

Interim Committee for Civil Servants  
NUKU'ALOFA

July 15<sup>th</sup>, 2005

H.R.H. Prince 'Ulukalala Lavaka Ata  
The Prime Minister  
Prime Minister's Office  
NUKU'ALOFA

Your Royal Highness,

**SUBJECT: GRIEVANCES OF THE MAJORITY OF THE GOVERNMENT  
PUBLIC SERVICE STAFF REGARDING THE NEW SALARY  
STRUCTURE AND SUBSEQUENT SALARY ADJUSTMENTS**

With reference to the above-stated subject, we respectfully wish to advise Your Highness of our grievances with regard to the New Salary Structure approved for the Tonga Public Service, as per Cabinet Decision No. 697 of 30 June, 2005, and the salary adjustments conveyed to our respective Ministries. We feel that the new structure and adjustments are unfair and unjustifiable for the following reasons:

1. The New Salary Structure and subsequent salary adjustments does not reflect the impact of the current cost of living;
2. The financial implication of this New Salary Structure and subsequent salary adjustments ultimately perpetrated inequitable distribution of resources and complete disregard of social justice;
3. There is distinct discrepancies between the salaries of the Head of Departments, Hon. Ministers and the rest of the public service from Level 2 downwards, which does not accurately reflect the level and magnitude of our respective responsibilities;
4. The salary adjustments are inconsistent throughout the public service as some have higher percentage increase than others who are in the same level;
5. Some new recruits with no experience have higher percentage (%) salary increase than the existing incumbents of the same level;
6. This New Salary Structure and subsequent salary adjustments clearly disregarded work performances, experience, and qualifications of most civil servants;
7. The New Salary Structure and subsequent salary adjustments clearly highlighted the absence of good governance, transparency and accountability;
8. The New Salary Structure and subsequent salary adjustments were not done well by the Higher Salary Review Committee and Public Service Commission;
9. There was insufficient consultations between Ministries/Departments and the Higher Salary Review Committee and the Public Service Commission, and
10. The New Salary Structure and subsequent salary adjustments clearly disputed the principles of human rights and social justice.

Given the above, we respectfully recommend the following for Your Highness's kind and favourable consideration:

**RECOMMENDATIONS:**

- 1) That the approved New Salary Structure based on the Job Descriptions Evaluation be reconsidered;
- 2) That the proposed new salary adjustment be based on the old Salary Scale and be revised as follows:

OLD LEVELS	PERCENTAGE (%) INCREASE
Level 2 - 5	60
Levels 6 - 10	70
Levels 11 - 14A	80

- 3) That the cost of approximately T\$20.0m for the above proposed New Salary Structure, as per detailed in Annex I, be financed as follows:
  - i. The Current Budget Allocation for 2005/2006 Financial Year (T\$3.6); and
  - ii. A soft loan of approximately T\$16.4m by the Government from our Retirement Fund and/or other financial institutions;
- 4) That the Soft Loan from our Retirement Fund be payable in two years.

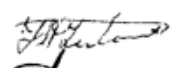
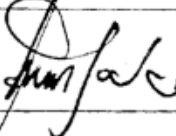

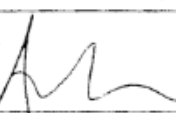
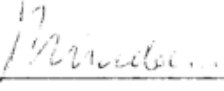


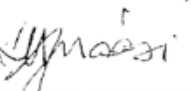
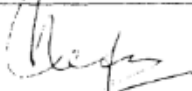
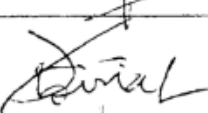
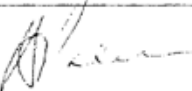
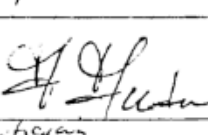
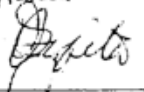
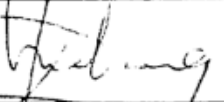
In order to restore the loyalty, work moral and performance of affected Civil Servants and the sustainability of the service of Government to Tonga, we would appreciate **a response from Your Highness with regard to our above recommendations to be received within three(3) working days.**


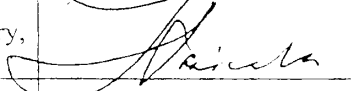

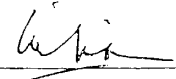

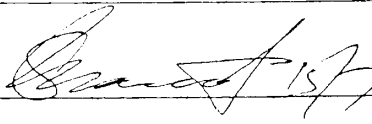
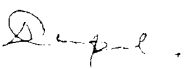

As Government is the largest employer in Tonga, a significant percentage of the livelihood of Tonga's population depends on the income of the Civil Servants. We, therefore, pray for Your Highness's kind and favourable consideration.

Respectfully,

**The Interim Committee on behalf of the Dissatisfied Civil Servants (as attached)**

**Interim Committee on behalf of the Dissatisfied Civil Servants**

Names	Signature
Mr. Finau Tutone, Retired Civil Servant (Chairman)	
Mr. Maliu Takai., Deputy Director of the Ministry of Work (Vice Chairman)	 15/07
Mr. Vuna Fa'otusia., Deputy Secretary, Ministry of Justice (Secretary)	 15/07/05
Ms. Mele 'Amanaki, Principal Food Technologist, Ministry of Agriculture & Food (Assistant Secretary)	 15/07/05
Mrs. Vika Fusimalohi, Deputy Secretary, Ministry Labour, Commerce & Industries	 15/07/05
Mr. 'Ulunga Fa'anunu, Deputy Secretary, Ministry of Fisheries	 15/7
Mr. Sifa Fifita, Principal Secretary, Prime Minister's Office	 15/7
Mrs. Losaline Ma'asi, Deputy Director, Ministry of Agriculture & Food	 15/7/05
Mrs. Lu'isa Kefu, Deputy Secretary, Ministry of Ports & Marine + Ports	 15/7/05
Mr. Fotu Fisi'iahi, Deputy Secretary, Ministry of Labour, Commerce & Industries	 15/07/05
Mr. 'Asipeli Palaki, Deputy Director, Department of Environment	 15/07/05
Mr. Feleti Fa'otusia, Deputy Director, Revenue Services	 15/07/05
Mr. Viliami Fifita, <sup>Assistant Government Statistician</sup> <del>Senior Statistician</del> , Statistics Department	
Ms. 'Asinate Matangi, Senior Assistant Secretary, Central Planning Department	 (15/07/05)

Mr. 'Atalasa Pouvalu, Senior Lecturer, 'Atele College, Ministry of Education	
Mr. Tevita Vaa'ivaka, Principal Assistant Secretary, Ministry of Labour, Commerce & Industries	
Mrs. Siosi'ana Fisi'inana, Senior Statiscian, Statistics Department	 15/7/05
Mr. Vili Vete, Senior Education Officer, Ministry of Education	
Mrs. 'Ataveniana Pomana, Principal, GPS Nuku'alofa, Ministry of Education	
Dr. Toakase Pele, Medical Officer, Ministry of Health	
Dr. 'Ana 'Akau'ola, Medical Officer, Ministry of Health	
Mr. Sililo Tomiki, Dentist, Ministry of Health	
Mrs. 'Ana Fotu Kavaefiafi, Senior Staff Nurse, Ministry of Health	
Mr. Supi Lanumata, Ministry of Finance	
Mr. Sonasi Tupou, <sup>Chief Accounting Officer</sup> <del>Principal</del> Tourism Officer, Tonga Visitors Bureau	
Mr. Viliami Koloi, Ministry of Land & Survey	 15/07

cc: Honourable Ministers  
Head of Departments

# ANNEX 1

	OLD SCALE	OLD SCALE + 5%	PROPOSED NEW SCALE	% INCREASE
Level 1	40,000	40,000	40,000	
Level 2	20,790	21,830	34,927	60
Level 3	18,836 - 22,496	19,778 - 23,621	31,644 - 37,793	60
Level 4	17,508 - 21,110	18,383 - 22,166	29,413 - 35,465	60
Level 5	15,413 - 19,371	16,184 - 20,340	25,894 - 32,543	60
Level 6	14,355 - 17,260	15,073 - 18,123	25,624 - 30,809	70
Level 7	12,768 - 15,659	13,406 - 16,442	22,791 - 27,951	70
Level 8	10,656 - 14,880	11,189 - 15,624	19,021 - 26,561	70
Level 9	7,310 - 13,264	7,676 - 13,927	13,048 - 23,676	70
Level 9A	7,310 - 9,611	7,676 - 10,092	13,048 - 17,156	70
Level 10	8,014 - 11,008	8,415 - 11,558	14,305 - 19,649	70
Level 11	5,990 - 8,030	6,290 - 8,432	11,321 - 15,177	80
Level 12	5,064 - 6,909	5,317 - 7,254	9,571 - 13,058	80
Level 13	3,437 - 4,613	3,609 - 4,844	6,496 - 8,719	80
Level 13A	3,509 - 4,979	3,684 - 5,228	6,632 - 9,410	80
Level 14	2,495 - 3,293	2,620 - 3,458	4,716 - 6,224	80
Level 14A	2,772 - 3,482	2,911 - 3,656	5,239 - 6,581	80

	Cost for the Proposed Scale	Budget Allocated for 2005/06 Salary Review
Ministry of Agriculture & Food	1.52	0.13
Audit Department	0.23	0.14
Central Planning Department	0.18	0.01
Civil Aviation	0.63	0.05
Crown Law	0.13	0.01
Department of Environment	0.07	0.01
Ministry of Finance	0.73	0.08
Ministry of Fisheries	0.48	0.10
Ministry of Foreign Affairs	0.30	0.05
Ministry of Forestry	0.18	0.02
Ministry of Works	1.27	0.01
Tonga Visitors Bureau	0.26	0.01
Ministry of Health	4.42	0.08
Statistics Department	0.19	0.03
Revenue Services	0.98	1.08
Public Service Commission	0.17	0.01
Prime Ministers Office	0.50	0.13
Palace Office	0.17	0.03
Governor of Vava'u	0.04	0.05
Governor of Ha'apai	0.03	0.03
Public Commission	0.03	0.01
Ministry of Police (Clerical)	0.04	0.01
Ministry of Marine & Ports	0.25	0.02
Ministry of Land & Survey	0.72	0.07
Ministry of Labour, Commerce & Industries	0.64	0.08
Ministry of Justice	0.42	0.12
Ministry of Education	5.42	1.25
<b>Total</b>	<b>20.00</b>	<b>3.62</b>
<b>TOTAL COST REQUIRED FOR THE PROPOSED SALARY SCALE</b>	<b><u>16.38</u></b>	