



MINISTRY OF RURAL AND MARITIME DEVELOPMENT AND DISASTER MANAGEMENT

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Minister Seruiratu challenges Ministry's staff



Caption: Minister for Rural and Maritime Development and Disaster Management Hon. Inia Seruiratu virtually addressing the senior officials of the Ministry who were attending a two-day ACOP Review Workshop in Suva.

OVALAU – Minister for Rural and Maritime Development and Disaster Management Hon. Inia Seruiratu challenged senior staff members of the Ministry today to improve their performance to align to the expectations of the Ministry and the Government.

He highlighted this while virtually addressing senior officials of the Ministry that were attending a two-day 2021-2022 ACOP Review workshop in Suva. The officials comprised of the Divisional Commissioners, Directors, Managers, and senior officers, who were conducting a self-evaluation of the Ministry's performance based on the targets set out in the Annual Costed Operational Plan (ACOP).

Hon. Seruiratu said the focus on performance was nothing new to the Ministry as it was something that was continuously done throughout the year and was also a critical component of our work as development practitioners.

"Everyone must understand that at the end of the day it is the results of our performance that count towards our achievements as an organisation," Hon. Seruiratu said.

"At this workshop you need to conduct reality checks on why we haven't achieved what we are supposed to have achieved, what is causing the delays and why and who is responsible, understand our current performance, discuss our performance gaps and identify solutions. You need to also discuss and agree on our revised targets in the next 4 – 5 months, and discuss reporting and accountability structures at the divisional level."

Minister Seruiratu reminded officers of the Ministry that he expected a 100 per cent achievement in both budget utilisation and ACOP targets by the end of this financial year.

"Divisional Commissioners and Directors need to understand that there are a whole lot of things that you need to evaluate, focusing on individual employees, programmes, processes, and the Ministry as a whole. It is so much more than the end of the year appraisals. It is about translating goals and targets into results. We need to seriously inculcate a drive towards a new mental approach in performance and getting results. Relook at your commitment level and approach towards driving results at all levels," he added.

The two-day workshop ended yesterday.



Caption: Minister for Rural and Maritime Development and Disaster Management Hon. Inia Seruiratu virtually addressing the senior officials of the Ministry who were attending a two-day ACOP Review Workshop in Suva.

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