



DEMOCRATIC REPUBLIC OF TIMOR-LESTE

**ADDRESS BY
HIS EXCELLENCY THE PRIME MINISTER
KAY RALA XANANA GUSMÃO
ON THE OCCASION OF THE SWEARING-IN OF THE
NATIONAL DIRECTORS AND HEADS OF
DEPARTMENT OF THE SECRETARIAT OF THE CIVIL
SERVICE COMMISSION**

Ministry of State Administration and Territorial Planning

24 August 2009

Dear Members of Government

His Excellency the President of the Civil Service Commission

Dear Civil Service Commissioners

Dear Directors

Dear Heads of Department

Ladies and Gentlemen,

First and foremost, I would like to congratulate the President of the Civil Service Commission and the other Commissioners for organising this ceremony and for the fact that, only a week after having taken up their positions, they have ensured that the Civil Service Commission is able to commence performing the tasks that it was mandated to perform.

As I have said on several occasions, this Commission is vital for Timor-Leste. This is because it will strengthen the institutional capacity of public administration, defend the interests of the State and improve the delivery of public services.

The Government is fully committed to reforming public administration through the development of institutions and mechanisms of good governance to strengthen transparency, professionalism and efficiency and to ensure that these characteristics are reflected not only by our country but also in the behaviour and attitudes of our civil servants.

Dear Directors and Heads of Department,

Today you are being given a great responsibility. As managers of the Secretariat of the Civil Service Commission you are responsible for ensuring a non-partisan and independent civil service, where merit and professionalism are at the forefront, and in continuously defending the interests of the community and the People.

The best possible way for this goal to be achieved is for you to perform your tasks with a simple but important approach: leading by example!

I trust that you will make this dream become reality.

Starting today, you will have a new and stimulating challenge: you will become responsible for the development of a framework of public sector administration that seeks to provide quality services to the State and the People of Timor-Leste, and one that ensures that civil servants are treated with fairness and that upholds that standards of quality, innovation and leadership.

And speaking about innovation and leadership, I would like to appeal to the Civil Service Commission, to consider and reflect on the issue of the management structure and positions within public administration, especially the designations of General Director and National Director.

The complexity of this terminology and their related concepts can make the administrative of the State less transparent and effective, rather than simple and more functional.

Ladies and Gentlemen,

At this important moment, I wish to convey to you two main messages:

The first is that your mission must be viewed with great responsibility, as your performance will be very important for the achievement of the goals that were the basis for the establishment of the Civil Service Commission – improving the capacity of the civil service, and in turn benefiting the People.

The second message is that it is essential for your work to be performed with a spirit of cooperation, collaboration and integrity, assisting the Civil Service Commissioners and forming a team that is truly committed and dedicated to the public cause.

His Excellency the President of the Civil Service Commission

Dear Commissioners

Dear Directors and Heads of Department,

You have an enormous challenge ahead of you. In order to lead national and economic development it is essential that the civil service has technical and administrative skills and can provide quality services to the population.

National development, which is a longing of all Timorese citizens and which will lead to the reduction of poverty, is intrinsically tied with your mission and your professional performance.

I ask that every Director and Head of Department sworn-in today keep up the good work. Do not lose heart in face of the challenges you will meet, for with pride in our work, dedication and competence we can reinvent our Public Administration.

To serve the People, to serve the State, to serve the Nation – with honour and integrity – is one of the most noble tasks one can perform in this Country.

Thank you very much!

Kay Rala Xanana Gusmão

24 August 2009