% 'o e ngaahi Potungāue 'oku lava lelei hono fika'i mo siofi 'enau ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina = 100%	100%	100%	100%	100%			
	HL 8.5.2 Lipooti ki he tu'unga 'o e ngāue tu'ataimi 'o laka hake he houa 'e 40 'i he māhina	Fakahū 'a e pepa felave'i mo e ngāue tu'ataimi laka hake he houa 'e 40 'i he māhina = 1	2	2	N/A	N/A			

Fakaikiiki 'o e Va'a Polokalama 8: Patiseti, Kau Ngāue, Poloseki pea mo e ngaahi Ola 'o e Va'a Ngāue ki he Fakalakalaka 'o e fakahoko fatongia

Palani Fakapotungāue & Patiseti Fakavāhenga				
Kalasi / Fa'ahinga	Ta'u Fakapa'anga 2024-25	Ta'u Fakapa'anga 2025-26	Ta'u Fakapa'anga 2026-27	Ta'u Fakapa'anga 2027-28
	Patiseti Lolotonga	Fakafuofua	Fakafuofua	Fakafuofua
Pa'anga mei he Pule'anga (\$m)	\$138,800.00	\$133,700.00	\$133,700.00	\$133,700.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	1	1	1	1
Kau 'ofisa ngāue tefito(Band I to L)	4	4	4	4
Kau 'ofisa ngāue tokoni (Band M to S)	0	0	0	0
Fakakatoa kau 'ofisa ngāue tu'uma'u	5	5	5	5
Kau ngaue lau'aho	0	0	0	0
Fakakatoa 'o e kau ngāue	5 (Lakanga 'atā)	5	5	5

Liliu ki he va'a Polokalama 8 mei he Palani Fakapotungāue moe Patiseti fakamuimui

Liliu mei he Palani Fakapotungāue moe Patiseti	Hokohoko atu	Liliu si'isi'i	Liliu Lahi	Tānaki Fo'ou
		Fakalahi 'a e vouti ki he ngāue tu'ataimi fakatatau ki hono siofi mo toe vakai 'o e ngāue tu'ataimi 'oku laka hake he houa 'e 40 'i he māhina		Fakahoko e ako mo fakataukey ki hono sivi'i mo fakafuofua e vahenga 'o e ngaahi lakanga

4.9 Polokalama Si'i 9: Va'a Pule'i Ngaue Fakaloto 'Ofisi

Koe vaá ko eni óku nau pule'i mo tokoni'i 'a e ngāue fakaloto 'ofisi áia ko honau tefito'i fatongia koe,;

"Ke tokonia 'a e kotoa 'o e ngaahi tafa'aki 'o e 'Ofisi 'aki 'a e ngaahi founa ma'olung mo fakaptopoto ke malava ai ke n au a'usia 'enau ngaahi taumu'a"

Va'a/Polokalama iiki 'oku tokanga ki heni

Ko e polokalama ko eni 'oku tokanga'i ia 'e he Tokoni Sekelitali ki hono pule'i e koloá, ka ko e kakai pea mo e kau ngāue 'e toko 13 (ngāue tu'uma'u) pea mo e kau ngāue lau 'aho 'e toko 2.

Ko e va'a ni 'oku 'iai 'a e lakanga 'ataa 'e 2 'oku te'ekiai ke fakafonu.

Kau Fakataumuá Tefito

Ko e kau kasitomā tefito ko e; Kau Komisiona, 'Ofisi 'o e Komisoni Ma'ae Kau Ngāue Faka-Pule'anga, Ngaahi Kupu Fekau'aki mei Tu'a: Ngaahi Potungaue 'a e Pule'anga pea mo e kau Penisoni mei he Ngāue Faka-Pule'anga.

Ngaahi Ola ó e Polokalama

Ko e ngaahi taumu'a

1. Fa'u Palani, Tokangaekina Fakaloto'ofisi mo hono pule'i 'o e fakahoko fatongia
2. Pule'i e Ngaai Ngāue Fakapa'anga
3. Lesisita, Kaeste, mo hono Pule'e e ngaahi lekooti
4. Tekinolosia Fakafakamatala moe Fetu'utaki

Taumu'a	Ngaue Patiseti	Tu'unga
9.1 Fa'u Palani, Tokangaekina Fakaloto'ofisi mo hono pule'i 'o e fakahokofatongia SO9.1A1 – Palani Fakataú Tolu/Fakataú á e Ófisi Komisoni SO9.1A2 – Kumi kau ngāue mo hono fakangāue'i maáe Ófisi SO9.1A3 – Ngaahi ngāue fakataú ki hono tokangaekina á e fakahoko fatongia SO9.1A4 – Ngāue faka-ánalaiso pea mo e lipooti SO9.1A5 – Tokoni ki he Áko pea moe langa fakalakalaka ó e kau ngāue á e Komisoni	G. Me'afua Fakapa'anga G2. Me'afua 'o e ngaahi Fakamole 1. Leva'i 'o e fakamole ki he vāhenga ke fenapasi pea mo e peseti (53%) kuo tuku pau ke ngāue'aki 'o fakafou 'i hono vakai'i fakaengāue 'o e ngaahi Potungaue, holoki 'a e ngaahi lakanga 'ataa, pea ke siofi pe 'a e ngaahi lakanga 'oku matu'aki fu'u fiema'u;	Fe'unga Pe
9.2 Pule'i Ngaahi Ngāue Fakapa'anga SO9.2A1 – Tokangaekina á e Patiseti mo e Paánga SO9.2A2 – Tokangaekina ó e Fakatau mo e ngaahi Koloa SO9.2A3 – Ngaahi ngāue tokoni fekauáki mo e Fakaúli pe Tauhiápi	2. Fenāpasi 'a e ngaahi tu'utu'uni vivili mo e patiseti 'oku tuku mai, 'o fakafou 'i hono fakamalohia 'o e founa ngāue fakataha, pea ke veteki atu 'a e ngaahi ngāue 'i he loto'i Pule'anga;	
9.3 Lesisita, Kasete mo hono Tauhi 'o e Lekooti SO9.3A1 – Ngaahi ngāue ki he talitali kakai SO9.3A2 – Kasete pea moe tokangekina ó e Livi SO9.3A3 – Tokangaekina á e lekooti felavei moe kau Ngāue Fakapule'anga SO9.3A4 – Tauhi á e lekooti fakakomipiuta á e Ófisi	3. Fakapotopoto'i 'a e ngaahi fakamole 'a e Pule'anga 'o fakatefito 'i he tu'unga lelei mo e	
9.4 Tekinolosia o e Fakamatala mo e Fetu'utaki SO9.4A1 – Tokangaekina e netiueka mo e tokoni fakakomipiuta SO9.4A2 – Ngaahi fakakaukau ki he liliu fakakomipiuta SO9.4A3 - Tokonia hono fakalele 'o e ngaahi ngāue fakakomipiuta 'o e pule'anga		

SO9.4A4 – Polokama Ki hono pule'i 'o e fakamatala fekau'aki mo e kau ngāue fakapule'anga mo hono lesisita 'o e ngaahi lakanga.

mahu'inga 'o e pa'anga.

PSC Palani fakata'u 3 2025/2026 – 27/28	Ngaahi Taketi Ma'olunga (Mei He Palani Ngāue 2025/26) Va'a Pule'I Ngāue mo Tokoni Fakaloto'i 'Ofisi						Patiseti FY25-26 TOP\$	Ngaahi taketi SDG #	Faka'ilonga #
Ola si'i	Ngaahi Palani Ngaue	Me'afua Felave'i	Tu'unga Lolotonga	Taketi					
			2024 / 25	2025/ 26	2026/ 27	2027/ 28			
Ola Fika 9 Ke tokonia 'a e kotoa 'o e ngaahi tafa'aki 'o e 'Ofisi 'aki 'a e ngaahi founa ma'olung mo fakapotopo to ke malava ai ke n au a'usia 'enau ngaahi taumu'a	9.1 Palani mo Tokangaekina e fakahoko fatongia						\$666,700	5.1 5.5 16.6 16.7	5.1.1 5.5.2 16.6.2 16.7.1
	HL 9.1.1 – Fakakakato e palani fakata'u 3 mo fakata'u pea fakahu ki he Potungāue Ngāue Pa'aga moe 'Ofisi 'o e TPAlemia he taimi.	Palani Fakata'u 3 mo Palani Fakata'u 1 = 1	1	1	1	1			
	HL 9.1.2 – Maau e lipooti fakata'u pea fakahu atu ki he ngaahi kupu felave'i	Lipooti Fakata'u = 1	1	1	1	1			
	HL 9.1.3 – Fakahoko e ngāue PMS 'o fakatatau ki he tu'utu'uni ngāue	Maama Faka'ionga % = 85%	85%	90%	90%	95%			
	HL9.1.4 – Tokangaekina e ngaahi polokalama moe ngaahipalani langa fakalakalaka ki hekau ngāue 'a e 'Ofisi.	Ngaahi polokalama langa fakalakalaka'i kau ngāue = 4	4	4	6	6			
	9.2 Pule'i e Ngaahi Me'a Fakapa'anga								
	HL9.2.1 Fakapapau'i 'oku muimui ki he patiseti	Ngāue fakatatau k he patiseti	Lanu Mata Maama >=80%	Lanu Mata Maama >=85%	Lanu Mata Fakapopo'uli >=90%	Lanu Mata Fakapopo'uli >=90%			

	HL9.2.2 Pule'i e Ngaahi Fakatau	Fakatatau ki he ngaahi tu'utu'uni fakatau = 100%	100%	100%	100%	100%			
	HL9.2.3 – Muimui Ki He Ngaahi Tu'utu'uni (Lesisita e ngahai koloa, Lipooti fakapa'anga)	Fe'unu'aki 'o e Patiseti <= 15	15	10	8	5			
		Ngaahi fokotu'u mei he 'Atita kuo fakakakato = 100%	95%	95%	100%	100%			
		Tonu oe lekooti ngaahi koloa 'a e 'Ofisi = 95%	95%	100%	100%	100%			
	9.3 Lesisita, Kasete, mo hono Pule'i e Lekooti								
	HL9.3.1 – Kasete mo hono tokangaekina e livi	100% pea 'I he taimi	100%	100%	100%	100%			
	HL9.3.2 – Pule'i e lekooti 'a e kau ngāue fakapule'anga	Mapule'i lelei e ngaahi lekooti 'a e 'Ofisi >= 90%	90%	95%	95%	100%			
	9.4 Tekinolosa 'o e Fakamatala moe Fetu'utaki								
	HL 9.4.1 – Liliu faka komipiuta moe faka'otometika	Ngaa liliui lalahi moe faka'otometika = 1	1	2	1	1			

Fakamā'opo'opo 'o e Polokalama 9, Koe Patiseti, poloseki mo e ngaahi ola 'a e Va'a Pule'i Ngāue Fakaloto 'Ofisi

Palani Fakata'u 3 mno Patiseti Va'a Pule'i Ngāue Fakaloto Ofisi				
Kalasi / Fa'ahinga	TF 2024-25	TF 2025-26	TF 2026-27	TF 2027-28
	Patiseti ne fokotu'u	Fakafuofua ki he kaha'u	Fakafuofua ki he kaha'u	Fakafuofua ki he kaha'u
Pa'anga mei he Pule'anga (\$m)	653,500.00	666,700.00	666,700.00	666,700.00
Pa'anga tokoni mei muli (\$m)				
Kau ngāue tu'uma'u				
Kau 'ofisa ma'olunga(Band C to H)	0	0	0	0
Kau 'ofisa ngāue tefito(Band I to L)	5	6	6	7
Kau 'ofisa ngāue tokoni (Band M to S)	10	11	11	11
Fakakatoa kau 'ofisa ngāue tu'uma'u	15	17	17	16
Kau ngaue lau'aho	1	2	2	3
Fakakatoa 'o e kau ngāue	16 (2 Lakanga 'Ataa)	19	19	21

Ngaahi liliu 'i he Polokalama Si'i 9 mei he Palani Ngāue Fakata'u 3 moe Patiseti fakamuimui

Liliu mei he Palani moe Patiseti	
Hokohoko pe	
Liliu Iiki	Holo e Patiesti 'ova taimi 'aki e \$1,000.00 Centralization of budget Items to Corporate Division Fakatahataha'i 'o e ngaahi patiseti tatau ki he va'a Pule Ngaue faka loto 'ofisi
Liliu Lalahi	
Fo'ou	Lakanga Fo'ou PAS (Band I) Na'e palani 'e he 'Ofisi PSC 'i he 2022 'a hono fakatahataha'i 'o e ngaahi tafa'aki kotoa 'e 8 'o e 'ofisi ke tokanga'i pe 'e he Tokoni 'Ofisa Pule Ngaue 'e 4 mei he toko 6 ki mu'a. Ko e kongā 'o e fokotu'utu'u ko eni ko hono fakamalohia 'a e levolo pule ngaue ma'olunga (Kau Tokoni Sekelitali Pule) pea na'e fiema'u ai 'a e lakanga Tokoni Sekelitali Pule 'e 3 fakatatau ki he ola 'o hono toe siofi 'o e fa'unga 'oe 'Ofisi PSC. Na'e fai foki hono tamate'i 'o e ngaahi lakanga kae fokotu'u 'a e ngaahi lakanga. Ne lava 'o fokotu'u 'a e ongo lakanga Tokoni Sekelitali Pule 'e 2 kae fakatatali 'a e lakanga 'e taha ke toki fokotu'u he ta'u fakapa'anga hoko mai (25/26). Mei he ngaahi va'a 'e 8 'o e 'ofisi, ko e Va'a Pule Fakaloto 'Ofisi pe 'oku te'eki ke 'iai ha'a nau Tokoni Sekelitali Pule (Band I). Ko e lakanga ko eni tene fakakakato 'a e fa'unga 'oku faka'amu ki ai 'a e 'Ofisi ki hono fakahoko lelei 'a hono ngaahi fatongia.
Fo'ou	Liliu Faka Komipiuta Ko e liliu Fakakomipiuta na'e kau ia 'i ha ngaahi faka'amu ke a'usia fuoloa pe. Neongo e manakoa e fakakaukau ni ka 'oku ikai faingofua. 'Oku 'iai e ngaahi palani ngaue 'a e ofisi PSC ke kamata nga'unu e liliu fakakomipiuta 'aki ha polokalama HR totonu, ke ngāue'aki 'i loto pē 'i he 'ofisi, pea 'i ai ha fakangatangata ki he lave mai mei he ngaahi Potungaue kehe. Ko e ngaahi polokalama fakakomipiuta, e fiemau ke fekau'aki pe ngaue'aki 'a e API ke fengau'e'aki ha ngaahi polokalama fakakomipiuta hange koe IFMIS pea mo e polokalama Fakapa'anga 'a ia 'oku lolotonga alea'i. Ko e 'Ofisi PSC oku lolotonga vakai ki ha kau fa'u polokalama fakakomipiuta ke fa'u 'aki e ngaahi polokalama totonu ko 'eni.



Government of Tonga

CORPORATE PLAN 2025/26 – 2027/28 PUBLIC SERVICE COMMISSION



VISION

To be a trusted, respected
and internationally reputed
Public Service

MISSION

To deliver quality services
with passion, integrity and
efficiency in enabling
platforms

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List of Abbreviations

ADB	Asian Development Bank
AMP	Annual Management Plan
CP	Corporate Plan
CHRIS	Central Human Resources Information System
CEO	Chief Executive Officer
DFAT	Department of Foreign Affairs and Trade
GPA	Government Priority Agenda
FY	Financial Year
HR	Human Resources
HRM	Human Resources Management
IIP	Internal Implementation Plan
ICT	Information Communication Technology
LA	Legislative Assembly
LM	Line Ministry
MDAs	Ministries, Departments and Agencies
MFAT	Ministry of Foreign Affairs and Trade
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation and Learning
OHS	Occupational Health and Safety
OPSC	Office of the Public Service Commission
PM	Prime Minister
PMS	Performance Management System
PSC	Public Service Commission
RA	Remuneration Authority
SDG	Sustainable Development Goals
TA	Technical Assistance
TNQAB	Tonga National Qualification and Accreditation Board
TSDF II	Tonga Strategic Development Framework
WB	World Bank
WD	Workforce Development

Foreword from the Prime Minister



The annual corporate planning process provides an important opportunity for government agencies to review their performance and reflect on both achievements and areas for improvement. Effective planning facilitates progression towards the achievement of outcomes consistent with Tongan Government priorities. I acknowledge the efforts of all Public Servants and their ongoing commitment to providing services to the people of Tonga.

Consistent with its mandate, the Public Service Commission continues to focus efforts on Public Service reform. As a central agency, it plays a critical role in supporting Line Ministries and overseeing implementation of effective human resource management practices consistent with international standards of practise. Measures to ensure good governance and fiscal responsibility, while not always popular, are necessary to build an efficient and effective public service, focused on improving productivity and customer service. The commitment to ensuring HR compliance, and developing a level of professionalism and improving standards across the Public Service must remain. So too must its commitment to support CEOs and senior managers across government agencies to build employee capability and to implement systems reform.

A more strategic approach to HR is essential through improved HR planning, workforce development, organisational design, data analytics and implementation of an effective Human Resource Information System (HRIS). Initiatives to develop HRM as a recognized profession in Tonga, and which builds HR expertise through training and development initiatives are vital for the future performance of the public service. The move to digitization of HR records will streamline operations and improve efficiency. Improving HR data collection and analysis will better inform management decisions across the public service.

In closing, I acknowledge the work of the Commissioners and staff in the PSC office for their consistent efforts. I am encouraged by their support for the Government and its reforms, and their ongoing commitment to providing support for government agencies.

Respectfully,


Dr. 'Aisake Valu Eke
Hon. Prime Minister of Tonga



Message from Chairman of the Commission



The Public Service Commission and its Office remains committed to the development of programs and initiatives to support Public Service reform. This necessitates oversight of human resource management activities in Line Ministries to ensure compliance with HR policies and procedures, the PSC Act and Associated Regulations and Code of Ethics and Conduct. Consistent with the principles of reform PSC will continue to work closely with Ministries to improve governance, fiscal responsibility, efficiency and productivity in the public service.

PSC must also be proactive in supporting Ministries through strategies which build capacity and improve Public Service leadership. Effective working relationships with CEO's and Senior Managers through cooperation, collaboration, open communication and sharing of information. As an organisation we can also learn from the experience of international stakeholders. The Public Service Commission's vision to be a trusted, respected and internationally reputed public service is enhanced through its strong links with partner organisations throughout the Pacific, to share common issues and collaborate on ways to improve human resources management within the public service.

We continue to face challenges in attracting, retaining, and developing staff, and there is a need to reconsider how we manage HR as a Central Agency. A more strategic approach to HR planning, workforce development, organisational design, digitisation of HR records, data analytics and implementation of an effective HRIS is required. We must look to the future and put in place strategies to improve HR expertise through training and development programs. These measures will have a lasting and positive impact on the future performance of the public service, and enable Line Ministry CEOs to take more responsibility for implementing Human Resource Management functions.

It is with some sadness that I close my remarks, as this year sees the end of my current term as PSC Chairman. I have served the Commission since the 15 November 2010 as a Commissioner, Deputy Chairman, Acting Chairman and Chairman. I am grateful for the opportunity to serve the people of Tonga in my role as Chairman and I acknowledge the work and support of the Commissioners and PSC staff who have served with me in the last 14 years. I wish all of PSC the best for your future endeavors.

With the grace of God, the guidance and leadership from the Honourable Prime Minister, Cabinet Ministers and CEOs, the proposed plans for the next three years will support Tonga's Public Service by creating pathways for new beginnings.


Respectfully,
Simione Sefanaia
Chairman
Public Service Commission

The seal of the Public Service Commission, Government of Tonga. It is a circular emblem with a blue border. Inside the border, the words "PUBLIC SERVICE COMMISSION" are written in a circle at the top, and "GOVERNMENT OF TONGA" at the bottom. In the center of the seal is a crown, flanked by two palm trees on either side.

1. PSC Corporate Plan Executive Summary

1.1. Mandate

Central Government Agencies such as the Public Service Commission are essential for Government to deliver its mandate effectively. Established on 1 July 2003 under the Public Service Act 2002, the Public Service Commission was one of the major initiatives of the Government's current Economic and Public-Sector Reform Program. The Commission (PSC) was set up to take over the human resource management functions of the former Establishment Division of the Prime Minister's Office.

The PSC's mandate covers 16 Ministries and 4 agencies (December 2016) and according to the Public Service (Amendment) Act 2010, it is responsible for the development of HR employment policies, standards and practices, and oversight of their implementation; determination of the respective designations of employees, and other terms and conditions of employment, including the remuneration; the appointment, promotion and discipline of individual public servants; the resolution of disputes and grievances; and the policy for and oversight of public service performance, both institutional and individual.

As an institution integral to driving Government Reform, PSC must take a more active role in implementing strategies to progress change. As a result, over the next few years PSC's mandate is to shift from its current focus on compliance to one which engages with Line Ministry CEOs to proactively analyse gaps, opportunities and priorities to improve Public Service leadership, management and standards to delivery more efficient, effective and cost-effective public services.

1.1.1. Legal Frameworks/ Key Legislations

PSC's mandate is established by the following key legislations:

- i. The Constitution of Tonga
- ii. Public Service Act 2002
- iii. Public Service (Amendment) Act 2010, 2012, 2014, 2016 & 2018
- iv. Public Service Policy 2010
- v. Public Service Instructions 2010 as amended
- vi. Public Service (Disciplinary Procedures) Regulations 2003;
- vii. Public Service (Disciplinary Procedure) (Amendment) Regulations 2010;
- viii. Public Service (Grievance and Dispute Procedures) Regulations 2006;
- ix. Public Service (Grievance and Dispute Procedures) (Amendment) Regulations 2010;
- x. Public Service Policy and Instructions 2010 as amended in 2013, and 2016;
- xi. Code of Ethics and Conduct 2010.
- xii. Public Financial Management Act 2002
- xiii. Treasury Instructions 2010
- xiv. Public Procurement Regulations

Part 1: Government Ministries in the Public Service

1. Prime Minister's Office;
2. Ministry of Foreign Affairs
3. Ministry of Infrastructure
4. Ministry of Tourism;
5. Ministry of Lands and Natural Resources;
6. Ministry of Education and Training
7. Ministry of Health;
8. Ministry of Finance and National Planning;
9. Ministry of Commerce, Consumer, Trade, Innovation and Labour;
10. Ministry of Internal Affairs;
11. Ministry of Public Enterprises;
12. Ministry of Justice;

13. Ministry of Revenue and Customs;
14. Bureau of Statistics;
15. Ministry of Agriculture, Food, Forests and Fisheries, and
16. Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change, Information and Communications.

Part 2: Government Agencies

1. Office of the Lord Chamberlain;
2. Palace Office;
3. Public Service Commission;
4. Attorney General's Office;

1.1.2. Policy framework - Tonga Strategic Development Framework II 2015 – 2025/SDGs

The Tonga Strategic Development Framework II 2015 – 2025 (as with the Sustainable Development Goals 2015 - 2030) directs the current, medium- and long-term work of every Government Ministry and Agency. As a central agency of Government, the PSC's main contribution as a political pillar (Pillar 3) to the TSDF II national outcome, is **primarily on outcome D - for 'a more inclusive, sustainable and responsive good governance with law and order'** which is reflected in the PSC's corporate outcome of a 'more efficient, high performing, transparent and equitable public service'.

Through this outcome, the PSC contributes variously to the following TSDF II organisational outcomes which are aligned with the SDG and SAMOA pathway goals and cuts across the social and economic pillars.

Table 1. SDG/SAMOA Pathway & TSDF II Organisational outcomes and Government priorities relevant to PSC

SDG/SAMOA Pathway	TSDF II Organisational Outcome D <i>More inclusive sustainable, and responsive good governance.</i>	Government Priority 2025/2026 - 2027/2028	Level	Relevant PSC Output
SDG 4 (S4, S5)	Organisational Outcome 2.4: Improved educational and training which encourages life-long learning of both academic and vocational knowledge by all people, so better equipping us to make active use of the opportunities in the community, the domestic economy, and overseas. (Under Pillar 2: Social Institutions)	Objective 2 & 3: GPA 4 GPA 7	Significant	Sub-Program Output 4
SDG 5 (S6), SDG 16(S7, S8)	Organisational Outcome 3.1: A more efficient, effective, affordable, honest and transparent Public Service, with a clear focus on priority needs, working both in the capital and across the rest of the country, with a strong commitment to improved performance and better able to deliver the required outputs of government to all people. (Under Pillar 3: Political Institutions)	Objective 1 & 3 GPA 1 GPA 7	Significant	Sub-Program Outputs 1 - 9
SDG 5 (S6), SDG 16(S7, S8)	Organisational Outcome 3.2: Strengthened implementation and enforcement of law and order in a more inclusive, fair and transparent manner which helps resolve disputes, more effectively punishes and rehabilitates those who have broken the law, while supporting the population to go about their legitimate daily business without fear or favour from government. (Under Pillar 3: Political Institutions)	Priority B GPA 1 GPA 7	Significant	Sub-Program Outputs 1 - 9
SDG 5 (S6), SDG 16(S7, S8)	Organisational Outcome 3.3: Appropriate decentralization of Government administration and services at all levels providing better scope for active, participatory, and inclusive engagement with the wider public, so that local needs can be	Objective 1 & 3 GPA 1 GPA 6 GPA 7	Moderate	Sub-Program Outputs 1 - 9

	addressed more quickly and efficiently both in Urban and Rural areas. (Under Pillar 3: Political Institutions)			
SDG 5 (S6), SDG 16(S7, S8)	Organisational Outcome 3.4: Modern and appropriate constitution, laws and regulations, reflecting international standards of democratic processes and procedures for political institutions, providing an efficient and effective legal structure that provides inclusive access, human rights and the protections required for a higher quality of life, as well as supporting the development of the appropriate institutions required for a progressive Tonga in a peaceful, constructive and effective manner. (Under Pillar 3: Political Institutions)	Objective 1 & 3 GPA 1 GPA 6 GPA 7	Significant	Sub-Program Outputs 1–9
SDG 5 (S6)and SDG 16(S7, S8)	Organisational Outcome 3.6: Improved collaboration and dialogue with our development partners to ensure that their support is consistent with our needs and in line with the international standards set out in various international Declarations & Accords. (Under Pillar 3: Political Institutions)	Objective 1 & 3 GPA 1 GPA 6 GPA 7	Partial	Sub-Program Outputs 1–9
SDG 5 (S6)and SDG 16(S7, S8)	Organisational outcome 4.3 More reliable, safe and affordable information and communications technology (ICT) used in more innovative and inclusive ways (Under Pillar 4 - 'Infrastructure and Technology input')	Objective 1 & 3 GPA 1 GPA 6 GPA 7	Significant	Sub-Program Outputs 1–9

1.2. Stakeholders

The Public Service Commission serves as a central agency that provides human resource services to twenty (20) MDAs. As such, our main customers are the 20 MDAs with oversight from Cabinet.

The PSC Office currently has oversight on the Public Service Performance Management System(PMS) as directed by Cabinet, and therefore works with five (5) Schedule II Ministries (Police, Fire, HMAS, Audit and Prisons – excluding Ombudsman).

-PSC chairs the staffing proposal committee in collaboration with Ministry of Finance, National Planning, Health and Education.

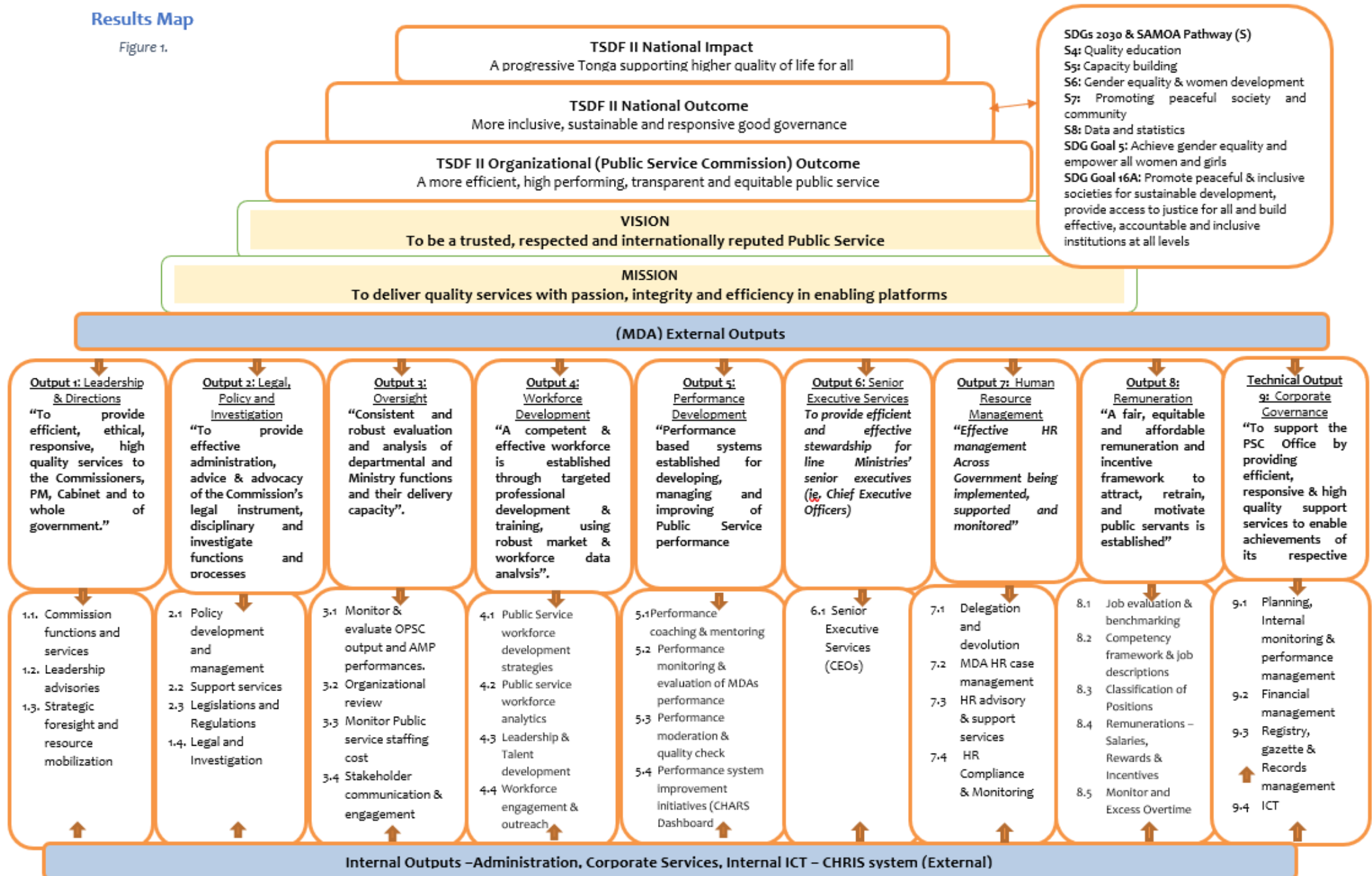
-PSC is the lead agency in Job Evaluation of all Schedule 1 positions.

Table 2. Stakeholder's relationship with PSC

Stakeholder	Customer of [PSC]	Supplier to [PSC]	Partner with [PSC]	Oversight of [PSC]
Cabinet	Advice, Information, Recommendations	Decisions	Effective Government Operations	Direction
LA	Advice, Information, Recommendations	Decisions, Legislation	Effective Government Operations	Direction
MDAs	Direction, Advice, Guidance, Services, Instructions, Info	Services Information /Reports	Effective Government Operations	
Public Service Tribunal	Information	Decisions	Effective Government Operations	Employee rights, Disputes, Grievances.
Public Enterprises	Advice, Information	Services	Effective Government Operations	
Employee association (PSA), (FITA), Nurses & Doctors Association	Advice, Guidance, Information	Services Information / Reports	Effective Government Operations, Employment conditions	Employee rights, Disputes and Grievances.
Businesses	Advice, Guidance, Information	Commercial Goods, Services, Fees, Charges	Support of the TSDF, Economic Development	
NSA, CSO, Churches	Advice, Guidance, Services, Info			
General Public	Advice, Guidance, Instructions, Services, Info			Grievances Petition
Development Partners	Advice, Guidance, Instructions, Services Info	Development Assistance and Advice	Delivery of Aid Funded Programs – Public sector reform – PMS, Remuneration; HR/ICT reforms	Oversight of use of Development Funds, General Performance Management

Results Map

Figure 1.



SDGs 2030 & SAMOA Pathway (S)

S4: Quality education

S5: Capacity building

S6: Gender equality & women development

S7: Promoting peaceful society and community

S8: Data and statistics

SDG Goal 5: Achieve gender equality and empower all women and girls

SDG Goal 16A: Promote peaceful & inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

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1.4 SDGs/Regional Frameworks

The PSC corporate plan contributes to some Sustainable Development Goals 2030, and five SAMOA pathway goals in the following specific areas:

Table 3. PSC Contribution to SDG and SAMOA pathway goals

SDG Goal	SAMOA Pathway	Target	Indicator	Comments
Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	S4 Education S5 Capacity Building	SDG 4b (Scholarships)	4.b.1 Volume of official development assistance flows for scholarships by sector and type of study	PSC Sub program 4 – Workforce Development focuses on developing the Government workforce capabilities and talent. Annual training needs/scarcé skills analysis informing scholarship allocation and professional training/upskilling support by donors. GPA 4, 7
Goal 5. Achieve gender equality and empower all women and girls	S6 Gender equality & women development	SDG Target 5.1 End all forms of discrimination against all women and girls everywhere	Indicator 5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex.	PSC Sub program 2 on Legal, Policy and Investigation. Planned work is on case management and disaggregated database on sexual harassment in the public service. GPA 4 & 7
		SDG Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Indicator 5.5.2 Proportion of women in managerial positions.	PSC Sub programs 4 (Workforce Development) Currently reporting on 5.5.2 The Public Service Register also includes disaggregated data on all positions in the public service. GPA 4 & 7
Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		SDG Target 16.5 Substantially reduce corruption and bribery in all their forms	Indicators 16.5.1 Proportion of persons who had at least one contact with a public official and who paid a bribe to a public official, or were asked for a bribe by those public officials, during the previous 12 months. 16.5.2 Proportion of businesses that had at least one contact with a public official and that paid a bribe to a public official, or were asked for a bribe by those public officials during the previous 12 months	PSC Sub program Output 2, 3, 6, 7 & 8 Monitoring government spending through the Overtime and other HR policies; staffing and other fiscal measures. The consultation of the Fraud Policy guideline under Subprogram Output 2 is also a key contributor. GPA 4

	S7 Promoting peaceful society and safe community S8 Data and Statistics	SDG Target 16.6 Develop effective, accountable and transparent institutions at all levels	Indicators 16.6.1 Primary government expenditures as a proportion of original approved budget, by sector (or by budget codes or similar) 16.6.2 Proportion of population satisfied with their last experience of public services	PSC Sub Programs 2, 3, 4, 5, 7 & 8 These address fiscal measures to manage Wage Bill - contributions from these programs Baseline survey 2018/2019 GPA 4, 7
	S8 Data and Statistics	SDG Target 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Indicators 16.7.1 Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups 16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group	PSC Sub Programs 3 and 4 Workforce trending and public service data analytics contribute to these indicators as annually requested by other government agencies and development partners. GPA 4, 7
		SDG Target 16.b Promote and enforce non-discriminatory laws and policies for sustainable development.	Indicators 16.b.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	Sub program 2 – Sexual Harassment Policy roll out GPA 4, 7
		SDG Target 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	Indicators 16.3.1 Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms. 16.3.2 Unsentenced detainees as a proportion of overall prison population. 16.3.3 Proportion of the population who have experienced a dispute in the past two years and who accessed a formal or informal dispute resolution mechanism, by type of mechanism.	Sub program 2 & 6 Consultation of fraud policy GPA 6 & 7

1.4.1 TSDF Impacts and Outcomes Supported by MDA Outputs

The PSC contributes to the ‘national outcome’ of the TSDF II of ‘a more inclusive, sustainable and responsive good-governance with strengthened rule of law’ **through the TSDF II ‘organisational output’ for the PSC which is:**

3.1 A more efficient, effective, affordable, honest, transparent & apolitical Public Service focused on clear priorities

The outputs contribution to the TSDF ranges from significant to partial as highlighted in preceding sections 1.1.2 to 1.4.

1.4.2 Government Priority Agenda

There are seven (7) priority areas under three (3) major themes for the next four years 2025/26 – 2027/2028 under the Government Priority Agenda (GPA). The GPA is a subset of the Tonga Strategic Development Framework II.

These are set out as follows:

As a Central Agency, PSC provides an enabling platform for high quality services for all the seven (7) Government Priorities through its work program on Legal, Policy and Investigation, Workforce Development, Human Resource Management, Remuneration, Performance Management and Oversight.

It will contribute in parts to Objectives 1 & 2; however, specifically, it will focus primarily on **Objective 1: National Resilience, GPA 1, 2: Social Sector Development, GPA 4, 5 and 3: Economic and Public Sector Development, GPA 7.**

1.4.3 Government Budget Priorities

G. Fiscal Measures

G2. Expenditure Measures

2. Reduce and maintain the public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalizing the structure of the public service, reduction of vacancies and recruitment of only critical posts;
3. Better alignment between policy priorities and budget allocations through strengthening the one-tool approach, decentralization of services within Government;
4. Rationalize government spending, focusing on quality and value for money.

The nine subprograms will work COLLECTIVELY to achieve the following priority areas for the next three years as summarised below with targets:

Expenditure Measures – Wage Bill Management

- vii. Policy oversight – Clarity, Enforcement/Compliance, Contracts, Overtime.
- viii. Establishment Growth – Recruitment, Staff Proposals/Shared resources
- ix. Registry Payroll consolidation – Public Service Register Phase 3
- x. Employment categories and classifications of positions – Competency Framework, Job Descriptions, Classifications of posts
- xi. Remuneration Review – salaries, rewards, incentives, fees, job sizing
- xii. Anti-Corruption measures – Fraud Policy and regulations

Capacity Building Measures – Improving Human Capital, Resilience and Relevance

4. Leadership (CEOs and Senior Executives)
5. Employees – Skills pools in Service and Development sectors
6. Work Culture – Public Service Values and Ethics

Table 4. Three Year Priority Outputs & KPIs

Expenditure/Budget measures	Proposed Actions	Output Indicator (Numbers/tools)	Baseline	Targets					Outcome indicator
Wage bill management			2025 52%	2026 52%	2027 52%	2028 52%	2029 52%	=<53%	Wage bill threshold
Targeted fiscal /Establishment measures	1.Policy oversight – Clarity/ Enforcement	Level of Compliance	90% HR compliance	95%	95%	95%	95%		Increased Compliance
		Overtime spending does not exceed approved \$ commitment.	(15+ million) ²	Down by 15 – 20%	Down by 15 – 20%	Down by 15 – 20%	Down by 15 – 20%		Reduced/ maintained at approved level. No exceed
		Contracts/Daily paid	100%	Fully aligned	Fully aligned	Fully aligned	Fully aligned		Clarity in policies
	2.Recruitment – Establishment growth	Assessment of staffing proposals from Line Ministries	100% of submission accessed	100%	100%	100%	100%		
	3.Registry payroll consolidation	Establishment of the System with Finance – Phase 3		50%	100%	Fully implement and monitor	Fully implement and monitor		Downward Changes in differences
		Web-based application adopted (Phase 3)	Overpayment \$ 126,474.07	Down by 30%	Down by 50%	Down by 70%	Down by 85%		
	4.Employment categories, terms and classifications	Competency framework approved by Cabinet	30%	1	1				Regularly Updated
		JDs transitioned to new format	90%	100%	100%	100%	100%		Web-based Accessibility
		Implement “Job classifications Review” (job titling, job families)	30% implemented	40% implemented	50% implemented	60% implemented	60% implemented		
	5.Remuneration review - PMS rewards and incentives	Review of PMS and rewards Allowances/fees	3.05 million PMS Budget	3 million					No pressure on wage bill/increased efficiency/productivity
	6.Anti Corruption -	Cabinet approval of a fraud policy & revised Public	30 June 2023	100%	100%	100%	100%		Expected savings from

		Service (Disciplinary Procedures) Regulations	(Budget support trigger)					fraudulent practices.
Capacity Building measures	Proposed Actions	Output Indicator (Numbers/tools)	Baseline	Targets				Outcome indicator
Improving human capital, resilience and relevance	A sustained, cadre of professionals at all levels (Workforce expertise)	Outcome indicator Increase formal qualifications by no less than 3% annually	Baseline 3,998 employees (13 PhD, 192 Masters, 56 Postgrad, 738 Bachelor, 1,781 Dip. & 322 Cert.)	2024- 2025 (≤)3%	2025- 2026 (≤)3%	2026- 2027 (≤)3%	2027- 2028	Annual Reduction by 3 % of skills gaps (specialist /managem ent levels)
	5. Leadership CEOs & Senior Executives	* High Ministry performance results = Excellence Awards	Baseline 2024? 3,998 employees (13 PhD, 192 Masters, 56 Postgrad, 738 Bachelor, 1,781 Dip. & 322 Cert.) Rating of 2024 – 2% decrease from 2023 to 2024 [(3,998 - 4062)/4,062] x 100% = - 2% Dec 2024	20% MDAs participa tion	50% participa tion	80% partici pation	100%	Improved external performanc e rating * 3% increase in Leadership pool [Leadership Pool = 212 (Band C – H)] so 3% of 207 will be 6.
		Increase in Leadership and talent pool	3% up	3% up	10% up	10%	10%	3% - 10% annual increase in Leadership pool
	2. Employees Skills pool and Projection 2a. Service sector	A pool of experts are readily available * No skills gaps in scarce areas	From 992 employees	1 - 3% up in new skills areas	1 - 3% up in new skills areas	1 - 3% up in new skills areas	1 - 3% up in new skills areas	Pool in these areas —policy analysis, change managemen t, M&E, strategic planning, HR, Legal,

								Policy specialists,
	2b. Development sector	A pool of experts are readily available * No skills gap in key technical areas - energy, disaster/climate/environment, construction, roads/marine/aviation industries, trades, civil engineering, ICT data/software/digital platforms	From 3,095 employees	1-2% increase in technical specialists -	1 – 2%	1 – 2%	1 - 2%	Pool in these areas Green economy, climate change adaptation, actuarial, architects, engineers, ICT, data and software engineers; etc
	3. Work Culture Good work ethics	*High level of inter-ministry collaboration * High level of satisfaction, motivation and engagement of Public servants ³ Trust, Integrity level	Baseline - ref to Statistics baseline survey 2018/19 (from public) Of civil servants (no baseline)	% satisfaction	% satisfaction	% satisfaction	% satisfaction	+ive Customer satisfaction, employee engagement * Annual excellence service awards

Progress and improvement will be tracked by improved monitoring, evaluation, learning and communication of PSC results to stakeholders.

1.4.4. Sector Plans, Regional & Community Development

The PSC's overall organizational output is aligned with the overall goals of Government to deliver an apolitical, highly efficient, transparent and accountable government machinery in its services to the people. It promotes and advocates **good governance principles** by strongly supporting various sectorial plans through stewardship and oversight of their employees in their performance, conduct and implementation of their plans.

2. Office of the PSC Overview

2.1 PSC Outputs - Priority and Ongoing Outputs

The schematic diagram (Figure 1) provides a strategic overview of the Office of the Public Service Commission (OPSC) Corporate Plan 2025/2026 – 2027/2028 FY from a results perspective.



Figure 2: PSC overview

2.2 Ministry Outputs Grouped into Divisions/Sub-Programs

There are nine (9) subprograms with 9 sub-outputs aligned with PSC's strategic functions which contribute to the PSC's high-level outcomes as follows:

Table 5. Sub Programs Outputs

Program	Ministry's Outputs	Activities/Strategies	Sub-Programs
Public Service Commission	Output 1: Efficient, ethical, responsive, high quality services to the Commissioners, PM, Cabinet and to whole of Government."	1.4 Commission functions and services 1.5 Leadership advisories 1.6 Strategic foresight and resource mobilization	Sub Program 1: Leadership and Directions
	Output 2: Effective administration, advice and advocacy of the Commission's legal instruments, grievance and disputes, disciplinary and investigative functions and processes. Also, the administration of appeal processes.	2.1 Policy development and management 2.2 Support Service 2.3 Legislations/ Regulations 2.4 Legal and Investigation	Sub-Program 2: Legal, Policy and Investigation
	Output 3: Consistent and robust M&E performance of the Office, analysis of schedule 1 Ministries functions & their delivery capacity, staff costs and to initiate more active stakeholder engagement.	3.1 Monitor and evaluate OPSC outputs and AMP performance 3.2 Conduct organisational review of line ministries 3.3 Monitoring Public Service Staffing Cost 3.4 Stakeholder communication and engagement	Sub-Program 3: Oversight
	Output 4: A competent and effective workforce is established through targeted professional development and training, using robust market and workforce data analytics	4.1 Public Service Workforce Development Strategies 4.2 Public Service Workforce Analytics 4.3 Leadership and Talent Development 4.4 Workforce Engagement & Outreach Programs	Sub-Program 4: Workforce
	Output 5: Performance based systems established for developing, managing and improving of Public Service Performance	5.1 Performance Coaching and Mentoring 5.2 Performance Monitoring & Evaluation of MDAs Performance 5.3 Performance Moderation & Quality Check 5.4 Performance Systems Improvement initiatives (CHARS Dashboard)	Sub-Program 5: Performance Development

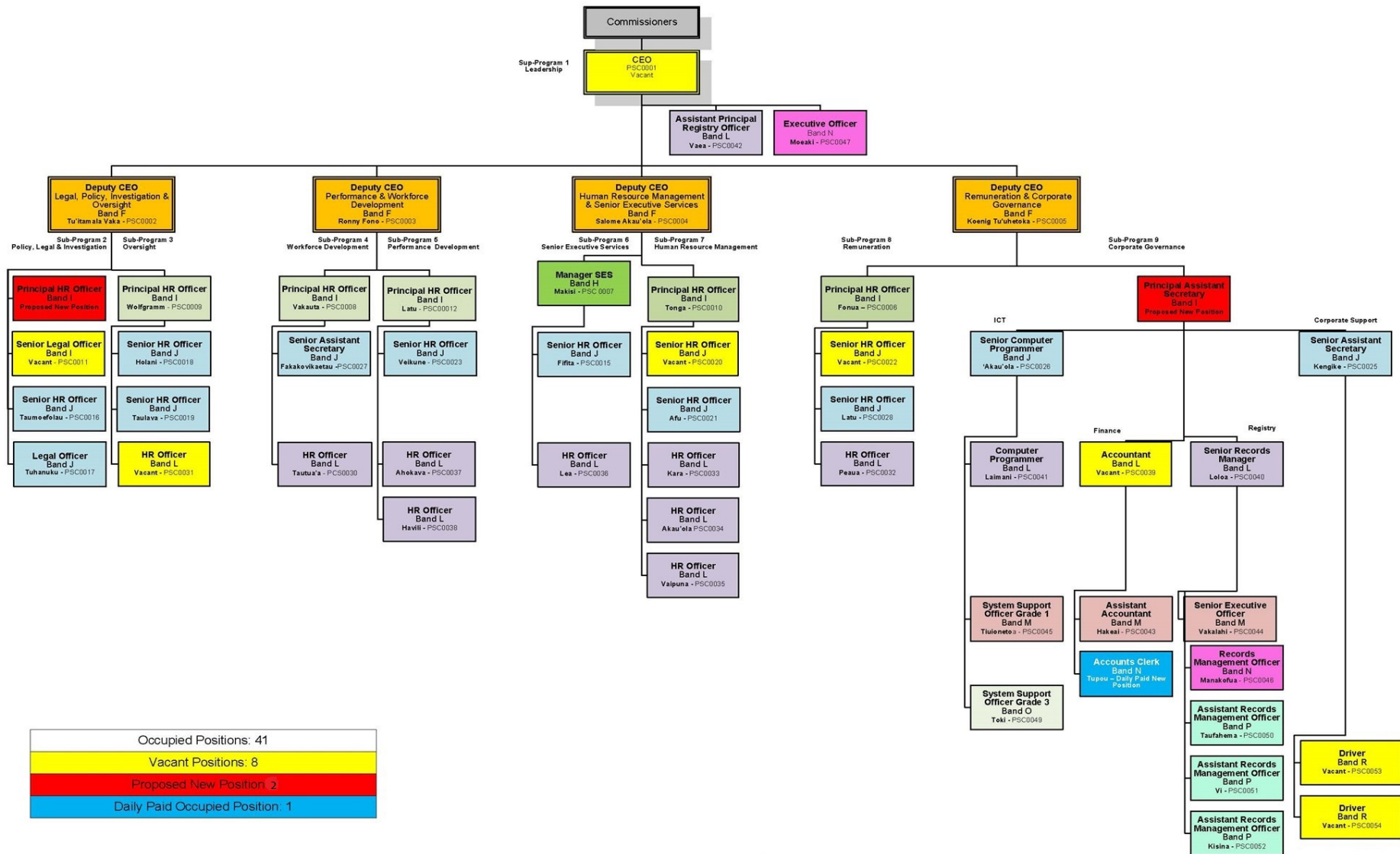
	Output 6: Efficient and effective stewardship for line ministries senior executives (i.e. Chief Executive Officers).	6.1 Senior Executive Services (CEOs)	Sub-program 6: Senior Executive Services
	Output 7: An effective HR management system is implemented, supported and monitored	7.1 Delegation and Devolution 7.2 MDA HR case management 7.3 HR advisory support services 7.4 MDA HRM monitoring and compliance	Sub-Program 7: Human Resource Management
	Output 8: A fair, equitable and affordable remuneration and incentive framework to attract, retain, and motivate public servants is established	8.1 Job Evaluation and Benchmarking 8.2 Competency Framework and Job Descriptions 8.3 Classifications and Positions 8.4 Remuneration – Salaries, Rewards, Incentives 8.5 Monitor Excess Overtime	Sub-program 8: Remuneration
	Output 9: To support the PSC Office by providing efficient, responsive and high quality support services to enable achievement of its respective outputs.	9.1 Planning, Internal monitoring and performance management 9.2 Financial management 9.3 Registry, Gazette and Records management 9.4 Information and Communication Technology	Sub-Program 9: Corporate Governance

EXPLANATORY NOTES:

The nine corporate results include an enabling output focused internally on strengthening the Commission's corporate services to facilitate and support the delivery of the external outputs. The priority outputs are discussed in detail under Section 2.3 on planned major reforms.

2.3 PSC Organisational Structure

Public Service Commission – January 2025



2.4 Summary of MDA Planned Major Reforms

2.4.1 The Government Budget and Priority Agendas 2025/26-2027/2028

Sections 1.4.2 and 1.4.3 outlines the Government Budget and Priority Agendas for the medium term and where PSC will be contributing to over the next three years. The focus is ‘Resilience’ and ‘Sustainability’ through ongoing reform programs on the central functions of government.

The results framework and indicators have been further clarified with a key purpose of bringing down the Government Wage Bill to the threshold of $\leq 53\%$ and building a more capable, service oriented public service.

The OPSC results framework make a significant contribution to the Government’s **Priority Agenda 1: National Resilience, 2: Social Sector Development and 3: Economic and Public Sector Development and Budget Priority G (Fiscal measure) G2.2 (Expenditure measures)**.

In particular, it focuses on **Expenditure measures** to manage the Government **Wage bill**, as well as **Capacity Building measures** to build resilience both technical and behavioural in systems and employees.

Expenditure Measures – Wage Bill Management

- i. Policy oversight – Clarity, Enforcement, Contracts, Overtime.
- ii. Establishment Growth – Recruitment – Critical staffing/Shared resources
- iii. Registry payroll consolidation – Web based application
- iv. Employment categories and classifications of positions – Competency Framework, JDs, Classifications, Job families
- v. Remuneration Review – salaries, rewards, incentives, fees
- vi. Anti -Corruption measures – Fraud Policy and regulations

If the targets are achieved, wage bill management is estimated to remain within the $\leq 53\%$ threshold with notable reductions in estimated expenditures for the 2025/2026 FY, that can be forgone while still maintaining the quality of public services.

Capacity Building Measures – Improving Human Capital, Resilience and Relevance

- i. Leadership (CEOs and Senior Executives)
- ii. Employees – Skills pools in Service and Development sectors
- iii. Work Culture – Public Service Values and Ethics

It is also expected that improving the public service pool of expertise, their resilience and relevance at different levels will result in a more efficient and responsive public service. This is to be complemented by ongoing advocacy, stewardship and promotion of public service values of unity, a spirit of service, trust and integrity throughout the year in various forms of awareness.

2.4.2 Budget Support Policy Triggers

Part of the Government Priority Agenda and Budget priorities already identified include measures which are Policy triggers for Donor budget support under the Joint Policy Reform Matrix (JPRM) 2025/2026 – 2027/2028.

These are the:

- Anti-corruption measures – the consultation the Tonga Public Service **Fraud Policy** (approved on the 23 August 2023) **guideline**.
- Review Public Service Act and Regulation and approved by Cabinet (2024/25) (Sub Programs 1, 2)

Previous budget support triggers that are agreed upon in this plan period (JPRM discussions) include:

- Complete rolling out of Sexual Harassment Policy (2021) and Case Management (2023) (Sub Programs 1, 2, 3)
- Contracts Management Guidelines – (Sub Programs 1, 6, 8)
- Monitoring of the new overtime policy (2025/26) (Sub Program 8)

The Fraud Policy approved in August 2023, will support the oversight on Corruption and bribery; likewise, the implementation of the Sexual Harassment policy case management procedures will address bribery and sextortion in the Public Service.

These will specifically contribute to Governance and National Security Priorities and targets as specified in the following issues in the Government Priority Agenda:

Table 6. Governance and National security & Targets

Governance and National Security	Targets
The issue of corruption to avoid hindrance on government's performance	Empower Oversight mechanisms
Lack of technical skills in the public service and national security services	Review training policies to ensure capacity building in the public and national security services deliver desired outputs
Illicit drug related crimes is significantly rising	Reduce the supply and use of illicit drugs
Bribery and sextortion in the public service	Code of Conduct and Ethics, Sexual Harassment and Fraud Policy

There has been an increase in breaches of the public service code of conduct over the last years. In these very unprecedented and challenging times, it is critical that PSC consistently promotes ethical and safe work culture and values that support service, unity, integrity, transparency, honesty and collaboration.

2.4.4 Reasons for Major Changes in Recurrent Budget Allocations

The recurrent budget from 2024/2025 budget is **\$2,124,700**. The approved budget is **\$3,824,300**. This is an increase of **\$1,699,600** due to the following reasons;

- 5.2.1.1 **Public Service Training Centre** – As stated in the Budget Strategy and Envelope for 2025-2026, the Prime Minister and Minister of Finance has allocated 1.3 million into the PSC Office's budget envelope for the re-instating of a Public Service Training Centre for short-term training. This will focus on specialize trainings/scholarships opportunities for skills gaps fields: engineering, architect, pilot, butchery (abattoir), caregiver etc; deeper research and promote innovative initiatives.
- 5.2.1.2 **Legal advice and independent legal investigation fees:** Due to the escalating number of disciplinary cases and court cases, the Commission have to seek other legal advice and also an independent investigator, most likely representation other than the AGO. A legal opinion costs between \$5k and \$10k depending on the case.
- 5.2.1.3 **New HR software:** There has been a government old dream to have centralized Human Resource Management System which will not only expedite the processes, but it will address the overpayment issues. Due to funding constraints the PSC Office is looking to local developers and other funding sources.
- 5.2.1.4 **Proposed three (3) new posts for the office:** x1 Principal Human Resource Officer (Band I), x1 Principal Assistant Secretary (Band I) and x1 Cleaner/Housekeeper (Band R)
- 5.2.1.5 Adjust staff salary to meet the standard basic salary with performance rewards increase and Government retirement contributions.
- 5.2.1.6 Increase in votes for domestic travel, overtime etc, to cater for unavoidable duties that must be carried out to achieve the ministry's outputs.
- 5.2.1.7 Meeting Fees for the Commissioners have increased from one meeting a week to two meetings a week for HR cases, Policy, special Commission meeting and signing of CEO contract.

3.PSC Budget and Staffing

c: budget; p: provisional; r: revised; b2 and b3 initial budgets for two outer years of three (3) year budget **Note these tables will be updated once proposed budget is approved by MOFin**

Table 7: Budget

Recurrent Budget				
Expenditure Item (\$m)	2024/25	2025/26	2026/27	2027/28
Established Staff (10xx)	1.4363	1.4126	1.4126	1.4126
Unestablished staff (11xx)	0.0251	0.0251	0.0251	0.0251
Travel and Communication (12xx)	0.0518	0.0863	0.0863	0.0863
Maintenance and Operation (13xx)	0.092	0.087	0.087	0.087
Purchase of Goods and Services (14xx)	0.4795	1.4819	1.4819	1.4819
Grants and Transfer (15xx)	0.002	0.002	0.002	0.002
Assets (20xx)	0.038		1.2	2
TOTAL RECURRENT	2.1247	3.0949	4.2949	5.0949
Development Budget				
Expenditure Item (\$m)	2024/25	2025/26	2026/27	2027/28
Established Staff (10xx)				
Unestablished staff (11xx)				
Travel and Communication (12xx)				
Maintenance and Operation (13xx)				
Purchase of Goods and Services (14xx)	0.1	0.2133	0.1	0.1
Grants and Transfer (15xx)				
Assets (20xx)				
TOTAL DEVELOPMENT	0.1	0.2133	0.1	0.1
Overall Total Budget (Recurr & Dev)	2.2247	3.3082	4.3949	5.1949

Table 8: PSC Total Staff by Key Category

Category	FY 2024/25 b1	FY 2025/26 b2	FY 2026/27 b3	FY 2027/28 b4
Established Staff				
Executive Positions (Band C to H)	6	6	6	6
Professional Positions (Band I to L)	29	34	33	34
Other Positions (Band M to S)	11	11	12	12
Total Established Positions	46	51	51	52
Unestablished Staff	6	2	7	8
Total Staff	52	53	58	60

4. PSC Programs and their Sub-programs

4.1 Sub-Program 1: Leadership and Directions Division

Division(s)/Subprograms Responsible:

“To provide efficient, ethical, responsive, high quality services to the Commissioners, PM, Cabinet and to whole of Government.”

The CEO leads and manages the implementation of this activity with the assistance with the assistance of the following support staff;

- 1 Principal Registry Officer
- 1 Executive Officer (PA to CEO)

Major Customers

The major customers are the Hon. Prime Minister, Cabinet, CEOs and line Ministries. Others are employer groups and the media.

Sub Program Output

This subprogram output is ‘to provide efficient, ethical, responsive, high-quality services to the Commissioners, PM, Cabinet and to whole of government’.

SP Output 1: Efficient, ethical, responsible and high-quality service to the Commissioners, Prime Minister, Cabinet and to MDAs	1.1 Commission functions & Services 1.2 Leadership Advisories 1.3 Strategic foresight and resource mobilization	Sub-Program 1: Leadership & Directions
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The outputs include;

Efficient, ethical, responsive, high-quality services to the Commissioners, PM, Cabinet and to whole of government’.		
Activity Outputs	Budget Strategy	Level
1.1. Commission functions & Services SO1.1.1 Cases with decisions	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts;	Significant
1.2. Leadership Advisories SO1.2.1 Apolitical advisories and policy briefs to the PM & Cabinet SO1.2.2 Cabinet submissions		

1.3. Strategic Foresight and Resource Mobilization: SO1.3.1 Corporate/Annual plans and strategies SO1.3.2 Annual Reports are provided by the end of Sept each year SO1.3.3 Progress reports on Joint policy reform matrix SO1.3.4 TA's or resources mobilized (externally funded)	2. Better alignment between policy priorities and budget allocation through strengthening the one-tool approach, decentralization of services within government; 3. Rationalize government spending, focusing on quality and value for money.	
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Results are discussed in detail in the annual management plan.

Notes: HL – High Level; SO – Sub-output

HRM HIGH LEVEL TARGETS (from the Corporate Plan 2024/2025) LEADERSHIP & DIRECTIONS DIVISION									
PSC Corporate Plan 2024 – 2025		Related KPI	Baseline	Targets			Budget 2025/26 TOP\$	SDG target	Indicator No.
Output	Planned Activities		2024/25	2025/26	2026/27	2027/28			
Output 1: Efficient, ethical, responsible and high-quality service to the Commissioners, Prime Minister, Cabinet and to MDAs	1.Commission Functions	% of cases approved/ Noted	90%	90%	90%	90%	\$631,300	16.6; 16.7	16.6.2
	HL 1.1.1 Cases with decisions	% of cases successfully/unsuccessfully appealed	Less than 5%	Less than 5%	Less than 5%	Less than 5%			
	2.Leadership Advisories								
	HL 1.2.1 Apolitical advisories and policy briefs to the PM & Cabinet	No. of policy briefs/advice = 8 (100% timeliness)	As per request: 8 (100% on time)	As per request: 8 (100% on time)	As per request: 8 (100% on time)	As per request: 8 (100% on time)			
	HL 1.2.2 Cabinet submissions	% of Cabinet submissions approved	80%	80%	80%	80%			
	3. Strategic Foresight & Resource mobilization								
	HL 1.3.1 Corporate/Annual plans and strategies	CP and AMP approved as scheduled (lead facilitation by CG Div.)	1	1	1	1			
	HL 1.3.2 Annual Report by Sept	Report submitted to Cabinet as scheduled (Sept every year)	1	1	1	1			
	HL 1.3.3 Progress reports on Joint	As scheduled	As needed	As needed	As needed	As needed			

	policy reform matrix								
	HL 1.3.4 TA's or resources mobilized	No of TA's/ Resources mobilised	1	1	As needed	As needed			

Summary of Program 1, Leadership and Directions

Corporate Plan & Budget Leadership & Directions				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	537,600.00	631,300.00	518,000.00	518,000.00
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	1	1	1	1
Professional Staff (Band I to L)	1	1	1	1
Other Staff (Band M to S)	1	1	1	1
Total Established Staff	3	3	3	3
Unestablished Staff	5 (Commissioners)	5 (Commissioners)	5 (Commissioners)	5 (Commissioners)
Total Staff	8	8	8	8

Change in Program 1: Leadership and Directions

Change from last CP&B	Ongoing	Minor Change	Major Change	New
Explanation: Ongoing and minor changes to few of the KPIs of Sub Program 1 to align with existing staff and budget approved for the FY so that the Sub Program can continue to operate and achieved its target for the new FY.				

4.2 Sub-Program 2: Legal, Policy and Investigation Division

This program output is:

“Effective administration, advice and advocacy of the Commission’s legal instruments, grievance and disputes, disciplinary and investigative functions and processes. Also, the administration of appeal processes.”

Division(s)/Subprograms Responsible

This program is administered by the Deputy CEO for Legal, Policy and Investigation with the assistance of the following support staff;

- 1 Senior Human Resource Officer
- 1 Legal Officer
- 1 Vacant Senior Legal Officer
- 1 Principal Human Resource Officer

Major Customers

The major customers are Hon. Prime Minister, Public Service Commissioners, Line Ministries/Government Agencies

The outputs include:

Outputs	Budget Strategy	Level
2.1 Policy development and management SO2.1.1 High level policy and apolitical advice to the Commission SO2.1.2 Scheduled policy gaps are addressed (Policy and instructions) and submitted to Commission SO2.1.3 Weekly Policy Commissions SO2.1.4 Preliminary policy consultations and awareness on new policies, amendments and reminder of existing policies	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts;	Significant
2.2 Support Service SO2.2.1 Provide Policy Advice to line ministries and staff SO2.3.4 Provision of information regarding public service court cases to AGO SO2.3.4 Facilitate requests for legal opinions [internal: AGO or external]	2. Better alignment between policy priorities and budget allocation through strengthening the one-tool approach, decentralization of services within government;	
2.3 Legislations/Regulations SO2.3.1 Scheduled legislative review SO2.3.2 Awareness on legislative/regulations amendment	3. Rationalize government spending, focusing on quality and value for money.	
2.4 Legal and Investigation SO2.4.1 Manage Public Service Disciplinary Cases SO2.4.2 Manage Public Service Dispute and Grievances		

SO2.4.3 Manage Public Service Appeals**Key Performance Indicators**

Public Service Commission Corporate Plan 2024/2025- 27/28		Related KPI	Baseline	Target			Budget For 2025/2026	SDG TAR GETS	INDI CAT OR #
Sub- Output	Planned Activities		2024/25	2025/ 26	2026/ 27	2027/ 28	TOP\$	#	
	2.1 Policy development and management HL2.1.1 High level policy & apolitical advice to management & Commission	No. of policy advices submitted to the Commission	As request ed	As requ este d	As reque sted	As requ este d	\$146,800.00		
	SO.1.1.2 Scheduled policy gaps/issue are addressed and submitted to Commission	Policy gaps completed as scheduled	90%	90%	100%	100%			
	SO.1.1.3 Weekly Policy Commission	No. of meeting	48	48	48	48			
	SO.1.1.41 Preliminary policy consultations and awareness on new policies, amendments and reminder of existing policies	% of policy awareness completed	90%	90%	90%	90%			
	2.2 Support Services HL2.2.1 Provide Policy Advice to line ministries and staff	No. of policy advices required from MDAs and staff	As request ed	As requ este d	As reque sted	As requ este d			
	HL2.2.2 Provision of information regarding public service court cases to AGO	% of completene ss of documents submitted to AGO	90%	90%	90%	90%			

	HL2.3.5 Facilitate requests for legal opinions [internal: AGO or external]	No. of legal opinion requests submitted to management and Commission	As may arise	As may arise	As may arise	As may arise			
	2.3 Legislations/ Regulations HL2.3.1 Scheduled legislative review (Public Service Act and regulations)	% of scheduled Legislations /regulations review completed	80%	85%	90%	90%			
	SO2.3.2 Awareness on legislative amendments	% of policy awareness completed	80%	90%	90%	90%			
	2.4 Legal and Investigation HL2.4.1 Manage Public Service Disciplinary Cases	% of disciplinary cases in compliance with the statutory timeline	100%	100%	100%	100%			
	HL2.4.2 Manage Public Service Dispute and Grievances	% of dispute & grievances completed in compliance with statutory timeline	100%	100%	100%	100%			
	HL2.4.3 Manage Public Service Appeals	No. of appeals against the Commission's decision	As may arise	As may arise	As may arise	As may arise			

Summary of Program 2 – Legal, Policy and Investigation

Corporate Plan & Budget Legal, Policy and Investigation				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	133,600.00	146,800.00	146,800.00	146,800.00
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	1	1	1	1
Professional Staff (Band I to L)	3	4	4	4
Other Staff (Band M to S)	0	0	0	0
Total Established Staff	4	5	5	5
Unestablished Staff	0	0	0	0
Total Staff	4	5	5	5

Change in Program 2 from Last Corporate Plan and Budget

Change from last CP&B	Ongoing	Minor change	Major Change	New
Explanation: Proposed New Position: Principal Human Resource Officer 1. The division is short-staffed for the large amount of work they currently do. 2. Increase in number of grievances, court cases, disciplinary, complaints and public service tribunal cases regarding the Public Service. 3. To assist with more policy advice, consultation and outreach.				

4.3 Sub-Program 3: Oversight

This program's output is to

"Provide consistent and robust M&E performance of the Office, analysis of schedule 1 Ministries functions & their delivery capacity, staff costs and to initiate more active stakeholder engagement."

Division(s)/Subprograms Responsible

This program is administered by the Deputy CEO for Oversight with the assistance of the following support staff;

- 1 Principal Human Resource Officer
- 2 Senior Human Resource Officer
- 1 Human Resource Officer

Major Customers

The major customers are Public Service Commissioners, All line Ministries under Schedule 1, Other external partners and potential clients of Government, Members of the public

Program Results

The sub-outputs are;

SP Output 3: <i>Provide consistent and robust M&E performance of the Office, analysis of schedule 1 Ministries functions & their delivery capacity, staff costs and to initiate more active stakeholder engagement.</i>	3.1 Monitor and evaluate OPSC outputs and AMP performance 3.2 Organisational review of line ministries 3.3 Monitoring Public Service Staffing Cost 3.4 Stakeholder Communication and Engagement	Sub-Program 3: Oversight
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Outputs	Budget Strategy	Level
3.1: Monitor and evaluate OPSC outputs and AMP performance SO3.1.A1 Report and analyse OPSC outputs (AMP) performance on a quarterly basis (M&E dashboard) SO3.1.A2 Update and report OPSC's M&E Matrix (Twice a year)	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts; 2. Better alignment between policy priorities and budget allocation through strengthening the one-tool approach, decentralization of services within government;	Moderate
3.2: Conduct organisational review of line ministries SO3.2.A1 Partial organizational reviews and report (quarterly) - Schedule I		
3.3: Monitoring Public Service Staffing Cost SO3.3.A1 Analyse and report on Staffing Costs and other related matters SO3.3.A2 New staff proposal and critical positions		
3.4: Stakeholder Communication and Engagement SO3.4.A1 Calendar for C&E Activities/CE blueprint SO3.4.A2 Newsletters SO3.4.A3 Miscellaneous communication activities SO3.4.A4 Conduct and analyse Surveys		

	3. Rationalize government spending, focusing on quality and value for money.	
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Key Performance Indicators

Public Service Commission Corporate Plan 2025/2026 – 27/28		Related KPI	Baseline	Target				Budget 2025/ 2026 TOP\$	SDG TARGET S #	INDICATO R #
Output	Planned Activities		2024/ 2025	2025/ 2026	2026/ 2027	2027/ 2028				
Oversight: Output 3 Provide consistent and robust M&E performance of the Office, analysis of schedule 1 Ministries functions & their delivery capacity, staff costs and to initiate more active stakeholder engagement.	3.1: Monitor/evaluate OPSC outputs & AMP performance HL 3.1.2 Report/analyze OPSC outputs (AMP) performance (M&E dashboard)	No. of M&E Quarterly Reports compiled	4	4	4	4				
		No. of M&E report submit to PMO by due date = 2	2	2	2	2				
	3.2: Conduct organisational review of LM H.L. 3.2.1 Conduct organizational reviews of MDAs	No. of Organizational Partial Reviews completed = 15	15	18	20	20		\$1,424,000.00		
	3.3: Monitoring Public Service Staffing Cost HL 3.3.1 Analyse and report on Staffing Costs and other related matters	Quarterly Staffing Cost Reports submitted to CEO (incl. vacancies, daily paid, professional contracts) = 4	4	4	4	4				
		No. of cost reports submitted to Commission per FY	1	1	1	1				
	HL3.3.2 New Staff Proposal &	Once a year	1	1	1	1				

	critical positions								
	3.4: Stakeholder Communication & Engagement	Number of Communication activities completed = 30	30	30	30	30			
	HL3.4.2 Newsletters	6	6	6	6	6			
	H.L. 3.4. 4 Surveys (Conduct & analyse)	No of stakeholder surveys completed and analysed =5	5	5	6	6			

Summary of Program 3: Oversight Budget, Staff, Project and Outputs

Corporate Plan & Budget Oversight				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	156,300.00	137,100.00	137,100.00	137,100.00
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	0	0	0	0
Professional Staff (Band I to L)	4	4	4	4
Other Staff (Band M to S)	0	0	0	0
Total Established Staff	4	4	4	4
Unestablished Staff	0	0	0	0
Total Staff	4	4	4	4

Change in Program 3 from Last Corporate Plan and Budget

Change from last CP&B	Ongoing	Minor change	Major Change	New
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4.4 Sub-Program 4: Workforce Development

This division exists to provide the following;

“Update workforce information, analysis and capacity development opportunities for Public Servants.”

Division(s)/Subprograms Responsible

This program is administered by the Deputy CEO for Workforce Development) with the assistance of the following support staff;

- 1 Principal Human Resource Officer
- 1 Senior Human Resource Officer
- 1 Human Resource Officer

Major Customers

The major customers are **Primary Clients – Internal:** Prime Minister and Cabinet Ministers, Chairman and Commissioners of the Public Service Commission, CEOs and all public service employees, **Primary Clients – External:** World Bank, Asian Development Bank, DFAT, MFAT, TNQAB, JICA, Embassies of Japan and China etc, **Secondary Clients – External:** Members of the public, Private Sector, Providers of Goods and Services, and Churches

Program Results

The outputs are as follows;

SP Output 4: Update workforce information, analysis and capacity development opportunities for Public Servants	1.4. Public Service Workforce Development Strategies 1.5. Public Service Workforce Data Analytics . Leadership & Talent Development . Workforce Engagement & Outreach Programs	Sub-Program 4: Workforce Development
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Outputs	Budget Strategy	Level
4.1 Public Service Workforce Development Strategies SO4.1A1 MDA Training Officers’ Support SO4.1A2 Annual Public Service Workforce Training Plan (Public Service training institute) SO4.1A3 Workforce Profile SO4.1A4 Workforce Feedback & Reporting	G. Fiscal Measures G2. Expenditure Measures 2. Manage the public sector wage bill to align with actual commitments below the fiscal anchor focusing on recruitment of critical posts	Significant
4.2 Public Service Workforce Data Analytics SO4.2A1 MDA Training Needs Analysis (Annual) SO24.2A2 Public Service Workforce Snapshot (Quarterly) SO4.2A3 Public Service Workforce Analysis Bi-annual Report	3. Increase transparency of expenditures and reporting for	
4.3 Leadership & Talent Development SO4.3A1 Career Program Management SO4.3A2 Leadership Development Strategies SO4.3A3 HIPO Program Implementation		

1.8. Workforce Engagement & Outreach Programs SO4.4A1 Workforce Outreach Initiatives SO4.4A2 Public Service Internship Opportunities SO4.4A3 Career Counselling Programs	special funds such as COVID-19, disaster reconstruction, Levy, etc.	
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Key Performance Indicators:

Public Service Commission Corporate Plan 2024/2025		Related KPI		Target			Budget 2024/2025	SDG Targets	INDICATOR
Output	Planned Activities		2024 /25	2025/ 26	2026 /27	2027/ 28	TOP\$		
Output 4 Update workforce information, analysis and capacity development opportunities for Public Servants	4.1 Public Service Workforce Development Strategies HL 4.1.1 Implementation of Annual Workforce Training Plan	% approved Annual Training Plan completed	90%	100%	100%	100%	\$359,400	5.5	5.5.2
	4.2 Public Service Workforce Data Analytics HL 4.2.1 Quality Workforce Analysis and Training Needs Analysis	% of Workforce reporting schedule completed	100%	100%	100%	100%		4.b	4.b.1
	4.3 Leadership & Talent Development HL 4.3.1 Implementation of Leadership and Talent Initiatives	No. of Initiatives implemented	5	6	7	7		16.6	16.6.2
	4.4 Workforce Engagement & Outreach Programs HL 4.4.1 Implement Workforce Outreach Initiatives	No. of Outreach initiative(s) implemented	5	6	7	8			

Summary of Program 4, Workforce Development Budget, Staff, Project and Outputs

Category	Corporate Plan & Budget			
	Workforce Development			
	FY2024-25	FY2025-26	FY2026-27	FY2027-28
	Original Budget	Projection	Projection	Projection
Total (\$m)				
Recurrent (\$m)	110,600.00	359,400.00	1,599,400	2,359,400
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	0	0	0	0
Professional Staff (Band I to L)	3	3	3	3
Other Staff (Band M to S)	0	0	0	0
Total Established Staff	3	3	3	3
Unestablished Staff	0	0	0	0
Total Staff	3	3	3	3

Change in Program 4, Workforce Development from Last Corporate Plan and Budget

Change from last CP&B	Ongoing	Minor change	Major Change	New
				Re-instating of the Public Service Training Centre (TOP\$1.3 million allocated by the Minister of Finance)

4.5 Sub-Program 5: Performance Development

This division exists to support a more **efficient, effective, affordable, honest, transparent, and apolitical** public service focused on:

“Performance Based Systems established for developing, managing and improvement of Public Service Performance.”

Division(s)/Subprograms Responsible

This program is administered by the Deputy CEO for Performance Development with the assistance of the following support staff;

- 1 Principal Human Resource Officer
- 1 Senior Human Resource Officer
- 2 Human Resource Officer

Major Customers

The major customers are Prime Minister and Cabinet Ministers, Public Service Commission, Chief Executive Officers, Line Ministries/Government Agencies outside of the Public Service.

Program Output Results

The outputs are as follows

Outputs	Budget Strategy	Level
5.1 Performance Coaching and Mentoring SO5.1A1 Coaching & Mentoring Program of LMs supervisors & staff SO5.1A2 PMS Capacity Building initiatives for LM's PMS Managers	G. Fiscal Measures G2. Expenditure Measures	Significant
5.2 Performance Monitoring & Evaluation of MDAs SO5.2A1 Monitoring & Evaluation schedule for line ministries SO5.2A2 Report evaluation of LMs to relevant stakeholders	1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts;	
5.3 Performance Moderation & Quality Check (Schedule I and Schedule II) SO5.3A1 Pre-moderation quality check requirements SO5.3A2 Facilitate moderation of LMs PMS Results (OMC) SO5.3A3 Report on performance of the Public Service SO5.3A4 Prepare and disseminate final PMS results of Public Service for payment purposes SO5.3A5 Facilitate reconsideration process	2. Better alignment between policy priorities and budget allocation through strengthening the	
5.4 Systems Improvement initiatives SO5.4A1 Implement proposed changes of PMS Review across the Public Service (e.g. PMS Forms etc). SO5.4A2 Implement CHARS Dashboard Initiative across the Public Service SO5.4A3 Develop Public Service Non-monetary Recognition Programs		

SO5.4A4 Implement approved non-monetary recognition programs (e.g. Best Practice Conference, Public Service Month, Public Service Day etc) SO5.4A5 Research and re-introduce the Tonga Business Excellence Initiative	one-tool approach, decentralization of services within government; 3. Rationalize government spending, focusing on quality and value for money.	
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KEY OUTCOMES (What should happen at the end of then next 3 years)

PSC Corporate Plan 2023/2024 – 25/26	PDD HIGH LEVEL TARGETS (from the Corporate Plan 2023/24) PERFORMANCE DEVELOPMENT						Bud get for 2025/ 26	SDG TAR GETS #	INDI CAT OR #
Output	Planned Activities	Related KPI	Baseline	Target			TO P\$		
			2024/25	2025/26	2026/27	2027/28			
Output 5 Performance Based Systems established for developing, managing and improvement of Public Service Performance.	5.1 Performance Coaching and Mentoring HL 5.1 Increased pool of competent PMS Managers and Supervisors in both Schedule 1 & 2**	% of PMS Managers that pass the competency test	80%	90 %	100%	100 %	\$15 3,300.00	16.6	16.6
	5.2 Performance Monitoring & Evaluation of MDAs HL 5.2 Enhanced awareness of due PMS processes by all Ministries identified as “critical”*	No. of Ministries that remains “critical” at end of FY	1	0	0	0			
	5.3 Performance Moderation & Quality Check	Cabinet approval of PMS results	November	October	September	September			

	(Schedule I & II) HL 5.3 Reduced processing time for performance rewards of the entire Public Service **								
	5.4 Systems Improvement initiatives HL 7.4.1 Improved alignment between employee performance and Organizational/CEO performance ***	Review of Performance Management System	Complete	Implementation	N/A	N/A			
		% correlation between employee results and CEO/Organizational results in the Public Service	50%	70%	90%	90%			
		% reduction in employee grievance against final PMS results	70%	80%	90%	90%			
	HL 5.4.6 Improved reputation (locally and internationally) of Tonga Public Service as a quality service ***	% improvement in public opinion about the Public Service	20%	30%	50%	50%			
		% increase in employee job satisfaction (schedule 1 only)	N/A	20%	30%	30%			
		No. of Ministries adopting the approved Business Excellence Framework	NIL	1	2	5			

Note:

* = Immediate Outcomes (one year)

** = Intermediate Outcomes (within 3 years)

*** = Ultimate Outcomes (long-term goals)

Summary of Program 5, Performance Development Budget, Staff, Project & Outputs

Corporate Plan & Budget Performance Development				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	149,000.00	153,300.00	153,300.00	153,300.00
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	1	1	1	1
Professional Staff (Band I to L)	4	4	4	4
Other Staff (Band M to S)	0	0	0	0
Total Established Staff	5	5	5	5
Unestablished Staff	0	0	0	0
Total Staff	5	5	5	5

Change in Sub Program 5 from Last Corporate Plan and Budget

Change from last CP&B	Ongoing	Minor change	Major Change	New

4.6 Sub-Program 6: Senior Executive Services Division

Division(s)/Subprograms Responsible

This program's output is:

“To provide efficient and effective stewardship for line Ministries’ senior executives (ie. Chief Executive Officers)”.

The Deputy CEO for Senior Executive Services and Human Resource Management leads and manages the implementation of this activity with the assistance the following support staff;

- 1 Manager Senior Executive Services
- 1 Senior Human Resource Officer
- 1 Human Resource Officer

Major Customers

The major customers are the Chief Executive Officers (CEOs) of line Ministries under Schedule 1 only. Others are senior management positions (i.e. Deputy CEO positions) and professional contracted positions.

Sub Program Output

This subprogram output is ‘to provide efficient and effective stewardship for line Ministries’ senior executives (i.e, Chief Executive Officers)”.

SP Output 6: Efficient and effective stewardship for line Ministries’ senior executives (ie. Chief Executive Officers).	Senior Executive Services for CEO recruitment and performance management	Sub-Program 6: Senior Executive Services
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The outputs include;

Efficient and effective stewardship for line Ministries’ senior executives (ie. Chief Executive Officers).		
Activity Outputs	Budget Strategy	Level
6.1 Senior Executive Services (CEOs) SO6.1.1 Manage CEOs recruitment SO6.1.2 Manage CEOs performance SO6.1.3 Contracts Management	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts; 2. Better alignment between policy priorities and budget allocation through strengthening the one-tool approach, decentralization of services within government; 3. Rationalize government spending, focusing on quality and value for money.	Significant

Results are discussed in detail in the annual management plan.

Notes: HL – High Level; SO – Sub-output

HRM HIGH LEVEL TARGETS (from the Corporate Plan 2024/2025) Senior Executive Services Division									
PSC Corporate Plan 2024 - 2026		Related KPI	Baseline	Targets			Budget 2024/25 \$TOP	SDG target	Indicator No.
Output	Planned Activities		2024/25	2025/26	2026/27	2027/28			
Output 6: Effective stewardship of MDA's senior executives	HL 6.1 CEO recruitment	% CEO recruitment completed on time (baseline: 90%)	90%	90%	90%	90%		16.6; 16.7	16.6.2
	HL 6.2 CEO performance	% Annual CEO performance assessment meet expectations (baseline: 90%)	90%	90%	90%	90%			
	HL 6.3 Contracts management	% of CEO Contracts management framework implemented (baseline: at least 90%)	At least 90%	At least 90%	At least 90%	At least 90%	\$125,500.00		

Summary of Program 6, Senior Executive Services

Corporate Plan & Budget Senior Executive Services				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	98,600.00	125,500.00	125,500.00	125,500.00
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	1	1	1	1
Professional Staff (Band I to L)	2	2	2	2
Other Staff (Band M to S)	0	0	0	0
Total Established Staff	3	3	3	3
Unestablished Staff	0	0	0	0
Total Staff	3	3	3	3

Change in Program 6: Senior Executive Services

Change from last CP&B	Ongoing	Minor Change	Major Change	New
Explanation: No major changes only minor changes to the KPIs hence Division will continue with its ongoing work plan.				

4.7 Sub-Program 7: Human Resources Management

Division(s)/Sub program Responsible

This program's output is:

“Effective HR management Across Government being implemented, supported and monitored.”

This sub program is administered and leads by the Deputy CEO for Senior Executive Services and Human Resource Management Division with the assistance of six (6) existing positions in office;

- 1 Principal Human Resource Officer,
- 2 Senior Human Resource Officers, and
- 3 Human Resource Officers

However, one (1) Senior Human Resource Officer position at Band Level J and one (1) Human Resource Officer position at Band Level L, is currently vacant with anticipation to be recruited before the end of the current financial year 2024/25 (i.e. 30 June 2025).

Major Customers

The major customers are the Commission, CEOs, Line Ministries overall, HR Managers and their HR Officers under Schedule 1.

Sub-Program Outputs

This sub program output is “effective HR management across government being implemented, supported and monitored”.

SP Output 7: Effective HR management across government being implemented, supported and monitored.	7.1 Delegation/Devolution 7.2 HR Case Management 7.3 HR Advisory & Support Services 7.4 HR Compliance & Monitoring	Sub-Program 7: Human Resource Management (HRM)
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The outputs are as follows;

Outputs	Budget Strategy	Level
7.1 Delegation/Devolution piloting SO7.1A1: Program (Delegation Powers Transfer) SO7.1A2: Line Ministry Monitoring SO7.1A3: Ongoing Support to Line Ministries	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts. 2. Better alignment between policy priorities and budget allocation through strengthening the one-	Moderate
7.2 HR Case Management SO7.2A1: Case Management and Distribution SO7.2A2: Secretariat Support SO7.2.A3: Case Tracker Management SO7.2.4: Public Service Commission Decisions		
7.3 HR Advisory & Support Services SO7.3.A1: Support Line Ministry Recruitment activities SO7.3.A2: Implement Capacity Building Programs for Line Ministries SO7.3.A3: Provide Policy Advice to Line Ministries SO7.3.A4: Facilitate Line Ministries' requests/submissions to the Commission		

	tool approach, decentralization of services within government.	
7.4 HR Compliance & Monitoring SO7.4.A1: Policy Information and awareness SO7.4.A2: HR Policy Training	3. Rationalize government spending, focusing on quality and value for money.	

Results are discussed in detail in the annual management plan.

Notes: HL – High Level; SO – Sub-output

HRM HIGH LEVEL TARGETS (from the Corporate Plan 2024/2025) Human Resource Management										
Output	Planned Activities	Related KPI	Baseline	Target				Budget 2024/25	SDG Targets #	Indic ator #
			2024/ 25	2025/ 26	2026/ 27	2027/ 28	TOP\$			
Output 7: Effective HR management Across Government implemented, supported and monitored.	7.1 Delegation/ Devolution HL 7.1A1: Program Continue (Delegation Power transfer) SO7.1A2: Line Ministry Monitoring Report SO7.1A3: Ongoing Support to Line Ministries	Delegation power transfer from Commission = At least 50% 1 report On Request	50% 1 report On Request	50% 1 report On Request	50% 1 report On Request	50% 1 report On Request	\$204,400.00	16.6 16.7	16.6.2 16.7.1	
	HR Case Management HL 7.2A1: Case Management and Distribution SO7.2A2: Secretariat Support	Timeliness & Quality of cases submitted to Commission - Turnover rate of HR cases = 5 w/days % of cases approved= 90% - No. of complaints by Commission =5 per quarter - Minutes submitted on time to Commission with no amendments to Minutes = 80% (within 48 hrs)	As per Internal Procedur es and within schedule 80%	As per Internal Procedu res and within schedule 80%	As per Interna l Proced ures and within schedul e 85%	As per Internal Procedu res and within schedule 85%				

	SO 7.2A3: Case Tracker Manager SO7.2A4: Public Service Commission Decisions	- Action points completed = 80% (within 7w/days) - Case Tracker Monthly Update = 80% - Rate of Pending HR Cases = 10% - Decision Compliance = 100% % of PSCDs amendments / rescind per Quarter = 10%	80%	80%	85%	85%			
			90%	90%	95%	95%			
	7.3 – HR Advisory & Support Services								
	HL SO7.3A1: Support Line Ministries' Recruitment activities	% of interviewed requests attended and completed = 100%	100%	100%	100%	100%			
	SO7.3A2: Implement Capacity Building Programs for Line Ministries	Programs implemented = 4 With Satisfaction = 85%	85%	85%	85%	85%			
	SO7.3A3: Provide Policy Advice to Line Ministries	No. of justified complaints = 3 per quarter OR Timely policy advice = 24 hours from date received correspondence from LMs	3 per quarter	3 per quarter	3 per quarter	3 per quarter			
	SO7.3A4: Facilitate Line Ministries' requests/submissions to the Commission	Savingram in response is delivered = within 3 working days	Within 3 w/days	Within 3 w/days	Within 3 w/days	Within 3 w/days			

	7.4 HR Compliance & Monitoring							
	HL SO7.4A1: Policy Information and awareness	Number of Policy awareness initiatives in place = 2 in the FY, with Satisfaction rates = 90%	4	4	4	4		
	SO7.4A2: HR Policy Trainings	Number of Policy Training/ consultation conducted within PSC office = 4 + Satisfaction rates = 90%	4	4	4	4		

Summary of Sub Program 7, Human Resource Management Budget, Staff, Project and Outputs

Corporate Plan & Budget Human Resource Management Division				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	246,700.00	204,400.00	204,400.00	204,400.00
Development (\$m)				
Established staff				
Executive Staff (Band C to H)	1	1	1	1
Professional Staff (Band I to L)	3	5	5	5
Other Staff (Band M to S)	0	0	0	0
Total Established Staff	4	6	6	6
Unestablished Staff	0	0	0	0
Total Staff	4 (2 vacancies)	6	6	6

Change in Program 7 in the last Corporate Plan and Budget

Change from last CP&B	Ongoing	Minor change	Major Change	New
Explanation: Ongoing and minor changes to few of the KPIs of Sub Program 7 to align with existing staff and budget approved for the FY so that the Sub Program can continue to operate and achieved its target for the new FY.				

4.8 Sub-Program 8: Remuneration

This Sub program's output is for:

"A fair, equitable, affordable and justifiable remuneration and incentive framework for the Tonga Public Service."

Division(s)/Subprograms Responsible

This program is administered by the Deputy CEO for Remuneration with the assistance of the following support staff;

- 1 Principal Human Resource Officer
- 2 Senior Human Resource Officer
- 1 Human Resource Officer

Major Customers

The major customers are; **Primary Clients – Internal:** Public Service Commissioners, CEOs, and Employees of MDAs in Schedule 1 of the Tonga Public Service, **Primary Clients – External:** Remuneration Authority; World Bank, Asian Development Bank, Australian Government (DFAT), New Zealand Government (MFAT), National Reserve Bank, **Secondary Clients – External:** Members of the public, Private Sector, Providers of Goods and Services, and Churches.

Sub Program Results

The outputs are as follows:

SP Output 8: <i>A fair, equitable, and justifiable remuneration and incentive framework for Public Servants is established.</i>	8.1 Job Evaluation 8.2 Job Descriptions 8.3 Classification of Positions & Competency Framework 8.4 Remuneration System and Structures 8.5 Monitor Excess Overtime	Sub-Program 8: Remuneration
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Outputs	Budget Strategy	Level
8.1 Job Evaluation SO8.1A1 Job Evaluation of Positions SO8.1A2 Re-evaluation of positions	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts;	Significant
8.2 Job Descriptions SO8.2A1 Transition all JDs to the new template	2. Better alignment between policy priorities and budget	
8.3 Classification of Positions & Competency Framework SO8.3A1 Ongoing review & update of the COP SO8.3A2 Ongoing review of the Competency Framework		

8.4 Remuneration System and Structure SO8.4A1 Ongoing review of policies on remuneration, employees' benefits, and rewards SO8.4A2 Submit Report on Performance Rewards for approval (APRA). (To Be Reviewed) SO8.4A3 Facilitate APRA Committee meetings and incentives.	allocation through strengthening the one-tool approach, decentralization of services within government; 3. Rationalize government spending, focusing on quality and value for money.	
8.5 Monitor Excess Overtime SO8.5A1 Ongoing processing of MDAs excess overtime. SO8.5A2 Provide report on excess overtime.		

Key Performance Indicator

Public Service Commission Corporate Plan 2025/2026-27/28		Related KPI	Baseline	Target			Budget for 2025/2026	SDG TARGETS #	INDICATOR #
Output	Planned Output Activities		2024/25	2025/26	2026/27	2027/28	TOP\$		
Output 8									
A fair, equitable, affordable and justifiable remuneration and incentive framework to attract, retain, and motivate public servants is established									
8.1 Job Evaluation of Positions	HL 8.1.1 Job Evaluation of Positions	% of positions processed for evaluation = 100%	100%	100%	100%	100%	\$133,700		
	HL 8.1.2 Re-evaluation of positions	% of complete submission/positions Processed 100%	100%	100%	100%	100%			
8.2 Job Descriptions & Competency Framework (CF)	HL 8.2.1 Transition new Job Description Template	% of all JDs transitioned to the new format = 100%	50%	80%	100%	N/A			
	HL 8.2.2 Review Competency Framework	No. of Competency Framework Reviewed Report = 1	1	1	1	1			
8.3 Classification of Positions	HL 8.3.1 Ongoing Review of the COP	No. of COP Reviews approved and Incorporated = 1	1	1	1	1		16.6 16.7	16.6.2 16.7.1

	HL 8.3.2 COP updated (Streamline title, band and job families)	95%	100% updated	100% updated	100% update d	100% update d			
8.4 Remuneration System and Structures	HL 8.4.1 Ongoing review and monitor of policies on remuneration, employees' benefits, and rewards	No. of Policy Papers = 1	1	1	1	1			
	HL 8.4.2 Submit Report on Performance Rewards for approval.	No. of Performance Rewards results report = 1	1	1	1	1			
	HL 8.4.3 Facilitate APRA Committee meetings and incentives.	No. of Performance Rewards Budget Estimate Report submitted = 1	1	1	1	1			
8.5 MDAs Excess Overtime	HL 8.5.1 Ongoing process of MDAs excess overtime.	% of MDAs excess overtime completed = 100%	100%	100%	100%	100%			
	HL 8.5.2 Submit Report on excess overtime for noting.	No. of report submitted = 1	2	2	NA	NA			

Summary of Sub Program 8, Remuneration Budget, Staff, Project and Outputs

Corporate Plan & Budget Remuneration Division				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	138,800.00	133,700.00	133,700.00	133,700.00
Development (\$m)				
Established Positions				
Executive Positions (Band C to H)	1	1	1	1
Professional Position (Band I to L)	4	4	4	4
Other Position (Band M to S)	0	0	0	0
Total Established Post	5	5	5	5
Unestablished Staff	0	0	0	0
Total Staff	5 One vacant	5	5	5

Change in Program 8 from Last Corporate Plan and Budget

Change from last CP&B	Ongoing	Minor change	Major Change	New
		Increase OT vote due to the screening of excess OT		Conduct Job Evaluation Training on Job Sizing (Hay Methodology)

4.9 Sub-Program 9: Corporate Governance

This division is an internally focused Output whose core role is;

“To support the PSC Office by providing efficient, responsive and high-quality support services to enable achievement of its respective outputs.”

Division(s)/Subprograms Responsible

This program is administered by the Deputy Chief Executive Officer for Remuneration and Corporate Governance with 13 permanent support staff and two (2) daily paid employees. The division has two (2) vacancies yet to be filled.

Major Customers

The major customers are; Commissioners, Public Service Commission Office, **Secondary Clients – External:** Line Ministries, Pensioners, Suppliers.

Program Output Results

The outputs are as follows;

- 1 Planning, Internal Monitoring & Performance Management
- 2 Financial Management
- 3 Registry, Gazette and Records Management
- 4 Information & Communication Technology

Outputs	Budget Strategy	Level
9.1 Planning, Internal Monitoring & Performance Management SO9.1A1 – PSC Office Corporate/Annual Planning SO9.1A2 – PSC Office Recruitment and Offboarding SO9.1A3 – Annual Performance Management activities SO9.1A4 – Data Analytics and Progress Reporting SO9.1A5 – PSC Staff Capacity Building and Training facilitation	G. Fiscal Measures G2. Expenditure Measures 1. Reduce the Public sector wage bill towards the 53 percent of the domestic revenue fiscal anchor, through rationalising the structure of the Public Service, reduction of vacancies and recruitment of only critical posts;	Moderate
9.2 Financial Management SO9.2A1 – Financial and Budget management and Reporting SO9.2A2 – Procurement & Assets management SO9.2A3 – Transportation/Housekeeping support services	2. Better alignment between policy priorities and budget allocation through strengthening the one-tool approach, decentralization of services within government;	
9.3 Registry, Gazette and Records Management SO9.3A1 – Front Desk Services SO9.3A2 – Gazette & Leave Management SO9.3A3 – Public Service HR Records Management SO9.3A4 – Internal Digital Records Archive	3. Rationalize government spending, focusing on quality and value for money.	
9.4 Information & Communication Technology SO9.4A1 - Network Administration and IT Helpdesk SO9.4A2 - Digital transform and Automation initiatives SO9.4A3 - Support E-government and other similar initiatives SO9.4A4 – Public Service Registry		

PSC Corporate Plan 2025/2026 – 27/28	CGD HIGH LEVEL TARGETS (from the Corporate Plan 2024/25) Corporate Governance						Budget FY25-26 TOP\$	SDG TARGE TS #	INDICAT OR #
Sub Ouput	Planned Activities	Related KPI	Baseline	Target					
			2024 / 25	2025/ 26	2026/ 27	2027/ 28			
Output 9 Efficient, responsive and high quality services internally to enable external divisions achieve their respective outputs.	9.1 Planning, Internal Monitoring & Performance Management						\$666,700	5.1 5.5 16.6 16.7	5.1.1 5.5.2 16.6.2 16.7.1
	HL 9.1.1 –Facilitate Corporate Plan (CP) & AMP are submitted to PMO and Finance on time,	CP & AMP produced = 1	1	1	1	1			
	HL 9.1.2 – Annual Report compiled and submitted to relevant authority	Annual Report Produced = 1	1	1	1	1			
	HL 9.1.3 - Facilitate PMS implementation in accordance with approved policies and procedures	Traffic Light % = 85%	85%	90%	90%	95%			
	HL9.1.4 – Manage Capacity building programs and plans for the PSC staff.	Capacity Building Program implemented = 4	4	4	6	6			
	9.2 Financial Management								
	HL9.2.1 Ensure budget compliance	Budget Performance	Light Green >=80%	Light Green >=85%	Dark Green >=90%	Dark Green >=90%			
	HL9.2.2 Procurement Management	Procurement Compliance = 100%	100%	100%	100%	100%			
	HL9.2.3 – Financial and Audit compliance (Assets Registry, Financial Reports)	Budget Transfer <= 15	15	10	8	5			
		Audit Recommendations Implementation = 100%	95%	95%	100%	100%			

		Assets Records accuracy >= 95%	95%	100%	100%	100%			
	9.3 Registry, Gazette and Records Management								
	HL9.3.1 – Gazette & Leave Management	100% and on Time	100%	100%	100%	100%			
	HL9.3.2 - Public Service HR Records Management	Office Records Completeness & Timeliness = 90%	90%	95%	95%	100%			
	9.4 Information & Communication Technology								
	HL 9.4.1 – Digital Transformation and Automation	Major Transformation/Automation = 1	1	2	1	1			

Summary of Program 9, Corporate Governance Division Budget, Staff, Project and Outputs

Corporate Plan & Budget Corporate Governance Division				
Category	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
	Original Budget	Projection	Projection	Projection
Recurrent (\$m)	653,500.00	666,700.00	666,700.00	666,700.00
Development (\$m)				
Established staff				
Executive Positions (Band C to H)	0	0	0	0
Professional Positions (Band I to L)	5	6	6	7
Other Positions (Band M to S)	10	11	11	11
Total Established Positions	15	17	17	16
Unestablished Staff	1	2	2	3
Total Staff	16 (2 Vacancies)	19	19	21

Change in Program 9 from Last Corporate Plan and Budget

Change from last CP&B	
Ongoing	
Minor Changes	Overtime budget decreased by \$1,000.00 Centralization of budget Items to Corporate Division
Major Changes	
New	New PAS position (Band I) The PSC Office in 2022 planned the merging of its 8 divisions under only 4 DCEOs from the 6 it had before. Part of the plan was the strengthening of the senior management level (Principal Assistant Secretary level) and there was a need for 3 PASs according to the result of a review of the PSC Office. The Office abolished some of its position and create two PAS level positions but one was left for the next financial year (25-26). From the 8 operational divisions of the office only the CSD still has no senior management level positions. This will complete the ideal structure that the office had hoped for to smoothly carry out the office's tasks for the next three or more years.
New	The Digital Transformation. Digital Transformation has always been a old dream that has been dragging on for a while. This is a very popular idea and easy said then being done. The PSC Office is planning to push through with its digital transformation starting with a Proper HR database system to be used internally by the Office with limited access from the line Ministry. This system will only need to connect via API to a bigger system such as IFMIS and Payroll system which is currently under discussion. The PSC Office will loo k into engaging local developers in developing these internal systems.