



VANUATU 2030 THE PEOPLE'S PLAN

National Sustainable Development Plan 2016 to 2030

Mobilising and Equipping Vanuatu Public Servants to Implement the 2030 Agenda for Sustainable Development and achieve the Sustainable Development Goals(SDGs)

Vanuatu Public Service Commission
Vanuatu Institute of Public Administration and
Management
Government of the Republic of Vanuatu
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Vanuatu Public Service Commission

Legal Framework

- Chapter 9 of the Constitution of the Republic of Vanuatu granted the establishment of the Vanuatu Public Service Commission
- PSC shall be responsible for the appointment and promotion of public servants, and the selection of those to undergo training courses in Vanuatu or overseas.
- The PSC Act provides for the Public Service Staff Manual (Chapter 5) which supports the commitment to developing and training public servants through providing focused, work-related development and training opportunities which requires that the Commission, as a responsible and good employer, provide training programs for its staff and encourage the enhancement of their abilities.



Vanuatu Public Service Commission Legal Framework

- According to the Chapter 5 of the PSSM, on Performance, training and Development, the Human Resource Development Unit was established which is now called VIPAM.

Vanuatu Institute of Public Administration and Management (VIPAM)

- The newly established Vanuatu Institute of Public Administration and Management aims at providing an update quality standard training for mid to senior level public servants in all Government Ministries, Departments and provinces throughout Vanuatu. Same training standard is also extended to all private sectors/ agencies work force that often, are left out with training and development opportunities.



Vanuatu Public Service Commission Legal Framework

The Aim of the Vanuatu Institute of Public Administration and Management (VIPAM):

- Is to improve public service delivery and the ability of executive personnel to adapt and develop strategies to address the government's development priorities in the National Sustainable Development Plan (2016 to 2030)

National Sustainable Development Plan 2016-2030

Society Pillar

Soc 6: Strong and Effective Institutions

- A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu



The Curricula Vanuatu PSC Offers for Civil its Servants

Induction

- It is a requirement under the Public Service Commission that any newly appointed officers must undergo the induction to ensure they familiarise themselves with the “Public Service Staff Manual” to be able to perform their roles and responsibilities with the best of their abilities.



The Curricula Vanuatu PSC Offers for its Civil Servants

Basic Essential Skills Series (BESS)

- This targets a common suite of knowledge and skills that are required on a day-to-day basis in the work place
- This course aims to enhance and skills in conducting and managing meetings including the development of agendas, chairing meetings, time management and the preparation of minutes



The Curricula Vanuatu PSC Offers for Civil its Servants

Corporate Learning and Development Series (CLDS)

- This course aims to improve the understanding of Public servants about the broader operations of Government and their responsibilities when delivering services to the citizens of the Republic of Vanuatu
- This course includes four key elements: pre-program learning by participants, cross-cutting topics, learning and development theory and application of learning in the work place
- The methodology embraces an integrated approach to learning and development such as; facilitated discussions workshops, field trips, role plays, and projects and assignments



The Curricula Vanuatu PSC Offers for Civil its Servants

Leadership and Management Development Series (LMDS)

- This responds to the widely acknowledgement need for effective learning and development opportunities in the areas of leadership and management
- This program focuses on developing a range of capabilities such as Action orientation; Delegation; Decision Quality; Managerial courage; Perseverance; Managing and Measuring Work; Conflict Management; Confronting Direct Reports; Working with Diversity; Self-Knowledge; Ethics and Values; mentoring and Coaching; Customer Focus; Financial Accountability



How current training relates to the Sustainable Development Goals

According to “Society Pillar” of the NSDP

Soc 6: Strong and Effective Institutions

- A dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu

Policy Objectives:

- **SOC 6.1** Enhance the capacity and accountability of public officials, and ensure the impartiality and effectiveness of performance management systems
- **SOC 6.4** Strengthen national institutions to ensure they are cost-effectiveness and well-resourced to deliver quality public services



Key examples of SDG related training programs eg. Vulnerable groups and inclusion, accountability and transparency

According to “Society Pillar” of the NSDP

Soc 4: Social Inclusion

- An inclusive society which upholds human dignity and where the rights of all Ni-Vanuatu including women, youth, the elderly and vulnerable groups are supported, protected and promoted in our legislation and institutions

Policy Objectives:

- SOC 4.1 Implement gender responsive planning and budgeting processes
- SOC 4.2 Prevent and eliminate all forms of violence and discrimination against women, children and vulnerable groups
- SOC 4.3 Empower and support people with disabilities
- SOC 4.4 Define the roles, responsibilities and relationships between the state, churches traditional leaders and communities in safeguarding human rights and protecting traditional values and Christian principles



Key examples of SDG related training programs eg. Vulnerable groups and inclusion, accountability and transparency

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Soc 4: Social Inclusion

- An inclusive society which upholds human dignity and where the rights of all Ni-Vanuatu including women, youth, the elderly and vulnerable groups are supported, protected and promoted in our legislation and institutions

Policy Objectives:

- SOC 4.5 Ensure all people, including people with disabilities, have access to government services, buildings and public spaces
- SOC 4.6 Provide opportunities, support and protection services for youth and children as valued members of society
- SOC 4.7 Encourage participation in physical activities and develop a safe and inclusive sports system that serves as a vehicle for community cohesion, education, health, leadership and fair play

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List vulnerable groups trainings here from Ministry of Justice

- The Ministry of Justice and Community Services has a Department of the Women's Affairs Department which is the national women's machinery responsible for the advancement of women and the gender equality program
- It has also established the Children and Disability Desk which is responsible for implementing social inclusiveness program, which includes trainings of vulnerable groups



What works, and what does not work in changing civil servant mindsets or behaviours in your views

- Civil servants are interested in taking courses but they just could not make time commitment to participate
- VIPAM has no capacity to deliver according to all requested trainings
- Financial constraints therefore contribute to trainings not being delivered in the six provinces
- VIPAM is currently seeking registration with Vanuatu Qualification Framework (VQA) for its course accreditation
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Thank you for your Attention