



Major-General (Ret'd) The Honourable Sitiveni Rabuka,  
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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 PARLIAMENTARY COMMITTEE**

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Parliament of Fiji  
Government Buildings, Suva

Tuesday, 1<sup>st</sup> October 2024  
0930 Hours

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### 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.

### c) what plans are in place to address skilled staff shortage

#### Response

As mentioned previously, to address skilled staff shortage, Government, through the Ministry of Civil Service has implemented the Internship and Graduate Trainee programme for our qualified population to fill in the existing skills gaps in the service.

It is also in the process of establishing the Fiji Learning Institute of Public Service (FLIPS), that will train, reskill and upskill Civil Servants in the country to better perform and ensure better service delivery to the people of this nation. Through the institute, leadership programmes will be implemented that will incorporate coaching and mentoring systems applicable to the civil service which will be a platform for transferring skills and knowledge to potential future leaders.

Continued partnerships and collaboration with educational institutions and professional organizations will help to match skills gaps with learning curriculum that will ensure that learning is practical and applicable in the service.

The Ministry will address the issue of scarce skills among civil servants by implementing targeted recruitment, training, and development programs. This will focus on identifying critical skill gaps and attracting qualified candidates through competitive salaries, benefits, and career advancement opportunities. The Ministry will invest in long term workforce planning to cultivate key skills internally and promote succession strategies to fill skills voids created through retirement, promotions and exiting of Civil Servants.

Additionally, offering other incentives for skills retention, including flexible working conditions and professional development opportunities, will now enhance the Government's ability to retain top talent.