

REPUBLIC OF VANUATU
BILL FOR THE
PUBLIC SERVICE (AMENDMENT)
ACT NO. OF 2026

Explanatory Note

This Bill amends the Public Service Act [CAP 246] (“the Act”).

The amendments to the Act will ensure that there is a fair, transparent, merit-based system for appointing the Chairperson and members of the Public Service Commission. This amendment builds on the proposed Constitutional amendment by introducing clear qualification criteria, strengthening recruitment processes, and ensuring that appointments are made openly, competitively, and in full alignment with constitutional principles. Just as importantly, they establish firm and enforceable grounds for removal, reinforcing accountability and protecting the integrity of the Commission.

These reforms are designed to restore and strengthen public confidence in the Public Service Commission. The amendments will ensure that appointments are based on merit, not discretion, and that the Commission is equipped to uphold the highest standards of professionalism while supporting the effective and accountable delivery of Government priorities.

Prime Minister



REPUBLIC OF VANUATU

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REPUBLIC OF VANUATU

BILL FOR THE PUBLIC SERVICE (AMENDMENT) ACT NO. OF 2026

An Act to amend the Public Service Act [CAP 246].

Be it enacted by the President and Parliament as follows-

1 Amendment

The Public Service Act [CAP 246] is amended as set out in the Schedule.

2 Commencement

This Act commences on the day on which it is published in the Gazette.

SCHEDULE

AMENDMENTS OF PUBLIC SERVICE ACT [CAP 246]

1 After section 7A

Insert

“7B Appointment of members

- (1) A person appointed as a member must:
 - (a) have a degree or higher qualification in public administration, governance, human resource, law or finance from a recognised tertiary institution; and
 - (b) have at least 10 years’ experience in a senior management position in an organisation with similar functions as the Commission; and
 - (c) have public confidence and good standing in the community and is of good character.
- (2) The position of a member of the Commission must be advertised by the Secretary, and the Secretary is in charge of the recruitment process.
- (3) The appointment of a member must be based on merit and must follow a fair and transparent selection process.”

2 Section 9

Repeal the section.

3 Paragraph 9B(2)(d)

Repeal the paragraph, substitute

- “(d) is convicted of an offence and sentenced to a term of imprisonment of 12 months or more, whether or not it is a suspended sentence; or”

4 Paragraph 9B(2)(e)

Delete “.”, substitute “; or

SCHEDULE
AMENDMENTS OF PUBLIC SERVICE ACT [CAP 246]

- (f) commits a serious misconduct; or
- (g) is suspended from his or her profession; or
- (h) fails to comply with a policy or lawful direction of the Government under Article 60(5) of the Constitution; or
- (i) becomes a member of Parliament, a Provincial Government Council or a Municipal Council.”