



REPUBLIC OF VANUATU
PUBLIC SERVICE
COMMISSION

PUBLIC SERVICE DAY 2025

COMPREHENSIVE NATIONAL ACTIVITY REPORT

"Strengthen Government Services Through Decentralization Approach"



Prepared by:

PUBLIC SERVICE COMMISSION
VANUATU GOVERNMENT

Report Period:

July – October 2025

Date of Report: February 2026

TABLE OF CONTENTS

Executive Summary	4
1. Background	7
1.1 About Public Service Day	7
1.2 Public Service Day in Vanuatu	7
1.3 2025 Theme	7
2. TORBA PROVINCE- EAST GAUA AREA COUNCIL	9
2.1 Executive Summary	9
2.2 Objectives	9
2.3 Organizing Committee	9
2.4 Participating Stakeholders	10
2.5 Preparatory Activities	10
2.6 Main Event Activities	10
2.7 Financial Overview- Torba	10
2.8 Achievements	11
2.9 Challenges	11
2.10 Lessons Learned	11
3. TAFEA PROVINCE- PUBLIC SERVICE DAY 2025	13
3.1 Key Activities	13
3.2 Ministry Participation	14
3.3 Impact and outcomes	15
4. SHEFA PROVINCE- PUBLIC SERVICE DAY 2025	17
4.1 Event Overview	17
4.2 Participating Ministries and Partners	17
4.3 Key Activities	17
4.4 Key Highlights and Achievements	18
4.5 Financial Overview - Shefa	19
4.6 Challenges and Lessons Learned	19
5. SANMA PROVINCE - SOUTH EAST AREA COUNCIL, BOMBUA COMMUNITY PARK	21
5.1 Executive Summary	21
5.2 Objectives	21
5.3 Event Program Overview	21
5.4 Pillar Structure	22
5.5 Budget - SANMA Public Service Day 2025	22
5.6 Challenges & Way Forward	23
5.7 Key Outcomes - SANMA	23

TABLE OF CONTENTS

6. PENAMA PROVINCE- NORTH MAEWO, GAMBULE SCHOOL	25
6.1 Event Overview	25
6.2 Key Activities	25
6.3 Key Highlights and Achievements	26
6.4 Financial Overview - PENAMA	26
6.5 Challenges and Lessons Learned	26
7. MALAMPA PROVINCE - LAKATORO WELKINS STADIUM, MALEKULA	28
7.1 Event Overview	28
7.2 Key Activities	28
7.3 Key Highlights and Achievements	29
7.4 Financial Overview - PENAMA	29
7.5 Challenges and Lessons Learned	29
8. NATIONAL ACHIEVEMENTS AND IMPACTS	30
8.1 Service Delivery Impact	30
8.2 Economic Impact	31
8.3 Infrastructure Development	33
8.4 Knowledge & Awareness of Government Institution	34
8.5 Other Key Developments	34
8.6 National Summary	36
9. NATIONAL RECOMMENDATIONS	37
9.1 Planning and Logistics	37
9.2 Community Engagement	37
9.3 Materials and Content	37
9.4 Recognition and Awards	37
9.5 Future Planning	37
10. CONCLUSION	38
APPENDIX: PUBLIC SERVICE DAY 2025 - OVERALL EXPENSES & SPONSORSHIPS	39
National Sponsorship and Contribution Register	39
Budget Summary Totals	42

EXECUTIVE SUMMARY

The Public Service Commission of Vanuatu is proud to present the National Report on Public Service Day (PS Day) 2025 — a landmark annual event that stands as the most significant national recognition of Vanuatu’s public service and the people who dedicate their careers to serving the nation. While the Public Service Commission takes the lead in organising and coordinating this event, PS Day belongs to every public servant those serving in Port Vila, in the provinces, in remote communities, and in Vanuatu’s diplomatic and consular missions abroad. It is a day for the nation to affirm: your work matters, your service is valued, and the communities you serve see you.

A Constitutional Gathering of Vanuatu’s Public Service Institutions

Public Service Day is unique among national events in that it brings together, under one platform, all of the independent constitutional commissions and oversight bodies that underpin Vanuatu’s governance framework. This includes the Public Service Commission (PSC), the Teaching Service Commission (TSC), the Judiciary and Judicial Service Commission, and the Vanuatu Police Service Commission each established under the Constitution of the Republic of Vanuatu as independent guardians of professional standards, accountability, and the rule of law. The presence of these commissions on a shared national stage, often operating independently in their daily mandates, reflects the collective spirit of public service that transcends institutional boundaries and demonstrates the unity of purpose at the heart of Vanuatu’s governance system.

Alongside constitutional bodies, PS Day draws the active participation of all line ministries and government departments, state-owned enterprises (SOEs), statutory authorities, provincial government councils, area councils, civil society organisations, faith-based organisations, international development partners, the private sector, and community leaders including chiefs and traditional authorities. This breadth of participation transforms PS Day from an institutional ceremony into a genuine national occasion one that reflects the full ecosystem of governance, service delivery, and community partnership in Vanuatu.

A National “One-Stop-Shop” for Government Services

One of the most transformative dimensions of Public Service Day is its function as a “one-stop-shop” for government services a concept that fundamentally reimagines how citizens access their government. On this occasion, citizens in remote provinces do not need to travel to Port Vila or provincial capitals to interact with national institutions. Instead, representatives from across the full spectrum of government ministries, constitutional commissions, state-owned enterprises, financial institutions, health services, education authorities, and development partners converge at a single community venue to serve the public directly and in person.

In practice this means that a family in North Maewo, a student on Tanna, or a farmer in East Gaua can, at a single event: access civil registration services including national IDs, passports, and birth certificates; receive agricultural extension advice and subsidised livestock services; open a bank account or access financial literacy information from NBV or Bred Bank; receive free health screenings including cervical cancer screening as in SHEFA; register for post-school education and training programmes through PSET; receive career counselling from multiple ministries and the PSC; learn about employment rights under the Public Service Act; and engage directly with Directors General, Commissioners, and Ministers in open public forums. This one-stop-shop model is not merely convenient it is transformative for communities that are structurally underserved by the geography of centralised governance.

State-owned enterprises and other institutions including the Vanuatu National Provident Fund (VNPF), the National Bank of Vanuatu (NBV), Pacific Networks Limited, Vodafone, and Digicel etc. use PS Day as a platform to extend their services and products to provincial communities that are often beyond their regular operational reach. Their active presence alongside constitutional commissions and line ministries reinforces the whole-of-government approach to community engagement that defines PS Day.

EXECUTIVE SUMMARY

Decentralization in Action: Bringing Government to the People

The national theme of Public Service Day 2025 “Strengthen Government Services Through Decentralization Approach” reflects a deliberate and sustained strategic commitment by the Public Service Commission and the Government of Vanuatu to address one of the country’s most persistent governance challenges: the concentration of public services, decision-making authority, and institutional capacity in Port Vila, while the majority of Vanuatu’s population lives in dispersed rural and island communities with limited access to government.

By rotating PS Day across different provinces and area councils each year, the PSC operationalises decentralization in the most direct way possible by physically relocating the institutions of the state to the communities they are meant to serve. The 2025 events in TORBA, TAFEA, SHEFA, SANMA, PENAMA and MALAMPA, collectively reached tens of thousands of citizens who would otherwise have no direct engagement with national government institutions. In TAFEA alone, 90% of surveyed participants reported gaining new knowledge about government services they had not previously been able to access. Each event reinforced the message that the government is present, accountable, and responsive not only in the capital, but in every corner of the nation.

The PSC’s leadership in this effort is anchored in institutional mechanisms including overall coordination, which mobilised financial contributions and human resources from government departments to support the PS Day events at all provinces. The Public Service Commission Devolution Acceleration Priority Taskforce (PSC DAPT) consultation in TAFEA, the Siviri Declaration produced through three decentralisation panel discussions in SHEFA, and the ten-point community policy recommendations from the PENAMA Public Forum all demonstrate that PS Day generates concrete governance outputs community voice, policy inputs, and accountability outcomes that persist well beyond the event itself. The permanent infrastructure delivered at each venue solar lighting at Lamenu Stadium in Tanna, the groundbreaking of the SHEFA Provincial Health Administration Office, the opening of the Ministry of Trade and Water Resource buildings in TAFEA, and venue improvements across TORBA, SANMA, and PENAMA are physical proof that hosting the government has lasting benefit for every community.

Sponsors, Partners, and NGOs — A Community of Support

Public Service Day 2025 would not have been possible without the generous support of Vanuatu’s development partners, private sector sponsors, non-governmental organisations, and community contributors. The Public Service Commission wishes to formally acknowledge and thank each organisation and individual whose financial, in-kind, and operational contributions made these events a reality across five provinces.

Among international development partners, the Australian High Commission contributed VT 500,000 in electrical works at Siviri and co-funded the groundbreaking of the SHEFA Provincial Health Administration Office a landmark investment in provincial health infrastructure. The Chinese Embassy contributed VT 500,000 for media and communications coverage. That platform was used for live streaming Senior Executive Officers who presents their 2025 onwards decentralization priorities and awareness on importance of PS Day event. Business Houses and other partners provided logistical and programme support across multiple venues.

Private sector sponsors whose contributions were essential include Pacific Networks Limited (VT 1,000,000 in Starlink connectivity and cabling infrastructure); National Bank of Vanuatu (VT 500,000); Wilco Hardware (VT 500,000 in materials); Au Bon Marche (VT 250,000); Chuan Store (VT 250,000); Thaviet/J.D.F. Company (solar lighting installation at Lamenu Stadium, Tanna, valued at VT 1,740,000); Bred Bank, VNPF, Vodafone, Digicel, Geo-gas, John Lum and Associates, and numerous local businesses across all six provinces. In PENAMA, the Honourable Minister of Agriculture personally contributed a sound system, student food provisions, and VT 80,000 in cash, exemplifying the spirit of community partnership that makes PS Day possible even in the most remote locations.

Civil society and community organisations including Amber Water Management, VCCRP, the Ikkana Cancer Foundation (free cervical cancer screening in SHEFA), Vanuatu Skills Partnership, Skills and Partnership, PLTA, the PENAMA & TORBA LOC community volunteers, local church groups, and chiefs’ councils provided both material support and the cultural grounding that gave each event its legitimacy and its heart. The PSC extends its deepest appreciation to every sponsor, partner, and contributor. Your investment in PS Day is an investment in Vanuatu’s people.

EXECUTIVE SUMMARY

Recognizing All Public Servants — At Home and Abroad

At its heart, PS Day is a national act of recognition. The PSC acknowledges that the foundation of good governance in Vanuatu rests on the men and women who dedicate their professional lives to public service in every ministry, every department, every province, every community, and every overseas post. From the nurse in a rural health centre to the diplomat representing Vanuatu in Brussels, from the teacher in a remote island classroom to the policy officer working late in Port Vila, PS Day belongs to all of them.

PS Day 2025 honoured public servants through Presidential Medal Awards for long-serving and retired civil servants in TAFEA and SANMA; PSC Staff Awards in SHEFA for top performers in DCDT, DSPPAC, Language Services, and the National Security Council Secretariat; individual performance appraisal awards in PENAMA and SANMA for outstanding staff from the Ministries of Internal Affairs and Health; and departmental booth, float, and organisational awards across all five events. The PSC also acknowledges the contribution of Vanuatu public servants serving in diplomatic and consular missions abroad in Australia, New Zealand, Papua New Guinea, France, Belgium, and elsewhere whose commitment to Vanuatu’s national interests and international relationships is no less vital than the work done at home. PS Day honours them all.

PS Day 2025 at a Glance — Event Locations

SHEFA PROVINCE	TORBA PROVINCE	TAFEA PROVINCE	SANMA PROVINCE	PENAMA PROVINCE	MALAMPA PROVINCE
Siviri Entertainment Park, North Efate 16–17 June 2025 Budget: VT 500,000	East Gaua Area Council 29 Sept – 2 Oct 2025 Budget: VT 500,000	Lenakel, Tanna 31 Jul – 4 Aug 2025 Main PS Day Ceremony	Bombua Community Park 19 – 23 Sep 2025 Budget: VT 500,000	Gambule School, North Maewo 31 Jul – 4 Aug 2025 Budget: VT 500,000	Lakatoro Welkins Stadium, Malekula 8–10 Oct 2025 Budget: VT 500,000

All six events achieved and exceeded their core objectives. Strong community participation, visible youth engagement, active development partner involvement, and tangible infrastructure improvements across host communities collectively demonstrate the effectiveness and transformative potential of Public Service Day as Vanuatu’s flagship governance and service delivery event. This report captures the outcomes, highlights, challenges, and lessons from each province offered not only as a record of 2025, but as a foundation for an even stronger, more inclusive, and more impactful PS Day in the years ahead.

1. BACKGROUND

1.1 About Public Service Day

On December 20, 2002, the United Nations General Assembly designated June 23 of each year as United Nations Public Service Day (Resolution 57/277), encouraging member states to organize special events to highlight the contribution of public service in the development process. The day was created to celebrate the value and virtue of public service to the community; highlight the contribution of public service in the development process; recognize the work of public servants; and encourage young people to pursue careers in the public sector.



1.2 Public Service Day in Vanuatu



Public Service Day has become one of the most important annual events in Vanuatu, serving as a platform to strengthen the relationship between government institutions, the workforce, and the wider community. Since its establishment in Vanuatu in 2017, the occasion has evolved significantly moving beyond its early role as a ceremonial gathering to become a national event that promotes transparency, accountability, and accessibility of government services.

Over the years, it has provided an avenue for citizens to directly interact with government agencies, gain awareness of the roles and responsibilities of different ministries, and access services that are not always easily available in rural or remote communities. Today, Public Service Day is observed across all provinces and has become a platform for dialogue, education, and service delivery.

1.3 2025 Theme

"Strengthen Government Services Through Decentralization Approach"

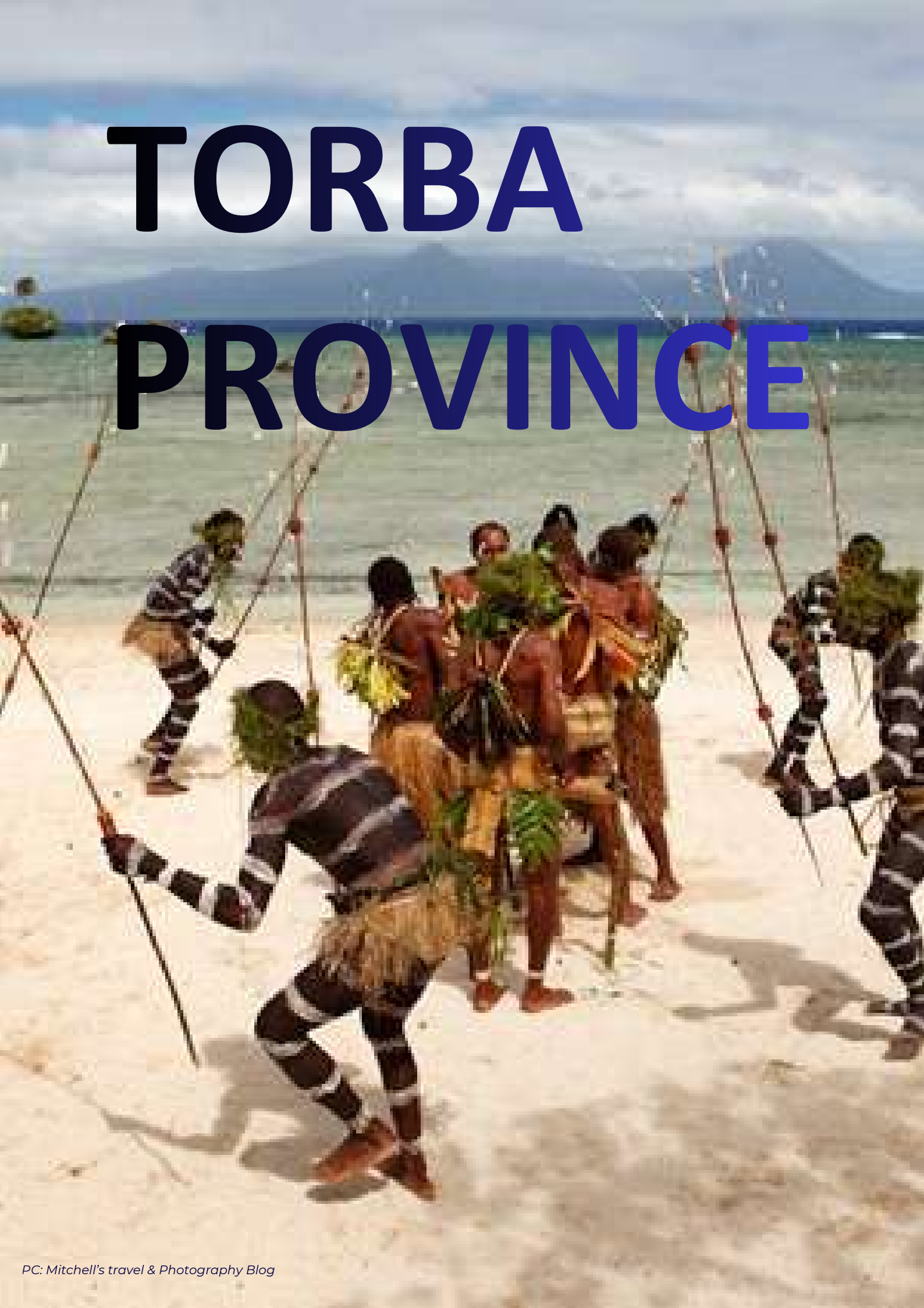
This year's theme was particularly timely and significant. Decentralization remains one of the Government of Vanuatu's top priorities, aiming to ensure that citizens across all 83 islands have equitable access to public services. The theme underscored the importance of taking services closer to the people whether in the outer islands, rural villages, or provincial centres so that no one is left behind.

The 2025 Public Service Day also placed special emphasis on the future of Vanuatu's workforce and the importance of career pathways within the public sector. Various ministries and departments showcased their mandates, career prospects, and training opportunities an effort aligned with the Government's broader vision to strengthen human resources and prepare the next generation of workers. For the first time, Public Service Day was commemorated at the Area Council level, with celebrations held in locations such as Gaua (Torba Province) and Maewo (Penama Province).



Highlights from all six provinces is further detailed in this report.

TORBA PROVINCE



2. TORBA PROVINCE — EAST GAUA AREA COUNCIL

Event	Public Service Day 2025 — TORBA Province
Location	East Gaua Area Council, TORBA Province
Dates	29 September – 2 October 2025
Chairperson	Davis Pakoa Kalnagis
Position	Acting Senior Human Resource Officer — TORBA
Budget	VT 500,000
Reporting Date	2 February 2026

2.1 Executive Summary

PSC Day 2025 in TORBA Province was successfully implemented at East Gaua Area Council with the support of the Provincial Government, Area Council, host communities, and partner agencies. Key activities included site preparation, awareness campaigns, infrastructure support, and community participation programs. The event achieved its objectives with strong attendance, active community involvement, and positive stakeholder feedback.

2.2 Objectives

- Promote the role and values of the Public Service within communities
- Strengthen partnerships between government institutions and local communities
- Improve awareness of public services and development initiatives
- Encourage community participation in national development
- Showcase coordinated service delivery at provincial and area council levels

2.3 Organizing Committee

Position	Name
Chairperson	Davis Pakoa
Vice Chairperson	Rocklyn Eldads
Secretary	Betsy Manliwos
Operations/Program	Peter Maho
Finance	Lesley Merah
Planning	Eddie Woksen
Logistics	Jeff Jimmy Maurice

2. TORBA PROVINCE — EAST GAUA AREA COUNCIL

2.4 Participating Stakeholders

The event brought together a diverse mix of government agencies and development partners, including:

- Public Service Commission
- TORBA Provincial Government
- East Gaua Area Council Office
- Host Communities of East Gaua
- Amber Water Management Committee
- Health Services
- World Vision
- National Bank of Vanuatu
- Vanuatu Skills Partnership
- VCCRP Project
- Gaua Petroleum Cooperative
- Alpha Cooperative

2.6 Main Event Activities

PSC Day 2025 at East Gaua featured a full program of activities:

- Official opening ceremony with parade and flag raising
- Community participation programs and pillar forums
- Educational quizzes with prizes for participants
- Government service displays and stakeholder booths
- Health and awareness sessions
- Cultural performances and traditional ceremonies
- Best Float and Best Booth competitions with awards
- Site visits to community projects

Attendance included public servants, community members, chiefs, church leaders, youth groups, and partner organizations, reflecting the broad community ownership of the event.

2.5 Preparatory Activities

The Hosting Committee coordinated extensive preparatory work prior to the main event:

- Establishment of the PSC Hosting Committee with community representatives
- Community awareness campaigns in Namasari, Lemogha, and Avert villages
- Site clearing and preparation for stalls and official activities
- Booth arrangements and coordination with responsible communities
- Engagement with Amber Water Management for water access extension from Losalava Primary School
- Budget planning and operational coordination

Community leaders actively participated in awareness activities and expressed strong support for PSC Day 2025. Several leaders volunteered to join the Hosting Committee, strengthening local ownership of the event.

2.7 Financial Overview

Category	Amount (VT)
Total PSC Event Allocation	VT 500,000
Program & Operations (COP, COI, CIE)	VT 216,200
Logistics (CBL, CIV, CTL)	VT 151,000
Catering & Refreshments	VT 134,080
TOTAL EXPENDITURE	VT 501,280
Overspent	VT 1,280

The event slightly exceeded its allocated budget by VT 1,280, attributable to expanded community hosting requirements and additional catering needs during the multi-day event. Key expenditures included sound system hire, custom ceremony items, community boat transport, and catering for guests and participants.

2. TORBA PROVINCE — EAST GAUA AREA COUNCIL

2.8 Achievements

- Successful coordination between provincial government agencies and local communities
- High community participation and engagement across all event days
- Improved awareness of public service roles and available government services
- Strengthened local leadership involvement through the community Hosting Committee
- Best Booth and Best Float competitions fostered inter-departmental competition and creativity
- Certificates awarded to outstanding participants and committee members

2.9 Challenges

- Delays due to community bereavement during preparation phase
- Late confirmation of booth requirements and attendance numbers
- Budget clarification timelines caused some planning uncertainty

2.10 Lessons Learned

- Early preparation, awareness, scoping, and confirmation of logistics is essential
- Continuous communication with host communities improves implementation
- Strong local leadership greatly enhances community participation



GOVERNMENT MINISTRY BOOTHS AND COMMUNITY ENGAGEMENT AT GAUA



TAFEA PROVINCE

3. TAFEA PROVINCE — PUBLIC SERVICE DAY 2025

The TAFEA Province event brought together a wide coalition of government ministries, provincial officers, schools, community groups, and development partners for the main Public Service Day celebration in the province. The event was held at Lenakel Stadium, Tanna, and served as both a showcase for government services and a community engagement platform.

3.1 Key Activities

- Official parade with ministry floats and school contingents from Lenakel to the stadium
- Ministerial booths showcasing programs, career opportunities, and services
- Educational sessions for students, teachers, and community members
- Forum discussions on public service reforms and decentralization
- Quiz competitions with prizes for schools
- Cultural performances and traditional celebrations
- Award ceremonies recognizing dedicated public servants
- Distribution of awareness materials, books, pamphlets, and brochures



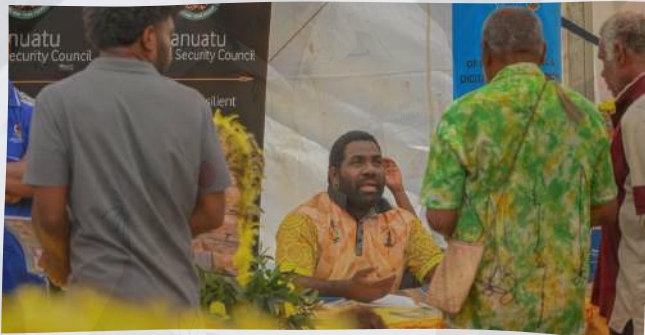
3. TAFEA PROVINCE — PUBLIC SERVICE DAY 2025

3.2 Ministry Participation

A wide range of government ministries and agencies set up booths and conducted awareness activities, including ministries responsible for Education, Health, Agriculture, Finance, Lands, Public Works, Internal Affairs, and Justice. Development partners and various NGOs also participated, providing complementary services and information to the public.



STUDENTS AND COMMUNITY MEMBERS ENGAGING WITH MINISTRY BOOTHS



MINISTRY OF THE PRIME MINISTER & MINISTRY OF FINANCE AWARENESS TO STUDENTS AND PUBLIC



3. TAFEA PROVINCE — PUBLIC SERVICE DAY 2025



COMMUNITY BOOTHS AND PRODUCT DISPLAYS REPRESENTING LOCAL ENTERPRISES



3.3 Impact and Outcomes

The TAFEA Public Service Day generated significant positive impact across multiple dimensions:

- Thousands of community members, students, and families accessed government services and information
- Students gained direct exposure to career opportunities within the public sector
- Government officers received recognition for their contributions to public service
- Decentralization was showcased as a practical reality, with services brought to the community
- Strengthened relationships between national government agencies and provincial communities
- Development partners leveraged the event to disseminate critical health and social information



SHEFA PROVINCE

4. SHEFA PROVINCE — PUBLIC SERVICE DAY 2025

The SHEFA Province Public Service Day 2025 was uniquely co-hosted with the SHEFA Day 2025 Local Organizing Committee (LOC) and the SHEFA Provincial Government Council, making it the first time PSC Day and a Provincial Day were formally celebrated together under a unified programme. Held at Siviri Entertainment Park in Siviri Village, North Efate, it also marked the first PSC Day event held in a rural setting in SHEFA Province.

4.1 Event Overview

PSC Day was held on 16–17 June 2025, with SHEFA Day on 18 June 2025, bringing the full programme to three days at Siviri Entertainment Park, North Efate. OPSC issued Circular 59 of 2025, to which various government departments responded positively, collectively contributing VT 3,200,000 to support the event. A PSC allocation of VT 500,000 was provided directly to the SHEFA LOC as part of the national PS Day budget. The event was the first major public gathering in Efate and SHEFA Province following the 17 December 2024 earthquake that severely damaged parts of Port Vila, and it served as an important occasion for the community to come together to celebrate resilience and unity.

4.2 Participating Ministries and Partners

The following government ministries, departments, and partner organisations were represented at the SHEFA/PSC Day event:

- Office of the Public Service Commission (OPSC)
- Ministry of the Prime Minister
- Ministry of Internal Affairs (incl. SHEFA Provincial Government Council)
- Ministry of Agriculture, Biosecurity, Forestry & Livestock
- Ministry of Education & Training (incl. 83 Online School)
- Ministry of Finance & Economic Management (incl. Civil Registry and Vital Statistics – CRVS)
- Ministry of Health (in partnership with Vanuatu Family Health Association and Ikkana Cancer Foundation)
- Ministry of Justice, Youth & Community Services
- National Bank of Vanuatu, Digicel Vanuatu, Vodafone Vanuatu, and Geo-gas Vanuatu Ltd (private sector booths)

4.3 Key Activities

Day 1 — 16 June 2025 (PSC Day Opening)

The SHEFA/PSC Day event was officially opened by the Speaker of Parliament, H.E. Hon. Stephen Dorrick Felix Mau'au Malfes. Ministry and departmental booths were formally opened at midday, with career talks, informational sessions, and sector awareness activities running throughout the afternoon. Civil Registry and Vital Statistics (CRVS) officers issued national IDs, passports, and birth certificates on-site. The Department of Agriculture displayed a pre-planted vegetable plot and offered Shepherd Islands yams and garden seedlings for sale, while the Department of Livestock sold live animals including pigs, goats, chickens, and ducks at subsidised prices. Evening entertainment was provided by SHEFA's local string bands and music artists.

Day 2 — 17 June 2025 (Decentralisation Dialogue and PSC Closing)

Day 2 was officially presided over by the Minister of Internal Affairs, Hon. Andrew Solomon Napuat. Three structured panel discussions were convened under the theme “Decentralisation – Where Are We Going?”: Panel 1 with SHEFA Members of Parliament; Panel 2 with sector leads; and Panel 3 with Area Administrators. The discussions assessed the current state and future direction of decentralisation in Vanuatu, identifying persistent challenges in financial control, procurement delays, and limited local governance capacity, while reaffirming Melanesian values and the importance of community engagement.

4. SHEFA PROVINCE — PUBLIC SERVICE DAY 2025

The Ministry of Health, in partnership with the Vanuatu Family Health Association (VFHA) and the Ikkana Cancer Foundation, conducted free cervical cancer screening for women and girls of reproductive age at the Ulei Junior Secondary School dispensary. SHEFA Provincial Education Office ran a Youth Engagement Zone with governance quizzes and career orientation activities throughout the day. The National Bank of Vanuatu offered on-site banking services including deposits, withdrawals, and credit to eligible clients. PSC formally closed its booth activities at 14:00, followed by a flower arrangement display competition.

4.4 Key Highlights and Achievements

- **Groundbreaking Ceremony:** A landmark groundbreaking was held at Emua Village, North Efate, for a new SHEFA Provincial Health Administration Office – funded by the Australian Government and to be located at the North Efate Area Council. The ceremony was attended by Prime Minister Hon. Jotham Napat, Deputy Prime Minister Hon. Johnny Koanapo Rasu, the Acting Minister of Health, and the Australian High Commissioner, marking a major step in decentralising public health services beyond Port Vila.
- **PSC Staff Awards:** The Public Service Commission presented staff awards to the highest-performing officers from the Department of Communication & Digital Transformation, Department of Strategic Policy, Planning & Aid Coordination, the Language Services Department, and the National Security Council Secretariat, recognizing outstanding performance appraisal results for 2024.
- **Decentralisation Dialogue (Siviri Declaration):** Three high-level panel discussions produced concrete recommendations on strengthening Area Council funding, improving AA capacity, fostering inclusive community participation, and adopting a “one plan, one budget, one vision” approach – directly supporting the 2025 PSC Day national theme.
- **Direct Service Delivery:** CRVS issued national IDs, passports, and birth certificates on-site; free cervical cancer screening was provided to women and girls; the Department of Agriculture sold yams and garden seedlings and the Department of Livestock sold livestock at subsidised prices; and the National Bank of Vanuatu provided banking and credit services to community members.
- **Youth and Career Engagement:** The SHEFA Provincial Education Office ran a Youth Engagement Zone with governance and public service quizzes. 83 Online School registered new students and introduced rural families to their online learning platform. Over 500 students and teachers visited the Forestry Department booth alone for career orientation.
- **Venue Infrastructure:** Electrical works at Siviri Entertainment Park were funded in part by the Australian High Commission (VT 500,000), supporting the installation of electrical cables, lighting, and related infrastructure that now benefit the community for future events.
- **Public-Private Partnership Model:** National Bank of Vanuatu, Bred Bank Vanuatu, Digicel Vanuatu, Vodafone Vanuatu, Ifira Wharf and Stevedoring, and Vanuatu Ferry Ltd. all participated as sponsors or service providers, demonstrating the value of public-private partnerships in delivering community events. Total event attendance over the three days exceeded 10,000 people.

4. SHEFA PROVINCE — PUBLIC SERVICE DAY 2025

4.5 Financial Overview — SHEFA

The total cost of the SHEFA Day 2025 event (covering all three days inclusive of SHEFA and PSC Day activities) was VT 7,866,814. OPSC's Circular 59 of 2025 mobilised VT 3,200,000 in sectoral contributions from government ministries and departments to support PSC Day costs. A further VT 1,920,682 was raised from local businesses and private individuals, with VT 1,704,000 in in-kind donations and VT 1,595,000 from stall fees collected by the host community. In total, working funds of VT 8,419,682 were raised, with a surplus of VT 552,868 handed to the Siviri Men's Fellowship Team for future community infrastructure at Siviri Entertainment Park.

4.6 Challenges and Lessons Learned

- The LOC was established only 2.5 months before the event, limiting time for fundraising, cultural programme development, and logistical preparation. Future organising committees should be established 4–6 months in advance.
- Site infrastructure (electricity, water, sanitation, and shade) was insufficient for the volume of attendees. Future events require proactive planning for basic infrastructure from the outset.
- The co-hosting model with SHEFA Day proved highly effective and is recommended as a model for future PSC Day events in other provinces, maximizing attendance and community engagement while sharing logistical costs.
- Event scheduling and parking arrangements need improvement. Long delays and insufficient parking contributed to traffic congestion and disrupted the flow of the programme.



BOOTH DISPLAYS FROM MINISTRY OF HEALTH AND MINISTRY OF FOREIGN AFFAIRS AT PUBLIC SERVICE DAY 2025



SANMA PROVINCE, SANTO

5. SANMA PROVINCE — SOUTH EAST AREA COUNCIL, BOMBUA COMMUNITY PARK

Province	SANMA
Venue	South East Area Council — Bombua Community Park, Luganville
Event Dates	19 – 23 September 2025
Theme	Strengthening Government Decentralized Services through Innovative Approach
Coordinated by	SANMA PSC Day Sub-Committee (OPSC & ICT/Media Team)
Budget Allocated	VT 500,000
Total Spent	VT 500,000

5.1 Executive Summary

The SANMA Provincial Committee was tasked with the preparation and organisation of PSC Day 2025 under the national theme "Strengthen Government Decentralized Services through Innovative Approach." The event aimed to celebrate and promote the achievements of public servants while showcasing the importance of decentralized governance and innovative service delivery across SANMA Province.

The Sub-Committee coordinated activities across multiple pillars, facilitated venue preparation and logistical arrangements, drove media and social media awareness through VBTC SANMA, and engaged schools in quiz and debate competitions. Government departments were organized into three pillars: Society (yellow), Economy (red), and Environment (green).

5.2 Objectives

- Promote public awareness of the benefits of decentralized services in government operations
- Showcase innovative approaches and best practices that enhance service delivery and community engagement
- Facilitate collaboration among government agencies, stakeholders, and citizens
- Gather feedback and insights from participants to identify areas for improvement in service delivery
- Formulate actionable recommendations based on discussions and insights gained during PSC Day

5.3 Event Programme Overview

The SANMA PSC Day ran across five days (19–23 September 2025), beginning with preparation and school debates on 19–20 September, followed by three days of official celebrations.

Date	Day	Key Activities
19 Sep 2025	Preparation	Booth setup by line agencies, statutory bodies and NGOs. School Debate Quarter-Finals & Semi-Finals (8:00AM–3:00PM)
20 Sep 2025	Preparation	Final setup of venue, booths, and equipment. All pillar departments finalize arrangements.
21 Sep 2025	Day 1 (½ Day)	Float Parade from Bombua School to PWD to Bombua Community Park (3:00PM). Opening Ceremony — Prayer, Flag Raising, Opening Remarks by SG SANMA, Guest Speech by Honorable President. VIP booth visits. Evening entertainment and praise/worship.
22 Sep 2025	Day 2	Full day: Booth displays (all pillars), Quiz & Prizes, Career Talks (×5 departments), MIPU Model Town Competition, School Debate Final & Prize Presentation, Presidential Medal Awards, Public Service Forum Panel Discussion, Evening entertainment.
23 Sep 2025	Day 3	Booth displays, Quiz & Prizes, Career Talks, PSC Award Ceremony (Best Staff Performer, Best Float, Best Booth, Organizational Award), Live Auction (Fleet Unit), Token of Appreciation presentation, Closing speech by Secretary of OPSC. All ministries pack and depart.

5. SANMA PROVINCE — SOUTH EAST AREA COUNCIL, BOMBUA COMMUNITY PARK



FLOAT PARADE AND OPENING CEREMONY — SANMA PSC DAY 2025

5.4 Pillar Structure

Departments were organised into three thematic pillars, each with a dedicated colour scheme for floats and booths:

Pillar	Colour	Ministries / Agencies
Society Pillar	Yellow	MoET, MOJYCS, MOH, MPM, MOIA
Economy Pillar	Red	MFEM, MTC/INVB, MFAICET, MIPU
Environment Pillar	Green	MALFB, MLNR, MCCA, MFOMA

5.5 Budget — SANMA PSC Day 2025

The SANMA PSC Day operated on a total allocated budget of VT 500,000, fully expended. All receipts were submitted to Finance for imprest retirement.

Supplier / Description	Amount (VT)
Wilco Hardware — Electric cables and tubes	41,200
Wilco Hardware — Lamp holders	8,032
Elian Merani — Refreshments for invited guests	20,000
PS Day Committee — Volleyball prizes	10,000
Bombua Community Park Committee — Token of Appreciation	30,000
Mr. Jerry — Live band entertainment	15,000
John Lum & Associates — Lighting	9,460
Santos Fast Food — Lunch for PS Day committee	1,500
John Lum & Associates — 4 stand lamps	37,000
Santo Water — 600ml x 80 bottles	3,840
Mr. Dodon — One man band entertainment	10,000
Vailai Store — 8 microphone batteries	480
Esrom Molisa — 3 days venue security	24,000
Esrom Molisa — Salusalu for invited guests	3,000
John Lum & Associates — Sport lights	14,660

5. SANMA PROVINCE — SOUTH EAST AREA COUNCIL, BOMBUA COMMUNITY PARK

5.6 Challenges & Way Forward

Challenge	Way Forward
PSC Day was intended to be co-hosted with SANMA Provincial Government, but communication breakdowns led to two separate events being held	Improve inter-agency communication and formalise joint planning agreements well before the 2026 event
Port Vila officers who travelled to SANMA with imprest returned to Vila without transferring funds to the local committee, creating a cash shortfall. The committee sourced emergency support from MP Franklin and Sunshine Store	Any officer returning to Port Vila must hand over their imprest to the PS Day Chairman before departing
Responsible persons tasked with specific activities between preparation and the final event failed to carry out their assigned duties	Officers who are unavailable must communicate with the Chairman promptly so a replacement can be appointed
Teachers strike led to cancellation of some Career Day school activities; student turnout was lower than expected	Government should resolve outstanding teachers' claims to prevent disruption to PSC Day school engagement activities
Failure to capture photos of all activities for reporting purposes; photos were not shared as agreed	Designate a dedicated media team responsible for capturing all activities; mandate photo sharing for the final report

5.7 Key Outcomes — SANMA

- Successful multi-day PSC Day event hosted at Bombua Community Park, Luganville
- Presidential Medal Awards presented to long-serving and retired civil servants from SANMA Province
- MIPU Model Town Competition held between two senior schools — won by Santo East School
- School Debate Finals successfully conducted with prize presentations
- Media awareness delivered through VBTC SANMA and social media platforms
- All three ministry pillars (Society, Economy, Environment) represented with booths and float vehicles
- PSC Award Ceremony recognising Best Staff Performer, Best Float Parade, Best Booth Display, and Organisational Award
- Live auction coordinated by Fleet Unit on final day



PUBLIC SECTOR AND PRIVATE SECTOR SERVICE DELIVERY DURING SHEFA PSD 2025



PENAMA PROVINCE, MAEWO

6. PENAMA PROVINCE — NORTH MAEWO, GAMBULE SCHOOL

The PENAMA Province Public Service Day 2025 was held at Gambule School in North Maewo, in accordance with a 2022 PENAMA Provincial Council decision to host the event in that area. The event ran from 31 July to 4 August 2025 under the theme “Decentralizing Government Services through Innovative Approaches,” bringing together government line departments, schools, NGOs, chiefs, sponsors, and the wider community for a four-day programme.

6.1 Event Overview

Venue: Gambule School, North Maewo Area Council, PENAMA Province

Dates: 31 July – 4 August 2025 (four days)

Theme: “Decentralizing Government Services through Innovative Approaches”

LOC Chairlady: Aileen Wilbur (North Maewo Area Council)

Opening officiated by: Hon. Minister of Agriculture Ian Wilson

Total Budget: 500,000 VT

Total booths: 18, accommodating line departments, the Police Commission, and NGOs operating in PENAMA Province. Approximately 100 accommodation bookings were coordinated by the LOC.

6.2 Key Activities

- **Opening Ceremony (31 July):** A colourful float parade commenced at the Betarara Area and concluded at Gambule Primary School. Approximately seven floats represented the PSC, Ministry of Health, Ministry of Education, PWD, Department of Agriculture, Department of Climate Change, and Department of Finance. The opening was declared by Hon. Minister of Agriculture Ian Wilson. Approximately 90 traditionally woven Maewo baskets were presented in a salusalu cultural welcome. A ceremonial cake-cutting followed, and a cultural visit to Hanare Custom Village featured the presentation of Naura (freshwater prawns) and traditional demonstrations. A public communal lunch prepared by North Maewo communities concluded the day.
- **Careers Day (1 August):** Students from Nasawa Secondary School, Naviso School, Sulua School, and Gambule School visited 18 government and NGO booths. An estimated 200–250 people visited booths over the event. An inter-school debate on “Formal Education, Informal Education, and Traditional Education” was held — Sulua School won first place, Gambule School second, and Nasawa School third. Informal vocational skills — plumbing, mechanics, construction, and tourism — were showcased by Torgil ACOMVET students. PSET awareness sessions were facilitated with application forms available on-site.
- **Public Forum (2 August):** A public forum focused on “Decentralized Services through Innovative Approaches.” Community representatives discussed governance challenges including provincial parliamentary representation, reform of the Decentralization and Malvatumauri Acts, equitable funding distribution, and improvements to health and education infrastructure. The forum concluded with ten key recommendations covering governance reform, budget allocation, staffing, health, gender representation, and climate resilience.



AWARD PRESENTATIONS AND DISPLAYS AT PENAMA PSD 2025



6. PENAMA PROVINCE — NORTH MAEWO, GAMBULE SCHOOL

- Closing Ceremony (4 August): Individual performance appraisal awards were presented to staff from the Ministry of Internal Affairs and Ministry of Health. Booth awards: Ministry of Education (1st), MFEM (2nd), Ministry of Trade and Commerce (3rd). Float awards: Ministry of Agriculture (1st), MIPU (2nd), Ministry of Health (3rd). Gifts of appreciation including 20 traditionally parcelled laplap were presented to all line departments, chiefs, invited guests, and sponsors. A buffet was hosted for all public servants, and evening entertainment was provided by the Agosi String Band and a local string band.

6.3 Key Highlights and Achievements

Strong Youth and Career Engagement: Career Day attracted 200–250 students and community members. The inter-school debate, vocational skill displays by Torgil ACOMVET students, and PSET awareness sessions provided meaningful exposure to public service pathways and post-school education options.

Community-Led Sponsorship: Key sponsors included the Government of Vanuatu, Minister of Agriculture (VT 80,000 plus sound system and student food), PENAMA Provincial Government (VT 150,000), Vodafone (VT 25,000), VNPF (VT 10,000), PLTA, and Skills and Partnership. Refreshments for debate participants were provided with locally sourced fruits, reflecting strong community ownership.

Cultural Integration: The salusalu welcome ceremony using 90 Maewo baskets, cultural visit to Hanare Custom Village, and presentation of Naura (freshwater prawns) exemplified the integration of Melanesian custom into the formal public service programme.

Public Forum with Actionable Recommendations: The forum generated ten concrete recommendations on governance reform, decentralization funding, staffing, health, education, gender representation, and climate resilience, providing substantive policy input from the Maewo community.

Performance Recognition: Individual awards were presented to public servants from the Ministry of Internal Affairs and Ministry of Health, reinforcing a culture of excellence and public service accountability.

6.4 Financial Overview — PENAMA

The event operated on a modest budget supplemented by sponsor contributions. Total cash donations received amounted to VT 370,000, with in-kind support from the Minister of Agriculture and Skills and Partnership. The PENAMA Provincial Government contributed VT 150,000, Vodafone VT 25,000, VNPF VT 10,000, and multiple local businesses and community members each contributed VT 5,000. The LOC proactively sourced community donations to supplement limited central budget allocation.

6.5 Challenges and Lessons Learned

Poor network connectivity affected communications and live-streaming; future events should engage Digicel and Vodafone in advance. Weather disrupted sea travel for some participants — backup travel arrangements should be planned for remote island events. Event materials including decorations and booth supplies were limited and should be budgeted earlier. Accommodation communication gaps caused confusion; clearer coordination between the LOC and accommodation providers is recommended for future events.



MALAMPA PROVINCE

7. MALAMPA PROVINCE — LAKATORO WELKINS STADIUM, MALEKULA

The Malampa Province Public Service Day 2025 was held at Lakatoro Welkins Stadium, Malekula, from 8 to 10 October 2025. Organised by the Local Organising Committee (LOC) in Lakatoro in collaboration with the Technical Advisory Committee (TAC), the event brought together government line departments, educational institutions, NGOs, traditional leaders, sponsors, and community members. The report was prepared by Honore Kaenbo, Steeve Tete, Bonnie David, Sam Tasombo, and Nelly Tamara.

7.1 Event Overview

Venue: Lakatoro Welkins Stadium, Lakatoro, Malekula, Malampa Province

Dates: 8 – 10 October 2025 (three days)

Theme: “Strengthening Government Decentralized Services through Innovative Approaches”

Opening declared by: Honourable Malampa Province President

Opening address by: Secretary General of Malampa Province, Mr. Germain Ludvaune

Closing speech by: Honourable Minister of Agriculture

Total Budget: 500,000 VT

Total booths: 22 (line departments, Police Commission, NGOs, private sector). Approximately 150 accommodation bookings were coordinated by the LOC.

7.2 Key Activities

- **Opening Ceremony (8 October):** A colourful float parade from the LTC area to Lakatoro Welkins Stadium was led by the SDA brass band, with floats organised under the three NSDP pillars: Society (yellow), Economy (red), and Environment (green). SG Malampa Mr. Germain Ludvaune delivered the PS Day address; the Honourable Malampa Province President formally declared the event open. A cake-cutting and VIP booth visits followed.
- **Careers Day (Day 2, 9 October):** Students from Vao Secondary School, Wallarano Secondary School, Amelvet School, Orap School, Norsup School, Lakatoro School, Rensarie School, and numerous primary schools from central Malekula visited 22 government and NGO booths, with 300–500 total attendees. The inter-school debate on “Formal Education, Informal Education, and Traditional Education” was won by Amelvet School (1st), Orap School (2nd), and Wallarano (3rd). Rensarie Centre of Excellence students demonstrated vocational skills in mechanics, construction, and plumbing. A pepper awareness and food preparation demonstration was conducted by DARD, Health, and VSP, followed by a pepper panel discussion. PSET application forms were made available on-site.
- **Public Forum (9 October):** A forum on “Decentralized Services through Innovative Approaches” featured the SG Malampa and OGCIO representative Joseph Robert. Key discussions covered PSC policy reform, provincial corporate service units, digital delivery and connectivity (Vodafone, Starlink), VIPAM capacity building, financial decentralisation, community profiling, and social audits. The forum concluded with a six-point way-forward plan.



BOOTH DISPLAY PREPARATION FOR PUBLIC SERVICE DAY 2025 AT MALAMPA PROVINCE

7. MALAMPA PROVINCE — LAKATORO WELKINS STADIUM, MALEKULA

- Entertainment: Evening performances by the Getto Live Band and a local string band added cultural richness and community spirit to the celebrations.
- Closing Ceremony (10 October): Featured individual performance appraisal award presentations, booth and float competition announcements, tokens of appreciation, and closing addresses by the LOC Chairlady and the Honourable Minister of Agriculture.

7.3 Key Highlights and Achievements

Youth and Career Engagement: 300–500 community members and students visited 22 booths. The inter-school debate, Rensarie Centre of Excellence vocational displays, quizzes, and PSET sessions provided meaningful career guidance for Malekula students across seven secondary and multiple primary schools.

Three-Pillar Structure: Organising booths under the NSDP Society, Economy, and Environment pillars gave citizens a clear framework for understanding government services, reinforcing civic literacy across Malekula.

Innovative Forum: The Public Forum produced substantive policy dialogue including digital government (OGCIO/Starlink), a dedicated pepper industry panel (DARD and VSP), community profiling, and social audit mechanisms — demonstrating Malampa’s commitment to decentralisation as a practical, community-grounded priority.

Community Sponsorship: The LOC engaged MPs, local councillors, business houses, government officers, and the PSC Head Office to supplement the VT 500,000 budget, reflecting the spirit of shared ownership that makes PS Day possible in remote communities.

Recognition: Individual awards were presented to staff from MOIA, MJYCS, MFEM, and MALFB. Booth awards: MOIA (1st), MFEM (2nd), Ministry of Public Works (3rd). Float awards: MOIA (1st), MFEM (2nd), MALFB (3rd).

7.4 Financial Overview — Malampa

Budget allocated by the PSC: VT 500,000. Total spent: VT 500,000. The LOC supplemented through community contributions from MPs, councillors, business houses, and government officers.

7.5 Challenges and Lessons Learned

Network connectivity limitations affected event communications; advance engagement with Digicel and Vodafone is recommended. Weather challenged sea travel for participants; backup travel arrangements should be built into planning. Limited booth and decoration materials should be budgeted earlier. Accommodation communication gaps should be addressed through clearer LOC-provider coordination.



BOOTH DISPLAY AT PUBLIC SERVICE DAY 2025, WELKINS STADIUM, LAKATORO

8. NATIONAL ACHIEVEMENTS & IMPACT

Public Service Day 2025 delivered measurable and lasting impact across six provinces — SHEFA, TORBA, TAFEA, SANMA, PENAMA, and Malampa. Beyond the celebrations, the event generated concrete outcomes in service delivery, economic activity, infrastructure development, community knowledge, and institutional strengthening. This section documents those outcomes by impact area.

KEY HIGHLIGHTS AT A GLANCE

- Six provinces successfully hosted PS Day — SHEFA, TORBA, TAFEA, SANMA, MALAMPA and PENAMA under a unified national theme
- Thousands of citizens across remote and rural communities directly accessed government services
- Permanent infrastructure improvements delivered at multiple event venues
- Solar lighting installed at Lamenu Stadium, Tanna a lasting community asset
- Submersible water pump installed at Tanna, benefiting the permanent water system
- Two government fleet vehicles formally tendered and presented during the event
- Presidential Medal Awards presented to long-serving civil servants in TAFEA and SANMA;
- PSC Staff Awards and individual performance awards presented in SHEFA, PENAMA, MALAMPA, SANMA, TORBA & TAFEA
- Over VT 33.5 million mobilised nationally from sponsors, ministries, and development partners
- Hundreds of students engaged in career talks, debates, and quiz competitions
- TAFEA Public feedback survey: 99 out of 110 interviewees reported increased knowledge
- Unveiling of new government offices and distribution of materials to communities

8.1 Service Delivery Impact

One of the most significant outcomes of PS Day 2025 was the direct delivery of government services to communities that would otherwise have difficulty accessing them. By decentralizing the event to provincial and area council venues, ministries were able to meet citizens where they live rather than requiring travel to urban centres.

Province	Services Delivered	Key Partners Involved
TORBA (East Gaua)	Government service booths; health awareness sessions; water management information; financial literacy by NBV; cooperative and agricultural services; skills training promotion	PSC, TORBA Provincial Government, East Gaua Area Council, NBV, World Vision, Vanuatu Skills Partnership, Amber Water Management, VCCRP
TAFEA (Tanna)	Multi-ministry booth displays; PSC information and functions; career counselling; executive panel forum; official opening of the Water Building and Ministry of Trade Building; live auction of government fleet vehicles	PSC, all line ministries, UNICEF, WFP, World Vision, NBV, Pacific Networks, DCDT
SANMA (Luganville)	Ministry pillar booth displays; career talks by 5 departments; MIPU Model Town Competition for students; quiz and prize activities; PSC information dissemination; social media and VBTC SANMA awareness broadcast	PSC, SANMA Provincial Government, all pillar ministries, VPF, local schools
SHEFA (Siviri, North Efate)	CRVS on-site issuing of national IDs, passports, and birth certificates; co-hosted with SHEFA Day 2025; career talks; agricultural and livestock sales at subsidised prices; free cervical cancer screening; Youth Engagement Zone with governance quizzes; NBV banking and credit services; PSC Staff	PSC, OPSC (Circular 59), MOIA/SHEFA Provincial Council, MOH, VFHA, Ikkana Cancer Foundation, NBV, Digicel, Vodafone, Geogas, SHEFA Provincial

8. NATIONAL ACHIEVEMENTS & IMPACT

	Awards; three decentralisation panel discussions; 83 Online School registration; groundbreaking ceremony for new SHEFA Provincial Health Administration Office	<i>Education Office, 83 Online School, Australian High Commission, PMO</i>
PENAMA (North Maewo)	Government information booths by 18 departments and NGOs; career talks and inter-school debates; PSET (Post-School Education and Training) awareness and application forms; vocational skill displays (plumbing, mechanics, construction, tourism) by Torgil ACOMVET; governance quiz competitions; public forum on decentralisation with 10 community recommendations; individual performance appraisal awards; cultural integration activities	<i>PSC, PENAMA Provincial Government, Ministry of Agriculture, Ministry of Education, MFEM, Ministry of Trade and Commerce, Ministry of Internal Affairs, Ministry of Health, MIPU, Vodafone, VNPF, PLTA, Skills and Partnership</i>
Malampa (Lakatoro, Malekula)	22 government and NGO booths under NSDP three-pillar structure; career talks and school debates; vocational skill displays by Rensarie Centre of Excellence (mechanics, construction, plumbing); pepper industry awareness and panel discussion; PSET promotion; quizzes; public forum with six-point way-forward on decentralisation; performance appraisal awards; cultural entertainment	<i>PSC, Malampa Provincial Government, Members of Parliament, Ministry of Agriculture, MOIA, MFEM, MJYCS, MALFB, MIPU, Rensarie Centre of Excellence, Vodafone, local business houses, community contributors</i>

The PSC's booth displays and information sessions provided citizens with a clearer understanding of the Commission's mandate, functions, and processes including employment rights, performance management, and the PSC Awards programme. In TAFEA, a survey of 110 participants revealed that 99 interviewees (90%) reported gaining new knowledge about government public services and products as a direct result of the event. The Booth Display was rated the most valuable activity by 42 respondents, followed by School Debates (27) and the Executive Forum (16).

8.2 Economic Impact

The hosting of PS Day across six provinces generated tangible economic benefits at both the local and national levels. The injection of public and private sector resources into provincial economies stimulated local business, employment, and trade.

- Over VT 33.5 million in total funding was mobilised nationally, combining government ministry allocations, private sector sponsorships, development partner contributions, and in-kind support representing a significant economic stimulus for host communities.
- Local businesses were directly engaged as suppliers, caterers, entertainers, security providers, and service contractors. In SANMA alone, over 35 local vendors and service providers received payments from the PS Day budget, supporting livelihoods across Luganville.
- Sponsorships from major corporations including Pacific Networks Limited (VT 1,000,000), Wilco Hardware (VT 500,000), Au Bon Marche (VT 250,000), Chuan Store (VT 250,000), and National Bank of Vanuatu (VT 500,000), and private business houses channelled private sector investment into provincial public events.
- The formal tender of two government fleet vehicles during the TAFEA event demonstrated transparent and accountable public asset management, contributing to sound public financial governance.



8. NATIONAL ACHIEVEMENTS & IMPACT

- Local cooperative enterprises, agricultural suppliers, and financial institutions (NBV, VNPF) used PS Day platforms to reach provincial customers, strengthening financial inclusion and economic awareness.

Provincial economic contributions by venue: In TORBA (East Gaua), the injection of PSC and ministerial resources into a remote island economy supported local vendors, accommodation providers, and transport operators. In TAFEA (Tanna), the formal opening of the Ministry of Trade Building and Water Resource Building, combined with the vehicle tender, added permanent economic assets to the province. In SHEFA (Siviri, North Efate), the co-hosting model with SHEFA Day 2025 multiplied economic activity over three days, with agricultural and livestock sales at subsidised prices directly benefiting rural families and the surplus of VT 552,868 returned to the Siviri community for future infrastructure. In SANMA (Luganville), over 35 local vendors and service providers received payments from the PS Day budget, supporting livelihoods across Luganville. In PENAMA (North Maewo), local businesses, cooperatives, and community members contributed VT 370,000 in sponsorships and in-kind support, and the event stimulated accommodation bookings, catering, and transport across the area. In Malampa (Lakatoro, Malekula), the LOC secured contributions from MPs, councillors, business houses, and the PSC Head Office to supplement the VT 500,000 budget, while 150 accommodation bookings, catering, PA hire, and local vendor payments created economic activity across Lakatoro. In PENAMA (North Maewo), local businesses, cooperatives, and community members contributed VT 370,000 in sponsorships and in-kind support, and the event stimulated accommodation bookings, catering, and transport services across the area.

- Live entertainment, catering contracts, Public Address system hire, and accommodation bookings created short-term employment and revenue opportunities for provincial residents across all six event locations.

8. NATIONAL ACHIEVEMENTS & IMPACT

8.3 Infrastructure Development

A defining feature of PS Day 2025 was the delivery of permanent infrastructure improvements as a direct result of hosting the event. These developments represent a lasting legacy for the communities that hosted the celebrations.

Location	Infrastructure	Description	Funded By
Lamenu Stadium, Tanna	Solar Lighting System	Solar panels and lights installed at the stadium by Thaviet (VT 1,740,000). Now provides permanent lighting for the community and future events.	Thaviet / J.D.F. Company
Lamenu Stadium, Tanna	Electrical Wiring & Cables	Electrical infrastructure upgraded — cables, tubes, lamp holders, and switchboards installed to support permanent venue operations.	Wilco Hardware / Australian High Commission
Tanna	Submersible Water Pump	A submersible water pump was procured and installed through the Department of Cooperatives (VT 336,815). Now supports the permanent government-managed water system serving the community.	Dept. of Cooperatives
Tanna	Ministry of Trade Building Opening	The new Ministry of Trade and Commerce building was officially opened during PS Day, providing a permanent provincial office for trade and commerce services.	MTC / Government
Tanna	Water Resource Building Opening	The Department of Water Resources building was officially opened, strengthening provincial water governance infrastructure.	Government
Tanna	Government Fleet Vehicles	Two government fleet vehicles were formally tendered and transferred during the event, improving provincial government transport capacity.	Fleet Unit / Government
SHEFA (Siviri, North Efate)	Electrical Works	Electrician services (VT 500,000) funded by the Australian High Commission to support permanent electrical installations at Siviri Entertainment Park, North Efate — improving the venue's infrastructure for future community events.	Australian High Commission
East Gaua, TORBA	Venue & Site Preparation	Community venue prepared and upgraded with tents, equipment, and facilities to support multi-day event hosting improvements benefiting the Area Council for future community gatherings.	PSC / TORBA Province
SANMA (Bombua)	Lighting Infrastructure	Stand lamps, sport lights, and electrical cabling installed at Bombua Community Park for the event, improving the park's utility for future public activities.	John Lum & Associates / Wilco Hardware
SHEFA (Emua Village, North Efate)	Groundbreaking — Provincial Health Admin Office	Groundbreaking ceremony held for a new SHEFA Provincial Health Administration Office at Emua Village, North Efate. Funded by the Australian Government and to be located at the North Efate Area Council. Attended by PM Hon. Jotham Napat, DPM, Acting Minister of Health, and Australian High Commissioner. Marks a significant step in decentralising public health services beyond Port Vila.	Australian Government / Australian High Commission
PENAMA (Gambule School, North Maewo)	Venue Preparation — Booth Infrastructure	18 event booths constructed by the LOC in coordination with Community Police Officers under the CST programme, providing dedicated spaces for government departments and NGOs. Venue setup at Gambule Primary School grounds prepared for multi-day public engagement, leaving improved facilities for future community use.	PSC / PENAMA Provincial Government / North Maewo LOC

8. NATIONAL ACHIEVEMENTS & IMPACT

8.4 Knowledge & Awareness of Government Institutions

A core objective of PS Day 2025 was to increase public understanding of the roles, functions, and services of government institutions. The event served as a national civic education platform, closing the gap between government and citizens particularly in provinces where access to information is often limited.

KNOWLEDGE & AWARENESS OUTCOMES

- TAFEA survey: 90% of 110 interviewees (99 individuals) confirmed they gained new knowledge about government services and institutional roles
- Citizens across TORBA, TAFEA, SANMA, SHEFA, PENAMA, and Malampa learned about the mandates and services of ministries they had little prior exposure to
- PSC's own mandate including its role as employer, performance manager, and awards body was explained directly to provincial communities
- Students across all six provinces received direct career counselling and information on public service pathways
- Government forum discussions in TAFEA allowed Director Generals and Directors to address the public directly on policy and service delivery
- Debate competitions engaged students in critical thinking about governance, education, and career development
- MIPU's Model Town Competition in SANMA deepened student understanding of urban planning and infrastructure roles
- VBTC SANMA and social media platforms amplified institutional awareness beyond the physical event footprint
- Brochures, pamphlets, banners, and pull-up displays on ministry functions were distributed and left with provincial councils and communities
- Area council officers and provincial staff received on-the-job exposure to national ministry operations through direct interaction

The booth display format proved especially effective as an awareness tool. Citizens could approach ministry representatives directly, ask questions, and receive printed materials a level of direct engagement that is rarely possible outside of the capital. The structured pillar system used in SANMA (Society, Economy, Environment) provided a clear and accessible framework for citizens to understand how different government functions relate to their daily lives.

8.5 Other Key Developments

Beyond the four core impact areas above, PS Day 2025 generated a number of other significant developments that contribute to the long-term strengthening of Vanuatu's public service.

Workforce Recognition & Motivation

Presidential Medal Awards were presented to long-serving and retired civil servants in TAFEA and SANMA, publicly recognising decades of dedicated service. In SHEFA, PSC Staff Awards were presented to top performers from DCDT, DSPPAC, Language Services, and the National Security Council Secretariat based on 2024 performance appraisals. In PENAMA and SANMA, individual awards were presented to standout staff from Ministry of Internal Affairs and Ministry of Health respectively. The PSC Awards including Best Staff Performer, Best Float Parade, Best Booth Display, and Organisational Award were presented across all six provinces, motivating excellence and healthy competition among government departments. This culture of recognition is critical for retaining talent and sustaining commitment within the public service.

8. NATIONAL ACHIEVEMENTS & IMPACT

Decentralization Acceleration Priority Taskforce (DAPT) Integration

In TAFEA, PS Day was preceded by a DAPT consultation meeting (21–23 July 2025) that reviewed alignment between National Planning and reporting frameworks at the provincial level — including Community Profiling and Business Plan Templates. In SHEFA, three structured panel discussions on "Decentralisation – Where Are We Going?" brought together SHEFA Members of Parliament, sector leads, and Area Administrators to assess the current state and future direction of decentralisation, producing the Siviri Declaration on decentralisation priorities. In PENAMA, the Public Forum generated ten community-informed recommendations covering governance reform, funding equity, health, education, women's representation, and climate resilience — substantive policy inputs from Maewo communities. In TORBA and SANMA, provincial and area council officers engaged directly with national ministry representatives, strengthening shared understanding of the decentralization reform agenda. In Malampa, the Public Forum with OGCI representative Joseph Robert produced a six-point way-forward covering policy alignment, digital services, capacity building, financial decentralisation, data planning, and community engagement. Together, these policy dialogues across all six venues demonstrate that PS Day is not merely ceremonial but serves as a nationally distributed platform for governance dialogue and directly supports the Government's structural reform agenda.

Development Partner Engagement

PS Day 2025 attracted significant engagement from international development partners and the private sector. The Australian High Commission contributed VT 500,000 toward electrical works; the Chinese Embassy VT 500,000 for media coverage; Pacific Networks Limited provided VT 1,000,000 in connectivity infrastructure (Starlink units, access points, CAT6 cabling); and organisations such as UNICEF, WFP, and World Vision used the event as a platform to disseminate health, nutrition, and social protection information directly to provincial communities across SHEFA, TORBA, TAFEA, SANMA, PENAMA, and Malampa. This multi-province partnership model demonstrates growing confidence among development partners in PS Day as an effective, nationwide community engagement mechanism that reaches communities in all corners of Vanuatu.

Inter-Agency Collaboration & Governance Strengthening

PS Day 2025 required unprecedented levels of coordination between the PSC, provincial governments, line ministries, area councils, schools, and private sector partners. The event reinforced working relationships between national and provincial officers, built shared understanding of decentralization priorities, and created practical experience in multi-agency event management — all of which strengthen Vanuatu's broader governance capacity.

Youth & Next Generation Engagement

School debate competitions, career talks, quiz activities, and the MIPU Model Town Competition gave young Ni-Vanuatu direct exposure to government institutions and public service careers. In TAFEA, students from Lowanatom, Latan, Tafea College, Lenakel College, Isangel College, and Kwamera engaged in debates and career sessions. In SANMA, Santo East School and other Luganville schools participated in the Model Town Competition and career activities. In SHEFA, over 500 students and teachers visited the Forestry Department booth alone, with 83 Online School registering new students and the Youth Engagement Zone run by the SHEFA Provincial Education Office. In PENAMA, students from Nasawa Secondary School, Naviso School, Sulua School, and Gambule School competed in inter-school debates and career orientation, with Torgil ACOMVET students demonstrating vocational skills in plumbing, mechanics, construction, and tourism. In TORBA, students from East Gaua Area Council schools engaged in awareness sessions and service information activities. In Malampa, students from Vao Secondary, Wallarano Secondary, Amelvet, Orap, Norsup, Lakatoro, and Rensarie schools participated in debates, vocational displays, PSET awareness, and career orientation. Across all six venues, this collective youth engagement created a pipeline of young people who are more informed about the opportunities and responsibilities of public service — a critical investment in the future of Vanuatu's governance.

8. NATIONAL ACHIEVEMENTS & IMPACT

8.6 National Summary

Province	Location	Dates	Status
TORBA	East Gaua Area Council	29 Sep – 2 Oct 2025	✓ Completed
Tafea	Lenakel, Tanna (Main Event)	31 Jul – 4 Aug 2025	✓ Completed
SANMA	Bombua Community Park, Luganville	19 – 23 Sep 2025	✓ Completed
SHEFA	Siviri Entertainment Park, North Efate	16 – 17 Jun 2025	✓ Completed
PENAMA	Gambule School, North Maewo	31 Jul – 4 Aug 2025	✓ Completed
Malampa	Lakatoro Welkins Stadium, Malekula	8 – 10 Oct 2025	✓ Completed



AWARD PRESENTATIONS AND BOOTH AWARENESS AT SHEFA PSD 2025



9. NATIONAL RECOMMENDATIONS

9.1 Planning & Logistics

- Finalize logistical requirements at least 3 months in advance for future PSC events
- Provide detailed budget breakdowns and approval timelines well in advance
- Establish community hosting committees earlier to allow adequate preparation time
- Create standardized pre-event checklists for provincial organizing committees
- Coordinate event scheduling to avoid conflicts with local ceremonies, National Arts festivals, and Independence Day activities

9.2 Community Engagement

- Expand awareness campaigns to more remote communities before the event
- Respect cultural and religious practices (e.g., Sabbath observance) in scheduling booth operations
- Strengthen inter-agency coordination mechanisms with consistent communication protocols
- Formalize community hosting committees sooner with clearer mandates and support
- Engage youth groups more actively as event volunteers and ambassadors

9.3 Materials & Content

- Increase production of printed informational materials: posters, pamphlets, brochures, and curriculum resources
- Include more interactive displays and activities to sustain visitor engagement throughout the day
- Develop digital resources and promote online government services more actively at events
- Translate key materials into local languages and Bislama for wider community reach

9.4 Recognition & Awards

- Expand the PSC Award programme to include more provincial government officers
- Create a provincial-level Best Ministry Participation award to encourage full engagement
- Document and share best practice examples from provincial events nationally

9.5 Future Planning

- Consider a rotating provincial model so that outer island communities regularly host the main event
- Develop a multi-year PSC Day strategic plan aligned with national decentralization goals
- Transfer knowledge from central ministry staff to provincial officers for sustained local capacity
- Explore partnerships with telecommunications providers to enhance digital access during events



10. CONCLUSION

Public Service Day 2025 was a resounding success across all provincial venues, reinforcing the Government of Vanuatu's commitment to inclusive, people-centred governance. The 2025 theme "Strengthen Government Services Through Decentralization Approach" was not merely a slogan but a lived reality demonstrated through the active presence of government agencies in the outer islands and rural communities of TORBA, TAFEA, PENAMA and SANMA.

The collective effort of organizing committees, public servants, community leaders, partner organizations, and thousands of participating citizens reflects the enduring value of Public Service Day as a national institution. From the vibrant parades and decorated floats of East Gaua in TORBA Province, to the ministerial booths and forum discussions in TAFEA, to the school debates and career day activities at Bombua Community Park in SANMA, and to the cultural celebrations and youth engagement at Gambule School in PENAMA, and to the vibrant three-day event at Lakatoro Welkins Stadium in Malampa every activity demonstrated the power of government working alongside communities for shared progress.

The achievements documented in this report—strong community participation, landmark PSC Award recognitions, effective inter-agency coordination, and meaningful service delivery to remote areas—are a testament to the dedication of all involved. The challenges encountered provide valuable learning opportunities that will inform an even more impactful Public Service Day in 2026 and beyond.

The Public Service Commission, together with all provincial governments, ministries, and partners, remains committed to strengthening Vanuatu's public service through continued decentralization, community engagement, and transparent, accountable governance. Public Service Day will continue to be a beacon of this commitment by the People, Of the People, and For the People.

"BY THE PEOPLE, OF THE PEOPLE, AND FOR THE PEOPLE"

Public Service Commission of Vanuatu

PSC Day 2025 — Comprehensive National Activity Report
February 2026



SCHOOLS FROM AROUND EFATE PARTICIPATED AT THE SHEFA PSD 2025

APPENDIX: PUBLIC SERVICE DAY 2025 — OVERALL EXPENSES & SPONSORSHIPS

The following table presents the complete record of institutional contributions, sponsorships, and ministry allocations for Public Service Day 2025, as compiled by the Office of the Public Service Commission (OPSC). Total funding mobilised amounted to VT 33,506,013 from government ministries, private sector sponsors, and development partners.

National Sponsorship & Contribution Register

Institution / Sponsor	Amount (VT)	Type	Usage / Purpose
Digicel Vanuatu	VT 50,000	In-Kind	Giveaway award at Booth
Agriculture Supplies	VT 20,000	In-Kind	Giveaway award at Booth
Ricoh	VT 100,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
Pacific Networks Limited	VT 1,000,000	In-Kind	5 dedicated Starlink units for PSC event; 4 access points for wireless coverage; CAT6 cabling
Vodafone Vanuatu	VT 150,000	Financial (Cheque)	Deposited at Dept of Finance. 20 Vodafone Flex Cards; SMS campaign for TAFEA sector
TRBR	VT 150,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
Au Bon Marche	VT 250,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
Chuan Store	VT 250,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
Carrie Shopping Centre	VT 106,350	In-Kind	5 folding tables, 10 cartons of water, 5 cartons of Sprite, 40 bags of paper cups, 100 paper plates
Wilco Hardware	VT 500,000	In-Kind	12 Tarpaulins & 2 tonnes of cement
Leon Hardware Ltd	VT 100,000	Financial (Cash)	Labour hire during preparation at event venue
First National Real Estate	VT 50,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
J.D.F. Company	VT 25,000	Financial (Cash)	Purchasing materials for installing solar lights at Lamenu Stadium
Paris Shopping Duty Free	VT 100,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
Computer World	VT 100,000	In-Kind	Used as booth awards
Colorite Graphics Printers	VT 500,000	In-Kind	Printing of banners — TAFEA: 2x Billboard, 1x Stage, 1x Parade Top; plus 15% discount on all printing
Top Sign Vanuatu	15% discount	In-Kind	15% discount on all printing materials
VNPF	VT 200,000	Financial (Cheque)	Payment of booth award shields
Bred Bank Vanuatu	VT 100,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
China Embassy	VT 500,000	In-Kind	Payment of live stream session production by Island Sun Production
National Bank of Vanuatu	VT 500,000	Financial (Cheque)	Payment of lighting system for live stream session by Ignition

APPENDIX: PUBLIC SERVICE DAY 2025 — OVERALL EXPENSES & SPONSORSHIPS

RLS Lending Scheme	VT 100,000	Financial (Cash)	Labour payment and meals during preparations in Tanna
Australian High Commission	VT 500,000	Financial (Cheque)	Payment of electrician services (Tanna & Siviri)
Chinese Embassy in Vanuatu	VT 500,000	Financial (Cheque)	Payment of Island Sun Pictures
Asco Motors	VT 100,000	Financial (Cheque)	Submitted to Department of Finance and Treasury
Prestige Motors Vanuatu	VT 200,000	Financial (Cash)	Purchasing tools used during event site preparation — timber, rain coats, gloves, tarpaulin, fuel, rations, paint spray, etc.
Thaiviet	VT 1,740,000	In-Kind	Solar installation at Lamenu Stadium; chairs for event
UNELCO	VT 100,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
Vanuatu Tourism Office	VT 200,000	Financial (Cheque)	Yet to collect
TIAS Construction	VT 100,000	Financial (Cash)	Purchasing meals for officers assisting with container loading
T2 Property Management & Construction	VT 20,000	Financial (Cash)	Purchasing cartons of water during venue preparations
BuildBro Construction	VT 30,000	Financial (Cash)	Purchasing rations for officers at event venue
American Fashion	VT 100,000	Financial (Cheque)	Deposited at Department of Finance and Treasury
PSC (OPSC)	VT 4,500,000	Allocated Budget	VT 500,000 each to SHEFA, SANMA, PENAMA, TORBA, MALAMPA; VT 2,000,000 for TAFEA (main event & Siviri support)
PMO	VT 1,000,000	Ministry Contribution	Vanuatu Ferry payment
DCDT	VT 1,000,000	Financial (Cheque)	Payment of Naio Band
MALFB	VT 1,000,000	Ministry Contribution	Vanuatu Ferry payment
MALFB	VT 2,555,748	Financial (Cheque)	Payment of BREJ service at Lamenu; Hobbyist Sound System at Siviri (Efate)
MLNR	VT 1,000,000	Ministry Contribution	Vanuatu Ferry payment
MoET	VT 1,000,000	Ministry Contribution	Vanuatu Ferry payment
MoET	VT 594,000	Financial (Cheque)	Payment of Head of State accommodation in Tanna

APPENDIX: PUBLIC SERVICE DAY 2025 — OVERALL EXPENSES & SPONSORSHIPS

MIPU	VT 1,000,000	Ministry Contribution	Imprest usage in Port Vila — preparation toward main event and shipping freight for items to PENAMA
MOIA	VT 1,000,000	Ministry Contribution	Not yet utilised
MFEM	VT 1,000,000	Ministry Contribution	Vanuatu Ferry payment
DCIR	VT 800,000	Financial (Cheque)	Presidential lunch for awardees (VT 300,000); Stakeholders acknowledgement dinner (VT 500,000)
MOJYCS	VT 1,000,000	Ministry Contribution	Imprest usage: Salusalu decoration, opening refreshments, presidential dinner, entertainment, bus hire for airport transfers
MOJYCS	VT 812,100	Financial (Cheque)	Advance team accommodation VT 396,000; Vanuatu Ferry shipment of HOS vehicles VT 416,100
MOH	VT 1,000,000	Ministry Contribution	Vanuatu Ferry payment
MTC	VT 1,000,000	Ministry Contribution	Payment of Hobbyist Stage & Sound System
MTC	VT 200,000	Financial (Cheque)	Additional cost to complete hire of Stage
MTC	VT 1,166,000	Financial (Cheque)	Payment of charter flight for Head of State
Dept. of Cooperative	VT 336,815	Financial (LPO)	Payment of submersible water pump for event and permanent water system support
MOCC	VT 1,000,000	Ministry Contribution	Imprest usage at PS Day venue — transportation, fuel, catering, entertainment (MALAMPA, SANMA, TORBA)
MFAICET	VT 1,000,000	Ministry Contribution	Part payment of Vanuatu Ferry
MFOMA	VT 1,000,000	Ministry Contribution	Payment of Hobbyist Stage & Sound System
MFOMA	VT 200,000	Financial (Cheque)	Additional cost to complete hire of Stage

APPENDIX: PUBLIC SERVICE DAY 2025 — OVERALL EXPENSES & SPONSORSHIPS

Budget Summary Totals

Category	Amount (VT)
In-Kind Contributions (Total)	VT 4,466,350
Cash Contributions (Total)	VT 575,000
Cheque Contributions (Total)	VT 3,300,000
Ministry Contributions (incl. OPSC)	VT 17,500,000
Ministries Additional Payments	VT 7,664,663
GRAND TOTAL	VT 33,506,013

Prepared by: PUBLIC SERVICE DAY COMMITTEE 2025 | Date: February 2026