



NIUE PUBLIC SERVICE NEWSLETTER

ISSUE 1 • MAY 2021



FAKAALOFA LAHI ATU WELCOME

We are very excited for this first edition of our Niue Public Service Newsletter, which we will publish bi-monthly.

The Public Service Commission will be sharing what is happening within the service with everyone.

This issue will highlight mainly Niue Public Service activities however, going forward we will be sharing the different ministries and departments and the behind the scenes hard work that the public may not be aware that goes into services offered to all Niuean citizens.

Kua fiafia lahi ke tuku atu e tohitala fakamua nei ma e tau Faahi Gahua he Fakatufono Niue, mo e to fakafano atu lagataha he ua e mahina.

Ko e tohi tala fakamua nei hagai ia ke he Ofisa Pule Gahua he Fakatufono Niue mo e falu a tau fakaholoaga ma e ha mutolu a iloaaga.

Ke he tau mahina i mua to putoia ki loto he tau tohi tala e tau fakaholoaga moe tau tala tutupu mai he tau Faahi Gahua kehekehe he Fakatufono Niue, hagai ia foki kehe tau gahua malolo ne kua fakatumau ki ai ke lata mae falu fakaholoaga ma e tau tagata oti ha Niue.

Niue Ke Monuina

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Digitilization Transformation for the Niue Public Sector

Niue Public Service Commission is championing a digital transformation strategy for the Niue Public Sector.

Why is Digital Transformation Important?

Digital transformation will bring about a much-needed change in operational systems, processes, workflow, work culture and long-term cost savings.

Removing unnecessary processes and moving towards a Niue Public Service that delivers quality services that is efficient and effective will improve citizen and workforce experience as resources are limited.

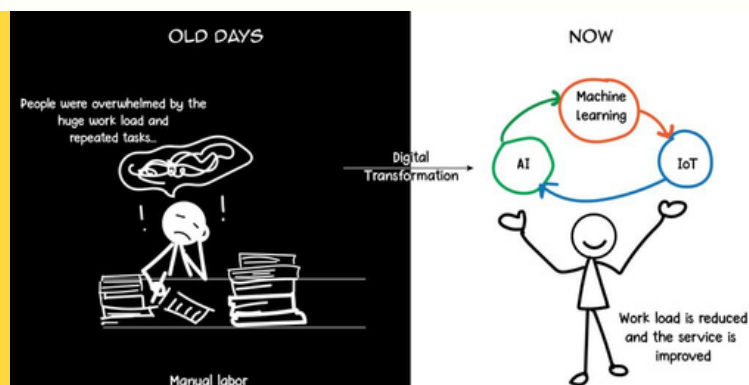
Komisina Hekesi, Kalauni and Hekau say that “sustainable development long term for the service will ensure that every dollar spent in the Niue Public Service has a return on investment.”

When will it start?

The preliminary works for Digital Transformation have already commenced with the Telecom Niue Ltd team working with the Niue Public Service Commission on the Protective Security training of ministries. A rollout of the hardware and upgrading of the network combined with the fast Manatua connectivity will be the foundation that will lead to the digital transformation.

The transformation will create new digital audit trails and make work visible in new ways that are more measurable and where EVERYONE is held accountable for the Public Service Sector.

Reshaping the Niue Public Sector through Digital Transformation 2021



Q&A WITH KOMISINA JERRARD HEKAU

Fakaalofa lahi atu! My name is Jerrard A P Hekau but most of you know me as Jay.

Born and raised here in Niue in the village of Alofi. I am from a very vibrant family of fifteen kids, a husband and a father to seven kids ages from 2 - 14 years old.

Growing up, I attended Halamahaga Primary School, followed by Niue High School in Paliati. I graduated from Massey University with a BA of Aviation Management and a Diploma in Computing from Carich Training Centre.

I worked for 12 years at NHS from 2007-2018 as the head of the ICT department.

In addition to being a Commissioner of the Niue Public Service, I am self-employed, running my business Rockon Events from 2019 until now.

I love the outdoors, gahua vao, the sea and spending time with my family.

"A little kindness goes a long way"

What do you find most challenging/rewarding about being a Commissioner?

Challenges: Being new to the role and getting used to different aspects of it.

Rewarding: To fully appreciate, see and understand the different roles everyone plays in running our country.

What might (someone) be surprised to know about you?

I was nearly named Ambulance because I was born inside an ambulance ...lol...
Hallelujah!

What are some things that you want the Public Service to improve on?

To keep on keeping on with all the good things they do and improve on areas they see needs improvement.

Best advice to a new public servant?

Do your best in your role wherever you are in the Public Service.

What are you passionate about?

I am passionate about our beloved Island Niue and its people and hopes for its continuing positive progress and prosperity.





Pacific Public Service Commissioners and the Public Service Fale

The Public Service Fale was established in January 2020 with funding from the New Zealand Aid Programme as part of New Zealand's Pacific Reset.

The Fale serves and facilitates the Pacific Public Service Commissioners to achieve their goals and strengthen public services for their citizens.

The Fale is governed by the Pacific Public Service Commissioners Working Group and is chaired by Hon. Luamanuvao Dame Winnie Laban. Sixteen Pacific countries are members of the Pacific Public Service Commissioners group which are the Cook Islands, Fiji, Kiribati, Marshall Islands, Federated States of Micronesia, Nauru, New Caledonia, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, and Vanuatu, with Australia and New Zealand supporting.

In July 2020, Tania Ott was appointed as Public Service Fale Deputy Commissioner. The Fale has two teams, the Secretariat and the Programmes teams servicing the region.

Komisina Kalauni and Inspector Hagen Siosikefu attendance at the 2018 Pacific Public Service Commission Conference held in Wellington has resulted in all the opportunities to connect with the Public Service Fale.

This includes the mentorship and coaching Programme for the executives of our PS, Kickstart mentoring session with the Leadership Development Centre in New Zealand, the Niue Public Service Commission, and the monthly webinars for Commissioners.

Komisina Victoria Kalauni in 2020 made a request to the Fale team about pairing her up with a mentor. The Fale team worked with Victoria and mentor Brendan Boyle, an experienced former public service Chief Executive in New Zealand for the Ministry of Social Development, Department of Internal Affairs, Land and Information New Zealand and Secretary of Local Government.

The Fale caught up with our Komisina in an exclusive interview linked [here](#) to share her experience. She is also on the PS Board of Governance.



INSTITUTIONAL STRENGTHENING AND GOVERNANCE

The Niue Public Service Commission is committed to improving and strengthening the capabilities and capacity of the Niue Public Service.

In 2018, the Kickstart Capability Strengthening Program was established as a short term solution to afford Public Sector Managers exposure to financial and human resource management.

This program has now evolved into a long-term project of sustainable support to strengthen the Niue Public Service by implementing a structured, coordinated institutional strengthening and governance (ISAG) program.

Under the scope of the ISAG project, the Public Service Commission has successfully recruited four key roles which will help achieve this commitment:

- Communications Officer, Office of the Secretary to Government - to ensure the implementation of a transparent and accountable communications and media plan

- Senior Accountant, Department of Finance and Planning - to ensure sound financial management practices, provide fiscal policy and commercial advice

- Revenue Manager, Department of Finance and Planning - advising the development and implementation of Government Revenue Collecting Policies

- Strategic Human Resource Advisor, Secretariat of the Niue Public Service Commission - to provide a strategic human resource management framework for all Government Departments

These roles are two-year contracts with the objective that they will train, educate, advise and develop our people so we can sustain and localize these skills and areas of expertise.

We will be sharing more capacity building initiatives with you as the project progresses; however, we are looking forward to the changes and successful developments these roles will contribute to our workforce soon.

"The Niue Public Service Commission is committed to improving and strengthening the capabilities and capacity of the Niue Public Service."



OCCUPATIONAL SAFETY AND HEALTH 2020

The health, safety and welfare of its employees are behind the Niue Public Service Commission current renewed efforts towards the development of Occupational Safety and Health (OSH) standards for the whole of the Niue Public Service. All Employees need to be protected and feel safe at their workplace to perform their roles to the best of their abilities.

Currently, only a few departments have standard OSH plans for their departments.

The renewed efforts towards OSH is led by the Public Service Inspector, who has put together an OSH Framework dubbed OSH2020, which has several parts that aim to help departments with some of the following issues;



A FRESH START TO SAFETY WITHIN THE NIUE PUBLIC SERVICE

1. Establish the roles of the Commission, HODs and Employees with regards to OSH;
2. Methods and checklist for Identifying hazards within and around their working environment;
3. Design processes and procedures to mitigate against these hazards and risks;
4. Reporting form for the reporting of accidents and near misses;
5. Cyclone Preparedness/ Fire and natural disasters evacuation plan/ Pandemic plan

These policies will be required to be practised and improved continually with a one day a year on the Public Service Calendar dedicated to OSH where departments can have drills and showcase their respective OSH policies.

Another important part of OSH2020 is about making employees aware of new issues such as ergonomics and what happens when incidents such as accidents and injuries occur within the workplace, and about knowing their rights and entitlements as public servants.

OSH 2020



FOUNDATIONS OF LEADERSHIP

In collaboration with the NZ Public Service Fale, the Public Service Commission is elated to introduce the leadership development course currently underway, 'Foundations of Leadership'. Niue is the first island in the region to pilot this course, and we are incredibly proud and grateful for the opportunity to invest in our people.

We have eight young leaders in the service who are currently undertaking this course to develop their leadership skills, motivation and drive. They are due to complete this by October.

Depending on the feedback and the level of success this pilot course receives, we hope to continue offering development opportunities to our young leaders and our senior and future leaders in the service.

Our people are our most valuable resource, so it is vital to invest, empower, and develop their skills to encourage a robust, vibrant, and innovative Public Service.



LEADERSHIP



NIUE - INDIA CENTER OF EXCELLENCE IN INFORMATION TECHNOLOGY

The Government of Niue and the Government of India signed an MOU to set up the “Niue – India Center of Excellence in Information Technology (CEIT) at Niue” in Suva, Fiji, on 25 May 2017.

Center for Development and Advanced Computing (CDAC), Scientific Scarcity of the Minister of Electronics and Information Technology Government of India, was nominated to implement the project.

The project was implemented on 17 September 2019, and CEIT became fully operational with the Center Head Pappu Kapgate and Trainer from CDAC.



In August 2020, CEIT engaged in training the following certificates for the Public Service and Private Sector:

- Certificate Course in Office Automation (CCOA) – 16 Students (9 private sector, 7 public servants)
- Certificate Course in Database Management System (CCDMS) – 1 Student (public servant)

The duration of Certification courses of CCOA and CCDMS is eight (8) weeks and twelve (12) weeks, respectively.

On March 26, all of these students who completed and passed the examination were awarded their certificates in a ceremony held at the Niue Public Service Building in Alofi.

Recently, Tom Jnr Talagi Misikea joined the CEIT as a Master Trainer to conduct the training of the various Certification Courses.



DID YOU KNOW?



NIUE PUBLIC SERVICE GRADUATE REVOLVING PROGRAM

Our Graduate program is one of a kind and we would like to share with you why this all started and who is eligible for this program.

An initiative first established in February 2013 to assist with our very own returning graduates, offering them the opportunity to work within the Public Service sector.

Why? the Public Service needs not only experience and skilled workers, but also qualified to work within a sector relevant not only to their qualification but where it is most needed.

How? through this programme graduates will get first-hand experience of the processes and systems of operations within various Government Departments;

When? prior to returning to Niue returning graduates are encouraged to contact the Secretariat Office for Niue Public Service Commission informing them of their career plans.

Who? whether you're a Certificate holder by trade, Diploma, Bachelor or have achieved a Tertiary Qualification

[CLICK HERE](#)

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Issue*

MUST READ

Issue 2 . July 2021

Featuring
The Ministry of Infrastructure
5 Day Working Week
Budget 2021/2022
New Appointments
Projects in the Pipeline
and much more!