



2024 ANNUAL REPORT

Public Service Commission

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INTRODUCTION

MANDATE

The Public Service Commission's mandate is stated in the Constitution of the Republic of the Marshall Islands, Article VII, Section 9, as the *employing authority for the Public Service and shall have the general oversight and control of its organization and management and shall be responsible for reviewing the efficiency and economy of all Department and offices of the government.*

The Public Service Commission Act of 1979, Section 102, has empowered the Commission *to adopt and enforce all regulations necessary to execute its powers and duties under the Constitution of the Marshall Islands and granted to it by Act.*

In addition to the direction given to PSC by the Constitution, the Public Service Commission has the autonomous power and responsibility in all matters relating to individual employees.

COMMISSIONERS

As stipulated in the Constitution and the PSC Act, the three-member Commission make joint decisions in administering its mandated functions. Section 10 of the Constitution states *the Public Service Commission shall not receive any direction from the Cabinet or from any other authority or person, but shall act independently and in accord with the criteria relating only to the individual's ability to perform his duties.*

The Commissioners are appointed by the Cabinet, which shall consist of a Chairperson and two other members, are responsible in carrying out its duties and functions. An annual report is furnished by the Commission to the Cabinet at the end of the calendar year on the state of the public service, the work and the activities carried out during the past year, 2024.

STRUCTURE

The PSC and the Chief Secretary, as the Head of the Public Service, collaborate and consult with the heads of the departments and agencies, on established legislations, regulations, procedures and guidelines that promote the principles of Good Governance. The three major functions of the Public Service on human service: the management, development and benefit.

The Public Service Commission is organized into two functional divisions – 1) Personnel and Training, and 2) Administration and Housing. The Deputy Commissioner is directly responsible for the PSC, who supervises two Assistant Commissioners responsible for the two divisions. There are 4 human resource coordinators, including one located in Ebeye, a training/housing coordinator, two recruitment officers, a system administrator, a data officer and an admin officer/executive secretary.

During the year, the government self-funded Workers' Compensation Project office was created following the establishment of the Worker's Compensation working group in the year 2023. This was an added area of responsibility to the PSC with two staffs- a Worker's Compensation project officer and a project assistant.

45 YEARS OF PUBLIC SERVICE

The year 2024 marked 45 years of independence for the Republic of the Marshall Islands. Moreover, it marked 45 years of the Public Service's carrying out its mandate independently as authorized by the country's Constitution and the Public Service Commission Act of 1979.

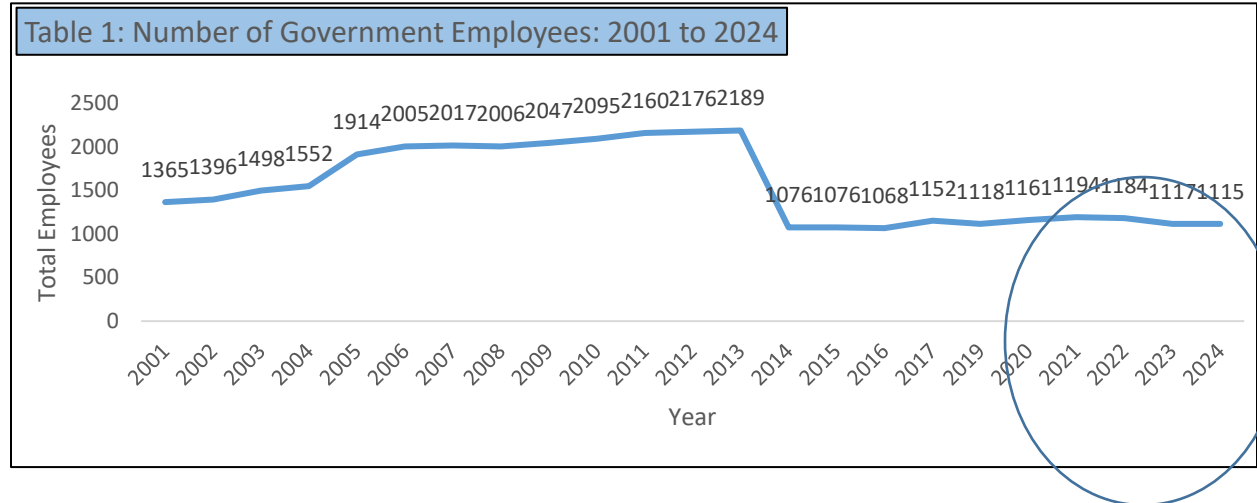


Table 1 illustrates the number of government employees for the last 22 years since 2001. The trend depicts a growing workforce progressively emerging through an evolving developing country. The drastic drop in 2014 to 1,076 from 2,189 employees in 2013 was largely due to the removal of the Ministry of Education from the purview of the Public Service, which became autonomous as the Public School System.

Since 2014, the number of employees have remained more or less stagnant over the years, with a slow decline rate for the last four years. As seen from the Table 1, there were 1194 (in 2021); 1184 (2022), 1117 (2023) and 1115 (2024). A major contributing cause in the reduction in the workforce, as seen every year, is resignation of employees who have opted for other job opportunities or out-migration.

OVERVIEW

This annual report captures the activities carried out by the PSC during the calendar year 2024. Data and information were compiled by the PSC HR management information system, containing statistical information on government personnel under the purview of the Public Service Commission, including statistics on budgetary costs, trainings, performance, housing and insurance programs. This report does not include any information or data relating to the Public School System (PSS) and the Marshall Islands Police Department (MIPD) as they are not commissioned under the PSC.

This year was met with certain challenges and limitations hence creating a lack in the expectations to efficiently and effectively deliver public services. These challenges this year are nothing. This report will take a deep dive into the root cause of these problem areas.

Finally, a set of specific recommendations are outlined as a way forward for the purpose of improvement on policies, delivery of quality public services and programs, and benefiting people of the Marshall Islands.

STATE OF THE PUBLIC SERVICE

SIZE AND COMPOSITION

By December 2024, the total number of employees during the year was 1,115 with an average cost of \$22 million (\$22,331,366). Table 2 outlines the Public Service Commission profile outlook for the year. Compared to the previous year, the total number of employees in 2023 was 1,117 with personnel cost of \$20 million. Although the number of employees dropped by 2 employees this year compared to last year, the personnel cost increased this year by \$1,505,172.00. This is a direct result of salary increments, reclassifications and promotions.

Table 2: Profile of the RMI Public Service for CY2024					
Category	Number	Percentage	Cost in Millions	Percentage	Ave. Cost Per
All Employees	1115	100%	\$22,331,366	100%	\$20,028
Female	479	43%	\$9,820,856	44%	\$20,503
Male	636	57%	\$12,510,510	56%	\$19,671
Retirees	119	11%	\$2,702,420	12%	\$22,709
Marshallese	1007	90%	\$19,010,026	85%	\$18,878
Expatriates	108	10%	\$3,321,340	15%	\$30,753

Statistics show a total of 1,007 Marshallese (\$19 million) were employed while 108 were expatriates (\$3.3 million). The table indicates that expatriate employees had a higher average salary and were paid 60% more than the Marshallese employee. This is mainly due to the hiring of professional skilled workers in the field of health, engineering, finance, and law. Professions in these areas have a higher pay rate due to demand in specialized areas needed.

AGE AND GENDER

While there is a growth of the younger generation returning home with higher qualifications, 11% of the workforce were retirees. The total average cost per retiree was \$22,709.00, which is slightly higher than the average cost for all employee at \$20,028.00. Of the 119 retirees in the workforce, there were 109 employed retirees in the age group between 60-69 and 10 retired employees who have already reached 70 years old. There is still the need from Ministries to retain retirees so they can pass down their expertise and

Table 3: Age Group for Year 2024		
Age	# of Emp	Ttl Salary
20-29	161	\$ 2,674,207
30-39	308	\$ 6,071,655
40-49	304	\$ 6,025,634
50-59	223	\$ 4,852,450
60-69	109	\$ 2,432,975
70-79	10	\$ 274,445
Total	1,115	\$22,331,366

knowledge to the new generation lacking hands on practice. Retired employees from the health sector include doctors and nurses, but majority are in manual labor and skilled trades such as construction, maintenance, plumbing, mechanics and operators. The other straightforward issue is the low application rate from the younger generation to fill in these manual labor trades.

As shown on the table, the majority of salary cost in the amount of \$6,071,655.00 was spent on the age group between 30-39 years of age (308 employees). The next major age group between 40-49 year of age were paid \$6,025,634.00. The younger age group between 20-29 years of age with only 161 employees was compensated a total of \$2,674,207.00.

The data also suggests the workforce consisted of 43% female and 57% male. Although female employees were fewer in number compared to their male counterparts, female employees generally had a higher average salary of \$832.00. This continues to be a trend for the past few years and is largely due to more women assuming managerial positions within the public service.

APPROVED ACTIONS

The data on Table 4 depicts the number of personnel activities over the year. Each Ministry/agency is responsible for requesting any personnel related action needed. Once approved by the Commission, each Ministry/agency is responsible for taking their personnel actions through the signature circulation process. The HRMIS (Human Resource Management Information System) is in place to assist each Ministry/agency in this process.

During the year, there were a total of 111 new employees to the public service, while 319 employees were retained via contract extensions. Employees on contract include expatriates, performance based positions, retirees and Federally funded employees. There were 40 resignations, 2 retirements, 24 end of contracts and 2 deceased.

Notably, one drastic change is the significant increase in personnel cost. The main contributing factor to the increase in cost: increase in personnel cost.

Compared to last year, salary adjustments increased by 50; salary increments increased by 59, and salary reclassification increased by 122. During the year, the Commission approved the Ministry of Health and Human Services request to reclassify and raise the pay level for Doctors, Nurses and Dentists.

Table 4: HR Activities 2024	
	Number
Appointment	111
Change of Position Title	13
Change of Status Probaton to Permanent	66
Change of Status Permanent to Contract	8
Change of Status Contract to Permanent	13
Contract Extension	319
Change of Account	17
Demotion	0
Position Reclassification	5
Position Conversion	9
Promotion	12
Resignation	40
Retirement	2
End Of Contract	24
Deceased	2
Salary Adjustment	58
Salary Increment	119
Salary Reclassification	132
Termination	15
Transfer	3
Transfer within Ministries/Agencies	27

COST

Table 3 displays a list of funds utilized during the year to compensate employees. During the year, the public service was comprised of 1115 employees with total personnel cost of \$22,331,366.00. The funds used to compensate employees were from the Compact fund, Federal fund, General fund, MOHHS donor fund, and other funds were used. A large portion of the workforce or 57% were compensated from the General fund which cost \$12,802,667.00. Although the workforce continues to decline, the increase in cost by \$1,505,172.00 this year is noteworthy. During the year,

Fund	2024 Mid Year		% of Total
	# of Emps	Ttl Cost	
Compact Fund	315	\$6,271,535	28.08%
Federal Fund	164	\$2,986,410	13.37%
General Fund	621	\$12,802,667	57.33%
MoHHS Donor Fund	13	\$225,420	1.01%
Other Funds	2	\$45,334	0.20%
Total	1,115	22,331,366	100%

	Expatriates		Marshallese		Ttl Emps	Ttl Amount
	# of Emps	Ttl Amount	# of Emps	Ttl Amount		
Auditor General	1	31,000	19	585,025	20	616,025
Cabinet			6	160,000	6	160,000
NNC	1	21,000	4	100,997	5	121,997
Office of the Chief Secretary			12	360,045	12	360,045
EPPSO			11	253,000	11	253,000
CCD	1	21,000	6	178,000	7	199,000
NEO			6	174,025	6	174,025
Weather			9	299,025	9	299,025
Council of Iroj			5	114,025	5	114,025
Finance (FBPS)			92	1,785,335	92	1,785,335
Banking Commission			13	301,135	13	301,135
DIDA			7	166,045	7	166,045
Foreign Affairs (MoFAT)			20	518,045	20	518,045
Health Services (MoHHS)	95	2,886,940	491	8,477,925	586	11,364,865
Culture Historic & Preservation Office (CHPO)	1	23,400	5	119,025	6	142,425
Internal Affairs (MoCIA)			40	695,240	40	695,240
Justice - Attorney General	1	35,000	19	644,345	20	679,345
Justice - Immigration			12	190,495	12	190,495
Justice - Labor			4	75,090	4	75,090
Justice - Public Defender	2	90,000	4	101,045	6	191,045
Nitijela			26	533,755	26	533,755
Public Service Commission			13	339,895	13	339,895
Public Works (MoWIU)	6	213,000	124	1,816,370	130	2,029,370
Resources & Development (NRC)			47	764,314	47	764,314
Transportation & Comm. (TC&IT)			12	257,825	12	257,825
	108	3,321,340	1,007	19,010,026	1,115	\$22,331,366

many actions were approved by the Commission, but the main contributing factor was due to the increase in salary cost.

The data on Table 6 depicts the total number of employees in each Ministry, by cost and nationality. During the year, the largest portion of the workforce with a total of 586 employees were employed under the Ministry of Health and Human Services (MOHHS) with personnel cost of \$11 million. Of this number, 491 were Marshallese and 95 were expatriates who are mostly doctors and nurses. Followed by MOHHS was the Ministry of Works, Infrastructure and Utilities (MOWIU) with 130 employees, falling in third is the Ministry of Finance, Baking and Postal Services (MOFBPS) with 92 employees. In contrast, the Labor Division held the least number of employees with only 4 staff, followed by the National Nuclear Commission and Council of Iroij each with 5 employees.

GOVERNMENT LEASED HOUSING

POLICY UPDATE

Pursuant to the Public Service Commission Regulations, 2008 as amended, Section 54, the PSC shall provide Government-owned or leased housing to all eligible employees of the Government.

During the latter part of the year, a draft policy to update the current Government Employee Leased Housing Policy was submitted to the Cabinet for approval. The high cost of living and the inflation rate were the main factors driving the need to update and increase the cost of rental. Following a study conducted by PSC, a recommendation by the Commission was presented to Cabinet to update the current Leased Housing Policy.

During the year, a total cost of \$873,000.00 was spent on government leased housing for 97 eligible employees, located on Majuro and Ebeye. While 69 leased housing were in Majuro, only 28 were in Ebeye. The data show that MOHHS had leased 75 housing with a cost of \$675,000.00, followed by the University of the South Pacific who had only 9 leases with a cost of \$81,000.00; and MOWIU with 5 leases at a cost of \$45,000.00.

Compared to the previous year, the number of leased housing was less this year by 30, hence total cost on housing dropped by \$270,000 this year. The main contributing factor was the resignation of expatriates mainly nurses from the public service. The effects of COVID-19 have reduced over the years since its appearance and a number of skilled health professionals have resigned over the past few years.

Table 7: Number of Leased Housing by Ministry in 2024

Ministry	# of Leased Housing	Total Cost
MOHHS	75	\$675,000
OCS	1	\$9,000
AG	1	\$9,000
PSC	1	\$9,000
MOFAT	2	\$18,000
NRC	1	\$9,000
Pub. Dfnd	2	\$18,000
USP	9	\$81,000
WIU	5	\$45,000
	97	\$873,000

Table 8: Nuber of Leased Housing by Location

Location	# of Leased Housing	Total Cost
Majuro	69	\$621,000
Ebeye	28	\$252,000
	97	\$873,000

BENEFITS

IAC – GROUP LIFE INSURANCE PLAN

The Individual Assurance Company (IAC) - Group Life Insurance is an optional life insurance policy that has been with the government since mutual agreement and upon extension over the years. It is plan to benefit the employee and his family during difficult period of change after a loss. There are 18 entities in the group, with one entity separation from the group. The policy with IAC will expire on October 31, 2025 although there is plan to renew.

The total amount in claims received during the year was \$188,720.00 ranging from 2 basic claims (\$117,720.00), 2 spouse benefits (\$20,000.00), 11 parent benefits (\$33,000.00) and 6 parent-in-law benefit (\$18,000.00).

Compared to the previous year (\$201,990.00), total claims received this year was less by \$13,720.00. These numbers fluctuate every year. Aside from awarded claims, other types of requests were made such as 5 new enrollments, 8 changed coverage, 3 new enrollments were declined, 3 benefit claims were declined, and 2 discontinued their policies. There are 12 pending requests: 2 new enrollments and 10 claims, are all with IAC going through careful examination before they are approved.

Table 9: IAC Claims in 2024		
Type of claim	No. of Claims	Total received
Basic Benefit	2	\$117,720.00
Spouse Benefit	2	\$20,000
Child Benefit	0	\$0.00
Parent Benefit	11	\$33,000.00
Parent-in-law Benefit	6	\$18,00.00
		Total: \$188,720.00

ASC – RETIREMENT SAVINGS PLAN

The retirement savings plan is another optional benefit to the employee. The ASC trust is retirement management service provider based in Guam for the Micronesia region. Unlike the IAC life insurance plan, this retirement plan has an open enrollment period during July every year. This is to allow ample time for new enrollees’ and government contributions to be budgeted for the next fiscal year. The PSC office is responsible in compiling applications during open enrollment period from Ministries/agencies under PSC purview to the Chief Secretary. The Chief Secretary’s office oversees this scheme, collaborating closely with the ASC office in Guam.

WORKERS’ COMPENSATION

Previously in 2023, the Workers’ Compensation Act became enforceable allowing both private and public sector employees entitlement to compensation for injuries sustained at work. A working group was established followed by the RMI Government self-funded Workers’ Compensation scheme. Earlier in 2024, the Workers’ Compensation project officer and project assistant were recruited, office location is at PSC. The Workers’ Compensation staff received claims and coordinated with all parties involved to complete the claim application process.

Table 10: Workers Compensation					
Claim Number	Ministry	Type of Claim	Status	Note	Amount
#1	WIU	Injury	Incomplete	Claimant did not return with required supporting documents	0
#2	WIU	Injury	Complete	One-time payment	\$200.54
#3	PSS	(Death) heart attack	Complete	First lump sum \$1,967.04 then quarterly payment of \$767.00	\$2,734.04
#4	PSS	Injury	Complete	One-time payment	\$2,440.00
					5374.58

During 2024, a total of 4 claims were made. Of the four claims, only one claim was incomplete due to the claimant not completing the process, hence no compensation was made. While two claims were a result of two injuries sustained during work, unfortunately, there was one claim as a result of a death due to a heart attack. Each claim is different depending on the injury and other contributing factors. The total number of claims received during the year was \$5,374.58.

WORKFORCE DEVELOPMENT

MAJURO ORIENTATION SESSION

A week of orientation to discuss regulations and policies was held for new public servants. In collaboration with the Office of the Chief Secretary, the week event included participants from 14 Ministries/agencies. The number of participants was split into groups of 30 people assigned to participate on a certain day. While the bigger Ministries such as MOHHS invited 49 participants, only 24 made it to the orientation. The Ministry of Culture and Internal Affairs (MOCIA) had only 1 out of 9 participants. Although mandatory, participants from the Ministry of Foreign Affairs and Trade (MOFAT) and the Ministry of Natural Resources and Commerce (MNRC) did not attend.

Table 11: Orientation Participation Numbers,		
Ministry/Agency	Participated	Total Invited
AG	4	6
Cabinet	1	1
CCD	1	2
MOCIA	1	9
MOFBPS	18	22
MOFAT	0	6
MOHHS	24	49
NEO	1	1
NITIJELA	3	3
NRC	0	7
OCS	1	1
PSC	3	3
P. DEF	1	1
MOWIU	4	14
	0	125

EBEYE GOVERNMENT FORUM

A government forum was held on Ebeye from September 3-5, 2024, which was specifically organized to target the community there. Regulations, policies and key areas to strengthening good governance and improving public services



Photo: Government Forum for Ebeye Workforce, September 3, 2024, Ebeye, Kwajalein

were discussed. The forum was coordinated by the Office of the Chief Secretary (OCS) with key stakeholders from the PSC, OCS, Attorney General, and Auditor General. The highlighted discussions were on the PSC Regulations, the Workers' Compensation scheme, government insurance benefits, ethics in government, procurement regulations, the government vehicle policy and the draft National Employment policy. The open dialogue was an opportunity for feedback with the goal of providing quality services while promoting efficiency and economy in the public service.

PERFORMANCE MANAGEMENT

PERFORMANCE EVALUATION

The evaluation of the state of the public service is required pursuant to PSC Regulations. Annually, a Head of Department is responsible in submitting the performance of each employee. The objective of the evaluation is to gauge the overall performance of an employee and that of the Ministry/agency as a whole.

During the year, there were 23 line Ministries/agencies with a total of 1115 employees. Of this 1115 workforce, only 288 evaluations were submitted on time, while 74 were late. Therefore, a total of 752 performance evaluations were not submitted. Non-compliant Ministries/agencies with zero submission were Immigration, Labor, CHPO, MOFAT, MNRC, MOTCIT, NEO, and OCS.

Table 12: Submission of Performance Evaluations 2024			
MINISTRY	TOTAL EMPLOYEES	TOTAL RECEIVED	LATE
AG	37		
AG Office		1	
Immigration		0	
Labor		0	
Auditor General	20	18	
Cabinet	4	4	
CCD	7		6
CHPO	5	0	
COUNCIL OF IROIL	5	3	
EPPSO	11	9	
MOCIA	43	1	28
MOFAT	21	0	
MOFBPS	113		
MOFAT Office			21
DIDA		0	
Banking Comms.			13
MOHHS	605	247	
MONRC	50	0	
MOTCIT	11	0	
NEO	5	0	
NITIJELA	27	3	
NNC	5	1	
OCS	8	0	
PSC	14		
P. DEF	6		4
WEATHER	11		2
MOWIU	108	1	
		288	74

WAY FORWARD...

CHALLENGES

During the year, many challenges limited the expectation to efficiently and effectively deliver public services. Challenges include the lack of funding and the need for capacity building. The PSC took a deep dive into finding the root cause of these challenges.

1) Poor management level: Managers are responsible for their staff's performance and the overall functions of each Ministry. An unannounced spot check on all Ministries was conducted to inspect the performance of the Ministry. PSC Regulations, 2008 as amended, Part I, Section 8, Inspection of Ministries, authorizes the PSC to inspect each Ministry solely to determine that Ministry's efficiency and economy. On Monday, September 16, 2024, during the morning, an unannounced spot check was conducted where PSC staff were divided into groups with a list of Ministries/agencies to visit. All Ministries/agencies under PSC purview were visited. Many issues were found during the inspection, following are the findings:

- a) Late to work: Going to work on time continues to be an issue everywhere. Many employees arrived after 9am, even after 10am. Adding to the problem is not informing their office about being late.
- b) Leave work station: Some employees left work stations empty without informing supervisor; and even a few were unoccupied for hours.
- c) No time clock machine in some offices: While a number of offices have started using the biometric fingerprint time clock, there are a few offices that do not have time clock, hence workers manually clock in and out.
- d) Understaff: Many employees had the opportunity to voice their concern on being overworked and burnt out due to taking on additional duties and hours.
- e) Unsafe and hazardous workplace: Accidents can happen anytime anywhere, but with extra precaution minor mishaps can be avoided. An office with steep and slippery stairs can be unsafe. In contrast, one office stood out with good safety practice where cones gave warning of a wet floor.
- f) Necessary office equipment needed: An employee cannot fully carry out his duties without the necessary tools and equipment needed. Some employees made complaints about not having the necessary resources available to them.

2) Expired contracts: This is reported every year. The issue is the late submission of contract extensions to PSC. Although a total of 319 contracts were approved for extension during the year, most all these contracts were already expired. In reality, an expired contract means there is terminated, yet some Ministries continued to have these employees continue working. As a result, these employees worked for months without being paid creating low morale and frustration and can involve legal disputes. This goes back to poor management and planning. Having said, it is important to note that most contracts depend on funding from outside.

3) Non-compliance to performance evaluation submission: The continued lack of serious attention and actions by Heads of Ministries and supervisors to promptly evaluate employees on an annual basis as prescribed by the PSC Regulations. This resulted in the primarily setback for the Commission to achieve a clear report on the performance of the service. Yet again, this goes back to poor management.

PRIORITIES

As a way forward, the Public Service Commission has set priority areas to help mitigate the challenges, but more importantly to provide quality services to the people. These are on the agenda:

- 1) PSC Strategic Plan: The PSC 2023 Annual Report stated that PSC's priority was to promote the principles and practices of good governance. From this effort, a strategic plan was drafted during 2024, reflecting the Public Service Commission's commitment to identify and determine strategic issues that threaten the successful performance of its mandate. While the strategic plan is still in draft form, the goal is to have this vital document endorsed and ready.
- 2) PSC Regulation: The PSC Regulation is currently being reviewed by a Consultant (Australian Volunteer). Some major changes in the regulation will include:
 - a. Maternity leave: From 20 days to three (3) months
 - b. Inclusion of Paternity leave
 - c. Removal of four (4) delivery only and include unlimited number of deliveries. The currently policy allows only four deliveries to be eligible for maternity leave.
- 3) Work from Home Policy: PSC's goal is to develop a policy where employees will be allowed to work from home (with pay). Currently, a Policy and a Standard Operating Procedure are being drafted.
- 4) Training Framework: PSC is currently collaborating with USP in developing a framework that will allow government officials the opportunity for build capacity. The framework will be designed to ensure all government officials receive relevant training opportunities in their respective fields.
- 5) Refresher trainings: To address the challenges mentioned above, it is a recommendation to also prioritize refresher trainings for management to lower-management levels. This is to help employees strengthen skills and brush up on existing and or updated Laws, regulations, SOPs, and other important processes.

ACHIEVEMENTS

It is equally important to mention the accomplishments during the year. These important efforts took time and the collaborative support from relevant stakeholders. The following were achieved:

- 1) Civil Service Reform 2022 – 2030
 - a) Whistleblower Policy and Procedure is written;
 - b) Hazard and Risk Management Policy is written;
 - c) Violence and Harassment Policy is written
 - d) Code of Conduct and Ethics is written
- 2) PSC Pay scale
 - a) The Minimum Wage (Amendment) Act, 2024, approved the minimum wage raise from \$3.07 to \$4.00 an hour, which became effective on October 1, 2024.
 - b) b. The PSC Commission therefore upgraded the PSC Pay scale since it was developed in 2008. The revised pay scale is as follows: From \$4.00/hour – \$7.16/hour will increase \$1 and from \$9.62/hour to \$12/hour will increase 50 cents. The upper pay levels were upgraded in 2023.
- 3) The Pacific Public Service Sub-Regional Leaders' Meeting: The RMI-PSC hosted the first ever Micronesia Sub-Regional Public Service Commissioners' Meeting here on Majuro from August 12-14, 2024. The Micronesian Commissioners met to discuss priorities, common issues and solutions to address the issues. The Meeting was opened by the Deputy Prime Minister of New Zealand. The outcome of the conference was tabled and discussed during the Pacific Public Service Commission Conference at Samoa

in November. As a result of the Conference, the RMI was able to secure Technical Assistance from the PSC Samoa and New Zealand Public Service Commission to revise the Performance Evaluation Framework of PSC. The Technical Assistance is expected to commence in early 2025.

CONCLUSION

This end of the year report captured the activities carried out in 2024 by the Public Service Commission. Statistical data on government personnel under PSC purview including other related areas were analyzed and reported. The year 2024 also marked 45 years of the Public Service Commission acting independently as authorized by the RMI's Constitution and as mandated by the Public Service Commission Act of 1979.

During the year, the workforce was at a total of 1115 employees. A slight decline in the workforce over the last few years is apparent. Although the challenges this year were not new, the PSC continues to uphold the efficiency and economy of the service and government offices. A comprehensive analysis was done on the causes of concern with and a set of recommended priorities to look forward to. Priorities that include updates to the PSC Regulation and completing a PSC Strategic Plan.

Finally, the accomplishments worth noting will support public services in the Republic. In conclusion, continuous development of the public service is important to maintain and sustain a healthy workforce – expressing an effective and efficient delivery of public services to the public.



Photo: Micronesia Sub-Regional Public Service Commission Leaders' Meeting, Majuro, Marshall Islands, International Conference Center, 12-14 August 2024