



Potungāue ki he Ngaahi
Kautaha Pisinisi 'a e
Pule'anga

*Palani Ngāue mo e Patiseti 'a e
Potungāue*

2021/22 – 2023/24

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Lisi 'o e Ngaahi Fakanounou

1. CSD – Va'a Tokanga'i kau Ngāue
2. CP – Palani Ngāue
3. CPB – Palani Ngāue mo e Patiseti
4. CSO – Kautaha Sosieti Sivile.
5. ESC – Tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u
6. FISA – Kautaha Vaka 'Otumotuanga'ofa
7. GOT – Pule'anga 'o Tonga
8. HR – Kau Ngāue
9. ICT – Fakamatala, Fetu'utaki mo e Tekinolusia,
10. KPI – Ngaahi Me'afua
11. LPD – Va'a ki he Lao mo e Tu'utu'uni.
12. MCD – Va'a ki he Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti.
13. MDA – Potungāue, ngaahi Va'a mo e ngaahi fakafofonga.
14. MFNP – Potungāue Pa'anga mo e Palani Fakafonua.
15. MPE – Potungāue ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga.
16. NIIP – Palani Fakafonua ki he Ngaahi Ngāue Lalahi
17. NSA – Va'a ki he Malu Fakafonua.
18. OCEO – 'Ofisi 'o e Pule Ngāue
19. OoM – 'Ofisi 'o e Minisitā
20. PAT – Poate Ma'u Mafai ki he Ngaahi Taulanga
21. PE Act – Lao ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga
22. PEs – Kautaha Pisinisi 'a e Pule'anga
23. PSC – Komisoni Kaungāue Fakapule'anga
24. RSPD – Va'a ki he Liliu Fakakautaha mo e Ngaahi Poloseki Makehe
25. TAL –Kautaha Mala'evakapuna 'a Tonga.
26. TAMA – Kautaha Tokanga'i e Koloa 'a Tonga
27. TBC – Komisoni Fakamafolalea 'a Tonga
28. TCC – Kautaha Fetu'utaki 'a Tonga
29. TCL – Kautaha Keipolo 'a Tonga.
30. TMCL – Kautaha Maketi 'a Tonga.
31. TPFP – Kautaha Fe'ave'aki Meili 'a Tonga
32. TPL – Kautaha 'Uhila 'a Tonga
33. TSDF II – Palani Fakafonua 'a Tonga.
34. TWB – Poate Vai 'a Tonga
35. WAL – Kautaha Ma'u Mafai ki he Veve.

Fakahoko mei he Minisitā



Ko e Potungāue kihe ngaahi Kautaha Pisinisi 'a e Pule'anga 'oku fakafatongia 'akinautolu 'a hono tokangaekina 'a e ngaahi fiema'u 'a e kakai 'o e Fonua 'aia 'oku ou fakafongia 'a e ma'u 'Inasi pe ko e Tokotaha ia 'oku ne ma'u 'a e ngaahi kautaha pisinisi. Pea 'oku ou fiema'u ke fakalele ke tupu 'a e kautaha 'i he founa ke fakalele fakakomesiale pea to e tokoni kihe lelei 'a e Sosaieti. Ko e potungāue kihe ngaahi Pisinisi 'a e Pule'anga 'oku 'i he malumalu 'o e Lao ki he Ngaahi Kautaha Pisinisi, 'oku ne hanga 'o 'omi 'a e founa ke pule'i, ngaahi tu'utu'uni mo hono fakahoko, me'angāue ki he taliui, ngaahi pule lelei, ngaahi fa'unga ke pukepuke'aki 'a e lao 'o e ngaahi Pisinisi 'a e Pule'anga.

Ko e fakahoko fatongia 'a e potungāue 'oku ngāue ai 'a e ngaahi konga lalahi 'e tolu ko 'eni 'o e Pule'anga - ko e Minisitā (fakafongia ia 'o e Kalauni ko e Ma'u 'Inasi), Ngaahi Pisinisi 'a e Pule'anga, pea mo e Potungāue ko e fa'u Lao kuo pau kenau ngāue fakataha pea 'ai ke ma'ala'ala honau ngaahi fatongia taki taha. Ko hono fakamo'oni 'o e mahino 'o e vā fengau'aki 'o'oku (ko e Ma'u 'Inasi) mo e ngaahi pisinisi 'a e Pule'angá, ko hono 'oatu 'eku Tohi Fekau Ola (Expectation Letter) ki he ngaahi kautaha 'a e Pule'angá 'i he ta'u fakapa'anga kotoa. Ko e taha 'eni hoku fatongia 'oku matu'aki mamafa kiate au.

'Oku' hanga 'e he ngaahi pisinisi 'a e Pule'anga 'o 'omi 'a e faingamalie kihe fonua pea mo e ngaahi me'a ke makupusi ai e ngaahi 'elia kehekehe kihe fakalakalaka, mei he ngaahi sevesi tufaki ki he ngaahi 'api, kau ai 'a e ma'u'anga ivi 'uhila, ngāue fetu'utaki, kau ai 'a faipa 'opitiki mo e ngāue 'a e keipolo, ngāue fakamafolalea mo e 'ata, ma'u'anga vai, ngāue fakataulanga, ngāue ki hono hiko mo hono faka'auha e veve, tokanga'i e koloa 'a e Pule'anga, pea mo e ngaahi ngāue ki he fefolau'aki vaka tahi ki he 'Otu Motu pea mo Tu'apule'anga. Koe'uhi ko e ngaahi va'a kehekehe mo e ivi malava fakapisinisi 'o e ngaahi Pisinisi 'a e Pule'angá, 'oku palomesi mai ai heni ha tupu faka'ekonomika lelei ma'a Tonga. 'Oku lahi ivi fakapa'anga kuo tau lava 'o mamata ki ai mei he ngaahi Pisinisi 'a e Pule'angá (ngaahi koloa fakalukufuá 'o fakatatau ki he 'ū lipooti fakapa'angá 'e malava ke napangapanga malie 'a e tu'unga fakapa'anga, tu'unga fakasosiale mo e ngaahi palani loloa 'a e pule'anga.

Ko e fa'unga 'o e palani fakalukufua ko 'eni 'oku ne 'omi 'a e me'afua ke malava 'e he Potungāue 'o faka'ai'ai, tokanga'i pea mo fakamalohi'i 'a e ivi ngāue 'a e ngaahi Pisinisi kihe ta'u fakapa'anga ka hoko. 'Oku ou tokanga lahi ki he ngaahi me'afua 'i he palani 'a e potungāue ke kauhala taha mo e palani fakafonua (TSDFI) hoko hifo ai kihe ngaahi me'afua 'i he ngaahi Va'a pea a'u ai kihe ngaahi me'afua fakafo'ituitui. 'Oku ou 'amanaki pe ko e ola 'o e Palani ko 'eni 'e fetaulaki ia mo e ngaahi fiema'u 'a e Pule'anga pea tene 'omi ha ola lelei kihe ngaahi pisinisi 'a e Pule'anga.

Ko e potungāue ni 'oku 'i hoku malumalu 'oku ou fai 'a e ngaahi fakalelei 'e ni'ihi ke fakapapau'i 'oku taliui 'a e ngaahi konga lalahi 'e tolu 'a e Pule'anga pea mo e ngaahi lao ki he ngaahi pisinisi 'a e Pule'anga - ko e Minisitā (fakafongia 'o e kalauni ko e ma'u 'inasi) ko e ngaahi Pisinisi pea mo e Potungāue 'a ia ko e fakataulama ia ki he ngaahi ngāue 'a e ngaahi pisinisi 'a e Pule'angaa.

'Oku ou tui 'oku tau 'i ha kuonga 'a ia 'oku malava ke tau tala, ko ha Palani Fakakautaha (CP) lelei ma'a e Potungāue ni, te ne lava 'o tafunaki e fakalakalaka 'o a'u atu ki he ngaahi kautaha taautaha' pea tokoni ai foki ki he ngaahi ha'iha'isia 'i he Patiseti 'a e Pule'anga'. Ko e fokotu'utu'u ngāue ko eni 'e lava ke hoko ai ko e mo'oni e ngaahi fakakaukau 'oku ou talanoa ki ai'. Kaikehe, 'e 'ikai malava eni 'oka 'ikai ke ngāue fakataha 'a e Pule'anga', Ngaahi Poate Pule 'a e ngaahi Pisinisi 'a e Pule'angaa mo e kakai 'o e fonua'. "Ko ha Tonga fakalakalaka ke ne fataki ha tu'unga mo'ui ma'olunga ange ma'a e taha kotoa pe. **"Patoloaki 'a e fakalakalaka ke fakalekesi e mo'ui ki he Tonga kotoa"**.

Faka'apa'apa lahi atu,


Rev. Dr. Pohiva Tu'ionetoa

'Eiki Palemia pea mo e 'Eiki Minisitā ki he Kautaha Pisinisi 'a e Pule'anga



Fekau mei he 'Ofisa Pule Ngāue



Na'e tukuange atu 'e he Potungāue 'a 'emau Palani Ngāue 'i Epeleli 2019, 'a ia 'oku ne palani 'a e ngaahi Ola, Taumu'a, Tu'utu'uni, pea mo e ngaahi tefito'i polokalama ngāue 'a e Potungāue ki he ta'u 2019/20 – 2021/22 'o a'u mai ki he palani lolotongani. Ko e palani ko 'eni kuo fakalelei'i ki he ta'u fakapa'anga 2021/2022 – 2023/24. 'Oku hā mei he palani 'a e liliu mahu'inga 'i he tanaki 'a e Potungāue pea mo e ngaahi fokotu'utu'u mo e liliu fakataki 'oku totonu ke fai ki he lelei mo 'aonga 'o e ngaahi kautaha pisinisi ki he ngaahi kupu fekau'aki.

Ko e 'elia mahu'inga na'e fakamamafa ki ai 'emau tokanga 'i he 2021 ko hono langa ha kau ngāue taukei mo lavame'a 'i he Potungāue 'aki e ngaahi founa totonu ke pule'i lelei 'aki e ngaahi kautaha pisinisi, pea mo poupu'i 'enau fakahoko fatongia. Ko e ngaahi liliu ko'eni na'e fakataumu'a ki hono fakahoko ha ngaahi fokotu'u pule loloa ke fakapapau'i 'oku fakalelei'i 'a e fakahoko fatongia 'a e ngaahi kautaha

pisinisi (me'a fakapa'anga mo 'ikai fakapa'anga fakatou'osi), holoki ai e ngaahi fakamole 'i he fengāue'aki fakataha 'a e ngaahi pisinisi, lelei ange ngāue pea mo ngāue ki he ngaahi totongi ki hono tauhi mo monomono mo fakalelei'i e koloa 'a e Potungāue. Na'a mau fakakaukau fakamatoato ki he ngaahi fakatu'utamaki mo e kovi 'o e Covid19 'i he 'ataakai 'o e ngaahi kautaha pisinisi, 'o tatau pe 'i loto pe 'i tu'a

'Oku 'i ai e fakalaka mahu'inga 'oku 'osi hoko felave'i mo e me'a ni. 'Oku mau ma'u he taimi ni ha ngaahi kautaha pisinisi 'oku lavame'a mo faka'āuliliki 'enau fakahoko ngāue, mo ma'u ha ngaahi taukei mo e poto'i ngāue ma'olunga 'oku fiema'u ki he fakahoko ngāue. Kuo 'osi fa'u e palani pule 'o e tokotaha ma'u 'inasi ke fakapapau'i e tolonga e ngaahi Kautaha Pisinisi 'a e Pule'anga, pea mo fakapapau'i e tokoni e ngaahi Kautaha Pisinisi ki he ngaahi taumu'a langa fakalalaka fakafonua. Na'e fakalotolahi'i 'a e ngaahi talanoa ke fakahoko ha ngaahi fakataha angamaheni mo e ngaahi Poate mo e ngaahi Sea ke fakapapau'i 'oku fakahoko 'a e ngaue ki he fatongia mo e taliui.

'Ihe'ene pehe 'oku fiema'u ai 'e he tokotaha ma'u 'inasi mei he ngaahi Poate kotoa 'o fou 'i he Potungāue ni ke:

- 1. Tupu fakapa'anga: Fakatatau ki he kupu 4 'o e Lao ki he ngaahi kautaha pisinisi 'a e Pule'anga' (PE Act) pea mo hono fakalelei'i, 'oku fiema'u 'a e ngaahi kautaha Pisinisi 'a e Pule'anga' ke nau tupu mo ola lelei 'enau ngāue 'o fakatatau ki he pisinisi 'oku 'ikai pule'i 'e he Pule'anga';**
- 2. Totongi 'inasi ki he Pule'anga' 'o makatu'unga 'i ha ngaahi tu'utu'uni pau mo lelei;**
- 3. Taliangi e ngaahi kautaha pisinisi ki he fiema'u fakalipooti 'oku hā 'i he Lao ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga';**
- 4. Ke maa'usia ma'upe 'a e peseti 'e 10% 'o e 'inasi 'oku fakafoki kihe Pule'anga; mo**
- 5. Fakahoko ha ngāue ola lelei mo pau ki he kakai.**

'Oku mahino pe na'e 'i ai e ngaahi liliu ki he fakahoko ngāue 'a e Potungāue fakatatau ki he lipooti 'o e ta'u kuo 'osi. Neongo na'e 'i ai e ngaahi pole na'e fetaulaki pea mo e Potungāue 'i he 'ene feinga ke a'usia 'ene taumu'a 'oku hā 'i he lao 'o e ngaahi kautaha (PE Act). Ko e ngaahi faingata'a ko'eni 'oku kau ki ai e si'isi'i e poto'i ngāue pe 'ilo ki he me'a fakalao mo tu'utu'uni. Na'a mau toe tonounou foki ki hono fakalahi e ngaahi ngāue 'a e Potungāue ki he 'otu motu. Neongo e tonounou fakakaungāue e 'ū va'a 'o iku ai ki he tonounou 'i he fakahoko fatongia, ka na'e tu'u fakataha e 'ū va'a ki hono fakahoko e fatongia.

Koia ai, 'i he ta'u fakapa'anga hoko 'oku mau fokotu'u ai 'a e ngaahi ngāue ni:

1. Ke fakakakato e ngaue ki hono fakalelei'i e Lao ki he ngaahi Kautaha Pisinisi, pea mo e ngaahi liliu fakakautaha 'oku kei fakahoko, mo palani ke fakahoko.
2. Fakalelei'i mo fakamalohia e 'iuniti fengāue'aki 'a e Pule'anga pea mo e Pisinisi Taautaha (PPP).
3. Fakalelei'i hono siofi mo tokanga'i e ngaahi poloseki 'a e Potungāue pea mo e Ngaahi Kautaha Pisinisi 'a e Pule'anga.
4. Fokotu'u totonu ha Kautaha Pisinisi fo'ou.
5. Fakalelei'i e ngāue 'a e Kautaha Pisinisi (Fakatou'osi e me'a fakapa'anga mo e me'a kehe)
6. Fakalelei'i 'o e tu'utu'uni ki hono pule'i 'o e Ngaahi Kautaha Pisinisi, mo e ngaahi tu'utu'uni fakangāue kehe.
7. Fakalelei'i e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u.
8. Fakalelei'i e fakahoko ngāue 'a e ngaahi 'ofisi 'i he 'otu motu.
9. Hokohoko atu hono fakalelei'i e ngaahi taukei mo 'ilo 'a e kau ngāue.
10. Hokohoko atu hono fakalelei'i e founa fili 'o e kau talekita mo hono fa'u 'o ha ngaahi poate lelei mo ola lelei

Ko e timi fakahoko ngāue mo e kau ngāue 'a e Potungāue 'oku nau ngāue fetakinima ke solova, muimui ofi mo sivilivi'i 'a e ngaahi fokotu'utu'u kotoa pe pea mo e ngaahi taumu'a kotoa 'a e Pule'anga, Minisitā mo e ngaahi Kupu Fengāue'aki ke fakahoko lelei.

Malo 'aupito,



Mr. Sione Pulotu 'Akau'ola

'Ofisa Pule Ngāue 'o e Potungāue ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga.

1. Fakamatala kongokonga Lalahi 'o e Palani

1.1. Mafai Fakalao mo e Ngaahi Tu'utu'uni

Ko e fakahoko fatongia 'a e Potungāue 'oku tataki mo fakalao'i 'e he Lao ki he ngaahi Pisinisi 'a e Pule'anga. 'Oku fakaha mahino ai 'a e tefito'i fatongia 'o e Potungāue, ko e mafai pea mo e pule 'oku na vahevahe pea mo e Kapineti.

'I he lao Fakatonutonu ki he Ngaahi Pisinisi, ko e Minisitā ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga 'a e fakafongia 'o e Pule'anga Tonga ko e ma'u 'inasi 'i he ngaahi tupu 'i he pisinisi (Ngaahi Pisinisi 'a e Pule'anga). Ko e ngaahi Kautaha pisinisi 'a e Pule'anga 'oku nau tufaki ki he ngaahi sekitoa 'oku fiema'u vivili (ma'u'anga 'uhila, ma'u'anga vai pea mo e hiko veve), fefononga'aki (vava pea mo tahi), fetu'utaki (telefoni pea mo e ngalu'ea), pea mo e ngaahi me'a kehe. 'Oku fakafou 'i he Potungāue 'a e ma'u 'inasi 'i he Ngaahi Pisinisi 'a e Pule'anga pea mo 'enau faka'amu ke:

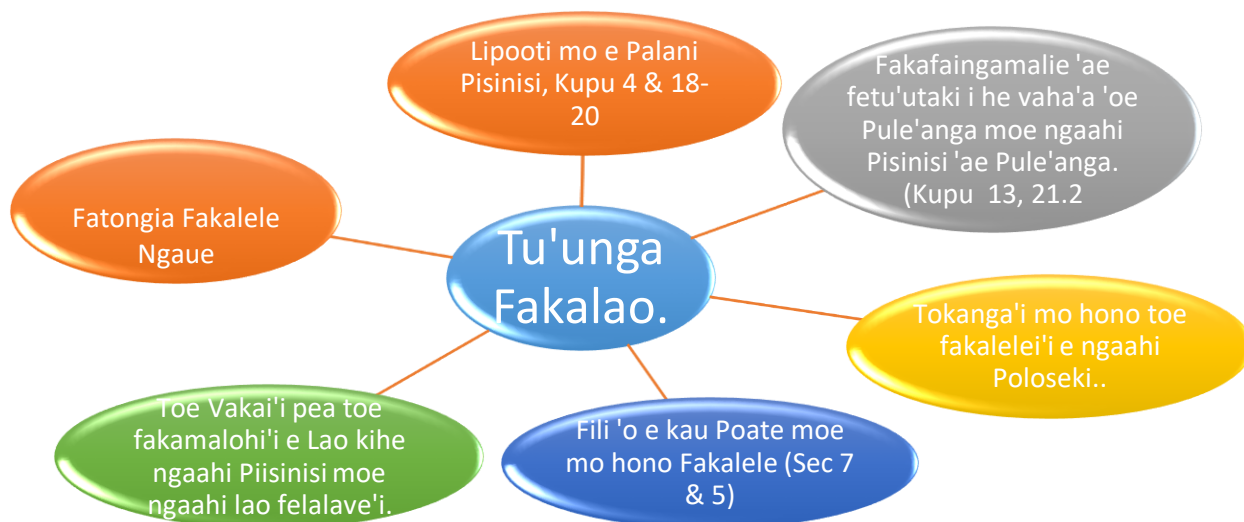
1. Kupu 4: Fakapapau'i 'oku faipau 'a e ngaahi Pisinisi 'a e Pule'anga ki he tefitoi taumu'a hono fokotu'u, ke ma'ui'ui pea tupu fakapa'anga 'o fakafehoanaki mo e ngaahi pisinisi taau taha.

Fakahoko lelei 'a e Fakahoko Ngāue fakatatau kihe fiema'u Kakai.

2. Kupu 12: Ko hono Fakamafai'i 'a e Vahenga 'o e kau Talekita.
3. Kupu 14: Ko hono Fili pea mo hono fakangata 'a e fakahoko ngāue 'a e Kau Talekita 'o e Ngaahi Pisinisi.
4. Kupu 22: Ma'u, 'Analaiso, Lipooti ki he Kapineti pea mo hono paaki 'a e Lipooti Fakata'u 'o e Ngaahi Pisinisi 'a e Pule'anga.
5. Kupu 18: Palani Pisinisi,
6. Kupu 19-20 & 22: Fakapapau'i 'oku faipau kihe ngaahi fiema'u 'a e Lipooti 'o fakatatau kihe lao 'a e Ngaahi Pisinisi 'a e Pule'anga.
7. Kupu 21(2): Tali 'a e Tu'utu'uni ki he Tiviteni 'a e Ngaahi Pisinisi 'a e Pule'anga.
8. Kupu 26: Fakapapau'i 'a hono Fili 'a e 'Ofisa Pule Lahi ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga.

'Oku fakafou 'i he Potungāue, ko e tokotaha ma'u 'inasi ke ne fakamamafai'i 'a e ngaahi tu'utu'uni pea mo e tu'unga ke ne faka'ai'ai 'a e lelei 'o e pa'anga fakafoki mei he ngaahi 'inivesimeni 'a e ngaahi pisinisi ka 'i he taimi tatau 'oku ne fakapapau'i 'oku fakalalakaka, lelei 'aupito pea mahu'inga malie ki he pisinisi koia 'oku ne tauhi hono vā ngāue pea mo e kakai .

Fakatātā 1: Tu'unga Fakalao 'a e Potungāue



1.2. Ngaahi Hoa Ngāue

‘Oku lahi ‘a e ngaahi hoa ngāue ‘a e Potungāue, ko e ngaahi hoa ngāue kotoa pe ‘oku ‘i ai ‘enau ngaahi fekauaki. ‘Oku fakaikiiki kinautolu ‘i he Tepile 1. ‘I he ngaahi fekumi ki he ngaahi me‘a ‘oku ‘ikai ke mau lava ‘o tala mo e ngaahi hoa ngāue ‘oku mau fekau‘aki mo ‘enau ngaahi ngāue ‘oku tefito mei ai ‘emau ngaahi fokotu‘utu‘u fakangāue.

Ko e fe‘ilongaki ‘a e ngaahi fiema‘u mo e felalave‘i ‘a e ngaahi hoa ngāue mo e Potungāue, ‘oku ne ‘omi ‘a e ngaahi tefito‘i fakakaukau hono fokotu‘utu‘u ko ‘eni. Ko e fiema‘u ‘a e ngaahi hoa ngāue ‘oku ne teke ai ‘a e ngaahi va‘a mo e ngaahi polokalama takitaha ke fakakakato mo fakahoko ‘a e fiema‘u koia. ‘I he‘ene pehee ‘oku fakalao‘i ‘o felave‘i mo e vahevahe ‘o e patiseti ki hono poupou‘i kinautolu. Ko hono fakahoko e tokanga‘i ‘o e kupu hoa Ngāue, hoa he ngāue pea tauhi mo e ngaahi lao mei he ngaahi hoa ngāue mei tu‘a.‘Oku fiema‘u ke mahulu hake ‘i he fengāue‘aki mo e palani fakalukufua ‘a e potungāue .

Tepile 1: Ngaahi Kupu Fekau‘aki ‘oku fengāue‘aki pea mo e Potungāue

Ngaahi Kupu Fekau‘aki	Kasitoma ‘a e MPE	(Supplier) ‘a e MPE	Hoa Ngāue mo e MPE	Meitu‘a mei he MPE
Kapineti	Fale‘i, Fokotu‘u, Fakamatala	Tu‘utu‘uni	Fakahoko pea aonga ‘aupito kihe Pule‘anga.	Tu‘utu‘uni
Falealea	Fale‘i, Fokotu‘u, Fakamatala	Tu‘utu‘uni, Lao.	Fakahoko pea aonga ‘aupito kihe Pule‘anga	Tu‘utu‘uni
Potungāue/Ngaahi Va‘a/Kau fakafofonga	Fale‘i, Tataki, Fakahinohino, Fakamatala	Fakamatala	Fakahoko pea aonga ‘aupito kihe Pule‘anga	Meitu‘a mei he PMO, PSC – Polisi mo e fakahoko Ngāue.
Pisinisi ‘a e Pule‘anga	Fale‘i, Tataki, Fakahinohino, Fakamatala	Fakamatala	Fakahoko pea ‘aonga ‘aupito kihe Pule‘anga, Tokonii ‘e he Palani Fakafonua.	
Pisinisi Taautaha	Fale‘i, Tataki, Fakahinohino, Fakamatala	Teuteu‘i e Koloa Fakatau, totongi ngāue, pa‘anga ke totongi.	Poupou ki he Palani Fakafonua, Fakalakalaka faka‘ekonomika.	
Ngaahi Siasi/Kautaha Fakafonua/ Katuaha ‘a e Kakai	Fale‘i, Tataki, Fakahinohino, Fakamatala	Totongi e Koloa mo e ngāue,	Poupou ki he Palani Fakafonua, Ngāue Fakakolo, ako, mo‘ui	
Kakai ‘o e Fonua	Fale‘i, Tataki, Fakahinohino, Fakamatala	Totongi e Koloa mo e ngāue	Poupou ki he Palani Fakafonua	Launga, Tangi
Hoa Ngāue ki he Langa Fakalakalaka	Fale‘i, Tataki, Fakahinohino, Fakamatala	Tokoni kihe Fakalakalaka mo e Fale‘i.	Fakahoko e Tokoni kihe Ngaahi Pisinisi mei he ngaahi polokalama fakapa‘anga.	Meitu‘a mei he mau ‘o e ngaahi pa‘anga Poloseki kihe ngaahi Pisinisi ‘a e Puleanga, Tokanga‘l fakalukufua e fakahoko ngāue.

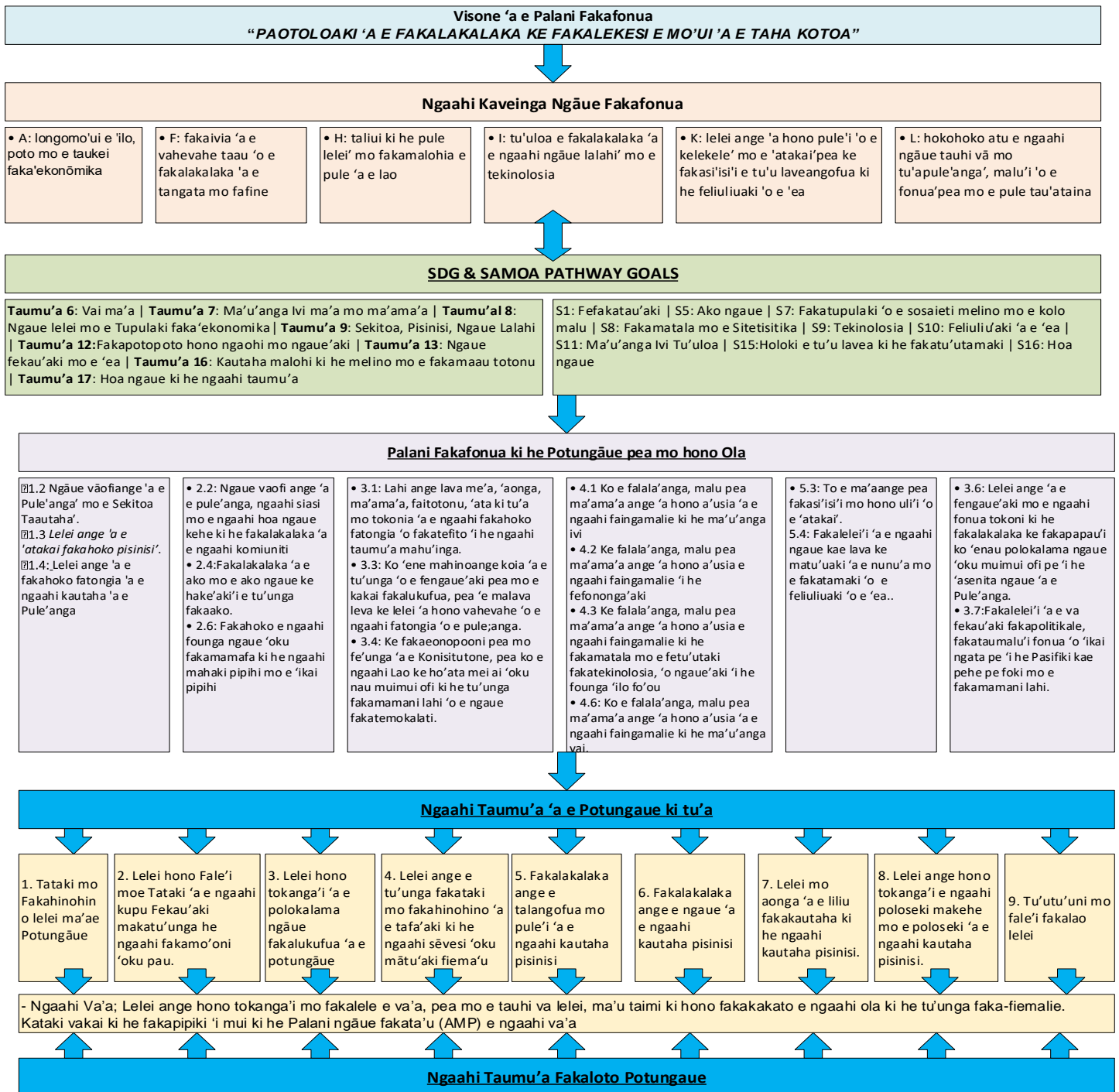
1.3. MAPE FAKAHINOHINO KI HE OLA E FAKAHOKO NGĀUE 'A E POTUNGĀUE

Ko e Mape Fakahinohino ni 'a e potungāue 'oku hā 'i Lalo. 'Oku fakahā mai 'a e ngaahi levolo kehekehe 'o felave'i mo e Palani Fakalukufua 'a e Pule'anga .

'I he feinga ke maa'usia 'a e palani taimi loloa 'oku 'i ai 'a e ngaahi sitepu ke ngāue'i 'i he vaha'a 'o e Potungāue mo e ola fakalukufua (Impact) 'oku tau ngāue'i. Ko e mape Fakahinohino ni 'oku fakakongakonga kihe ngaahi va'a kehekehe ki hono tokanga'i 'o kau ai 'a e ngaahi ngāue mo e ngaahi 'ola taimi nounou, taimi loloa pea mo e Ola fakalukufua kihe Fonua.

Pea ko e Palani Fakalukufua 'a e Potungāue 'oku fokotu'utu'u ai 'a e anga hono fa'u 'o e Mape Fakahinohino ni. Ko e Pepa ni 'oku 'oatu ai 'a e Fakanounou mo e fakaikiiki 'o e Palani Fakalukufua mo e pepa Patiseti 'a e Potungāue.

Fakatātā 2: Ko e Mape Faifolau 'a e Potungāue 'oku hā ai 'ena felave'i mo e Palani Fakalukufua



1.4. PALANI FAKAFONUUA/ TAUMU'A FAKALAKALAKA TU'ULOAA

Palani Fakalalakaka Fakafonua 'a Tonga

'I he Fakahoko Ngāue 'a e Potungāue oku tataki ia he Fa'unga Palani Langa Fakalalakaka 'a Tonga II 2015-2025. **Ke PATOLOAKI 'a e Fakalalakaka ke Fakalekesi 'a e mo'ui 'a e taha kotoa.** Ka ko e Moto 'o e Fonua' 'oku kei ma'olunga taha pe ia 'i hono tataki kitautolu 'i he'etau lalaka ko ia 'i he maama 'o e Visone kuo fokotu'u'. **KO E 'OTUA MO TONGA KO HOKU TOFI'A.**

Visone 'a e Pule'anga

"PAOTOLOAKI 'A E FAKALAKALAKA KE FAKALEKESI E MO'UI 'A E TAHA KOTOA".

Pea fokotu'u leva 'e he pule'anga 'a e potungāue, ke poupu kihe Minisitā ko e fakafongia ia 'o e Pule'anga mo e ma'u'inasi 'ihe ngaahi Pisinisi 'a e Pule'anga. Fakatatau kihe ngaahi lao 'o e ngaahi Pisinisi, ko e fiema'u 'a e Palani fakalalakaka 'a Tonga mo e ngaahi fiema'u vivili 'a e Pule'anga 'oku fakahā'i ai.

'I he Pule'anga 'oku kei hokohoko atu pe 'enau polokalama fakalelei kihe ngaahi sekitoa, pea 'oku ngāue 'a e Potungāue kihe ngaahi Pisinisi ke poupu kihe ngaahi polokalama kotoa ke tokoni ke tu'uloa 'a e fakalalakaka faka'ekonomika 'a e Fonua. Ko e fakahoko fatongia ke maa'usia 'i he ngāue lelei'aki 'a e koloa 'a e kakai ke fakatupulekina 'a e tu'umalie mo e fakhoko lelei 'a e fatongia pea ke poupu 'a e ngaahi kautaha fakafaituitui ke hoko ko e misini ia kihe fakalalakaka faka'ekonomika. 'Oku tefito ia 'i he tataki 'e he Potungāue mo e vā fengāueaki mo e ngaahi piisinisi 'a e pule'anga'anga mo e ngaahi kupu fekau'aki.

'I he mafai Fakalao kuo tali 'e he falealea mo e Palani Fakafonua II; 'oku kau atu mo e ngaahi lao mo e Ngaahi Palani i Lalo ki he fakahoko Fatongia 'a e Potungāue

- Palani Fakafonua II.
- Palani Fakalalakaka Tu'uloa.
- Ngaahi Fiema'u Vivili 'a e pule'anga.
- Lao Kihe Ngaahi Pisinisi 'a e Pule'anga, (Fakalelei 2016).
- Lao 'o e Ngaahi Kautaha, Lao 1995.

'Oku hanga 'e he Potungāue 'o fakafelave'i 'a 'enau ngaahi taumu'a pea mo e visone 'a e Pule'anga oku ha 'i 'Olunga.

Ko 'emau Visone

Ke hoko ko ha Potungāue 'oku takimu'a 'i hono faka'ai'ai, tokoni'i, fakalotolahi'i 'a e fakahoko ngāue 'a e ngaahi Pisinisi 'a e Pule'anga.

Ko 'emau Misiona

1. Tokoni'i 'a e ngaahi Pisinisi 'a e Pule'anga ke Tupu pea Tu'uloa mo tokoni kihe Pa'anga Hū mai 'a e Pule'anga.
2. Fakapapai'i 'oku fakahoko fakalelei 'enau fakahoko ngāue 'o fakatatau kihe fiema'u 'a e kakai 'o e Fonua.
3. Teuteu'i e ngaahi fakalelei mo e ngaahi fakafou kihe ngaahi Pisinisi 'a e Pule'anga kapau e fiema'u.
4. Fakapapai'i 'a e ngaahi OLA mei he ngaahi Pisinisi 'a e Pule'anga mo e ngaahi tu'utu'uni 'o fakatatau kihe ngaahi Fiema'u Vivili 'a e Pule'anga.

Ko 'emau tefito'i 'ulungāanga mahu'inga (core values)

'Oku tokoni 'a e ngaahi tefito'i 'ulungāanga mahu'inga ko 'eni ke tataki ma'u pe 'a e tokotaha ngaue mo e potungaue 'i hono lava'i 'enau ngaahi taumu'a, 'i ha founga 'oku makatu'unga 'i ha fa'unga 'oku lelei mo tonu

1. Angatonú mo faitotonú - 'Oku hoko hono langa hake ha pisinisi 'i he fakava'e 'o e faitotonú mo e angatonú ko ha founga loloa ki hono langa hake ha vā fetu'utaki malohi mo falala'anga mo e kau ngāue, kupu fekau'aki, mo e kasitomā.
2. Faka'apa'apa - 'Oku 'uhinga hono faka'apa'apa'i 'o e kau ngāue kotoa pe ke faka'apa'apa'i 'enau ngaahi totonu fakafaituitui, to'o 'a e filifilimanako, 'o tatau ai pe pe 'oku makatu'unga 'i he tui fakalotu, tui, matakali, tangata pe fefine, pe faingata'a'ia fakaesino.
3. Fakakaukau fo'ou ('ikai fa'ifa'itaki) - 'Oku poupu'i 'a e kau ngāue ke nau longomo'ui pea ma'u ha ngaahi fakakaukau fo'ou te ne lava 'o liliu ki ha ngaahi naunau/ngāue lelei ki he potungāue.
4. Loto vilitaki - Ko e ngaahi potungāue 'oku ne ma'u 'a e tefito'i mo'oni ko 'eni ko e taha 'o honau ngaahi tefito'i 'ulungāanga mahu'inga 'oku nau feinga ke 'omi ha fakava'e longomo'ui ki he'enu kau ngāue, 'a ia te nau lava ai 'o vakai'i 'enau mohu founga mo e taukei pea toe fakalalakaka ange kinautolu.

1.4.1. Tokoni'i 'e he Ola Fakapotungāue 'a e Ngaahi Ola Fakafonua mo e Palani Fakalalaka Tu'uloa

'I he Palani Fakalalaka Fakafonua II 2015 – 2025, na'a mau to'o 'a e ngaahi me'a ko 'eni 'oku fekau'aki mo e Potungāue pea mo e PEs 'i he ngaahi tu'unga kehekehe 'o e mahu'inga (mahu'inga 'aupito (MA), mahu'inga lelei (ML), mahu'inga fakakonga (MK)), 'a ia 'oku toe fenapasi foki mo e taumu'a fakalalaka tu'uloa (SDG) 2015 – 2025 mo e ngaahi taumu'a 'o e hala SAMOA 'oku hā atu 'i he tepile 'i lalo. 'Oku toe fakahā'i foki 'e he tepile 'i lalo 'a e founa 'oku tokoni ai 'a e palani ngāue 'a e Potungāue ki he ngaahi ola mo e ngaahi taumu'a ko ia 'i he ngaahi tafa'aki pau ko 'eni:

Tepile 2: Tokoni 'a e Potungāue ki he ngaahi ola 'i he Palani Fakafonua mo e ngaahi taumu'a fakalalaka tu'uloa.

Ola –Palani Fakafonua	Taumu'a Fakalalaka Tu'uloa & Hala SAMOA	Ngaahi Taketi mo e Me'afua	Fiema'u Mahu'inga 'a e Pule'anga	Tu'unga 'o e Mahu'inga	Ola 'a e Potungāue
A	OO1.2	Taumu'a 8: Ngāue lelei mo e Tupulaki Faka'ekonomika S1: Fefakatau'aki	Fiema'u vivili 4: Fakalalaka faka'ekonomika	Mahu'inga 'aupito (MA)	Ola 5, 6, 7, 8
	OO1.3			Mahu'inga lelei (ML)	Ola 5, 6, 7, 8
	OO1.4			MA	
F	OO2.2			Mahu'inga konganga pe (MK)	Ola 3, 5 & 9
	OO2.4			MK	
	OO2.6			MK	
H	OO3.1			ML	Ola 1, 2, 3, 5 & 6
	OO3.3			MK	
	OO3.4			MK	
I	OO4.1	Taumu'a 6: Vai Ma'a Taumu'a 7: Ma'u'anga Ivi ma'a mo ma'ama'a Taumu'a 9: Sekitooa, Pisinisi, Ngāue Lalahi S9: Tekinolosia S11: Ma'u'anga Ivi Tu'uloa	Fiema'u vivili: Fakaakeake kaukaua mo tu'uloa Fiema'u vivili: Ngaahi Ngāue Lalahi (pea tefito 'i he fakalalaka 'o e Hala)	MA	Ola 5, 6, 7, 8
	OO4.2				MA

			<p>7a: Fakautuutu 'a e fengāue'aki fakamamani lahi 'i ha fa'unga ma'u'anga ivi mo tekinolosia 'oku ma'a</p> <p>7.a.1: Ko e tafe 'a e ngaahi pa'anga fakavaha'apule'anga kihe ngaahi Fonua langalanga hake ki he tokoni'l 'a e ma'u'angaivi ma'a mo e fekumi mo e fakalalaka</p> <p>7b: Fakalalaka e ngaahi langa lalahi mo e tekinolosia ki hono tufaki 'a e ma'u'anga ivi onopooni mo tu'uloa.</p> <p>7.b.1: Konga 'oku tanaki mai mei he ma'u'anga ivi ki he ngaahi pisinisi fakalotofonua.</p>			
	OO4.3		<p>9.1: Fa'u ha ngaahi fa'unga 'oku toe lelei ange, falala'anga, tu'uloa mo malohi</p> <p>9.1.2: Tokolahi e kau pasese mo e ngaahi Uta i he ngaahi me'a ngāue fefononga'aki</p> <p>9a: Fakafaingofua'i 'a e fa'unga tu'uloa mo malohi 'o fakafou 'i hono fakalahi e tokoni fakapa'anga, fakatekinolosia mo fakatekinikale</p> <p>9.a.1: Fakakatoa 'o e tokoni fakavaha'apule'anga faka'ofisiale (tokoni ki he fakalalaka faka'ofisiale, fakataha mo e ngaahi tafe faka'ofisiale kehe) ki he langa lalahi</p> <p>9c: Fakalahi e lava ke ma'u e fakamatala mo e tekinolosia ki he fetu'utaki</p> <p>9.c.1: Tokolahi e kakai 'oku a'u kiai netiueka initaneti</p>	MA	Ola 5, 6, 7, 8	
	OO4.6		<p>9.a.1: Fakakatoa 'o e tokoni fakavaha'apule'anga faka'ofisiale (tokoni ki he fakalalaka faka'ofisiale, fakataha mo e ngaahi tafe faka'ofisiale kehe) ki he langa lalahi</p> <p>9c: Fakalahi e lava ke ma'u e fakamatala mo e tekinolosia ki he fetu'utaki</p> <p>9.c.1: Tokolahi e kakai 'oku a'u kiai netiueka initaneti</p>	MA		
K	OO5.3	<p>Taumu'a 12: Fakapotopoto hono ngaohi mo ngāue'aki</p> <p>Taumu'a 13: Ngāue fekau'aki mo e 'ea</p> <p>S10: Feliuliu'aki 'a e 'ea</p>	<p>12.4: Fakapotopoto hono tokanga'i e ngaahi kemikale pea mo e ngaahi 'uli kehe</p> <p>12.4.2: (a) Veve fakatu'utamaki 'oku fa'u 'e he tokotaha; and (b) Tokolahi 'o e veve fakatu'utamaki 'oku ngaohi, fakatatau ki he founa 'oku ngāue'aki</p> <p>12.5: Fakasi'isi'i e veve 'oku fa'u</p> <p>12.5.1: Vave hono toe faka'aonga'i fakafonua e veve, lahi 'o e veve 'oku toe faka'aonga'i</p>	Fiema'u vivili: Fakaakeake kaukaua mo tu'uloa	MA	Ola 5, 6, 7, 8
	OO5.4	<p>S15: Holoki e tu'u lavea ki he fakatu'utamaki</p>	<p>13.1: Fakamalohia e malava ke feliliuaki fakatatau ki he fakatamaki felave'i mo e 'ea.</p> <p>13.1.2: Lahi 'o e ngaahi fonua 'oku nau ohi mo fakahoko 'a e ngaahi founa ke fakasi'isi'i 'a e tu'u lavea fakafonua ki he ngaahi fakatu'utamaki 'o fakatatau mo e fa'unga Sendai ki hono fakasi'isi'i 'a e tu'u lavea ki he fakatu'utamaki 2015 – 2030</p>		ML	Ola 4
L	OO3.6	<p>Taumu'a 17: Hoa ngāue ki he ngaahi taumu'a</p>	<p>17.6: Fakalahi e faingamalie hū ki he saienisi, tekinolosia, pea mo e liliu fakaeonopooni.</p> <p>17.6.2: Totongi ki he 'initaneti tu'uma'u, fakakalasi ki he 'ene vave</p>		MK	Ola 5, 6, 7, 8
	OO3.7	<p>S16: Hoa ngāue</p>	<p>17.8: 'Ai ke lava 'o faka'aonga'i e tekinolosia tokoni</p> <p>17.8.1: Tokolahi 'o e tokotaka fakafo'ituitui pe famili 'oku ngāue'aki e 'initaneti</p>		MK	

'I hono fakatahataha'i ko ia 'e he'emaui Potungāue 'a e ngaahi fatongia kotoa ki he tefito'i ola 'e 6 ki tu'a, kuo pau ke mau fai kae lava ke a'usia 'a e ngaahi ola 'e hongofulu ma fitu (17) mei he palani fakafonua (7 mahu'inga 'aupito, 3 mahu'inga lelei & 7 mahu'inga konga pe), pea mo e taumu'a fakalalakaka tu'uloa 'e hiva (9) 'oku fakahā atu 'i 'olunga

1. Lelei hono fale'i mo e tataki 'a e ngaahi kupu fekau'aki he ngaahi fakamo'oni 'oku pau
2. Lelei ange e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u
3. Fakalalakaka ange e talangofua mo pule'i 'a e ngaahi kautaha pisinisi
4. Fakalalakaka ange e ngāue 'a e ngaahi kautaha pisinisi
5. Lelei mo 'aonga 'a e liliu fakakautaha ki he ngaahi kautaha pisinisi
6. Lelei ange hono tokanga;i e ngaahi poloseki makehe mo e poloseki 'a e ngaahi kautaha pisinisi

'Oku toe fakaikiiki ange 'a e ngaahi OLA fakapotungāue 'i he fakama'opo'opo 'o e Potungāue (Ministry Overview).

1.4.2. Fiema'u Vivili 'a e Pule'anga, Palani Fakasekitoa, Vahefonua & Fakalalakaka 'a e Ngaahi Kolo

'Oku poupou'i 'a e visone fakafonua 'aki hano fakamu'omu'a 'o e ngaahi 'elia mahu'inga 'e fitu (7) ke fakamu'omu'a hono fakahoko 'e he ngaahi potungāue 'o fakafou 'i he'enu palani ngāue mo e patiseti. Ko e ngaahi 'elia mahu'inga ko 'eni 'oku fakalalakalasi ia ki he tafa'aki 'e tolu (3):

- A. Tokanga ki he kakai
 1. Fakalalakaka fakaemo'ui lelei
 2. Faito'o konatapu mo e malu'i fakafonua
 3. Fakalalakaka fakaako
- B. Fakaakeake faka'ekonomika
 4. Fakalalakaka mo fakaakeake faka'ekonomika
- C. Malohi mo kaukaua
 5. Fakaakeake kaukaua mo tu'uloa
 6. Fakalalakaka ngāue lalahi
 7. Liliu fakapule'anga

'Oku poupou foki 'a e Potungāue ki he ngaahi 'elia 'oku fiema'u 'e he Pule'anga kae tefito 'i he ngaahi 'elia 'oku lisi 'i lalo .

4. Fakalalakaka faka'ekonomika

➤ **Toe vakai'i e fa'unga 'o e ngaahi kautaha pisinisi:**

Ko e ngāue mahu'inga ki hono toe vakai'i e tu'utu'uni ki he ngaahi kautaha pisinisi 'oku kei lolotonga hokohoko atu pe, 'a ia 'oku hokohoko atu e ngāue vaofi 'a e Potungāue mo e ngaahi kautaha pisinisi, ke fakapapau'i 'oku nau a'usia e ngaahi taumu'a 'a e pule'anga pea mo ma'u ha tupu.

5. Fakaakeake kaukaua mo tu'uloa

➤ **Ma'u'anga ivi, Feliliuaki 'a e 'ea pea mo e Fakasi'isi'i 'a e tu'u lavea ki he ngaahi faingata'a fakanatula**

'Oku fengāue'aki fakataha 'a e Potungāue mo e taha 'a e ngaahi Pisinisi 'a e Pule'anga', Kautaha 'Uhila 'a Tonga ke fakapapau'i ko e ngaahi poloseki ma'u'anga ivi fakaenatula, mo e ngaahi poloseki ma'u'angaivi fakaenatula makehe 'oku fakahoko lelei, ko hono 'uhinga ke 'omai ha totongi 'uhila 'oku ma'ama'a fe'unga ki he kakai.

➤ **Tokateu ke toe langa lelei ange**

Ko e potungāue ko e taki ia he tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u, 'a ia 'e fengāue'aki mo e ngaahi tafa'aki kehe mo e ngaahi kupu fekau'aki, ke fakamalohia e tu'utu'uni ki he fakatu'utamaki mo e feliliuaki e 'ea, taliangi mo e ngaahi me'a 'e malava ke fakahoko.

6. Ngaahi Ngāue Lalahi (pea tefito ihe fakalalakaka 'o e Hala)

➤ Fakalahi 'a e Uafu Kuini Salote .

Ko e teuteu kihe fakalahi 'o e Uafu Kuini Salote oku lolotonga lele he taimi ni pea 'oku 'i ai e 'amanaki ke fakahoko 'i Tisema 2020 pea 'oku fakapa'anga ia 'e he Pangike 'Esia. Ko e teuteu ko 'eni 'oku 'i he malumalu 'o e naunau ngāue 'o e fefononga'aki'. Ko e poloseki ko 'eni 'oku fakahoko ia 'i he ta'u 'e 2 ki he 4.

➤ Fokotu'u 'o e pa'anga ki hono tokanga'i 'o e hala & polokalama malu'i 'a e ngāue lalahi.

'I hono fakamu'omu'a 'o e fakalalakaka ki he hala mo e ngāue lalahi, 'oku tukupa 'a e pule'anga ke 'omi ha vahevahe pau ki hono tokanga'i e hala mo e ngāue lalahi 'i he malumalu 'o e Lao fo'ou ki he hala 2020, 'o tanaki ki hono fokotu'u 'o ha Ma'u mafai ki he fefonga'aki he hala, ke ne tokanga'i 'a e ngāue lalahi kotoa pe 'oku fekau'aki mo ia. 'Ikai ngata ai, 'oku fakahoko 'a e fokotu'utu'u e polokalama malu'i 'i he ngaahi kongia i) Tu'utu'uni ki hono tokanga'i 'o e koloa kuo fakangofua; ii) fakamahu'inga'i e ngaahi koloa 'a e pule'anga; iii) vakai'i ha ngaahi founa malu'i kehekehe. 'Oku kau 'i he ngaahi founa kehe 'a e fekumi ki ha ngaahi polokalama malu'i 'oku lolotonga ngāue'aki, hange koia 'oku ngāue'aki 'e Singapoa. Ko e ngaahi ngāue ko 'eni ke fakapapai'i 'oku kaukaua mo tu'uloa hono tokanga'i e ngaahi ngāue lalahi 'a e Fonua 'aki ha pa'anga fe'unga mo ha ivi fe'unga.

➤ Tokoni 'a e pule'anga (ki he totongi vakapuna, vaka tahi, 'Uhila)

'Oku poupu'i 'e he pule'anga hono fakalalakaka 'o e sekitoa ngāue lalahi 'i he tokoni fakapa'nga ke poupu'i 'a e fakamole ki he fefolau'a 'i he 'ea mo tahi ki he 'otu motu.

- Oku lolotonga tokoni'i 'e he Pule'anga 'a e fefolau'aki 'i he 'ea fakafou 'i hono fua 'a e fakamole 'o e fefolau'aki vakapuna ki he ta'u 'e 12 mei Vava'u ki he Ongo Niua. 'Oku toe tokoni'i pe 'e he Pule'anga mo e fakamole ki he fefolau'aki vaka tahi ki he Ongo Niua.
- Ko e vahevahe 'o e pa'anga 'i he ta'u fakapa'anga 2019/2020 na'e kamata'i ia ke tokoni ki he fakamole 'o e fefolau'aki vakatahi ki he ngaahi motu 'o Ha'apai.
- 'I tongatapu pea mo e 'Otumotu tukukehe 'a Niua hanga 'e he pule'anga 'o tokonii 'a e totongi ma'ama'a kihe 'Uhila pea mo hono fakalelei'l 'a e ngaahi maama hala.
- Hokohoko atu pe tokoni ki he fefolau'aki vakatahi ki 'Eua.

2. Fakalukufua 'o e Potungāue

2.1. Ola 'a e Potungāue – Ola mahu'inga mo e ola kei hokohoko atu pe

Hange ko ia 'oku hā 'i he konga Palani Fakafonua/Taumu'a fakalalakala tu'uloa 'i 'olunga, kuo mau fakalelei'i he taimi ni 'a e ola 'a e potungāue ki ha ngaahi polokalama kehekehe pea fakataha'i mo ha ngaahi ola pau 'oku nau fengāue'aki fakataha kae lava ke a'usia 'a e ngaahi taumu'a kotoa mo e ola fakafonua. 'Oku fakamamafa'i 'e he polokalama takitaha 'a e ngaahi ola 'a e ngaahi va'a takitaha 'a e potungāue.

Polokalama 1 – Tataki ('Ofisi 'o e Minisitā & 'Ofisi 'o e Pule Lahi e Ngāue) + Va'a ki he Tokanga'i kau Ngāue

Polokalama 2 – Va'a ki he Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti

Polokalama 3 – Va'a ki he Liliu Fakakautaha mo e Ngaahi Poloseki Makehe

Polokalama 4 – Va'a ki he Lao mo e Tu'utu'uni

'E ngāue fakataha 'a e ngaahi va'a 'e fa (4) 'o e potungāue ke a'usia 'a e ngaahi ola mahu'inga 'i he ta'u 'e tolu hono hoko:

1. Fakakakato e ngaahi liliu fakafa'unga ki he ngaahi kautaha pisinisi 'oku kei fakahoko mo palani'i ke fakahoko (fakatupu ha tokoni ki he patiseti 2019/2020)
2. Fakalelei'i mo fakamalohia e tafa'aki fengāue'aki 'a e pule'anga mo e kautaha taautaha (PPP unit) (fakatupu ha tokoni ki he patiseti 2019/20)
3. Fakalelei'i hono tokanga'i 'o e ngaahi poloseki 'a e potungāue mo e ngaahi kautaha pisinisi
4. Fokotu'u totonu ha Kautaha Pisinisi fo'ou
5. Fakalelei'i e ngāue 'a e Kautaha Pisinisi
6. Fakalelei'i 'o e tu'utu'uni ki hono pule'i 'o e Ngaahi Kautaha Pisinisi
7. Fakalelei'i e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u
8. Fakalelei'i e fakahoko ngāue 'a e ngaahi 'ofisi 'i he 'otu motu

Tepile 3: Ngaahi ola mahu'inga 'a e potungāue mo 'ene ngaahi me'afua

Ola mahu'inga ki he ta'u 3 hoko	Me'afua
1. Fakakakato e ngaahi liliu fakafa'unga ki he ngaahi kautaha pisinisi 'oku kei fakahoko mo palani'i ke fakahoko	<ul style="list-style-type: none"> • Fokotu'u ha kautaha kulupu • Liliu 'a e Poate Ma'u Mafai ki he Taulanga (PAT), Poate Vai 'a Tonga (TWB) & Komisoni Fakamafolalea 'a Tonga (TBC) mei he komisoni ki he kautaha pisinisi. • Fakakautaha'i 'a e Komisoni Fakamafolalea 'a Tonga (TBC)
2. Fakalelei'i mo fakamalohia e tafa'aki fengāue'aki 'a e pule'anga mo e kautaha taautaha	<ul style="list-style-type: none"> • Fakamo'oni ha ngaahi aleapau fengāue'aki 'a e kautaha pisinisi 'a e pule'anga mo e kautaha taautaha. (Poate Taulanga (PAT) & Kautaha 'Uhila (TPL) • Fokotu'u ha ngaahi tu'utu'uni mo ha founa ngāue ke ne sivi'i, tokoni'i, muimui'i mo fakafuofua'i e ngaahi fengāue'aki mo kautaha taautaha (PPP).
3. Fakalelei'i hono tokanga'i 'o e ngaahi poloseki 'a e potungāue mo e ngaahi kautaha pisinisi	<ul style="list-style-type: none"> • Fokotu'u ha ngaahi tu'utu'uni mo ha founa ngāue ke ne sivi'i, tokoni'i, muimui'i mo fakafuofua'i e ngaahi poloseki
4. Fokotu'u totonu ha Kautaha Pisinisi fo'ou	<ul style="list-style-type: none"> • Totonu hono fokotu'u ha kautaha pisinisi fo'ou pea mo lele lele
5. Fakalelei'i e ngāue 'a e Kautaha Pisinisi	<ul style="list-style-type: none"> • Fakalelei'i ngaahi founa ngāue ki hono vakai'i mo muimui'i e ngāue 'a e ngaahu kautaha pisinisi • Fakalelei'i e tu'unga fakakomesiale mo tu'uloa 'a e ngāue 'o e ngaahi kautaha pisinisi.
6. Fakalelei'i 'o e tu'utu'uni ki hono pule'i 'o e Ngaahi Kautaha Pisinisi	<ul style="list-style-type: none"> • Fakalelei'i e tu'utu'uni ki hono fili ha talekita
7. Fakalelei'i e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u	<ul style="list-style-type: none"> • Fokotu'u ha founa ngāue angamaheni 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC) • Fokotu'u ha palani ngāue 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC)
8. Fakalelei'i e fakahoko ngāue 'a e ngaahi 'ofisi 'i he 'otu motu	<ul style="list-style-type: none"> • Fakalelei'i e ngāue mo e lipooti mei he 'otu motu.

2.2. Fakakulupu 'a e Ngaahi OLA 'o e Potungāue 'i he ngaahi Va'a/ Polokalama

Tepile 4: Fakaikiiki ngaahi OLA Fakapotungāue.

Ngaahi Polokalama(s)	Ngaahi Ola Fakapotungāue	Ngaahi Ngāue/Founga Fakahoko	Va'a oku ne Tokanga'i
Polokalama 1.1 Tataki (Ofisi 'o e Minisitā & Ofisi 'o e Pule Ngāue)	1. Tataki mo Fakahinohino lelei ma'ae Potungāue.	1.1. Fokotu'utu'u ha ngaahi fokotu'utu'u fetu'utaki mo e kau ngāue 'oku mahino mo 'aonga. 1.2. Fai ha tu'utu'uni 'oku faitotonu, pau mo 'ikai fakapulipuli 1.3. Vahe totonu e ngāue pea mo fakaivia 'o e kau ngāue	*Ofisi 'o e Minisitā & Pule Ngāue (Taki) *Va'a Tokanga'i e kau ngāue *Va'a ki he Lao
	2. Lelei hono Fale'i moe Tataki 'a e ngaahi kupu Fekau'aki makatu'unga he ngaahi fakamo'oni 'oku pau.	2.1. Fakamatala taimi totonu mo tonu na'e fakahū ki he ngaahi kupu fekau'aki 2.2. Fai ha fale'i mo ha fakahinohino ki he ngaahi kupu fekau'aki	
Polokalama 1.2 Tokanga'i e kau ngāue	3. Lelei hono tokanga'i 'a e polokalama ngāue fakalukufua 'a e potungāue.	3.1. Lelei ange palani, vakai'i mo e lipooti 3.2. Fakalelei'i e founga pule'i 'o e kau ngāue 3.3. Fakalelei'i e founga tokanga'i fakapule 3.4. Fakalelei'i e founga tokanga'i 'o e me'a fakapa'anga 3.5. Fakalelei'i e founga tokanga'i 'o e me'a fakakomipiuta 3.6. Lelei ange fakahoko fatongia ki he kasitomā. 3.7. Lelei ange ngāue 'i he 'otu motu.	*Va'a Tokanga'i e kau ngāue (Taki) *Katoa e ngaahi va'a kehe
	4. Lelei ange e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC)	4.1. Fokotu'u mo fakamalohia e ngaahi founga fetu'utaki mo fengāue'aki 4.2. Fengāue'aki totonu 'o e palani, vakai'i mo e lipooti 'o e kau memipa 4.3. Ako ngāue ma'ae kau memipa 4.4. 'Alu ki he ngaahi fakataha angamaheni 'a e NEMO ko e taki 'o e tafa'aki (ESC) 4.5. 'Ilo'i mo fakatahataha'i e ngaahi ma'u'anga tokoni ki he ngaahi ngāue 'oku 'omi 'e he tafa'aki (ESC) pe ngaahi hoa ngāue mahu'inga kehe	
Polokalama 2: Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti	5. Fakalalakaka ange e talangofua mo pule'i 'a e ngaahi kautaha pisinisi	5.1. Fakamalohi'i ke talangofua ki he ngaahi fie ma'u fakalipooti 'o e Lao ki he ngaahi kautaha pisinisi, pea mo e tohi fekau ola 'a e 'Eiki Minisitā 5.2. Fakamalohi'i e pule'i lelei 'o e ngaahi kautaha pisinisi	*Va'a ki he Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti (Taki) *Katoa e ngaahi va'a kehe
	6. Fakalalakaka ange e ngāue 'a e ngaahi kautaha pisinisi	6.1. Taimi totonu, pau mo falala'anga 'a e ngaahi lipooti fakapa'anga mo e ngaahi lipooti 'analaiso 6.2. Taimi totonu, pau mo falala'anga 'a e ngaahi palani ngāue 'o e ngaahi kautaha pisinisi 'oku fenapasi mo e ngaahi palani ngāue 'a e pule'anga. 6.3. Fakalelei'i hono vakai'i mo muimui'i 'a e ngāue 'o e ngaahi kautaha pisinisi 6.4. Foaki pale 'o e ngaahi kautaha pisinisi	

Ngaahi Polokalama(s)	Ngaahi Ola Fakapotungāue	Ngaahi Ngāue/Founga Fakahoko	Va'a oku ne Tokanga'i
Polokalama 3: Liliu Fakakautaha mo e Ngaahi Poloseki Makehe	7. Lelei mo aonga 'a e liliu fakakautaha ki he ngaahi kautaha pisinisi.	7.1. Toe vakai'i mo fakahoko 'a e tu'utu'uni mahino mo 'aonga, founga ngāue, me'angāue mo e ngaahi founga ki hono liliu fakakautaha 'o ha kautaha pisinisi 7.2. Fa'u pe toe vakai'i mo fakahoko ha ngaahi founga ke muimui'i pe sivi'i e fakalelei fakakautaha 'oku fai. 7.3. Fokotu'u 'o ha kautaha pisinisi fo'ou	* Va'a ki he Liliu Fakakautaha (Taki) *Va'a ki he Lao *Va'a ki he Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti
	8. Lelei ange hono tokanga'i e ngaahi poloseki makehe mo e poloseki 'a e ngaahi kautaha pisinisi	8.1. Fokotu'u ha tu'utu'uni mahino mo 'aonga & founga ki hono fakalele 'o e tafa'aki fengāue'aki mo e kautaha taautaha (PPP), mo hono tokanga'i 'o e ngaahi poloseki. 8.2. Palani mo 'analaiso totonu 'o ha poloseki 8.3. Toe vakai'i mo fakalelei'i e ngaahi founga ki hono muimui'i mo sivi'i 'o e ngaahi poloseki	* Va'a ki he Liliu Fakakautaha (Taki) *Va'a ki he Lao *Va'a ki he Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti
Polokalama 4: Lao mo e Tu'utu'uni	9. Tu'utu'uni, fale'i mo e founga ngāue fakalao lelei	9.1. Toe vakai'i mo fakatonutonu 'a e lao, ngaahi tu'utu'uni & ngaahi aleapau 9.2. Fai ha ngaahi fale'i mo ha ngaahi founga ngāue 'oku fakapalofesinale mo totonu 9.3. Fakafofonga'i lelei ange 'a e pule'anga 'i he fakamaau'anga pea tokanga'i lelei e ngaahi me'a 'o e fakamaau'anga 9.4. Kuo fakamafai'i fe'unga ange 'a e ngaahi kautaha pisinisi pea mo e kau talekita, pea ako'i totonu 'a e kau ngāue 'i he va'a ki he lao	*Va'a ki he Lao (Taki) *Va'a ki he Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti

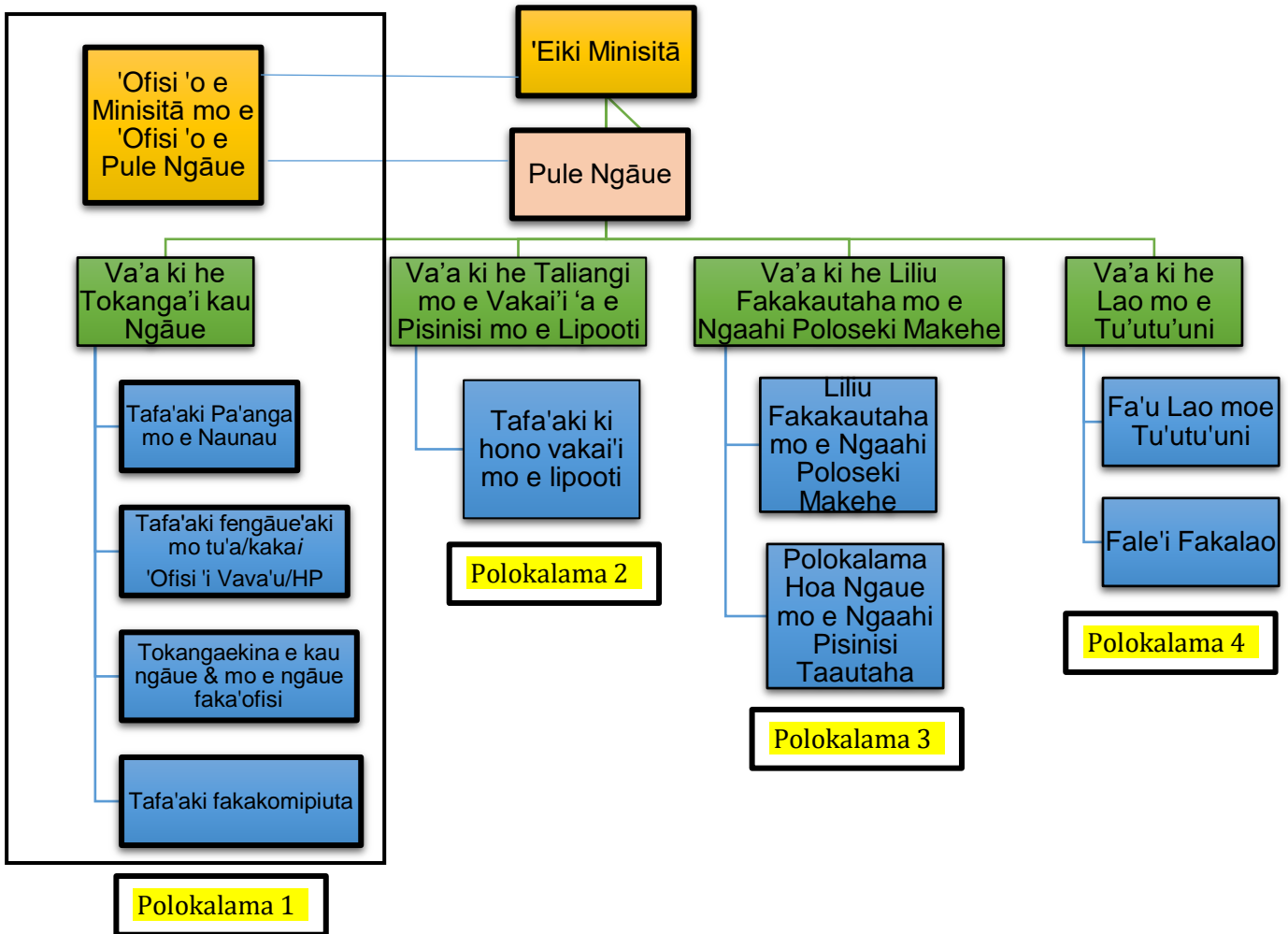
Vakai ki he Fakapipiki 4 ki ha ngaahi fakaikiiki lahi ange mo e vahevahe 'a e ngaahi ngāue 'oku hā atu 'i 'olunga, 'a ia 'oku ha 'i he Palani pule fakata'u.

2.3. Fa'unga 'o e Potungāue

'Oku mahu'inga pea 'oku fiema'u 'e he Potungāue ni ha ngaahi taukei mo ha tu'unga fakahoko fatongia ma'olunga ko e 'uhí ka e lava 'o a'usia e taumu'a kuo tuku mai he ngaahi ma'u mafai 'oku toe ma'olunga angé. 'Oku tō e fakamamafá ki hono fakapapau'i 'oku hōhoa mālie e fakahokohoko e tu'unga fa'unga 'o e Potungāue mo e ngāue pea mo e taumu'a 'oku fokotu'u ke ngāue'i .

Ko e ngaahi tefito'i taumu'a ngāue' kuo fokotu'u ia fakatatau mo e va'a taki taha pē polokalama taki taha, 'a ia na'e lava ai hono fokotu'u e fa'unga 'oku hā atu 'i he fakatātā fika 3 'i laló. Ko e 'Eiki Minisitāá 'oku ne pule'i fakalukufua ka ko e 'Ofisa Pule Ngāue (CEO) 'oku ne tokanga'i mo fakapapau'i 'oku fakahoko e ngāue. Ko e ngaahi Va'a taki taha leva 'oku 'i ai hono taki (DCEO) 'a ia ko e ngaahi tokoni ia ki he 'Ofisa Pule Ngāue. Ko e va'a fakakātoa 'e fā (4) 'a ia 'oku taki taha 'i ai 'ene polokalama pea 'oku nau lipooti ki he Pule Ngāue pea mei ai leva ki he 'Eiki Minisitā.

Fakatātā fika 3: Fa'unga Ngāue: Potungāue ki he Ngaahi Kautaha Pisinisi 'a e Pule'anga



Vakai ki he Fakapikipiki 2 ki ha fakaikiiki 'o e fa'unga 'o e Potungāue. 'Oku toe mau ange pea 'oku 'omi katoa 'a e ngaahi lakanga 'i he Potungāue fakataha mo 'enau ngaahi tu'unga vahenga.

Vakai ki he Fakapikipiki 3 ki ha fa'unga kuo fakalahi ange 'o fakahaa'i ai 'a e vā fengāue'aki 'i he vaha'a 'o e Potungāue mo e ngaahi kautaha pisinisi 'e 12 'oku lolotonga tokanga'i 'e he Minisitā 'i he 'ene mafai fakalao 'oku hā 'i he konga 1.1 'i 'olunga

2.4. Fakamatala konga lalahi ki he ngaahi Tefito'i liliu ki he Palani Fakalukufua 'a e Potungāue

Ko e Potungāue 'oku kei hokohoko pē e ngaahi fiema'u ki hono fakalelei'i e tu'unga lolotongá 'o hangē 'oku 'asi 'i he lao fakakātoá mo e palani ngāue 'a e Pule'angá. Makatu'unga 'i he ngaahi taumu'a, mo e ngaahi me'afua (KPIs) kuo 'osi fokotu'u ki he ngaahi ngāue taki taha, kuo malava ai ke fakahā atu heni 'i he palani ngāue 'a e ngaahi fiema'u vivili 'a e Potungāue tupu mei he 'analaiso na'e fakahoko 'o lava ke 'ohake ai mo e ngaahi solova'anga ki he ngaahi matavaivai 'i he fakahoko fatongia. Ko e ngaahi solova'anga ko ení 'oku tui e Potungāue ko e ngaahi liliu 'e hoko ke toe lelei ange ai fakahoko fatongia' mo e ola 'e ma'u aí.

Tepile 5: Fakaikiiki 'o e ngaahi fokotu'utu'u liliu fo'ou pe 'oku kei fakahoko

Liliu fo'ou pe 'oku kei hoko	Ngaahi Ngāue	Ta'u fakapa'nga 2021/22	Ta'u fakapa'nga 2022/23	Ta'u fakapa'nga 2023/24	Fakamatala	Polokalama iiki #	Polokalama #
1. Va'a ki he Fakalelei Fakakautaha	Fakakakato e ngaahi fakalelei fakafa'unga ki he ngaahi kautaha pisinisi 'oku kei fakahoko mo palani'i ke fakahoko (fakatupu ha tokoni ki he patiseti)			'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni	<p>Ko e tu'utu'uni fakalelei fakakautaha 'a e pule'anga ki he ngaahi kautaha pisinisi kuo 'osi 'omi ha ngaahi faingamalie mahu'inga fo'ou ki he sekitoa taautaha pea mo fakasi'isi'i e ngaahi fakatu'utamaki fakapa'anga ki he pule'anga. Kuo 'osi fakatau atu mo fakalelei fakakautaha 'a e ngaahi kautaha pisinisi e ni'ihi ke fakalahi e kau mai 'a e sekitoa taautaha. 'Oku hokohoko atu e ngāue 'a e kautaha 'i hono toe vakai'i mo muimui 'a e tu'utu'uni ki hono fakalelei'i 'o e ngaahi kautaha pisinisi ke fakapapau'i 'oku fe'unga mo poupou'i 'a e ngaahi fakalalakaka ki he sekitoa taautaha 'a ia 'oku kau ai 'a e ngaahi fakalelei fakafa'unga ko 'eni:</p> <ul style="list-style-type: none"> Liliu 'a e Poate Ma'u Mafai ki he Taulanga, Poate Vai 'a Tonga & Komisoni Fakamafolalea 'a Tonga mei he komisoni ki he kautaha pisinisi. Fakakautaha'i 'a e Komisoni Fakamafolalea 'a Tonga 'Oku toe palani foki 'a e potungāue ke hokohoko atu mei he polokalama liliu lelei 'o e "Poate Fakatahataha 'a e Kau Talekita" 'aki hono vakai ki ha founga 'e lava ke fa'u ha kautaha kulupu. 	<u>Tafa'aki ki he fakalelei fakakautaha mo e poloseki makehe</u>	Polokalama 3

<p>2. Va'a ki he Fakalelei Fakakautaha</p>	<p>Fakalelei'i mo fakamalohia e tafa'aki fengāue'aki 'a e pule'anga mo e kautaha taautaha (PPP unit) (fakatupu ha tokoni ki he patiseti).</p>	<p>'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni</p>	<p>Ko ha fakafotunga 'o e ngaahi me'a 'oku ne fakatupu 'a e ngaahi ki hono fakalelei fakakautaha 'o ha kautaha pisinisi, ko e hokohoko atu hono fakahoko 'o e polokalama fakalelei fakakautaha, ke fakalahi 'a e kau mai 'a e sekitoa taautaha 'i he ngaahi kautaha pisinisi, tautautefito 'i he fotunga 'o e ngaahi fengāue'aki 'a e pule'anga mo e kautaha taautaha (PPP). Kuo fakahoko 'e he Kautaha 'Uhila 'a Tonga ha ngaahi polokalama fengāue'aki (PPP) si'i 'i he ma'u'anga ivi fakaenatula lolotonga ia 'oku fakalalakaka 'a e ngaahi polokalama tatau kehe 'i he ngaahi sekitoa kehe hange ko e Poate Taulanga. Koe'uhi ko e fakaututu ko 'eni 'o e fakalalahi 'a e ngaahi ngāue PPP pea pehe ki tonounou he fengāue'aki ki he ngaahi poloseki 'a e ngaahi kautaha pisinisi, na'e fokotu'u ai 'e he potungāue ha tafa'aki ki he fengāue'aki 'a e pule'anga mo e kautaha taautaha 'i he malumalu 'o e Va'a ki he Fakalelei Fakakautaha ke ne toe lelei ange 'a e fengāue'aki mo tokoni'i 'a e ngaahi kautaha pisinisi 'i he'enua poloseki.</p> <p>Talu mei hono fokotu'u 'o e tafa'aki ko 'eni 'i he ta'u fakapa'anga 2016/17, mo e toki fakafonu kimui ni mai 'a e ngaahi lakanga 'ata 'i he tafa'aki ko 'eni 'i 'Epeleli mo Siulai 'o e 2019. Na'e toutou tu'uaki atu 'a e ongo lakanga ko 'eni ka na'e 'ikai ke feau 'e he kau tohi mai ki he lakangani 'a e ngaahi fiema'u si'isi'i taha. 'Ikai ngata ai, 'oku 'ikai ke 'i ai ha tu'utu'uni mahino mo lelei pea mo ha fakahinohino lelei ki he fengāue'aki mo e kautaha taautaha. Ko e taumu'a 'o e ta'u ni ke i) Fokotu'u 'a e ngaahi tu'utu'uni mo e ngaahi founa kehe ke fakafuofua'i, poupou'i, vakai'i mo fakafuofua'i 'a e fengāue'aki mo e kautaha taautaha ii) fakamo'oni 'a e ngaahi aleapau fengāue'aki 'a e Poate Taulanga mo e Kautaha 'Uhila mo e ngaahi kautaha taautaha.</p>	<p><u>Tafa'aki ki he fengāue'aki 'a e pule'anga mo e kautaha taautaha (PPP)</u></p>	<p>Polokalama 3</p>
<p>3. Va'a ki he Fakalelei Fakakautaha</p>	<p>Fakalelei'i hono tokanga'i mo siofi 'a e ngaahi poloseki.</p>	<p>'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni</p>	<p>Kuo fakautuutu e fakalalahi 'o e ngaahi poloseki kuo fakahoko 'e he ngaahi kautaha pisinisi 'o fakapa'anga 'e he kautaha pe mei tu'a mei he ngaahi hoa ngāue mei muli pe mei he kau mai 'a e sekitoa taautaha. 'Oku lolotonga tokanga'i pe 'e he ngaahi kautaha pisinisi 'a 'enua ngaahi poloseki pea 'oku 'i ai e tonounou 'i he fengāue'aki 'a e potungāue mo e ngaahi kautaha</p>	<p><u>Tafa'aki ki he fakaleleli fakakautaha mo e poloseki makehe</u></p>	<p>Polokalama 3</p>

			<p>pisinisi. 'E monomono 'e he me'a ni 'a e ngaahi tonounou ko 'eni kuo fakatokanga'i.</p> <p>'I he ta'u ni, 'e nofotaha 'a e potungāue 'i hono fokotu'u ha ngaahi tu'utu'uni mo e ngaahi founa kehe ke fakafuofua'i, poupou'i, vakai'i mo fakafuofua'i 'a e ngaahi poloseki kotoa.</p>		
4. Va'a ki he Fakalelei Fakakautaha	Fokotu'u totonu 'o ha kautaha pisinisi fo'ou	'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni	<p>Na'e fakatoknga'o 'e he pule'anga 'a e 'ikai ke 'i ai ha founa malu'i ke ne malu'i 'a e ngaahi koloa 'a e pule'anga 'i he malumalu 'o e ngaahi kautaha pisinisi pea pehe ki he lahi 'o e malu'i 'a e kau ngāue 'oku totongi ki he ngaahi kautaha muli. 'E nofotaha 'a e potungāue 'i hono fakahoko 'o e vakai'i pe sivi'i pea toki fokotu'u ki hono fokotu'u 'o ha kautaha malu'i fakapule'anga ko ha kautaha pisinisi fo'ou. 'E fakapapau'i 'e he me'a ni 'e nofo 'a e pa'anga malu'i 'i he fonua pea 'e lava ke faka'aonga'i ia 'e he pule'anga ke toe 'inivesi 'i ha ngāue mahu'inga kehe. 'Ikai ngata ai, 'oku 'i ai foki mo ha palani 'a e potungāue ki hono fokotu'u 'o ha kautaha pisinisi fo'ou ko e Ma'u mafai ki he fefonga'aki he hala. Faka'osi, ke fakakakto 'a e founa ngāue ki hono lesisita 'a e kautaha vakapuna 'a Tonga (Lulutai) ko ha kautaha pisinisi 'i he malumalu 'a e potungāue ni.</p>	<u>Tafa'aki ki he fakalelei fakakautaha mo e poloseki makehe</u>	Polokalama 3
5. Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti	Fakalelei'i e ngāue 'a e Kautaha Pisinisi	'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni	<p>'Oku mahu'inga ke fakalelei'i 'a e tu'unga falala'anga 'o e ngaahi lipooti fakapa'anga mo e fakahoko fatongia 'o e ngaahi kautaha pisinisi, pea pehe ki he lava 'o tali lelei ha fa'ahinga me'a pe 'oku hoko mei he fakahoko fatongia 'a e ngaahi kautaha pisinisi 'i he me'a fakapa'anga mo e 'ikai me'a fakapa'anga fakatou'osi 'e ala uesia ai e kautaha. Koe'uhi ke lava 'o fakahoko 'eni, 'oku fiema'u ke toe vakai'i mo fakalelei'i 'a e ngaahi founa ki hono vakai'i mo muimui'i, ke fakapapau'i ko e tu'unga fakakomesiale mo tu'uloa 'a e ngāue 'o e ngaahi kautaha pisinisi 'oku poupou'i mo fenapasi mo e palani ngāue 'a e pule'anga.</p>		Polokalama 2

6. Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti	Fakalelei'i 'o e tu'utu'uni ki hono pule'i 'o e Ngaahi Kautaha Pisinisi	'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni	'Oku mahu'inga kono fokotu'u ha Poate Talekita falala'anga ke fakapapau'i 'oku pule'i lelei 'a e ngaahi kautaha pisinisi, ka 'oku 'i ai e taimi 'e ni'ih'i 'oku fakafaingata'a'ia'i ia 'e he ngaahi liliu fakapolitikale mo 'enau kau ki hono pule'i 'a e ngaahi kautaha pisinisi. 'Ikai ngata ai, 'oku fiema'u ke fakalelei'i 'a e talui 'a e kau talekita 'o fakafou 'i ha founa sivi'i 'o e ngāue kau talekita kuo fakalelei'i. Ko e taumu'a 'o e ta'u ni ke toe vakai'i 'a e tu'utu'uni ki hono fili 'o e kau talekita ke fakapapau'i 'oku si'isi'i 'aupito uesia mei he ngaahi liliu fakapolitikale.		Polokalama 2
7. Va'a Tokanga'i e kau ngāue	Lelei ange e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC)	<ul style="list-style-type: none"> ❖ Na'e 'i ai e fokotu'utu'u ke fokotu'u ha tafa'aki fo'ou ki hono tokanga'i 'o e tu'u lavea ki he fakatu'utamaki 'i he ta'u fakapa'anga 2021/22 ka na'e 'ikai tali. ❖ Ko e fokotu'utu'u ko 'eni ki he tafa'aki fo'ou 'oku 'ave ki he ta'u fakapa'anga 2022/23 ki he ngaahi me'a ni: <ul style="list-style-type: none"> • 'Ofisa ma'olunga (Band J) - \$26,880 • Tokoni fakapule'anga ki he pa'anga ma'u vahenga malolo - \$2,688 • Fakamole ki he me'akai - \$3,000 • Totongai 'o ha fale - \$1,000 • Ako ngāue mo e fakataha - \$3,000 Fakakatoa = \$36,568 ❖ 'Oku palani ke 'omai ha 'ofisa ngāue ki he fakatamaki (band L) 'i he ta'u fakapa'anga 2023/24, ke tokoni ki he 'Ofisa ma'olunga 'i he ngaahi ngāue 'o e tafa'aki ni. <ul style="list-style-type: none"> • 'Ofisa ngāue ki he fakatamaki (Band L) - \$19,490 • Tokoni fakapule'anga ki he pa'anga ma'u vahenga malolo - \$1,949 Fakakatoa = \$21,439 	'Oku kei mahu'inga 'aupito 'a e ma'u'anga ivi, feliliu'aki 'o e 'ea mo 'etau tu'u laveangofua ki he ngaahi fakatamaki fakaenatula. 'I he'etau fakakaukau atu ki he tu'unga laveangofua ma'olunga 'o hotau feitu'u ki he fakatu'utamaki mo e feliliuaki 'o e 'ea, 'oku mahu'inga ke fokotu'u 'a e ngaahi me'a kotoa 'oku fiema'u ke fokotu'u 'i hono langa ha tu'unga faka'ekonomika kaukaua 'i he teuteu ki ha ngaahi fakatamaki fakenatula mo e feliliu'aki 'o e 'ea. Ko e potungāue ko e taki ia he tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC) 'oku ngāue vaofi mo fetokoni'aki mo e toenga kau memipa kehe hange ko e Kautaha 'Uhila (TPL), Poate Vai (TWB), Kautaha Fetu'utaki (TCC) pea mo e kautaha taautaha kehe 'oku nau fakahoko 'a e sevesi tatau 'i Tonga. Ko e tefito'i taumu'a 'o e tafa'aki ni ke teuteu'i mo fengāue'aki 'a e kau memipa, fakahoko ha ngaahi fokotu'u ngāue lelei tautautefito 'i he ngaahi tu'unga takitaha kimu'a e fakatamaki, lolotonga e fakatamaki mo e 'osi e fakatamaki. Koe'uhi ko e lahi 'o e ngāue 'oku fiema'u ke fengāue'aki mo fetokoni'aki 'a e kau memipa 'i he teuteu ki he fakatamaki kimu'a, lolotonga mo 'osi e fakatamaki, na'e fokotu'u 'e he potungāue ke fokotu'u ha tafa'aki fo'ou ki hono tokanga'i 'o e tu'u lavea ki he fakatu'utamaki 'i he malumalu 'o e Va'a Tokanga'i e kau ngāue ke ne taki mo tokanga'i 'a e ngaahi tefito'i ngāue 'o e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC). 'I he 'ikai tali 'a e tafa'aki fo'ou ko 'eni, 'e kei feinga pe 'a e potungāue ki he lelei taha ke fakahoko 'a e ngaahi ngāue ni lolotonga 'oku tokosi'i	<u>Va'a Tokanga'i e kau ngāue</u>	Polokalama 1

			mo fu'u lahi e ngāue 'emau kau ngāue, ka 'oku mau kei fiema'u pe ke fokotu'u 'a e tafa'aki fo'ou ko 'eni ke tokanga'ilelei 'a e ngāue 'o e ESC.		
8. Va'a Tokanga'i e kau ngāue	Fakalelei'i e fakahoko ngāue 'a e ngaahi 'ofisi 'i he 'otu motu	'Oku 'ikai ha liliu ki he patiseti ki hono 'omi 'o e ola ko 'eni	<p>Kuo 'osi fokotu'u 'a e 'ofisi 'i Vava'u mo Ha'apai pea na'e fai ha palani ke fokotu'u Kakato 'a e ngaahi founa ngāue lelei 'o e ngaahi 'ofisi 'i he 'otu motu, ke vakai'i fakalelei 'a e ngaahi ngāue 'o e ngaahi kautaha pisinisi 'i he 'otu motu, 'ikai ngata ai ke toe lelei ange 'a e fakahoko ngāue, 'ata ki tu'a, ma'ama'a pea ola lelei. Neongo ia, koe'uhi ko e tokosi'i 'a e kau ngāue ko e ola ia 'o e covid-19, 'oku kei hokohoko atu pe ngāue ni. 'Oku 'i ai ha fiema'u lahi ke fakafe'iloaki 'e he potungāue 'a e ngaahi founa lelei taha 'o e fakahoko fatongia ki he kasitoma pea mo fakahoko 'a e ngāue 'o e potungāue ki hono ngaahi 'ofisi 'i he 'otu motu. 'E hokohoko atu 'a e ngaahi polokalama 'o e potungāue ki hono faka'ilo'i 'o e kakai ki he fatongia mo e ngāue 'a e potungāue mo e ngaahi kautaha pisinisi, mo hono ngaahi va fetu'utaki 'o fakafou 'i he ngaahi me'a ko 'eni:</p> <p>a. Fa'ufa'u ha founa ke ne tokanga'i e ngaahi lāunga mei tu'á:</p> <ul style="list-style-type: none"> - Fakafaingofua'i ha fa'ahinga me'a pe na'e 'ohake 'e he kakai mo e mitia fakasosiale. <p>e. Fa'ufa'u ha founa savea ma'ae kasitomá</p> <ul style="list-style-type: none"> - Ke fakafaingofua'i e Potungāué ki hono tånaki e ngaahi fakamatala mahu'inga mei he kaka'i ki he'enau ongo fekau'aki mo e fakahoko fatongia 'a e ngaahi PE, pea fakamālohi'i e vā fengāue'aki e Potungāué mo e kaka'i ke fakamahino 'oku mahu'inga'ia e Potungāué 'i he ngaahi fokotu'u fakakaukaú mo e tokoni 'oku nau tuku ma'i. <p>f. Ke lava 'o fakafuofua mo tokanga'i e tu'unga fiemālie 'oku 'i ai e kasitomá .</p> <ul style="list-style-type: none"> - Ko e tu'unga 'e fiemālie ai e kasitomá 'i he taimi 'oku lava ai ke fakakakato 'enau faka'amú pē ko e mahulu ange 'a e fai fatongia 'a e Potungāué 	<u>Va'a Tokanga'i e kau ngāue</u>	Polokalama 1

3. Patiseti mo e kau ngāue 'a e Potungāue

Pa'anga Hū Mai

'Oku tolu 'a e ma'u'anga pa'anga 'a e Potungāue, ko e 'inasi ko e ma'u'anga pa'anga lahi taha 'eni 'a e Potungāue, pea ko e ma'u'anga pa'anga tu'u ma'u 'eni 'a e Potungāue. Ko e ma'u'anga pa'anga fo'ou 'a e Potungāue 'oku tanaki ia mei he nofo totongi 'i he ngaahi fale 'i Vava'u. Ko e ma'u'anga pa'anga faka'osi, 'oku ma'u ia mei hono fakatau atu 'o e ngaahi kautaha 'a e Pule'anga' 'o hangē ko hono fakatau atu 'a e 'inasi 'o e Pule'anga' 'i ha kautaha mo hono fakatau atu 'a e ngaahi koloa 'a e kautaha. 'I he tepile 6, 'oku hā ai e pa'anga fakafuofua 'e tanaki he potungāue ki he ta'u fakapa'anga 2021/22.

Tepile 6: Patiseti pa'anga tanaki 'a e potungāue

	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Totongi nofo mei Vava'u	\$132,052	\$290,900	\$290,900	\$290,900	\$290,900
'Inasi tanaki mei he ngaahi pisinisi	\$7,472,221	\$2,563,200	\$4,000,000	\$4,000,000	\$4,000,000
Fakakatoa e pa'anga tanaki	\$7,604,273	\$2,854,100	\$4,290,900	\$4,290,900	\$4,290,900

Ko e fakafuofua ki he hiki 'o e 'inasi 'oku tanaki 'oku makatu'unga ia 'i he tanaki kiai 'a e 'inasi mei he Kautaha Fakapuna Lulutai 'a ia 'oku 'iai e fokotu'utu'u ke hoko ko ha kautaha pisinisi 'a e pule'anga 'i he ta'u fakapa'anga hoko mai 2021/22.

Pa'anga Hū Atu

Ke fakahoko 'a e taumu'a ngāue 'a e potungāue ki ha tu'unga fakafiemale 'i he ngaahi va'a mo e ngaahi Polokalama ko e patiseti fakalukufua mo e fakaikiiki 'a e kau ngāue 'oku fiema'u ke fakahoko e fatongia' fakatatau ki he ta'u faka-pa'anga.

Tepile 7: Patiseti Lolotonga mo e patiseti fakalalakaka 'a e Potungāue (Pa'anga mo e ngaahi Me'a Makehe – miliona)

	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Kau Ngāue Tu'uma'u (10xx)	\$853,554	\$959,900	\$1,154,300	\$1,183,868	\$1,205,307
Kau Ngāue Lau 'aho (11xx)	\$25,250	\$21,500	\$30,500	\$30,500	\$30,500
Folau, Fetu'utaki (12xx)	\$55,930	\$43,500	\$64,500	\$64,500	\$64,500
Fakalelei ki he ngāue'anga (13xx)	\$43,353	\$111,950	\$52,800	\$55,800	\$55,800
Fakatau e koloa ngāue (14xx)	\$190,965	\$310,350	\$277,900	\$281,900	\$274,900
** Koloa naunau (20xx)	\$3,000	\$24,000	\$10,900	\$10,900	\$10,900
Fakamole Fakakatoa Lolotonga	\$1,172,052	\$1,471,200	\$1,590,900	\$1,627,468	\$1,648,907
Fakamole Pa'anga Fakalukufua 'a e Pule'anga					
Kau ngāue Tu'uma'u (10xx)	0	0	0	0	0
Fakalelei ki he ngāue'anga (13xx)	0	0	0	0	0
Fakatau e koloa ngāue (14xx)	0	0	0	0	0
Pa'anga monu'ia mo e fe'ave'aki (15xx)	0	0	0	0	0
Fakamole ki he ngaahi ngāue fakalalakaka (16xx)	0	0	0	0	0
Tokanga'l e ngaahi tipaatimeni (17xx)	0	0	0	0	0
Pa'anga Tokoni (18xx)	0	0	0	0	0
Penisoni mo e me'a'ofa (19xx)	0	0	0	0	0
Koloa naunau (20xx)	0	0	0	0	0
Totongi fakafoki ha pa'anga kamata (21xx)	0	0	0	0	0
Tokoni e Sekitoa fakataaau taha (22xx)	0	0	0	0	0
Fakakatoa pa'anga fakalukufua 'a e Pule'anga	0	0	0	0	0
Fakakatoa Fakamole Lolotonga.	\$1,172,052	\$1,471,200	\$1,590,900	\$1,627,468	\$1,648,907

Fakatokanga'iange

1. Ko e ngaahi fakamole 'a e kau Ngāue Tu'uma'u mo e kau ngāue Lau'aho 'oku nau I he kalasi (CAT) 10 mo e 11
2. Ko e katoa 'o e ngaahi polokalama 'oku fakamole kiai ki he fakalele ngāue 'a e Potungāue, 'oku nau 'i he malumalu 'o e kalasi (CAT) 12, 13 mo e 14.
3. Fakamole 'Eseti 'oku ihe Malumalu 'o e kalasi (CAT) 20.

Tepile 8: Fakakatoa 'a e kau ngāue mo hono Kalasi Takitaha

Kalasi	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Kau Ngāue Tu'uma'u					
Kau Pule Ngāue (Band A to H)	8	8	8	8	8
Kau Ngāue Ma'u faka'ilonga (Band I to L)	16	16	16	17	18
Kau Ngāue Kehe (Band M to S)	15	16	16	16	16
Fakakatoa e Kau Ngāue Tu'uma'u	39	40	40	41	42
Kau Ngāue Lau'aho	4	2	2	2	2
Fakakatoa Kau Ngāue	43	42	42	43	44
Fakakatoa 'a e ngaahi Fakamole Lolotonga 'a e Potungāue	\$878,808	\$981,400	\$1,184,800	\$1,214,368	\$1,235,807

3.1. Program 10.1: Tu'unga fakataki mo e tu'utu'uni

'Oku 'i ai pe 'a e ngaahi liliu iiki pe 'i he potungāue hange koia 'oku hā he konga 2.4 'i 'olunga..

Tepile 9: Fakakatoa 'a e Patiseti mo e kau Ngāue ki he polokalama iiki 10.1.1 & 10.1.2 'Ofisi 'o e Minisitā & 'Ofisi 'o e Pule Ngāue

Fakamatala	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Fakakatoa = tu'unga lolotonga (\$)	120,072	128,800	230,000	230,000	230,000
Pule Ngāue	2	2	2	2	2
Kau Ma'u faka'ilonga					
Kau Ngāue kehe	1	1	1	1	1
Fakakatoa 'a e Kau ngāue Tu'uma'u	3	3	3	3	3
Kau Ngāue Lau'aho.	0	0	0	0	0

Tepile 10: Polokalama iiki 10.1.1 & 10.1.2, Ofisi 'o e Minisitā & 'Ofisi 'o e Pule Ngāue mo 'ena ola mo e ngaahi Me'afua

Ngāue:	Me'afua	2020/21 (tukunga)	2021/22	2022/23	2023/24	Patiseti	Taketi #	Me'afua #
'Ofisi 'o e Minisitā & 'Ofisi 'o e Pule Ngāue – Polokalama 1 Polokalama iiki 1 & 2								
Ola 1: Tataki mo Fakahinohino lelei ma'ae Potungāue.								
1. Fokotu'utu'u ha ngaahi fokotu'utu'u fetu'utaki mo e kau ngāue 'oku mahino mo 'aonga	Lahi 'o e 'u fakataha mo e kau ngāue kotoa	12	12	12	12			
	Lahi 'o e 'u fakataha mo e kau taki 'o e ngaahi va'a	12	12	12	12			
	Lahi 'o e 'u fakataha mo e 'Eiki Minisita	12	12	12	12			
2. Fai ha tu'utu'uni 'oku faitotonu, pau mo 'ata ki tu'a	% 'o e Tu'utu'uni Kapineti kuo fai e ngāue kiai	≥80%	≥80%	≥80%	≥80%			
	Tu'unga fiemalie kau ngāue/kupu fekau'aki ≥ 80%	≥80%	≥80%	≥80%	≥80%			
	Tu'unga fakahoko ngāue 'a e Pule Ngāue ≥80%	80%	≥85%	≥90%	≥95%			
3. Vahe totonu e ngāue pea mo fakaivia 'o e kau ngāue	Si'isi'i taha 'i he 80% 'o e PMS kau ngāue mo e maaka ko e 3	≥80%	≥85%	≥90%	≥95%			
Ola 2: Lelei hono Fale'i mo e Tataki 'a e ngaahi kupu Fekau'aki makatu'unga he ngaahi fakamo'oni 'oku pau.								
4. Fakamatala taimi totonu mo tonu na'e fakahū ki he ngaahi kupu fekau'aki	% 'o e pepa tu'utu'uni ki Kapineti kuo tali 'e he Minisita ≥80%	80%	85%	90%	95%			
	Lahi 'o e lipooti 'a e ngaahi kautaha pisinisi kuo tali	12	12	12	12			
	Pepa Patiseti 'a e potungāue kuo tali	1	1	1	1			
	Lipooti fakata'u 'a e potungāue kuo tali	1	1	1	1			
5. Fai ha fale'i mo ha fakahinohino ki he ngaahi kupu fekau'aki	Fale'i mahino mo taimi totonu 'oku fakahoko.	100%	100%	100%	100%			
	Fakahoko kotoa e sivi'i 'o e ngāue 'a e kau talekita		100%	100%	100%			

Ngāue:	Me'afua	2020/21 (tukunga)	2021/22	2022/23	2023/24	Patiseti	Taketi #	Me'afua #
'Ofisi 'o e Minisitā & 'Ofisi 'o e Pule Ngāue – Polokalama 1 Polokalama iiki 1 & 2								
Ola 1: Tataki mo Fakahinohino lelei ma'ae Potungāue.								
	Lahi 'o e ngaahi fakataha 'a e kau Pule Ngāue 'a e ngaahi kautaha pisinisi na'e fakahoko	4	4	4	4			
	Lahi 'o e ngaahi kautaha pisinisi na'e fakahoko 'enau ngaahi fakataha lahi fakata'u	12 PEs	12 PEs	12 PEs	12 PEs			

Tepile 11: Fakakatoa kau ngāue 'i he polokalama iiki 10.1.3 - Va'a Tokanga'i e kau ngāue..

Fakamatala	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Fakakatoa = tu'unga lolotonga (\$)	330,666	297,200	381,300	410,868	432,307
Kau Pule Ngāue	1	1	1	1	1
Kau Ngāue Ma'u faka'ilonga	7	6	6	7	8
Kau Ngāue makehe	11	13	13	13	13
Fakakatoa 'a e Kau ngāue Tu'uma'u	19	20	20	21	22
Kau Ngāue Lau'aho.	4	2	2	2	2

Na'e palani ke fakahū mai ha 'ofisa ma'olunga 'i he Va'a Tokanga'i e kau ngāue ke ne taki 'i he tafa'aki f'o'ou na'e palani ke fokotu'u ki hono tokanga'i 'o e tu'u lavea ngofua ki he fakatu'utamaki, kae lava ke fakahoko e ngaahi fatongia kuo vahe ki he Va'a ni fekau'aki mo e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC). Neongo ia, na'e 'ikai tali 'a e fokotu'u ko 'eni ka kuo pau ke fakahoko 'a e ngaahi fatongia ko 'eni. Koe taki 'a e Va'a ni kuo fakanofu ia 'e he Pule Ngāue ko e uho ia 'o e tafa'aki ESC pea kuo pau ke toe fokotu'utu'u 'a e Va'a ni ke lava 'o fakahoko 'a e ngāue ni 'o 'ikai uestia lahi ai e ngaahi taketi mo e ngaahi ngāue 'a e va'a.

**'Oku 'i ai e taha 'o e kau 'ofisa ngāue ne ma'u faingamalie 'i he sikolasipi ako 'a e Pule'anga 'o Siaina na'e kamata 'i he 'aho 27 'o 'Aokosi, 2018 pea 'e kakato ki 'Aokosi, 2022. Ko e taki 'o e va'a ni 'oku kei lolotonga tukuvakā 'i 'Amelika, pea 'oku kei ngāue malohi 'a e potu ngāue ki hono feinga'i ke fakafoki mai 'a e tokotaha ni ki Tonga he vave taha.

Tepile 12: Polokalama iiki 10.1.3, Va'a Tokanga'i e kau ngāue mo 'ene ola mo e ngaahi me'afua

Ngāue:	Me'afua	2020/21 (tukunga)	2021/22	2022/23	2023/24	Patiseti	Taketi #	Me'afua #
Va'a Tokanga'i e kau Ngāue – Polokalama 1 Polokalama iiki 3								
Ola 3: Lelei hono tokanga'i 'a e polokalama ngāue fakalukufua 'a e potungāue.								
1. Lelei ange palani, vakai'i mo e lipooti	Tali 'a e Palani ngāue mo e Patiseti	1	1	1	1			
	Tali 'a e Lipooti Fakata'u	1	1	1	1			
	Tali 'a e Lipooti Fakakuata	4	4	4	4			
	Fakalelei 'a e Tu'utu'uni fakaloto ngāue	1	1	1	1			
2. Fakalelei'i e founa pule'i 'o e kau ngāue	Tu'unga maama hala 'o e PMS ≥100%	120%	≥100%	≥100%	≥100%			
	100% pepa fakamatala 'o e ngāue kuo fakalelei'i	100%	100%	100%	100%			
	≥50% ngaahi lakanga 'ataa kuo fakafonu	11%	≥50%	≥50%	≥50%			
	100% tokanga'i e mavahe 'a e kau ngāue	100%	100%	100%	100%			
	100% tokanga'i e ako ngāue 'a e kau ngāue	100%	100%	100%	100%			
	Fakalelei 'a e Tu'utu'uni HR fakaloto ngāue	1	1	1	1			
3. Fakalelei'i e founa tokanga'i fakapule	100% Fakakakato 'a e ngaahi ngāue tiliva ngāue'aki e me'alele 'oku fai 'aki e fehalaaki si'isi'i taha	100%	100%	100%	100%			
	100% Ma'a mo malu e 'ataakai ngāue	100%	100%	100%	100%			
	Fakalelei 'a e Tu'utu'uni fakapule fakaloto ngāue	1	1	1	1			
4. Fakalelei'i e founa tokanga'i 'o e me'a fakapa'anga	Fakahoa 'o e fakamole totonu ki he fakaangaanga = 85% - 100%		90%	90%	95%			
	Fakahoa 'o e fakamole totonu ki he patiseti = 85% - 100%	83%	90%	90%	95%			
	Talangofua ki he tu'utu'uni fakahū koloa	50%	100%	100%	100%			
	Lahi 'o e fe'ave'aki 'i he Patiseti < 20		15	15	15			
	Taketi 'o e pa'anga tanaki ≥ 85%	233%	≥ 85%	≥ 85%	≥ 85%			
	100% fakafou e lesisita koloa	100%	100%	100%	100%			

	Fakalelei 'a e Tu'utu'uni fakapa'anga fakaloto ngāue	1	1	1	1			
5. Fakalelei'i e founa tokanga'i 'o e me'a fakakomipiuta	100% Fa'u mo fakalelei'i e founa fakamatala	100%	100%	100%	100%			
	100% Founa fakakomipiuta 'oku tauhi mo fakafo'ou	100%	100%	100%	100%			
	Fakalelei 'a e Tu'utu'uni fakakomipiuta fakaloto ngāue	1	1	1	1			
	≥ 85% naunau fakakomipiuta maumau 'oku faka'auha	100%	≥ 85%	≥ 85%	≥ 85%			
6. Lelei ange fakahoko fatongia ki he kasitomá.	Tu'unga fiemalie 'a e kasitomá ≥ 85%	N/A	≥ 85%	≥ 85%	≥ 85%			
	Tu'unga 'ilo 'a e kasitomá ≥ 85%	N/A	≥ 85%	≥ 85%	≥ 85%			
7. Lelei ange ngāue 'i he 'otu motu.	100% palani mo e lipooti fakahū taimi totonu	100%	100%	100%	100%			
	'a'ahi tu'o 4 ki he 'ofisi 'i he 'otu motu	1	4	4	4			
Ola 4: Lelei ange e tu'unga fakataki mo fakahinohino 'a e tafa'aki ki he ngaahi sēvesi 'oku mātu'aki fiema'u (ESC) *fo'ou								
1. Fokotu'u mo fakamalohia e ngaahi founa fetu'utaki mo fengāue'aki	Fokotu'u e ngaahi founa fengāue'aki	N/A	70%	80%	100%		13.1	
2. Fengāue'aki totonu 'o e palani, vakai'i mo e lipooti 'o e kau memipa	Teuteu'i ha palani mateuteu ki he fakatamaki	N/A	1	1	1		13.1.2	
	Fakafuofua'i 'o e ngāue = 60% - 70%	N/A	60%	70%	80%			
	100% ngaahi lipooti analaiso 'oku fa'u	N/A	100%	100%	100%			
3. Ako ngāue ma'ae kau memipa	Fakahoko ha ako ngāue 'e 2 pe lahi ange	N/A	≥2	≥2	≥2			
4. 'Alu ki he ngaahi fakataha angamaheni 'a e NEMO ko e taki 'o e tafa'aki (ESC)	100% 'ali ki he ngaahi fakataha	N/A	100%	100%	100%			
5. 'Ilo'i mo fakatahataha'i e ngaahi ma'u'anga tokoni ki he ngaahi ngāue 'oku 'omi 'e he tafa'aki (ESC) pe ngaahi hoa ngāue mahu'inga kehe	ma'u'anga tokoni na'e faka'aonga'i ≥ 80%	N/A	≥ 80%	≥ 80%	≥ 80%			

3.2. Polokalama 10.2: Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti

'Oku 'ikai ke 'iai ha kau ngāue fo'ou ki he Va'a ko 'eni ka na'e fai he'e taki 'o e va'a ko 'eni 'a e fakalelei ki he'enau ngaahi ngāue 'a ia na'e kau kiai 'a e polokalama ako ngāue ma'ae kau ngāue.

Tepile 13: Fakakatoa kau ngāue 'i he polokalama 10.2

Fakamatala	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Fakakatoa = tu'unga lolotonga (\$)	165,123	210,000	226,600	226,600	226,600
Kau Pule Ngāue	2	2	2	2	2
Kau Ngāue Ma'u faka'ilonga	4	4	4	4	4
Kau Ngāue makehe	1	1	1	1	1
Fakakatoa 'a e Kau ngāue Tu'uma'u	7	7	7	7	7
Kau Ngāue Lau'aho.					

'Oku 'i ai e 'ofisa ngāue 'e 2 'oku lolotonga livi ako 'i he faingamalie sikolasipi 'a e Pule'anga Nu'usila. 'Oku 'i ai e 'amanaki 'e fakakakato 'e he tokotaha kau ngāue 'ene ako 'i Tisema 2021. Koe tokotaha ngaue 'e taha na'e kakato 'ene ako 'i Sune 2021, pea na'e tali 'ene kole livi makehe 'o 'ikai vahe, ki he ta'u 'e taha mo e mahina 'e ono, ke nofo mo hono mali lolotonga 'ene fakahoko fatongia 'i tu'apule'anga.

Tepile 14: Polokalama 10.2, Va'a Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti mo 'ene ola mo e ngaahi me'afua

Ngāue:	Me'afua	2020/21 (tukunga)	2021/22	2022/23	2023/24	Patiseti	Taketi #	Me'afua #
Va'a Taliangi mo e Vakai'i 'a e Pisinisi mo e Lipooti – Polokalama 2								
Ola 5: Fakalalaka ange e talangofua mo pule'i 'a e ngaahi kautaha pisinisi								
1. Fakamalohi'i ke talangofua ki he ngaahi fie ma'u fakalipooti 'o e Lao ki he ngaahi kautaha pisinisi, pea mo e tohi fekau ola 'a e 'Eiki Minisitā.	Fakalelei fakata'u e fougna muimui'i e talangofua 'a e ngaahi kautaha pisinisi	1	1	1	1		8.1 8.2 4.3 6.3	8.1.1 8.2.1 4.3.1 6.3.1, 6.3.2
	100% talangofua 'a e ngaahi kautaha pisinisi kotoa	≥ 80%	100%	100%	100%		6a 7.1	6.a.1 7.1.1, 7.1.2
	Ako'i katoa e ngaahi kautaha pisinisi 'i he ngaahi fakalelei ki he Lao 'a e ngaahi kautaha pisinisi mo e tohi fekau ola 'a e 'Eiki Minisitā	12	12	12	12		7.2 7.3 7a 7b	7.2.1 7.3.1 7.a.1 7.b.1
	Fakalelei fakata'u 'a e tohi fekau ola 'a e 'Eiki Minisitā	1	1	1	1		9.1 9a	9.1.2 9.a.1
2. Fakamalohi'i e pule'i lelei 'o e ngaahi kautaha pisinisi	Tokoni ki hono fakalelei 'a e founa hono fili 'a e kau Talekita ke	1	1	1	1		9c 12.4	9.c.1 12.4.2

	talangofua ki he lao 'a e ngaahi Pisinisi pea mo e ngaahi lao felalave'i						12.5 17.6 17.8	12.5.1 17.6.2 17.8.1
	100% Fakahoko e Founa Hono Fili e Kau Talēkitá	100%	100%	100%	100%			
	Tauhi mo fakatonutonu 'a e ngaahi fakamatala ki he kau Talekita	1	1	1	1			
	100% kau Talekita 'oku nau kau ki he ako	100%	100%	100%	100%			
	Tokoni ki hono sivi'i fakata'u 'a e fakahoko ngāue 'a e kau talekita	100%	100%	100%	100%			
	100% tokoni ki hono fakahoko 'a e fakataha 'a e kau Pule Ngāue 'a e ngaahi kautaha pisinisi	100%	100%	100%	100%			
Ola 6: Fakalalakaka ange e ngāue 'a e ngaahi kautaha pisinisi.								
1. Taimi totonu, pau mo falala'anga 'a e ngaahi lipooti fakapa'anga mo e ngaahi lipooti 'analaiso	Fakahoko e ako ngāue 'e 4 pe lahi ange he ta'u	≥4	≥4	≥4	≥4			
	100% hono fakahoko e 'analaiso faka'auliliki	100%	100%	100%	100%			
	100% 'a'ahi tu'o 1 pe lahi ange he kuata ki he ngaahi kautaha pisinisi	100% PEs: ≥4x 'a'ahi	100% PEs: ≥4x 'a'ahi	100% PEs: ≥4x 'a'ahi	100% ≥4x 'a'ahi			
	100% fakalelei ki he founa 'analaiso mo e lipooti	100%	100%	100%	100%			
2. Taimi totonu, pau mo falala'anga 'a e ngaahi palani ngāue 'o e ngaahi kautaha pisinisi 'oku fenapasi mo e ngaahi palani ngāue 'a e pule'anga.	100% Palani ngaahi kautaha pisinisi 'oku fenapasi mo e palani ngāue 'a e pule'anga mo e palani fakafonua	100%	100%	100%	100%			
	'Oku a'usia 'e he ngaahi kautaha pisinisi kotoa pe ha peseti 'e 80 pe lahi ange 'a e ngaahi taketi 'i he'enau palani ngāue	80%	≥ 80%	≥ 80%	≥ 80%			
3. Fakalelei'i hono vakai'i mo muimui'i 'a e ngāue 'o e ngaahi kautaha pisinisi	100% fakalelei 'o e founa vakai'i mo e muimui'i 'a e ngāue 'o e ngaahi kautaha pisinisi	100%	100%	100%	100%			
4. Foaki pale 'o e ngaahi kautaha pisinisi	Fakahoko e foaki pale 'o e ngaahi kautaha pisinisi	1	1	1	1			

3.3. Polokalama 10.3: Liliu Fakakautaha mo e Ngaahi Poloseki Makehe.

'E 'oatu mo ha ngaahi tokoni fakaako kehe ke tokoni ki he kau ngāue ke nau fakahoko mo tokanga'i lelei ange e ngaahi polokalama liliu fakakautaha, pea lelei ange e fengāue'aki 'a e potungāue mo e ngaahi kautaha pisinisi 'i he ngaahi poloseki pea mo e ngaahi fengāue'aki moe kautaha taautaha (PPP).

Tepile 15: Fakakatoa kau ngāue 'i he polokalama 10.3

Fakamatala	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Fakakatoa = tu'unga lolotonga (\$)	213,276	269,500	269,500	269,500	269,500
Kau Pule Ngāue	2	2	2	2	2
Kau Ngāue Ma'u faka'ilonga	5	5	5	5	5
Kau Ngāue makehe	1	1	1	1	1
Fakakatoa 'a e Kau ngāue Tu'uma'u	8	8	8	8	8
Kau Ngāue Lau'aho.	0	0	0	0	0

Tepile 16; Polokalama 10.3, Va'a ki he Liliu Fakakautaha mo e ngaahi poloseki makehe mo 'ene ola mo e ngaahi me'afua

Ngāue:	Me'afua	2020/21 (tukunga)	2021/22	2022/23	2023/24	Patiseti	Taketi #	Me'afua #
Va'a ki he Liliu Fakakautaha mo e Ngaahi Poloseki Makehe – Polokalama 3								
Ola 7: Lelei mo aonga 'a e liliu fakakautaha ki he ngaahi kautaha pisinisi.								
1. Toe vakai'i mo fakahoko 'a e tu'utu'uni mahino mo 'aonga, founa ngāue, me'angāue mo e ngaahi founa ki hono liliu fakakautaha 'o ha kautaha pisinisi	100% Fakalelei fakata'u 'o e ngaahi tu'utu'uni mo e fakahinohino	100%	100%	100%	100%		8.1	8.1.1
	'Oua na'a toe si'i hifo he 80% 'o e ngaahi me'angāue ki he liliu fakakautaha kuo fakalelei'i mo tali	≥ 80%	≥ 80%	≥ 80%	≥ 80%		8.2	8.2.1
	Fakahoko e ako ngāue 'e 2 pe lahi ange he ta'u	≥ 2	≥ 2	≥ 2	≥ 2		4.3	4.3.1
	'Oua na'a toe si'i hifo he 80% 'o e ngaahi polokalama liliu fakakautaha 'oku fakahoko	100%	≥ 80%	≥ 80%	≥ 80%		6.3	6.3.1, 6.3.2
2. Fa'u pe toe vakai'i mo fakahoko ha ngaahi founa ke muimui'i pe sivi'i e liliu fakakautaha 'oku fai.	Fa'u pe fakalelei mo tali fakata'u 'a e me'angāue ki hono fakafuofua'i hono 'ilo'i ha kautaha pisinisi 'oku fiema'u ke fakalelei'i	1	1	1	1		6a	6.a.1
							7.1	7.1.1, 7.1.2
							7.2	7.2.1
							7.3	7.3.1
							7a	7.a.1
7b	7.b.1							
9.1	9.1.2							
9a	9.a.1							
9c	9.c.1							
12.4	12.4.2							

	Fakalelei fakata'u e founa ki hono muimui'i e ngaahi ngāue liliu fakakautaha	1	1	1	1		12.5 17.6 17.8	12.5.1 17.6.2 17.8.1
	Peseti 'e 100 e ngāue 'o e polokalama liliu fakakautaha 'oku sivi'i	NIL	100%	100%	100%			
	100% fakahoko e founa muimui'i mo fakafuofua	NIL	100%	100%	100%			
3. Fokotu'u 'o ha kautaha pisinisi fo'ou	Fakakakato ngaahi ngāue ki hono fokotu'u 'o ha kautaha pisinisi fo'ou	NIL	100%	100%	100%			
	Fokotu'u 'o ha kautaha pisinisi fo'ou 'e 1 pe lahi ange	NIL	2	1	1			
Ola 8: Lelei ange hono tokanga'i e ngaahi poloseki makehe mo e poloseki 'a e ngaahi kautaha pisinisi								
1. Fokotu'u ha tu'utu'uni mahino mo 'aonga & founa ki hono fakalele 'o e tafa'aki fengāue'aki mo e kautaha taautaha (PPP), mo hono tokanga'i 'o e ngaahi poloseki.	Fa'u ha tu'utu'uni mo e founa ngāue ki he ngaahi poloseki mo e ngaahi fengāue'aki mo e kautaha taautaha	1	1	1	1			
	Ngāue'aki e tu'utu'uni mo e founa ngāue ki he ngaahi poloseki mo e ngaahi fengāue'aki mo e kautaha taautaha	NIL	1	1	1			
	Fakahoko e ako ngāue 'e 2 pe lahi ange he ta'u	≥ 2	≥ 2	≥ 2	≥ 2			
2. Palani mo 'analaiso totonu 'o ha poloseki.	Tali 'a e PPP 'e 1 pe lahi ange	1	1	1	1			
3. Toe vakai'i mo fakalelei'i e ngaahi founa ki hono muimui'i mo sivi'i 'o e ngaahi poloseki.	Fakalelei fakata'u e founa ki hono muimui'i e ngaahi poloseki	1	1	1	1			
	Fakalelei fakata'u e founa ki hono sivi'i 'o e ngaahi poloseki	1	1	1	1			
	Sivi'i katoa 'a e ngaahi poloseki	NIL	100%	100%	100%			

3.4. Polokalama 10.4: Lao mo e Tu'utu'uni

Kuo fakalahi 'a e kau ngāue 'o e va'a ko 'eni ke tokoni'i lelei ange ki hono tokanga'i e ngaahi kautaha pisinisi kotoa pe. Koe ongo lakanga 'o e va'a ni 'oku lolotonga 'ataa pea 'oku ngāue lahi kiai 'a e potungāue ki hono fakafonu 'i he ta'u fakapa'anga ko'eni, ke tokoni 'i he fa'u e ngaahi tu'utu'uni pea mo 'omi ha ngaahi fale'i mo fakahinohino totonu mo 'aonga.

Tepile 17: Fakakatoa kau ngāue 'i he polokalama 10.4.

Fakamatala	2019/20 Totonu	2020/2021 Fakalelei	2021/2022 Patiseti	2022/2023 Fakafuofua	2023/2024 Fakafuofua
Fakakatoa = tu'unga lolotonga (\$)	49,666	75,900	77,400	77,400	77,400
Kau Pule Ngāue	1	1	1	1	1
Kau Ngāue Ma'u faka'ilonga	0	1	1	1	1
Kau Ngāue makehe	0	0	0	0	0
Fakakatoa 'a e Kau ngāue Tu'uma'u	1	2	2	2	2
Kau Ngāue Lau'aho.					

Tepile 18: Polokalama 10.4, Va'a ki he Lao mo e Tu'utu'uni mo 'ene ola mo e ngaahi me'afua

Ngāue:	Me'afua	2020/21 (tukunga)	2021/22	2022/23	2023/24	Patiseti	Taketi #	Me'afua #
Va'a ki he Lao mo e Tu'utu'uni – Polokalama 4								
Ola 9: Tu'utu'uni, fale'i mo e founa ngāue fakalao lelei								
1. Toe vakai'i mo fakatonutonu 'a e lao, ngaahi tu'utu'uni & ngaahi aleapau	Fakalelei 'a e Lao ki he ngaahi kautaha pisinisi pea tali 'e he Falealea	1	1	1	1			
	Fakalelei 'a e Tu'utu'uni ngāue ki he ngaahi kautaha pisinisi pea tali 'e he Falealea	1	1	1	1			
	Fakalelei mo tali 'a e tu'utu'uni tatau ki he ngaahi faingamalie ki he ngaahi kautaha pisinisi	1	1	1	1			
2. Fai ha ngaahi fale'i mo ha ngaahi founa ngāue 'oku fakapalofesinale mo totonu	≥ 80% tu'unga fakafiemalie 'i he tu'utu'uni, fale'i mo e founa ngāue fakalao 'oku 'omi	≥ 80%	≥ 80%	≥ 80%	≥ 80%			
	90% fale'i 'oku fakahoko	90%	90%	95%	100%			

3. Fakafofonga'i lelei ange 'a e pule'anga 'i he fakamaau'anga pea tokanga'i lelei e ngaahi me'a 'o e fakamaau'anga	Laiseni Fakalao 'oku tali pea taka'ata mai	1	1	1	1	
	100% fakafofonga'i 'a e potungāue/pule'anga 'i fakamaau'anga	100%	100%	100%	100%	
	≥ 60% ngaahi hopo 'oku malohi	NIL	≥ 60%	≥ 60%	≥ 60%	
4. Kuo fakamafai'i fe'unga ange 'a e ngaahi kautaha pisinisi pea mo e kau talekita, pea ako'i totonu 'a e kau ngāue 'i he va'a ki he lao	100% Fakahoko 'a e ki'i polokalama ako ki he kau talekita	100%	100%	100%	100%	
	Fakakakato e ngaahi ngāue fakaloto potungāue	100%	100%	100%	100%	

Fakapipiki

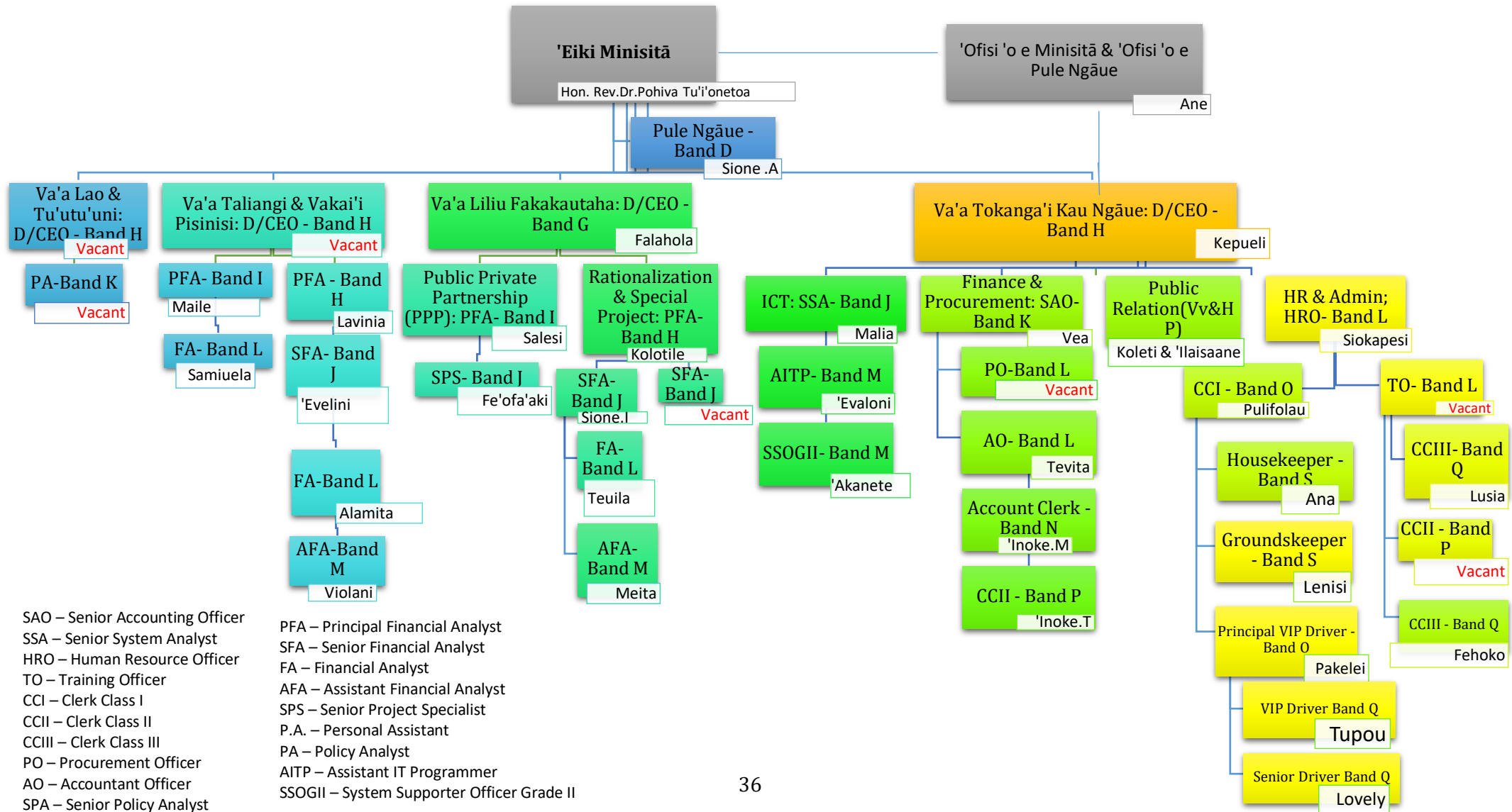
Fakapipiki 1: Tohi Tokoni kihe tu'utu'uni 'a e Ngaahi Pisinisi 'a e Pule'anga

Ngaahi Tefito'i Lao mo e ngaahi Tu'utu'uni mo e ngaahi Palani

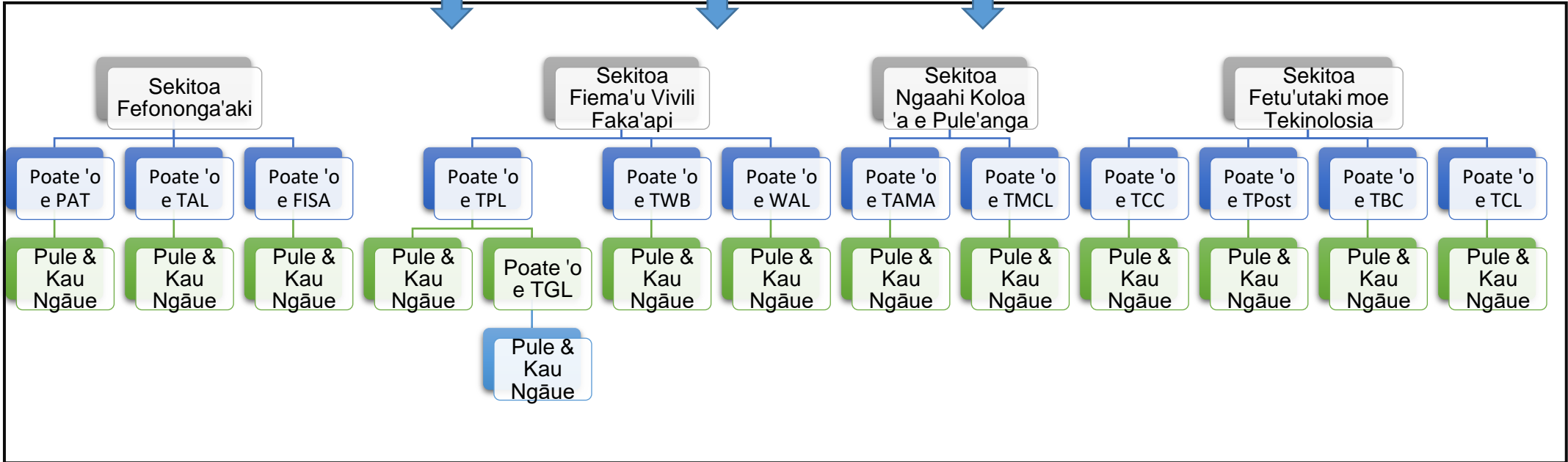
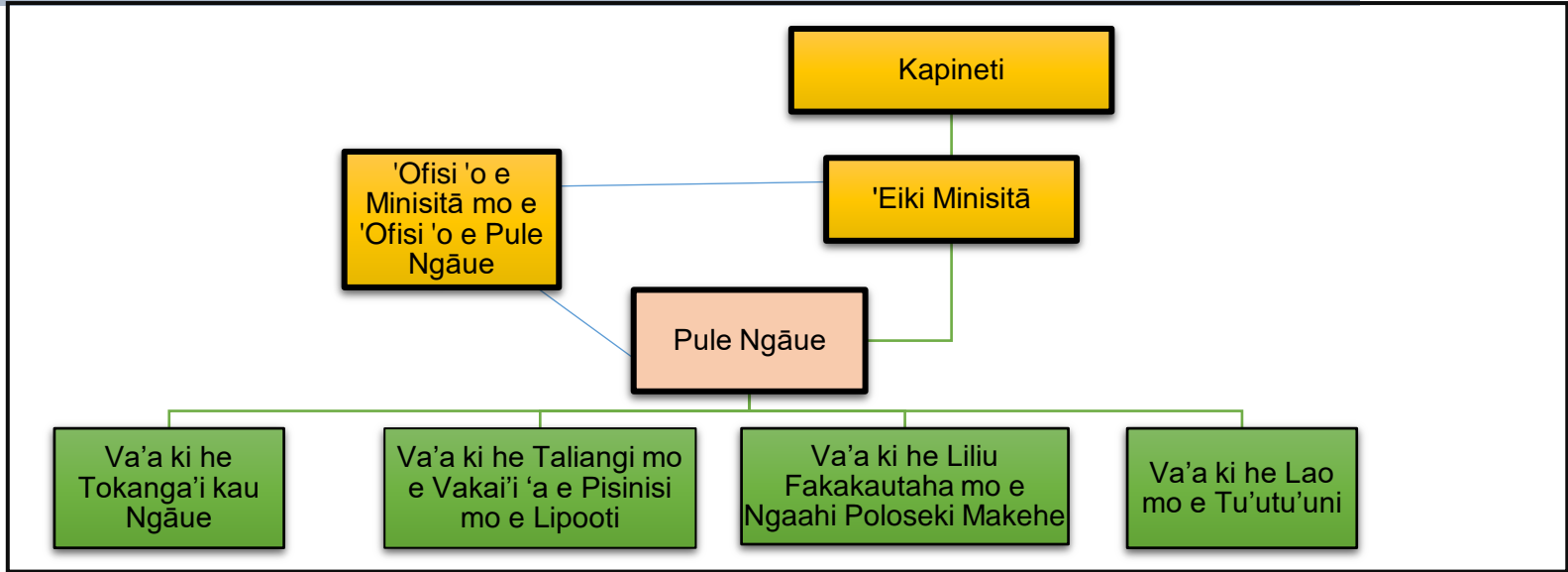
Ko e makatunga fakalao 'o e potungāue 'oku tefito ia 'I he ngaahi lao, ngaahi Palani mo e ngaahi tu'utu'u ni ko eni 'oku ha 'i Lalo :

- Konisitutone 'o Tonga
- Lao 'o Tonga
- Palani Fakafonua II
- Lao ki he Ngaahi Pisinisi
- Lao tokanga'i 'a e Pa'anga 'a e Pule'anga
- Lao ki he aotita 'a e Koloa 'a e Pule'anga
- Lao ki he kau Ngāue fakapule'anga
- Lao ki he Poate Pa'anga Malolo
- Lao ki he Pa'anga malolo
- Lao ki he Pangike Pule a Tonga
- Lao ki he Pa'anga Mohe 'a Tonga
- Lao ki he Pa'anga Fakatu'upake.
- Lao ki he Vahenga
- Lao ki hono fakataha'i 'a e Pa'anga malolo.
- Lao ki he 'Akau.
- Lao ki he Fakatau Koloa lalahi
- Lao ki he Pa'anga 'a e Fonua,
- Kautaha 'Aotita fakaloto Fonua.
- Aleapau fakavaha'apule'anga
- Ngaahi Fiema'u tu'ukimu'a 'a e Pule'anga.
- Fakalelei 'a e hala fononga hono tokanga'i 'a e pa'anga 'a e pule'anga,
- Lao Fakakautaha
- Lao ki he Fetu'utaki 'a Tonga.
- Lao ki he Fakamafola Lea 'a Tonga.
- Lao ki he Poate Vai 'a Tonga.

Fakapipiki 2: Fa'unga 'o e Potungāue 2021/22



Fakapipiki 3: Fa'unga 'o e Potungāue kuo fakalahi





MINISTRY OF PUBLIC ENTERPRISES

Corporate Plan & Budget

2021/22 – 2023/24

Document - English version

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List of Abbreviations

1. CSD – Corporate Services Division
2. CP – Corporate Plan
3. CPB – Corporate Plan and Budget
4. CSO – Civil Society Organisation
5. ESC – Essential Services Cluster
6. FISA - Friendly Island Shipping Agency
7. GOT – Government of Tonga
8. HR – Human Resource
9. ICT – Information Communication and Technology
10. KPI – Key Performance Indicator
11. LPD – Legal and Policy Division
12. MCD – Monitoring and Compliance Division
13. MDA – Ministry, Department and Agencies
14. MFNP – Ministry of Finance and National Planning
15. MPE – Ministry of Public Enterprises
16. NIIP - National Infrastructure Investment Plan
17. NSA – National Security Agency
18. OCEO - Office of the CEO
19. OoM - Office of the Minister
20. PAT - Ports Authority Tonga
21. PE Act – Public Enterprise Act
22. PEs – Public Enterprises
23. PSC – Public Service Commission
24. RSPD – Rationalisation and Special Projects Division
25. TAL -Tonga Airports Limited
26. TAMA - Tonga Assets Managers & Associates Limited
27. TBC - Tonga Broadcasting Commission
28. TCC - Tonga Communications Corporation
29. TCL - Tonga Cable Limited
30. TMCL - Tonga Market Corporation Limited
31. TPost - Tonga Post Limited
32. TPL - Tonga Power Limited
33. TSDF II – Tonga Strategic Development Framework II
34. TWB - Tonga Water Board
35. WAL - Waste Authority Limited

Foreword from the Hon. Minister of Public Enterprises



The Ministry of Public Enterprises is responsible for monitoring the interests of the Kingdom of Tonga which I represent as the shareholder in or owner of Public Enterprises (PEs), that are required to operate as successful businesses, or that have mixed commercial and social obligations. The Ministry of Public Enterprises under the Public Enterprises Act (PE Act), provides a regulatory system comprising of monitoring policies and processes, accountability tools, quality business corporate governance and legislative frameworks to maintain good quality regulation of public enterprises.

It goes without saying that for public enterprises to function well, all three parts of the Government—the Minister (representing the Crown's interests as Shareholder), public enterprises (entities) and the Ministry must have an effective working relationship with clarity on all sides as to the roles and responsibilities of each party. The clarity of the roles of each party is evidenced in my (Shareholder's)

Expectation Letter to the Public Enterprises in each financial year. This is a key obligation that I take very seriously for the best interest of the PEs to be adhered to and fully complied with by the Board of Directors, Chief Executive Officers for the public enterprises, and all employees.

The Public Enterprises provide a range of business activities, which is ranging from utilities including power generation and distribution, waste collection and disposal, water supply, real property and public market management, Information Communication Technology (ICT) including fibre optic operators, broadcasting, postal and telecommunications, and sea and air transportation. With their wide-ranging capacities and business reach, Public Enterprises promise a thriving Tongan economy. They indeed have demonstrable capacities (general asset and financial report position) to meet budgetary, public and other government strategic objectives.

This Corporate Plan (CP) structures the measures by which this Ministry would motivate, monitor and strengthen these capacities for the next financial year. I am aware that the sequence of measures in this Corporate Plan is structured with the Tonga Strategic Development Frameworks II (TSDF II) as the national overarching scheme down to the micro departmental counterparts with their individual KPIs and outputs in collaboration with administrative staffs in their individual professions. I hope this CP would result in PEs meeting Government priorities and give a fair return for Government's investments.

The Ministry under my direction has developed a number of reforms to ensure the compliance of all the three parts of Government with the PE Act—the Minister (representing the Crown's interests as Shareholder), public enterprises (entities) and the Ministry as regulator. Not only that but I believe that we are in a period where we can realise that a good and effective Corporate Plan for the Ministry has further better ripple effects on PEs whereby they can be better drivers of private sector growth and help lessen Government's budgetary constraints. This plan of action is guaranteed to magnify this realisation which would not have been possible without Government, PE Boards, entities management, tax payers, customers, and the public at large helping and cooperating. With this structured plan in place we are equipped to realise our national vision. **"A more progressive Tonga supporting a higher quality of life for all".**

Faka'apa'apa lahi atu,

Rev. Dr. Pohiva Tu'ionetoa

The Hon. Prime Minister of Tonga, and Minister of Public Enterprises



Message from the CEO for Public Enterprises



The Ministry released its Corporate Plan (CP) in April 2019, which plans out the Outcomes, Outputs, Order and key tasks of the Ministry for the period 2019/20 – 2021/22 until this current CP. This revised CP has been modified for the period 2021/22 – 2023/24. The CP reflects the essential change in the Ministry's yield, structure and administrative modifications that ought to be made for effective and profitable movement of the public enterprises to the Stakeholders.

Our key focus in 2021 is to continue building an outstandingly skilled and talented staff in the ministry with appropriate procedures, strategies and documentation frameworks to better embody Public Enterprises (PE's) performances and to support their operational competence. These facilitations are done for the long-haul administration schemes, to ensure that PEs are improving the performance (both financial and non-financial), minimizing overall inefficiency (i.e. time and costs) of operation, enhance the effectiveness of operation, and watching out for all maintenance

extremes. We considered seriously the risks and negative impacts of the Covid19 in the PEs business environment, both internally and externally.

In this way, significant developments have been made. We presently have an operationally productive and well-established Ministry of Public Enterprises, with extraordinary amounts of dynamic talents. A Shareholder Management structure has been produced to ensure the viability of every endeavour and further ensure that the PEs contribute to the government's objectives. Talks for regular meetings with PE's Boards and chairpersons were encouraged to ensure facilitated effort of responsibility and accountability.

Through the Ministry, the Shareholder requires PEs and Subsidiary to work as **SUCCESSFUL BUSINESS**, and to this end, to be as:

1. **Profitable:** In accordance with Section 4 of the Public Enterprises Act, as amended, which states that PEs are to be profitable and efficient as comparable businesses that are not state-owned;
2. **Pay dividends to Government** based on specific and reasonable dividend policies;
3. **Comply with the reporting requirements of the PE Act as amended;**
4. **Achieve and maintain a Relevant & most appropriate Return on Equity; and**
5. **Provide quality and efficient services to the public.**

There have been a couple of changes made to the task and execution of the Ministry compared to last year's report and these created a couple of obstacles for us in striving to achieve our Objectives in accordance with the PE Act. These obstructions include an insufficient capacity of legal and policy talents. We also don't have the advantages in redesigning the Ministry's activities to the outer islands. The Ministry's Divisions stood up to a lack of staff with respect to people and capacity which links to the insufficient and inefficient parts of the division's execution.

Thusly, the following financial year we proposed the accompanying exercises:

1. Completed the process for amending the PE Act, and the On-going/Planned PE Structural Reforms,
2. Improved and strengthened PPP Unit in the Ministry,

3. Improved oversight and management of MPE/PEs Projects,
4. Properly established of new PEs,
5. Improved PE performance (Both financial and non-financial)
6. Improved PE's Governance Policy, and other internal working policies & regulations,
7. Improved leadership and strategic guidance for Essential Services Cluster (ESC),
8. Improved Operations in Outer Islands Offices,
9. Continued to improve MPE Staff's skills & knowledge.
10. Continued to improve the recruitment process of the directors and formation of the quality and productive Boards.

The Ministry of Public Enterprises' management team and all the staff work cooperatively and is committed to monitor and evaluate the plan of action, to be more convincing and productive with the objective that we can deliver the level of execution expected of us by the Government, Minister and the Stakeholders.

Respectfully,




Mr. Sione Pulotu 'Akau'ola
Chief Executive Officer for Public Enterprises.

1. MPE Corporate Plan Executive Summary

1.1. Mandate, Key Legislations, Policy Decisions & Conventions

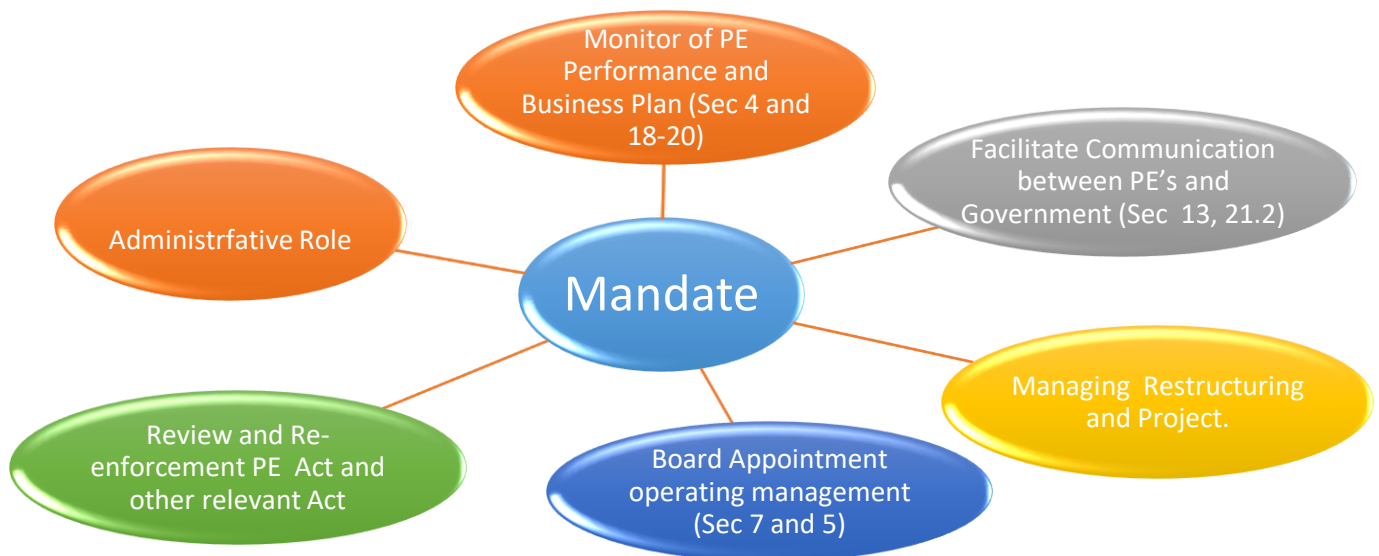
The Ministry's operations are guided and legitimized by the PE Act, as amended. It outlines the Ministry's responsibilities, authority and shared powers (with Cabinet).

As per the PE Act, as amended, the Hon. Minister of Public Enterprises is the representative of the GOT, as shareholder in its business interests ('public enterprises'). Currently the Hon. Minister oversees a total of twelve public enterprises. These public enterprises are spread out over a variety of sectors including utilities (power, water, and waste services), transportation (air and sea) and communications (telecommunications and broadcasting) and more. Through the Ministry, the Shareholder requires PEs to comply with the following.

1. Section 4: Ensuring that PEs comply with their principal objective: to operate as a successful business and, to this end, to be as profitable and efficient as comparable businesses that are not state owned.
Provide Quality and efficient services to the Public.
2. Section 12: The endorsement of Directors' remuneration fees
3. Section 14: The appointment and termination of Directors of the Boards of PEs.
4. Section 22: Receiving, analysing, reporting to Cabinet and publishing Annual Reports of PEs.
5. Section 18: Business Plan
6. Sections 19, 20 & 22: Ensuring compliance of PEs with the reporting requirements of the Act
7. Section 21(2): The approval of the dividend policies of PEs
8. Section 26: Confirming the appointment of the CEOs of PEs

Through the Ministry, the Shareholder enforces these requirements and benchmarks to encourage good returns from its business investments while at the same time, ensuring that its businesses improve the quality and efficiency of essential social services to the public.

Flow Diagram 1: Executing the Legal Mandates through the Ministry's responsibilities



1.2. Stakeholders

MPE has various partners across different Ministries, Departments, Organizations, Agencies and more, as summarized in Table 1 below. A detailed and precise investigation of the unpredictable and related stakeholders, is essential to the progression of the MPE corporate plan.

The knowledge of partner needs and their relations with the Ministry, contributes to a firm premise for this plan. Stakeholder needs drive the distinguishing proof of yields and related changes and their gathering into programs and sub-programs/divisions. This, thus legitimizes the related designation of allocation of budget in supporting them. Conveyance of administration to customer partner, the purchase of goods and services from supplier partners, joint working with collaborating partners, and adherence to rules set up by oversight-partners are exceedingly essential contemplations in the detailing of the Corporate Plan.

Table 1: Ministry of Public Enterprises and their relationship with its external stakeholders

Stakeholder	Customer of MPE	Supplier to MPE	Partner with MPE	Oversight of MPE
Cabinet	Advice, Recommendations, Information	Decisions	Operating Effectiveness of Government	Direction
LA	Advice, Recommendations, Information	Decisions, Legislation	Operating Effectiveness of Government	Direction
MDAs	Advice, Guidance, Instructions, Information	Information	Operating Effectiveness of Government, Support of the TSDF	Oversight by PMO, PSC - Policy, Operations
Public Enterprises	Advice, Guidance, Instructions, Information	Information	Operating Effectiveness of Government, Support of the TSDF	
Businesses	Advice, Guidance, Instructions, Services, Information	Provide Commercial Goods, Services, Fees, Charges	Support of the TSDF, Economic Development	
NSA, CSO, Churches	Advice, Guidance, Instructions, Services, Information	Goods, Services, Fees, Charges	Support of the TSDF, Community Work, Education, Health	
General Public	Advice, Guidance, Instructions, Services, Information	Goods, Services, Fees, Charges	Support of the TSDF	Complaint, Petition
Development Partners	Advice, Guidance, Instructions, Services, Information	Development Assistance and Advice	Delivery of Aid PE Funded Programs	Oversight of the Use of Project Funds for PEs, General Performance Management

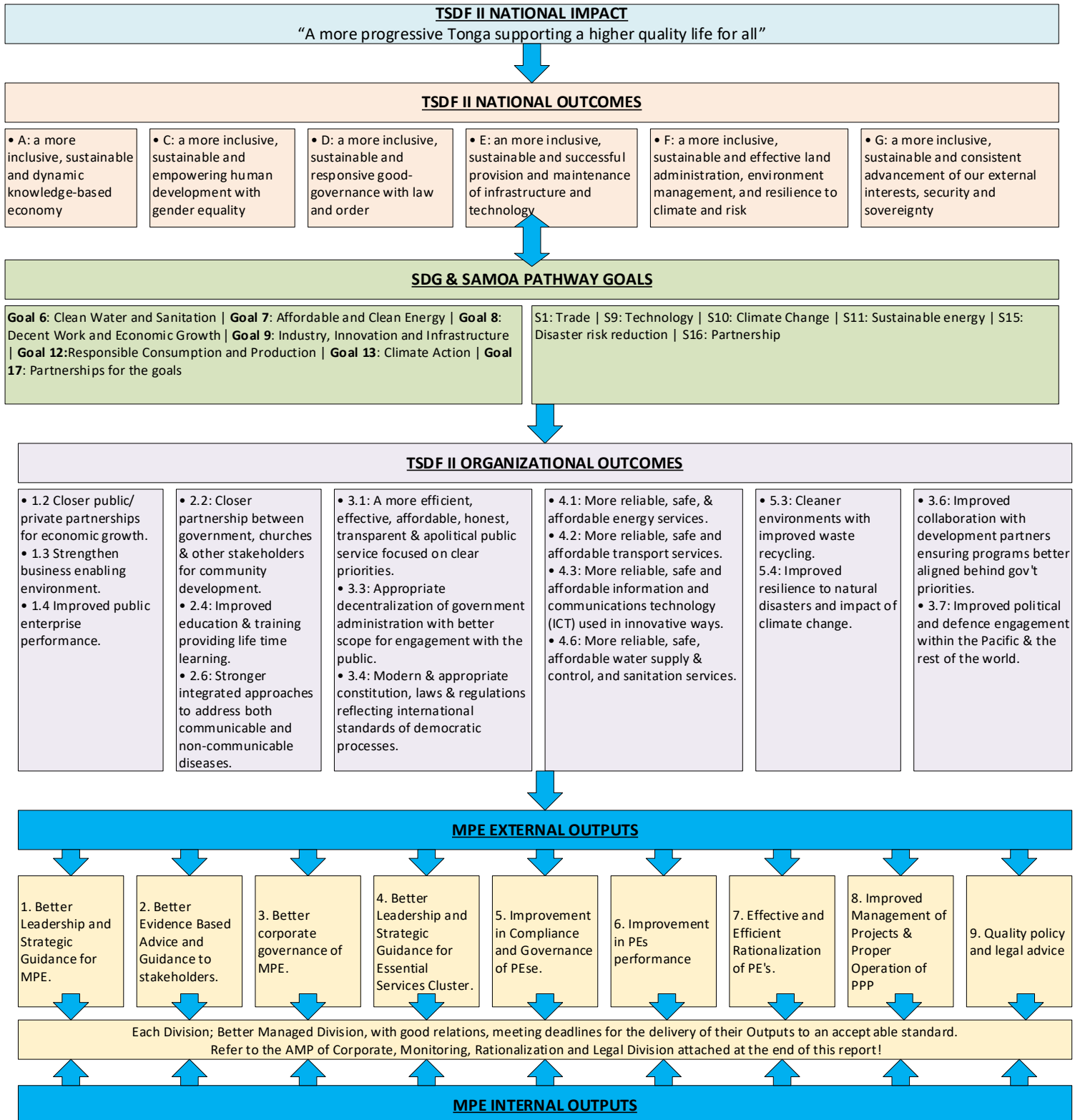
1.3. Result Map (Ministry of Public Enterprises)

This shows the various levels in the results Map for the Ministry and its relationship to the TSDF.

In order to achieve the desired long-term changes, there may be many steps between Ministry activities and the desired impact. The Ministry Result Map attempts to categorize these steps by breaking them down under division into manageable stages including Activities, Outputs, Outcomes and Impact.

The Corporate Plan sets out how this results map is developed. The current document provides a Summary of the more detailed Corporate Plan and Budget documents for the Ministry.

Flow Diagram 2: MPE Results Map indicating the relationship of the Ministry with the TSDF



1.4. TSDF/SDGs/Regional Frameworks

Tonga Strategic Development Framework (TSDF) National Impact

The Ministry's operations are guided by the Tonga Strategic Development Framework (TSDF), 2015 – 2025: **A more progressive Tonga: Enhancing Our Inheritance; GOD AND TONGA ARE MY INHERITANCE** which derives the following National Impact:

Government Vision

"A MORE PROGRESSIVE TONGA SUPPORTING A HIGHER QUALITY OF LIFE FOR ALL".

The Government of Tonga (GOT) established the Ministry to support the Minister of Public Enterprises, as the representative of GOT, as the shareholder in its Public Enterprises (PEs), in accordance with the PE Act, the requirements of the TSDF II, and the GOT's other identified priorities.

As the GOT continued its reform programs in various sectors, the Ministry is working with PEs to support these programs and to contribute to economic and social sustainability. This is to be achieved through the efficient utilization of public resources in creating wealth, service provision and the support of the Private Sector as the engine of economic growth. These focuses guided the Ministry's relationship with PEs and stakeholders.

The Ministry depicted its operating powers and authority from legislations and the TSDF II, which include:

- Tonga Strategic Development Framework II. (TSDFII)
- Strategic Development Goal (SDG)
- Government Priority Agenda
- The Public Enterprises Act, as amended.
- The Companies Act 1995.

We have then, broken down our Ministry related specific goal statements below in order to link to the above vision:

Our Vision

TO BE A LEADING ORGNISATION IN PROMOTING, ENABLING & ENCOURAGING OUTSTANDING PERFORMANCE OF THE PUBLIC ENTERPRISES

Our Mission

1. Assist all Public Enterprises to become Profitable and sustainable & Contribute to Government Revenue.
2. Ensure Public Enterprises are Serving and Meeting the Needs of all Tongans.
3. Prepare Public Enterprises for Eventual Restructure or Reforms when Required.
4. Ensure Public Enterprises Outcomes and Direction are in line with Government Priorities

Our Core Values

The following core values serve to constantly guide both the employee and the ministry in achieving their mutual goals, in a manner that is based on an ethical and ideological framework

1. Integrity and Ethics – Building your entire business on the foundation of honesty and integrity goes a long way into building a strong, trusting relationship with its employees, stakeholders, and customers.
2. Respect – Respecting all employees means respecting their individual human rights and privacy, eliminating all kinds and forms of discrimination, whether based on religion, belief, race, ethnicity, nationality, gender, or physical disability.
3. Innovation (Not Imitation) – Employees in such ministries are encouraged to be dynamic and come up with innovative ideas that can translate into successful products/services for the ministry.
4. Drive – Ministries that have this principle as one of their core values try to provide a dynamic platform to their employees, where they can explore their creativity and skills and further enhance themselves.

1.4.1. TSDF/SDG Impacts and Outcomes Supported by MPE Outputs

With the TSDF II 2015 – 2025, we have extracted the following that are related to the ministry and the PEs at varying levels of significance (significant, moderate & partial), which is also aligned with the SDG 2015 – 2025 and SAMOA pathways goals listed in the table below. The table below also shows how MPE's corporate plan contributes to those outcomes and goals in the following specific areas:

Table 2: MPE contribution to TSDF II Outcomes & SDG/SAMOA Pathway Goals.

TSDF II Outcomes		SDG Goal & SAMOA Pathway	SDG Target & Indicators	Government Priority	Level of Significance	Relevant MPE Output
A	OO1.2	Goal 8: Decent Work and Economic Growth	8.1: Sustainable Economic Growth 8.1.1: Annual growth rate of real GDP per capita	Priority 4: Economic Development	Significant	Output 5, 6, 7, 8
	OO1.3	S1: Trade	8.2: Diversify, innovate and upgrade for Economic Productivity 8.2.1: Annual growth of real GDP per employed person		Moderate	Output 5, 6, 7, 8
	OO1.4				Significant	
C	OO2.2				Partial	Output 3, 5 & 9
	OO2.4				Partial	
	OO2.6				Partial	
D	OO3.1				Moderate	Output 1, 2, 3, 5 & 6
	OO3.3				Partial	
	OO3.4				Partial	
E	OO4.1	Goal 6: Clean Water and Sanitation Goal 7: Affordable and Clean Energy Goal 9: Industry, Innovation and Infrastructure S9: Technology S11: Sustainable energy	6.3: Improve Water Quality 6.3.1: Proportion of domestic and industrial wastewater flows safely treated 6.3.2: Proportion of bodies of water with good ambient water quality 6a: International cooperation and capacity-building support in water and sanitation-related activities and programs 6.a.1: Amount of water and sanitation related official development assistance that is part of a government coordinated spending plan	Priority 5: Resilient and Sustainable Recovery Priority 6: Infrastructure (with priority on road development)	Significant	Output 5, 6, 7, 8
	OO4.2		7.1: Universal access to modern energy 7.1.1: Percentage of population with access to electricity 7.1.2: Percentage of population with primary reliance on clean fuels and technology 7.2: Increase Global Percentage of Renewable Energy 7.2.1: Renewable energy share in the total final energy consumption 7.3: Double the improvement in Energy Efficiency 7.3.1: Energy Intensity measured in terms of primary energy and gross domestic product (GDP) 7a: Promote investment in energy infrastructure and clean technology 7.a.1: International financial flows to developing countries in support of clean energy research and development 7b: Upgrade infrastructure technology for supplying modern and sustainable energy services 7.b.1: Ratio of value added to net domestic energy use, by industry.		Significant	Output 5, 6, 7, 8

	OO4.3		9.1: Develop quality, reliable, sustainable and resilient infrastructure 9.1.2: Passenger and freight volumes, by mode of transport 9a: Facilitate sustainable and resilient infrastructure development through enhanced financial, technological and technical support 9.a.1: Total official international support (official development assistance plus other official flows) to infrastructure 9c: Increase access to information and communication technology 9.c.1: Proportion of population covered by a mobile network, by technology		Significant	Output 5, 6, 7, 8
	OO4.6				Significant	
F	OO5.3	Goal 12: Responsible Consumption and Production Goal 13: Climate Action S10: Climate Change S15: Disaster risk reduction	12.4: Responsible management of chemicals and waste 12.4.2: (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment 12.5: Reduce waste generation 12.5.1: National recycling rate, tons of material recycled	Priority 5: Resilient and Sustainable Recovery	Significant	Output 5, 6, 7, 8
	OO5.4		13.1: Strengthen resilience and adaptive capacity to climate related disaster. 13.1.2: Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030		Moderate	Output 4
G	OO3.6	Goal 17: Partnerships for the goals S16: Partnership	17.6: Enhance access to science, technology and innovation 17.6.2: Fixed internet broadband subscriptions, by speed 17.8: Enable use of enabling technology 17.8.1: Proportion of individuals & households using the internet		Partial	Output 5, 6, 7, 8
	OO3.7				Partial	

As our Ministry compiled all responsibilities into 6 main external outputs, that we have to execute in order to achieve the seventeen (17) TSDf II outcomes (7 significant, 3 moderate & 7 Partial) and nine (9) Sustainable Development Goals restated above.

1. Better evidence-based advice and guidance to stakeholders
2. Better Leadership and Strategic Guidance for Essential Services Cluster
3. Improvement in Compliance and Governance of PEs
4. Improvement in PEs performance.
5. Effective and Efficient Rationalization of PE's.
6. Improved Management of Projects & Proper Operation of PPP

And we will further elaborate more on these outputs in the Ministry Overview.

1.4.2. GPA, Sector Plans, Regional & Community Development

The national vision is supported by prioritizing seven (7) key areas of priorities to focus implementation by MDAs through Corporate Planning and Budget Process. These priorities areas are categorized under three (3) thematic areas:

- A. People Focus
 1. Health Development
 2. Illicit Drugs and National Security
 3. Education Development
- B. Economic Recovery
 4. Economic Development and Recovery
- C. Resilience
 5. Resilient and Sustainable Recovery
 6. Infrastructure Development
 7. Public Sector Reform

The Ministry supports all the Government Priority Agenda areas, especially in these key areas listed below.

4. Economic Development

➤ Review the structure of the Public Enterprises (PEs):

The critical review of the Public Enterprises Policy is currently an on-going process, which the Ministry of Public Enterprises continues to work closely with the PEs to ensure that they meet Government objectives and make profit.

5. Resilience Sustainable Recovery

➤ Energy, Climate Change and Disaster Risk Reduction

Ministry of Public Enterprises work hand in hand with Tonga Power Limited to ensure that the Tonga Renewable Energy Projects (TREP) and other Renewable Energy projects are well implemented.

➤ Investment to rebuild better

Ministry of Public Enterprises as a Cluster Lead will coordinate and collaborate with other cluster leads and relevant stakeholders to strengthen climate change and disaster risk policy, compliance and implementation capacities.

6. Infrastructure (with priority on road improvement)

➤ Extension of Queen Salote Wharf).

The preparation of the extension of Queen Salote Wharf is currently underway and it is expected to start in Dec 2020 with funds from the Asian Development Bank. the preparation is done under the transport facility services. The project is to be implemented over a duration of 2 to 4 years.

➤ Establishment of Road Maintenance Fund & Infrastructure Insurance scheme.

With the prioritization of road and infrastructure development. Government is committed towards providing a ring-fenced allocation for road and infrastructural maintenance under the new Roads Act 2020, in addition to establishing a Land Transport Authority to be responsible for all related infrastructure. Furthermore, the infrastructure insurance scheme is implemented in phases: i) Approved Asset Management Policy Framework; ii) Valuation of Government Assets; and iii) explore insurance options. Other avenues include exploring other existing schemes such as the Singapore infrastructure insurance scheme. These initiatives are to ensure resilient and sustainable management of the country's infrastructures with sufficient funding and capacity in place.

➤ Subsidies (Air, Sea Transports, electricity, exemptions)

Government supports the development of the infrastructure sector through subsidies to support costs of air and sea transport to the outer Island.

- Government is currently subsidizing air transport through covering the costs for Y12 aircraft flights from Vava'u to the Niua's. Government is also subsidizing sea transport to the Niua's.
- All Allocated fund in 2019/2020 financial year was initiated to support costs of sea transport to the small and remote Islands of Ha'apai.
- In Tongatapu and the outer Island except Niua, Government is providing subsidizes towards the maintenance of streetlights.
- Ongoing subsidy to facilitate the 'Eua sea transport.

2. Ministry Overview

2.1. MPE Outputs – Priority and Ongoing Outputs

As mentioned in the TSD/SDGs/Regional Frameworks section above, we have now streamlined the Ministry Output into different programs and each consolidated and related specific output that cooperatively subsidizes in order to achieve all Outcomes and National Impact. Each Program highlights each division and its outputs.

Program 1 – Leadership (Office of the Minister/CEO) + Corporate Services Division

Program 2 – Monitoring & Compliance Division

Program 3 – Rationalization and Special Project Division

Program 4 – Legal & Policy Division

The four (4) divisions of MPE will work together to achieve the following priority outputs (initiatives) for the next three years:

1. Complete Ongoing/Planned PE Structural Reforms (budget support trigger 2019/2020)
2. Improved and strengthened PPP Unit (budget support trigger 2019/20)
3. Improved oversight and management of MPE/PEs Projects
4. Proper establishment of new PEs
5. Improved PE performance
6. Improved PE Governance Policy
7. Improved leadership and strategic guidance of Essential Services Cluster
8. Improve Operations in Outer Islands Office

Table 3: MPE priority output & KPIs

3 Years Priority Outputs	KPIs
1. Complete Ongoing/Planned PE Structural Reforms	<ul style="list-style-type: none"> • Holding Company/Mega-Utility established • PAT, TWB & TBC reconstituted as companies • Corporatization of TBC
2. Improved and strengthened PPP Unit	<ul style="list-style-type: none"> • PAT & TPL PPP agreements signed • Established policies, frameworks, and mechanisms to assess, support, monitor, evaluate PPPs
3. Improved oversight and management of MPE/PEs Projects	<ul style="list-style-type: none"> • Established policies, frameworks, and mechanisms to assess, support, monitor, evaluate Projects
4. Proper establishment of new PEs	<ul style="list-style-type: none"> • New PEs properly setup and operational
5. Improved PE performance	<ul style="list-style-type: none"> • Improved PE performance monitoring and tracking systems • Improved commercial viability and sustainability of PEs operations
6. Improved PE Governance Policy	<ul style="list-style-type: none"> • Revised Directors Selection Policy
7. Improved leadership and strategic guidance of essential services cluster	<ul style="list-style-type: none"> • TOR and SOP established for ESC • ESC Plan in place
8. Improve Operations in Outer Islands Office	<ul style="list-style-type: none"> • Improved operations and reporting from Outer Islands

2.2. Ministry Outputs Grouped into Divisions/Sub-Programs

Table 4: Detailed MPE Output into each Program with its consolidated and related Outputs.

Program(s)	Ministry's Outputs	Activities/Strategies	Responsible Division
Program 1.1 Leadership (Office of Minister and Office of CEO)	1. Better Leadership and Strategic Guidance for MPE.	1.1. Establish clear and effective communication arrangements with staff 1.2. Fair, honest, transparent and decisive decision making 1.3. Proper delegation and empowerment of staff	Leadership (Lead) Corporate Division Legal Division
	2. Better Evidence Based Advice and Guidance to stakeholders.	2.1. Timely and Accurate Information submitted to relevant stakeholders 2.2. Provide advice and guidance to relevant stakeholders	Leadership (Lead) All Other Division
Program 1.2 Corporate Services Division	3. Better Corporate Governance of MPE.	3.1. Better Planning, Monitoring and Reporting 3.2. Improve human resources management systems 3.3. Improve administration management systems 3.4. Improve financial management systems 3.5. Improve ICT management systems 3.6. Better Customer Services. 3.7. Better operation at Outer Island Office.	CSD Division (Lead) All Other Divisions
	4. Better Leadership and Strategic Guidance for Essential Services Cluster	4.1. Establish and strengthen coordination & communication mechanisms 4.2. Proper coordination of planning, monitoring and reporting of cluster members 4.3. Capacity building for cluster members 4.4. Attend NEMO Regular meetings as cluster lead 4.5. Identify and mobilize resources for services provided by the Cluster or other Key Partners	CSD Division (Lead) Leadership
Program 2: Monitoring, Compliance & Reporting	5. Improvement in Compliance and Governance of PEs	5.1. Enforce compliance with reporting requirements of the PE Act & Expectation Letter. 5.2. Enforce Good Governance of PEs	M&C Division (Lead) All Other Divisions
	6. Improvement in PEs performance	6.1. More timely, accurate and reliable financial reports and analysis reports 6.2. More timely, realistic and reliable PE Plans that are aligned with Government priorities and plans 6.3. Enhance Monitoring and Tracking of PEs performances 6.4. PE Award Night	M&C Division (Lead) Rationalization Division
Program 3: Rationalization, PPP & Special Projects	7. Effective and Efficient Rationalization of PE's.	7.1. Review and implement clear and effective policy, processes, tools and strategies for rationalization of PEs 7.2. Develop/review and implement Rationalization tracking and evaluation systems. 7.3. Establish New PEs	R&SP Division (Lead) Legal Division M&C Division
	8. Improved Management of Projects & Proper Operation of PPP	8.1. Establish clear and effective policy & strategy for operation of PPP and management of Projects. 8.2. Proper PPP/Project Planning and Analysis 8.3. Review and Improve PPP/Project tracking & evaluation systems	R&SP Division (Lead) Legal Division M&C Division
Program 4: Legal and Policy Advice	9. Quality Legal and Policy Advice & Practices	9.1. Review and update Legislation, Policies & Contracts 9.2. Provide professional and accurate legal & policy advices and practices 9.3. Better represent government in court and properly manage court cases 9.4. More Adequately empowered PEs/Directors and properly trained legal staff	L&P Division M&C Division

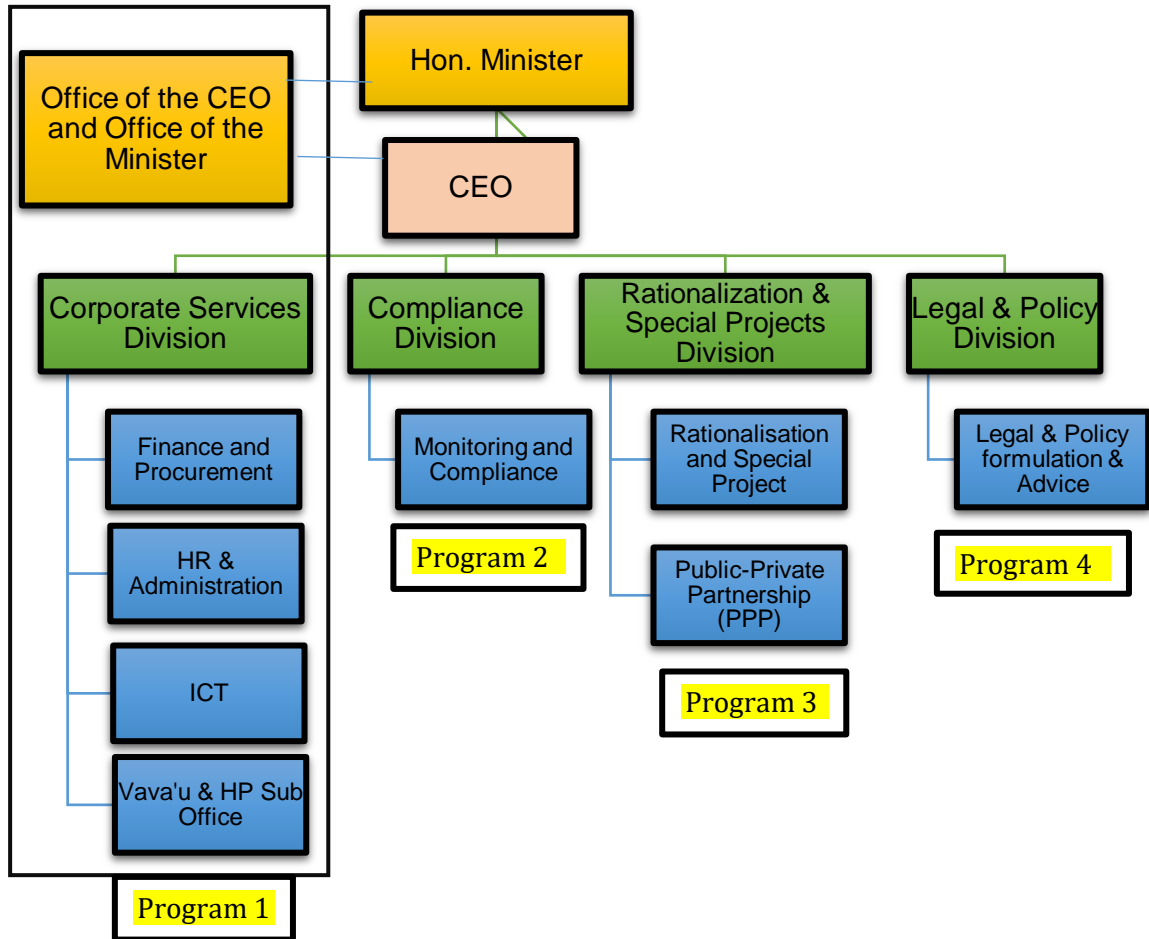
Refer to Annex 4 for more details and the breakdown of the activities shown above, reflecting a Gantt chart relationship between the activities and the **Annual Management Plan**.

2.3. Ministry Organizational Structure

The Ministry of Public Enterprises requires high standard on specialized skills to carry out the mandate. Emphasis has always been placed on ensuring that the organizational structure is adequately resourced to deliver on the organisation key focus area and Output.

The outputs allocated to Division/Sub-Programs, MPE adopts the structure in Figure 3. The Minister provides overall leadership while the CEO provides overall management. Each Deputy CEO (DCEO) manages a Division (with its associated sub-program) reporting to the CEO who reports to the Minister.

Flow Diagram 3: Organizational and Functional Structure: Ministry of Public Enterprises



Refer to Annex 2 for a detailed organisational structure attached. More streamlined and all posts within the Ministry is given with its Band Size.

Refer to Annex 3 for a more strategic organizational structure showing the relationship between MPE and the 12 PEs that the Minister currently oversees as per the mandates in Sec 1.1 above.

2.4. Summary of MPE Planned Major Reforms

The Ministry has an ongoing and also new proposed reform programs set out in the Public Enterprises Reform Policy. Based on the outputs, and their associated key performance indicators (KPIs), the corporate planning, under One Process undertakes annual analysis of the performance gaps, diagnosis of the reasons for and consequences of these gaps, and identification of possible solutions. These solutions inform the review and updating of the details of the Ministry's reform program.

Table 5: Details of MPE New & Ongoing Initiatives

New & Ongoing Initiatives	Activities	FY 2021/22	FY 2022/23	FY 2023/24	Justification	Sub program #	Program #
1. Rationalization Division	Complete Ongoing/Planned PE Structural Reforms (budget support trigger).	There are no changes to the budget for the delivery of this output			<p>The governments PE Reform Policy has already delivered significant new opportunities for the private sector and reduced fiscal risks for the government. A series of PEs have already been privatized or substantially restructured to increase private sector participation. The ministry continues its efforts in reviewing and following the PE Reform Policy to ensure the PEs are appropriate and supportive of private sector development which includes the following ongoing PE structural reforms:</p> <ul style="list-style-type: none"> • Reconstituting of PAT, TWB & TBC from statutory boards into companies. • Corporatization of TBC • The Ministry also plans to continue on from the successful reform program of the "Shared Board of Directors" by looking into the possible formation of TPL, TWB, and WAL into a Holding Company or a Mega-Utility. 	<u>Rationalization & Special Projects Unit</u>	Program 3
2. Rationalization Division	Improved and Strengthen PPP Unit (budget support trigger).	There are no changes to the budget for the delivery of this output			<p>An Indicative trigger for public enterprise reform targets, is the continued implementation of reform program to increase private sector participation in the PE portfolio, particularly in the form of Public Private Partnerships or PPP. TPL has undertaken a few PPPs in renewable energy while other PPPs are in progress in other sectors such as PAT. Due to this increasing trend in PPP projects as well as the poor coordination of PEs projects, the Ministry established its PPP</p>	<u>Public Private Partnership Unit</u>	Program 3

			<p>unit under the Rationalization and Special Projects Division to better coordinate and assist PEs with their projects. Since the establishment of this PPP unit in FY2016/17, the vacant posts under this unit were just recently filled in April and July of 2019. These posts have been continuously advertised but applicants didn't meet the minimum requirements. Moreover, there is a lack of clear and effective policy and strategic guidance for PPPs. The focus this year will be to i) Established policies, frameworks, and mechanisms to assess, support, monitor, evaluate PPPs ii) PAT & TPL PPP agreements are signed.</p>		
3. Rationalization Division	Improved oversight and management of Projects (MPE & PEs).	There are no changes to the budget for the delivery of this output	<p>There has been an increasing trend in the number of projects undertaken by PEs either funded internally or externally from donor partners or private sector involvement. PEs projects are currently managed directly by the PEs themselves and there is a lack of coordination between the Ministry and the PEs. This will bridge this gap that we have identified. This year, the Ministry will focus on establishing effective policies, frameworks, and mechanisms to assess, support, monitor, and evaluate all PE projects.</p>	<u>Rationalization & Special Projects Unit</u>	Program 3
4. Rationalization Division	Proper establishment of new PEs	There are no changes to the budget for the delivery of this output	<p>The government recognized the lack of insurance to cover the governments assets under the PEs as well as the amount of staff insurance that is paid out to foreign companies. The Ministry will focus on conducting due diligence review and proposal for establishing a Government Insurance Company as a new PE. This will ensure that the insurance money will remain in the country and can be used by the government to reinvest in other ventures. Moreover, the ministry also has plans for establishing a Land Transport Authority as a new PE. Finally, is to complete the process for Tonga's Airline Company (Lulutai Airline) to be registered as a PE.</p>	<u>Rationalization & Special Projects Unit</u>	Program 3
5. Monitoring & Compliance Division	Improved PE Performance	There are no changes to the budget for the delivery of this output	<p>It is important to improve the credibility of financial reports and performances of PEs, as well as being able to proactively respond to any issue that arises from the PEs operations in both financial and non-financial that may have a material impact on the PE. In order to accomplish this, there is a need to</p>		Program 2

			review and enhance the monitoring and tracking systems used, to ensure that PEs commercial viability and sustainability of their operations are promoted and aligned with governments plans.		
6. Monitoring & Compliance Division	Improved PE Governance Policy	There are no changes to the budget for the delivery of this output	Appointment of competent Board of Directors is important part of ensuring good governance of PEs, but political changes and involvements have at times hindered good governance of PEs. Moreover, there is a need to enhance the accountability of the directors via an improved Directors Performance Evaluation System. The focus this year is to review the director's selection process policy to ensure minimum impact from political changes.		Program 2
7. Corporate Services Division	Improved leadership and strategic guidance of essential services cluster	<ul style="list-style-type: none"> ❖ A new Disaster Risk Management Unit was proposed to be established in FY 2021/22 but was not approved. ❖ This proposal for the new unit is moved to the following FY 2022/23 for the following: <ul style="list-style-type: none"> • 1x Senior Officer (Band J) for New Unit - \$26,880 • Government Contribution to Retirement Fund - \$2,688 • Catering/Refreshment - \$3,000 • Facility Hire - \$1,000 • Training & Conferences - \$3,000 <p>Total Amount = \$36,568</p> <ul style="list-style-type: none"> ❖ A Disaster Works Officer (Band L) is planned to be recruited in the last year 	<p>Energy, climate change and our vulnerability and exposure to natural disasters remain a critical priority. In considering our region's high degree of vulnerability to disaster and climate change, it is paramount to have all the necessary institutional and capacity set up in place aiming at building a resilient economy in preparation for natural disasters and climate change effects.</p> <p>The Ministry is the Cluster Lead Agency for the Essential Services Cluster who works in close collaboration and coordination with other cluster members for example TPL, TWB, TCC, and other private service providers operating in Tonga. The primary purpose of the Essential Services Cluster is to prepare and coordinate among the members, effective initiatives that need to be carried out particularly in the pre disaster, during disaster and post disaster situation in each stage of the Disaster Risk Management Cycle (DRMC). Due to the wide scope of work required to collaborate and coordinate cluster members in preparation for pre-disaster, during-disaster, and post-disaster, the Ministry had proposed to establish a new Disaster Risk Management Unit under Corporate Services Division to lead and manage the core activities of the Cluster. As this new Unit was not approved, the Ministry will try its best with its limited and overloaded staff to carry out the tasks for the cluster, but we still need this new</p>	<u>Corporate Services</u>	Program 1

		<p>FY2023/24, to assist the Senior officer with the activities of the cluster.</p> <ul style="list-style-type: none"> • Disaster Work Officer (Band L) - \$19,490 • Government contribution to Retirement Fund - \$1,949 <p>Total Amount = \$21,439</p>	<p>unit to properly handle and manage all task and activities for the Cluster.</p>		
8. Corporate Services Division	Improved Operations in Outer Islands	<p>There are no changes to the budget for the delivery of this output</p>	<p>The sub-offices at Vava'u and Ha'apai has been established and plans were made to completely setup proper procedures and operations for the sub-offices to closely monitor the performances of PEs as well as enable a more efficient, effective, affordable, honest, transparent and political public service, focused on clear priorities. However, due to shortage of staff as a result of the impacts of Covid-19, it is still in progress.</p> <p>There is a great need for the Ministry to introduce best practices of customer services and extend the Ministry's services to its sub-branches in the outer islands. The ministry will continue its Public Awareness and Customer Services Program on the function and responsibility of the Ministry and the PEs and its relationships via the following:</p> <ol style="list-style-type: none"> Design Complain System for the Public: <ul style="list-style-type: none"> - Facilitate any issue raised by the community and social media. Design Customer Survey system <ul style="list-style-type: none"> - To allow the Ministry to collect valuable data from the users of PE's services base, while simultaneously reinforcing perceptions that Ministry genuinely cares about their opinions and welcomes their feedback. To Measure and Manage Customer Satisfaction. <ul style="list-style-type: none"> - Customer Satisfaction is when the customer expectations have been met or exceeded by the Ministry's Performance 	<u>Corporate Services</u>	Program 1

3. Ministry Budget and Staffing

Revenue

The Ministry has three main sources of revenues; dividends which is the main and consistent revenue stream, a new revenue source from rental of properties at Vava'u, and lastly, other revenues received from strategic actions taken on a public enterprise such as share sales and asset sales. Table 6 provides MPEs' projected revenue collection for FY2021/22.

Table 6: Ministry Revenue Budget

	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Rental	\$132,052	\$290,900	\$290,900	\$290,900	\$290,900
Dividends	\$7,472,221	\$2,563,200	\$4,000,000	\$4,000,000	\$4,000,000
Total Revenue	\$7,604,273	\$2,854,100	\$4,290,900	\$4,290,900	\$4,290,900

The projected increase in Dividends is due to the addition of dividends from Lulutai Airlines which is expected to be a Public Enterprise in FY2021/22.

Expenditure

To deliver the MPE Outputs to the standards set out for each division/sub-program the overall budget and staff, summarized in Table 7 are required

Table 7: Ministry Budget by Recurrent, Development and item (cash & in-kind – millions)

	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Established Staff (10xx)	\$853,554	\$959,900	\$1,154,300	\$1,183,868	\$1,205,307
Un established Staff (11xx)	\$25,250	\$21,500	\$30,500	\$30,500	\$30,500
Travel and Communication (12xx)	\$55,930	\$43,500	\$64,500	\$64,500	\$64,500
Maintenance and Operations (13xx)	\$43,353	\$111,950	\$52,800	\$55,800	\$55,800
Purchase of Goods and Services (14xx)	\$190,965	\$310,350	\$277,900	\$281,900	\$274,900
**Assets (20xx)	\$3,000	\$24,000	\$10,900	\$10,900	\$10,900
Total MPE Operation Recurrent	\$1,172,052	\$1,471,200	\$1,590,900	\$1,627,468	\$1,648,907
Government General Fund Recurrent					
Established Staff (10xx)	0	0	0	0	0
Maintenance and Operations (13xx)	0	0	0	0	0
Purchase of Goods and Services (14xx)	0	0	0	0	0
Grants and Transfers (15xx)	0	0	0	0	0
Development Duties Expenditure (16xx)	0	0	0	0	0
Debt Management (17xx)	0	0	0	0	0
Contingency Fund (18xx)	0	0	0	0	0
Pension and Gratuity (19xx)	0	0	0	0	0
Assets (20xx)	0	0	0	0	0
Equity Payment (21xx)	0	0	0	0	0
Private Sector Development (22xx)	0	0	0	0	0
Total Government General Fund	0	0	0	0	0
Total Expenditure Recurrent	\$1,172,052	\$1,471,200	\$1,590,900	\$1,627,468	\$1,648,907

Notes:

1. Established and Unestablished staff' is all expenditures under CATs 10 and 11.
2. Ministry Operational Costs' is, for all Programs, all expenditures under CATs 12, 13, 14.
3. Assets' is expenditures under CAT 20.

Table 8: Ministry Total Staff by Key Category

Category	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Established Staff					
Executive Officer (Band A to H)	8	8	8	8	8
Professional Staff (Band I to L)	16	16	16	17	18
Other Staff (Band M to S)	15	16	16	16	16
Total Established Staff	39	40	40	41	42
Unestablished Staff	4	2	2	2	2
Total Staff	43	42	42	43	44
Total Recurrent Cost (\$)	\$878,808	\$981,400	\$1,184,800	\$1,214,368	\$1,235,807

3.1. Program 10.1: Leadership and Policy

MPE has minor and major changes as per section 2.4 above.

Table 9: Total Staff by Key Category Sub-Program 10.1.1 & 10.1.2 Office of the Minister & Office of the CEO

Description	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Total = Recurrent (\$)	120,072	128,800	230,000	230,000	230,000
Executive Staff	2	2	2	2	2
Prof Staff					
Other Staff	1	1	1	1	1
Total Established	3	3	3	3	3
Unestablished	0	0	0	0	0

Table 10: Sub-Program 10.1.1 & 10.1.2, Office of the Minister & Office of the CEO Output, Activity and KPIs

Activity:	KPIs	2020/21 (baseline)	2021/22	2022/23	2023/24	Budget	SDG TARGETS #	INDICATORS #
Office of the Minister and Office of the CEO – Program 1 Sub-Program 1 & 2								
CP Output 1: Better Leadership and Strategic Guidance for MPE.								
1. Establish clear and effective communication arrangements	No. of Meetings with All Staff	12	12	12	12			
	No. of Meetings with HODs	12	12	12	12			
	No. of Meetings with Minister	12	12	12	12			
2. Fair, honest, transparent and decisive decisions and processes	% of Cabinet Decisions acted upon	≥80%	≥80%	≥80%	≥80%			
	staff/stakeholder satisfaction ≥ 80%	≥80%	≥80%	≥80%	≥80%			
	CEO performance ≥80%	80%	≥85%	≥90%	≥95%			
3. Proper delegation and empowerment of staff	Minimum of 80% of staff PMS with score of 3	≥80%	≥85%	≥90%	≥95%			
CP Output 2: Better Evidence Based Advice and Guidance to stakeholders.								
4. Timely and Accurate Information submitted to relevant stakeholders	% of Policy Paper to Cabinet approved by Minister ≥ 80%	80%	85%	90%	95%			
	Number of approved PEs reports	12	12	12	12			
	Approve Budget documents by Legislative Assembly (LA)	1	1	1	1			
	Approved MPE's Annual Report	1	1	1	1			
5. Provide advice and guidance to relevant stakeholders regarding MPEs information and policy decisions	Clear and Timely advice produce.	100%	100%	100%	100%			
	All Directors Performance Evaluation conducted	100%	100%	100%	100%			
	No. of PEs CEO Forums conducted	4	4	4	4			
	No. of PEs AGM Meetings conducted.	12 PEs	12 PEs	12 PEs	12 PEs			

Table 11: Total Staff by Key Category Sub-Program 10.1.3 -Corporate Services.

Description	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Total = Recurrent (\$)	330,666	297,200	381,300	410,868	432,307
Executive Staff	1	1	1	1	1
Prof Staff	7	6	6	7	8
Other Staff	11	13	13	13	13
Total Established	19	20	20	21	22
Unestablished	4	2	2	2	2

A qualified senior staff was planned to be recruited under CSD to head the new Disaster Risk Management Unit that was being proposed to be established, in order to deliver the new outputs delegated to the division in relation to Essential Services Cluster. However, this initiative was not approved but the activities will have to be carried out. The HOD for CSD who is the focal point for the Essential Services Cluster will have to reprioritize and reorganize the division to accomplish this task without adversely impacting the divisions targets and performances.

**One staff is currently on study leave under scholarship of the China Government. The scholarship commenced 27 August 2018 and is expected to complete her course of study by August 2022. The DCEO for this division is still currently stranded in the US due to border restrictions, while the Ministry continue its effort to facilitate his repatriation back to Tonga as soon as possible.

Table 12: Sub-Program 10.1.3, Corporate Services Output, Activity and KPIs

Activity	KPIs	2020/21 (baseline)	2021/22	2022/23	2023/24	Budget	SDG TARGET #	INDICATORS #
Corporate Services Division – Program 1 Sub-Program 3								
CP Output 3: Better Corporate Governance of MPE								
1. Better Planning, Monitoring and Reporting	1x CP & budget approved by CEO	1	1	1	1			
	1x Annual Report approved by CEO	1	1	1	1			
	4x Quarter Reports approved by CEO	4	4	4	4			
	1x Internal Policy Reviewed	1	1	1	1			
2. Improve human resources management systems	PMS Traffic Lights ≥100%	120%	≥100%	≥100%	≥100%			
	100% JDs reviewed	100%	100%	100%	100%			
	≥50% of vacancies filled	11%	≥50%	≥50%	≥50%			

	100% Manage Staff Leave	100%	100%	100%	100%			
	100% Manage staff trainings	100%	100%	100%	100%			
	1x Internal HR Policy Reviewed	1	1	1	1			
3. Improve administration management systems	100% complete transport operations with minimum errors	100%	100%	100%	100%			
	100% Clean and safe working environment	100%	100%	100%	100%			
	1x Internal Admin Policy Reviewed	1	1	1	1			
4. Improve financial management systems	Actual vs Forecasts = 85% - 100%		90%	90%	95%			
	Actual vs Budget = 85% - 100%	83%	90%	90%	95%			
	Procurement 100% compliance	50%	100%	100%	100%			
	Budget Transfers < 20		15	15	15			
	Revenue Target ≥ 85%	233%	≥ 85%	≥ 85%	≥ 85%			
	Assets Register 100% Updated	100%	100%	100%	100%			
	1x Internal Finance Policy Reviewed	1	1	1	1			
5. Improve ICT management systems	100% Develop and Review Information Systems	100%	100%	100%	100%			
	100% ICT Systems maintained and updated	100%	100%	100%	100%			
	1x Internal ICT Policy Reviewed	1	1	1	1			
	≥ 85% Hardware Disposed	100%	≥ 85%	≥ 85%	≥ 85%			
6. Better Customer Services.	Customer Satisfaction ≥ 85%	NIL	≥ 85%	≥ 85%	≥ 85%			
	Customer Awareness ≥ 85%	NIL	≥ 85%	≥ 85%	≥ 85%			
7. Better operation at Outer Island Office	100% Plans & Reports submitted on time	100%	100%	100%	100%			
	4x visited outer island offices	1	4	4	4			
CP Output 4: Better Leadership and Strategic Guidance for Essential Services Cluster (*New)								
1. Establish and strengthen coordination & communication mechanisms	Coordination mechanisms formalized	NIL	70%	80%	100%		13.1	
2. Proper coordination of planning, monitoring and reporting of cluster members	1x Compiled Disaster Preparedness Plan compiled	NIL	1	1	1		13.1.2	
	Performance assessment = 60% - 70%	NIL	60%	70%	80%			
	100% analysis reports produced	NIL	100%	100%	100%			

3. Capacity building for cluster members	At least 2 training conducted	NIL	≥2	≥2	≥2		
4. Attend NEMO Regular meetings to provide update on essential service activities as cluster lead	100% attend meetings	NIL	100%	100%	100%		
5. Identify and mobilize resources for services provided by the Cluster or other Key Partners	resources mobilized ≥ 80%	NIL	≥ 80%	≥ 80%	≥ 80%		

3.2. Program 10.2: Monitoring & Compliance

There is a no new staff in this Division but the head of Division reform the activities which include the capacity building.

Table 13: Total Staff by Key Category Sub-Program 10.2.

Description	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Total = Recurrent (\$)	165,123	210,000	226,600	226,600	226,600
Executive Staff	2	2	2	2	2
Prof Staff	4	4	4	4	4
Other Staff	1	1	1	1	1
Total Established	7	7	7	7	7
Unestablished					

Two staff are currently on study leave under New Zealand Scholarship. One staff is expected to complete her course of study by December 2021. The other staff completed her study on June 2021 and her request for special leave without pay of one year and six months was approved, to accompany her spouse during his overseas duty.

Table 14: Program 10.2, Monitoring & Compliance Output, Activity and KPIs

Activity	KPIS	2020/21 (baseline)	2021/22	2022/23	2023/24	Budget	SDG TARGET #	INDICATORS #
COMPLIANCE AND REPORTING DIVISION – Program 2								
CP Output 5: Improvement in Compliance and Governance of PEs								
1. Enforce compliance with reporting requirements of the PE Act & Expectation Letter.	1x Compliance Tracking System reviewed annually	1	1	1	1		8.1	8.1.1
	100% Compliance by All PEs	≥ 80%	100%	100%	100%		8.2	8.2.1
	12x PEs trained on PE Act Amendments and Expectation Letter	12	12	12	12		6.3	6.3.1, 6.3.2
	1x Expectation Letter reviewed annually	1	1	1	1		6a	6.a.1
2. Enforce Good Governance of PEs	1x Directors Selection Process Policy reviewed and complied with PE Act and other relevant Acts annually	1	1	1	1		7.1	7.1.1, 7.1.2
	100% Implement Directors Selection Process	100%	100%	100%	100%		7.2	7.2.1
							7.3	7.3.1
							7a	7.a.1
						7b	7.b.1	
						9.1	9.1.2	
						9a	9.a.1	
						9c	9.c.1	
						12.4	12.4.2	
						12.5	12.5.1	

	Board of Directors Database maintained and updated	1	1	1	1		17.6 17.8	17.6.2 17.8.1	
	100% Directors received induction training	100%	100%	100%	100%				
	100% Assist to review Directors Performance Evaluation annually	100%	100%	100%	100%				
	100% assist with PEs CEO Forum Meeting	100%	100%	100%	100%				
CP Output 6: Improvement in PEs Performance.									
1. More timely, accurate and reliable financial reports and analysis reports	At least 4x Capacity building conducted annually	≥4	≥4	≥4	≥4				
	100% in-depth analysis conducted	100%	100%	100%	100%				
	100% PEs visited at least once every quarter	100% PEs: ≥4x site visits	100% PEs: ≥4x site visits	100% PEs: ≥4x site visits	100% PEs: ≥4x site visits				
	100% reviewed analysis template and reporting format	100%	100%	100%	100%				
2. More timely, realistic and reliable PE Plans that are aligned with Government priorities and plans.	100% PEs BP link to Government Priority and TSDF II	100%	100%	100%	100%				
	All PEs achieve at least 80% BP targets	80%	≥ 80%	≥ 80%	≥ 80%				
3. Enhance Monitoring and Tracking of PEs performances	100% performance monitoring and tracking systems reviewed	100%	100%	100%	100%				
4. PE Award Night	PEs Award night conducted	1	1	1	1				

3.3. Program 10.3: Rationalization and Special Project.

Additional training services will be provided to help staff better implement and manage reform programs, as well as better coordinate PPP/Projects of PEs and the Ministry.

Table 15: Total Staff by Key Category Sub-Program 10.3.

Description	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Total = Recurrent (\$)	213,276	269,500	269,500	269,500	269,500
Executive Staff	2	2	2	2	2
Prof Staff	5	5	5	5	5
Other Staff	1	1	1	1	1
Total Established	8	8	8	8	8
Unestablished	0	0	0	0	0

Table 16: Program 10.3, Rationalization and Special Project Division Output, Activity and KPIs

Activity	KPIS	2020/21 (baseline)	2021/22	2022/23	2023/24	Budget	SDG TARGET #	INDICATORS #
RATIONALIZATION AND SPECIAL PROJECTS DIVISION – Program 3								
CP Output 7: Effective and Efficient Rationalization of PE's.								
1. Review and implement clear and effective policy, processes, tools and strategies for rationalization of PEs.	100% of Rationalization Policy, Processes & Guidelines reviewed annually	100%	100%	100%	100%		8.1 8.2 6.3	8.1.1 8.2.1 6.3.1, 6.3.2
	At least 80% of Rationalization Tools Revised and approved annually	≥ 80%	≥ 80%	≥ 80%	≥ 80%		6a 7.1	6.a.1 7.1.1, 7.1.2
	At least 2x capacity building conducted annually	≥ 2	≥ 2	≥ 2	≥ 2		7.2 7.3	7.2.1 7.3.1
	At least 80% of PEs rationalization implemented.	100%	≥ 80%	≥ 80%	≥ 80%		7a 7b	7.a.1 7.b.1
2. Develop/review and implement Rationalization tracking and evaluation systems.	1x evaluation tool for identifying PEs in need of rationalization developed/reviewed and approved annually	1	1	1	1		9.1 9a 9c 12.4	9.1.2 9.a.1 9.c.1 12.4.2
	1x rationalization tracking system reviewed annually	1	1	1	1		12.5 17.6	12.5.1 17.6.2
	100% of reform programs assessed (when completed)	NIL	100%	100%	100%		17.8	17.8.1

	100% implement tracking and evaluation systems	NIL	100%	100%	100%	
3. Establish New PEs	Complete due diligence for establishment of new PEs	NIL	100%	100%	100%	
	At least 1 new PE established	NIL	2	1	1	
CP Output 8: Improved Management of PPP & Projects						
1. Establish clear and effective policy & strategy for operation of PPP and management of Projects.	1x policy and strategy for PPP and Projects established	1	1	1	1	
	1x policy and strategy for PPP and Projects implemented	NIL	1	1	1	
	At least 2x capacity building conducted annually	≥ 2	≥ 2	≥ 2	≥ 2	
2. Proper PPP/Project Planning and Analysis.	At least 1 PPP approved	1	1	1	1	
3. Review and Improve PPP/Project tracking & evaluation systems.	1x PPP/Project tracking system reviewed annually	1	1	1	1	
	1x PPP/Project evaluation system developed/reviewed	1	1	1	1	
	All PPP/Projects evaluated	NIL	100%	100%	100%	

3.4. Program 10.4: Legal & Policy

The capacity of the division has been increased to help better administer all PEs. The Head of Division and the only other post under this division is currently vacant. The Ministry is working to fill in these vacant positions within the financial year in order to conduct policy formulation and to create the independent review lead team, to assist the division in providing the appropriate advice and strategic direction and management.

Table 17: Total Staff by Key Category Sub-Program 10.4.

Description	2019/20 Actual	2020/2021 REVISED	2021/2022 BUDGET	2022/2023 Projection	2023/2024 Projection
Total = Recurrent (\$)	49,666	75,900	77,400	77,400	77,400
Executive Staff	1	1	1	1	1
Prof Staff	0	1	1	1	1
Other Staff	0	0	0	0	0
Total Established	1	2	2	2	2
Unestablished					

Table 18: Sub-Program 10.4, Legal & Policy Output, Activity and KPIs

Activity	KPIS	2020/21 (baseline)	2021/22	2022/23	2023/24	Budget	SDG TARGET #	INDICATORS #
LEGAL AND POLICY DIVISION – Program 4								
CP Output 9: Quality Legal and Policy Advice & Practices								
1. Review and update Legislation, Policies & Contracts	1x PE Act Amendment 2020 reviewed and passed by LA	1	1	1	1			
	1x PE Act Regulations reviewed and passed by LA	1	1	1	1			
	1x PE Benefit Standardization Policy reviewed and approved	1	1	1	1			
2. Provide professional and accurate legal & policy advices and practices	≥ 80% satisfaction with legal & policy advice and practices provided	≥ 80%	≥ 80%	≥ 80%	≥ 80%			
	90% of advice acted upon	90%	90%	95%	100%			
3. Better represent government in court and properly manage court cases	Practice License approved and released	1	1	1	1			

	100% represent MPE/Government in court cases	100%	100%	100%	100%		
	Win ≥ 60% court cases	NIL	≥ 60%	≥ 60%	≥ 60%		
4. More Adequately empowered PEs/Directors and properly trained legal staff	100% Induction & off-the-shelf trainings conducted	100%	100%	100%	100%		
	In-house due diligence completed	100%	100%	100%	100%		

APPENDIX

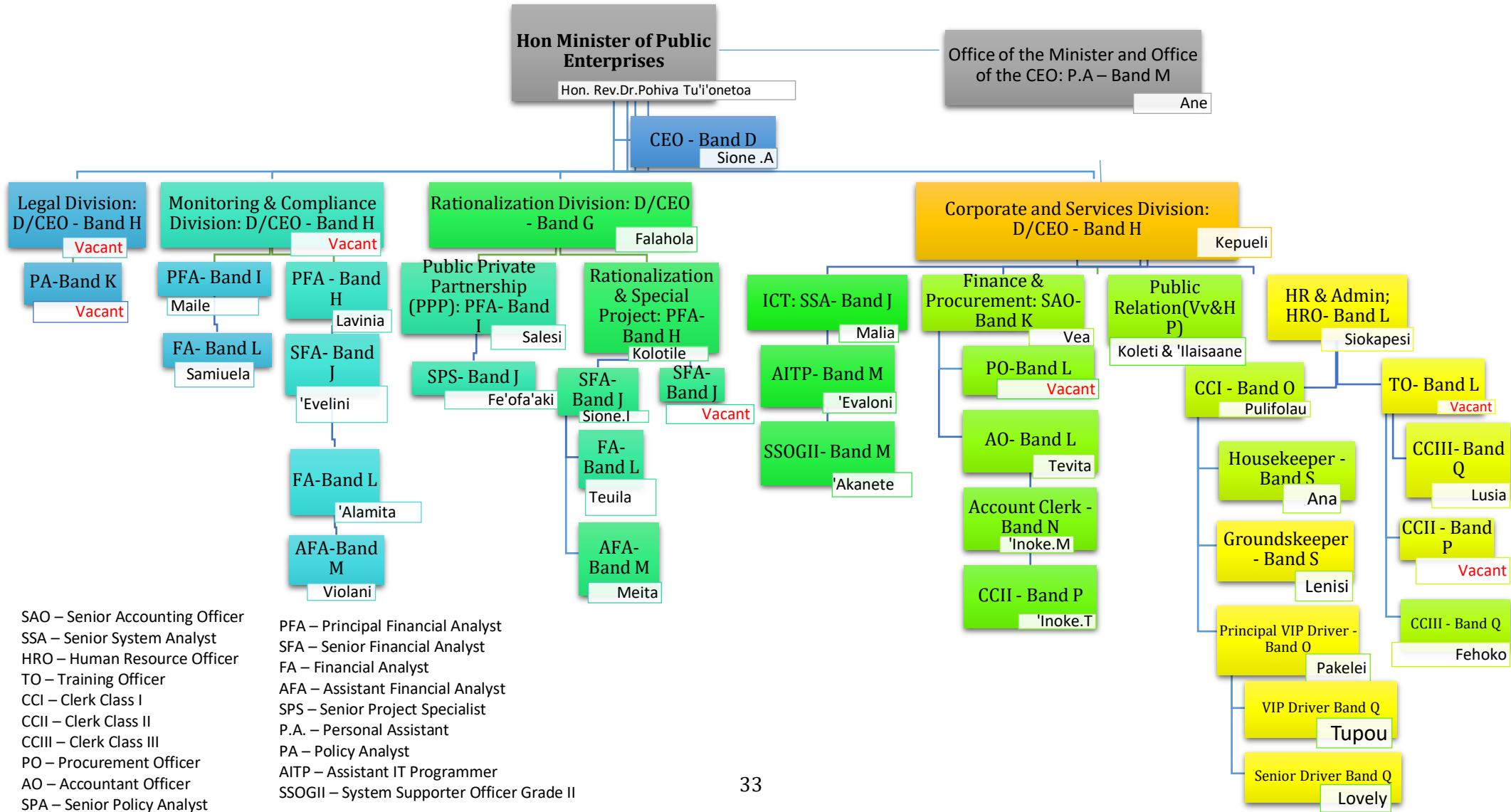
Annex 1: Documents Contributing to MPE Mandate

Key Legislation, policy decision and plans

The mandate is established by the following key legislation, policy decision and plans:

- The Constitution of Tonga
- Government Act
- Tonga Strategic Development Framework II
- Public Enterprises Act
- Public Finance Management Act
- Public Audit Act
- Public Service Act
- Retirement Fund Board Act
- Pensions Act
- National Reserve Bank of Tonga Act
- Tonga Trust Fund Act
- Emergency Fund Act
- Remuneration Act
- Merged Retirement Fund Act
- Bretton Woods Act
- Procurement Regulations
- Public Revenue Regulations
- Internal Audit Charter
- International Agreements
- Government Priority Agenda
- Public Financial Management Reform Roadmap
- Companies Act
- TCC Act
- TBC Act
- TWB Act

Annex 2: MPE ORGANISATION STRUCTURE 2021/22



SAO – Senior Accounting Officer
 SSA – Senior System Analyst
 HRO – Human Resource Officer
 TO – Training Officer
 CCI – Clerk Class I
 CCII – Clerk Class II
 CCIII – Clerk Class III
 PO – Procurement Officer
 AO – Accountant Officer
 SPA – Senior Policy Analyst

PFA – Principal Financial Analyst
 SFA – Senior Financial Analyst
 FA – Financial Analyst
 AFA – Assistant Financial Analyst
 SPS – Senior Project Specialist
 P.A. – Personal Assistant
 PA – Policy Analyst
 AITP – Assistant IT Programmer
 SSOGII – System Supporter Officer Grade II

Annex 3: MPE EXPANDED ORGANIZATIONAL STRUCTURE

