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**Prime Minister and Minister for Foreign Affairs, Climate Change and  
Environment, Civil Service, Information and Public Enterprises**

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**RESPONSE TO WRITTEN QUESTION 237/2024 – CIVIL SERVICE**

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Parliament of Fiji  
Government Buildings, Suva

Tue. 1 October 2024  
0930 Hours

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**Written Question:**

**Can the Prime Minister provide the following in relation to  
the civil service for the end of December 2022 and the end  
of August 2024 –**

- a) the roll or total number of Civil Servants on the  
two dates; and**
  
- b) the staff turnover rate by Ministries on both dates.**

## Response

### *Civil Service Roll*

- a) In **December 2022**, the total number of Civil Servants employed was **28,303**. By **August 2024**, this figure had decreased to **25,299**, indicating a reduction of approximately 3,000 Civil Servants. During this period, around 2,500 civil servants exited the workforce, with many leaving to pursue opportunities overseas through migration or work visas.

A significant number, including approximately 500 nurses, transitioned to Aspen Medical following the transfer of operations at Lautoka and Ba Hospitals. This trend reflects the growing demand for skilled professionals abroad and the competitive nature of the global job market.

The majority of Civil Servants who resigned to migrate were teachers, Nurses, Allied Health workers, trade professionals, IT specialists, and finance managers, sectors that are experiencing high international demand.

Additionally, some Civil Servants chose to join local organizations within Fiji that offered better pay packages, improved working conditions, and enhanced benefits, highlighting a need for competitive employment terms within the Civil Service.

This trend recognises the importance of addressing retention strategies to maintain critical skills within the Civil Service and ensure for continuity of essential services, as such Ministry of Civil Service is implementing strategies to maintain skilled workforce level.

Details of total no. of staff are as follows:

<b>Summary</b>	<b>Established</b>	<b>GWE</b>	<b>Total</b>
Dec-22	25229	3074	<b>28303</b>
Aug-24	22135	3164	<b>25299</b>

*(Note: There was a slight increase by December, 2023 where total established civil servants was 27, 115 and unestablished 3,106 with a total of 30, 221)*

## *Staff Turnover*

- b) The overall staff turnover rate for Civil Service has been fluctuating. There have been improvements in some sectors, while turnover in some larger ministries such as Agriculture, Education and Health remains high.

Turnover in 2023 compared to 2022, slightly declined in the Civil Service by 8%, however for the last eight months of this year, it is close to 40% decline with less resignations in comparison to the previous periods.

This is reflective of the initiatives and policies implemented by the Ministry of Civil Service focused on improving job satisfaction, retention, streamlining processes and bringing out improvements through dialogue with Public Sector Unions and horizontal collaborations efforts with Ministries.

These initiatives include:

- removal of contractual employment conditions and replacing it with tenure service to provide job security for civil servants that assist them access financial assistance from banks for investment purposes.

- Government has implemented policies that discourage discrimination, bullying and harassment in the workplace to make Civil Service a safe working environment.
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- The Ministry of Civil Service has implemented the Internship and Graduate Trainee programme for our qualified population to fill in the skills gaps.
  - The review of General Orders is in progress to improve Civil Service terms and conditions of employment.
  - The establishment of Fiji Learning Institute of Public Service (FLIPS), reflects our commitment to providing high-quality learning and development opportunities for public service professionals in Fiji.
  - Government has recently adjusted the salaries and wages of Civil Servants to be more compatible with salaries in the employment market.

The Ministry of Civil Service will continue to work closely with other Government agencies, public sector Unions, and international partners to better serve the people of Fiji and work with Ministries that require targeted retention measures.

**Thank you, Mister Speaker, Sir**