

CIRCULAR 3/2025

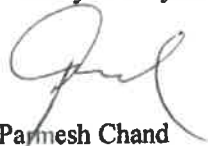
From:	Permanent Secretary for Civil Service and Public Enterprises	Phone:	892 4321
To:	All Permanent Secretaries	Date:	5 th May 2025
Subject:	Civil Service Upholds Zero Tolerance on Domestic & Gender - based Violence	File Ref:	MCS:14/1

- 1.0 The Civil Service deeply mourns the tragic loss of one of our colleagues, who passed away because of domestic violence on Sunday, 27 April 2025. Our thoughts and condolences go out to the family, friends, and colleagues affected by this devastating event.
- 2.0 Attached is a press statement from the Chairman of the Public Service Commission, Mr. Luke Rokovada, strongly condemning this inhumane act. We stand united in denouncing all forms of violence, especially those that occur in the home, a place where safety and respect should prevail.
- 3.0 Civil Servants are expected to uphold the Civil Service Code of Conduct by consistently demonstrating the core values of care, diligence, and respect. We strongly encourage all Civil Servants to refrain from any form of violent behavior, especially actions that could result in serious harm or fatality. This includes online engagements and interactions that border on cyberbullying. If you or someone you know is experiencing domestic violence, we urge you to seek support from the appropriate agencies
- 4.0 Ministries, Departments, and all Civil Servants share a collective responsibility to uphold the highest standards of professionalism, ethics, and integrity. Ministries are tasked with maintaining a respectful and supportive workplace environment, while Civil Servants are expected to model respectful behavior during working hours and are encouraged to carry these values into their personal lives beyond the workplace.
- 5.0 The Fiji Civil Service maintains a zero-tolerance policy on all forms of violence, including domestic and gender-based violence. This stance is non-negotiable, and any violations will be met with strong and immediate disciplinary action. Ministries, Departments and Agencies are reminded to accord procedural fairness, natural justice and impartiality in dealing with respective cases, ensuring that due process is followed at all times.
- 6.0 The Ministry has identified a policy gap in addressing domestic and gender-based violence, and we are committed to establishing a framework that will protect Civil Servants and prevent the tragic loss of lives. We aim to create a comprehensive and supportive environment to help those affected by domestic violence.

7.0 The content of the Circular must be brought to the attention of all Civil Servants in your Ministries/Departments.

8.0 Please direct all queries to the Ministry of Civil Service Policy Division through email at:
mespolicy.fiji@gmail.com

Thank you for your attention to this matter.



Parmesh Chand

Permanent Secretary for Civil Service and Public Enterprises



PUBLIC SERVICE STANDS FOR ZERO TOLERANCE ON DOMESTIC AND GENDER-BASED VIOLENCE

Tuesday 29th April 2025

SUVA - The Chairman of the Public Service Commission (PSC) Luke Rokovada strongly condemn the tragic death of Mrs Sainimere Tuinasakea, a dedicated civil servant from the Department of Immigration, who has sadly lost her life in another heartbreaking incident of domestic and gender-based violence in Fiji.

The Public Service upholds a strict zero-tolerance policy against gender-based violence in all forms.

Chairman Rokovada stated that this incident underscores the urgent need for continued action and awareness across all sectors of society.

“No one should ever have to endure such violence. Sainimere Tuinasakea’s death is a stark reminder of the work that still needs to be done to ensure the safety and dignity of all women in Fiji,” Mr Rokovada stated.

Chairman Rokovada emphasized the Public Service Commission’s unwavering commitment to the safety and well-being of its employees and is committed to introducing and implementing gender-based prevention policies and will immediately initiate a mandatory training programme for all public servants to enhance awareness, prevention and support mechanisms within the workforce.

The Public Service extends its condolences to Mrs Sainimere Tuinasakea’s family, friends and colleagues during this extremely difficult time.

Any public servants experiencing domestic violence are strongly encouraged to reach out for help via the toll-free line 1560.

The Public Service Commission is calling on all citizens to stand together in addressing this growing issue and to support initiatives aimed at preventing domestic violence and protecting our women and girls.

ENDS