

PSC CIRCULAR

Public Service Commission, Berkley Crescent, P. O. Box 2211
Government Buildings, Suva. Telephone 3-314-588

PSC Circular 36/2008

To : Permanent Secretaries and
Heads of Departments

File: 29/609/01

Subject : 10% REDUCTION EXERCISE
IN SEG 1 AND SEG 2

Date: 25/9/2008

-
- 1.0 Further to the PSC Circular No 31/2008 referenced C29/588, this circular serves to inform addresses of the recent decision re: statement by Prime Minister in the Ministers/Permanent Secretaries Forum on 04/09/08 and the recent Mini Economic Summit that no Ministry/Department will be exempted from the 10% Reduction and Right Sizing Exercise currently undertaken by the Public Service Commission.
 - 2.0 With regards to those Ministries/Departments that have achieved their 10% contribution the Commission is very appreciative of your cooperation and support. A team of officials from the MID of PSC will be conducting consultative meetings with the respective ministries/departments to ensure realignment of positions, restructuring etc to avoid any adverse impact to service delivery.
 - 3.0 As for those Ministries/Departments that have achieved portions of the required 10% and those that have yet to make any contribution to the exercise, it has been decided that you should make your submission to PSC by 07/10/08. Failure to make submissions will leave no alternative for this office but to impose the 10% reduction.

Redundant Positions

- 4.0 During the final phase of the 1st Round of the exercise the Commission has approved the deletion of a total number of 799 [416 civil servants & 383 GWE] posts for the staff establishment of the affected [Ministries/Departments as per list attached as **Appendix 1**.
 - The Ministry of Finance and Economic Planning has been advised to delete a total of 627 substantively vacant positions as per attached list marked as **Appendix 2** and this will be reflected in the reduction in the number of funded positions in the 2009 Budget for the affected Ministries/Departments.
 - As for positions that were identified are being substantively filled, Ministries and Departments are requested to deploy the incumbents to vacant positions within the Ministries/Departments if possible.

- The PSC will arrange for deployment of officers to other Ministries/Departments if the deployment within the Ministries/Departments is not possible.
- As a last resort those that could not be deployed to other Ministries/Departments a voluntary redundancy package will be considered for the officers once a decision on the Redundancy package is approved by Cabinet.

Merging of Ministries

- 5.0** Merging of Ministries was also one of the strategies considered under the 10% Reduction and Rightsizing Exercise with the view to address the overlapping of similar services delivered by a number of Government agencies and to reduce wastage and the general operation costs. Merging of some Ministries has been recommended to Cabinet by the Commission and once a decision is made the respective Ministries will be advised accordingly. As a result of the merges, a number of positions were identified for deletion and officers that will be affected will either be redeployed to other Ministries/Departments or offered redundancy packages as a last resort.
- 6.0** Addresses are requested to take note of the above and cooperate with the provisions of this circular.
- 7.0** Any queries may be addressed to Mr Peni Ratumaitavuki on telephone 3314588 ext. 404 or email pratumaitavuki@govnet.gov.fj.



Taina Tagicakibau [Mrs]
Permanent Secretary for the Public Service