

2012 ANNUAL REPORT

PUBLIC SERVICE COMMISSION

2012



*PROMOTING GOOD GOVERNANCE IN THE
PUBLIC SERVICE*





Papua New Guinea

PUBLIC SERVICES COMMISSION

Office of the Chairman

Tan Investment Building, Waigani, P. O. Box 2335, BOROKO, N.C.D, Papua New Guinea

Telephone: (675) 325-7722/325-7857 Facsimile: (675) 325-7728/323 0252

Our Reference: PSC1-1 GEN

Date: 18th June 2013

His Excellency, The Governor-General
Grand Chief Sir Michael Ogio, GCL, GCMG, KSt.J.,
Government House
KONEDOBU, NCD
Papua New Guinea.

Your Excellency,

RE: PUBLIC SERVICES COMMISSION-2012 ANNUAL REPORT

In accordance with Section 17 (1) of the *Public Services (Management) Act* 1995 (as amended) and Section 191 (4) of the *National Constitution* of Papua New Guinea, I have the honor of submitting to you for presentation to Parliament, the 2012 Annual Report for the Public Service Commission.

This report covers the period from January 1, 2012 to December 31, 2012 entailing the activities, achievements, constraints, and recommendations of the Commission with relevant appendices.

I am, your obedient servant,

RIGO A. LUA, OBE
Acting Chairman-PSC

TABLE OF CONTENTS

1)CHAIRMAN’S LETTER TO THE GOVERNOR GENERAL.....	1
2) CHAIRMAN’S OVER-VIEW.....	4
3) STATEMENT FROM COMMISSIONER-PROVINCIAL.....	7
4) STATEMENT FROM COMMISSIONER-NATIONAL.....	10
5) INTRODUCTION.....	14
6) PUBLIC SERVICE COMMISSION.....	15
7) PSC VISION, MISSION & VALUES.....	16
8) CORPORATE INFORMATION.....	17
9) MEMBERS OF THE COMMISSION-PROFILES.....	18
10) SECRETARIAT OF THE COMMISSION-PROFILES.....	20
11) 2012 PERFORMANCE.....	23
12) 2012 FINANCIAL REPORT.....	34
13) ORGANIZATIONAL STRUCTURE.....	36
- STAFF STRENGTH.....	36
14) TRAINING, WORKSHOPS & CONFERENCES.....	38
15) SELF ACCOUNTING STATUS.....	39
16) ACHIEVEMENTS.....	40
- CONSTRAINTS.....	40
17) RECOMMENDATIONS.....	41
18) CONCLUSION.....	42
19) APPENDICES.....	43-64
-APPENDIX A-B.....	43
-APPENDIX C.....	44
-APPENDIX D-E.....	45
-APPENDIX F.....	46
- APPENDIX G.....	47

-APPENDIX H.....	48
-APPENDIX I.....	57

CHAIRMAN'S OVERVIEW



The year 2012 began with changes in the membership of the Commission.

Dr. Linda Tamsen, who was the Commissioner responsible for the review of personnel matters arising from the National Departments, was replaced by Mr. Apeo Fuata Sione, who was appointed on the 02nd of May 2012 and took office on the day appointed.

This was followed by the expiration of Dr. Philip Kereme's term on the 27th of April 2012. He was later re-appointed to act as Commissioner responsible for the review of personnel matters arising from the Provincial Administrations on the 28th day of April 2012.

Then later in the year, on the 10th of October 2012 my five (5) year term and appointment as Chairman of the Commission expired. While the issue of re-appointment is currently being considered by the Public Service Commission Appointment Committee, I have been appointed to act in the interim, and the acting appointment became effective as of the 11th of October 2012 until a substantive appointment is made.

I hope the Appointment Committee will fast track the substantive appointments so as to give Commissioner Kereme and myself the security of tenure we need, to advance the purposes of the Commission rather than prolong appointment, as it is well over a year now, in the case of Dr. Kereme, and close to a year, in my case.

Given the above scenario, where majority of the Commission members are acting, the insecurity of our tenures and the acting appointments did not hamper or affect the smooth operations of the Commission.

Business occurred as usual with the aim for the year to dispose all the outstanding cases carried over from previous years. It was reported in this column in the 2010 and 2011 Annual Reports that this was going to be the priority and aim of the Commission, concerning the review of personnel matters. Therefore with this in mind, the two key Divisions, namely, the National and the Provincial Review Divisions went on to give this aim their immediate priority in their annual work programs.

One only needs to read under the two respective Division reports to see for themselves how well the Divisions have performed in achieving the overall aim and targets.

From my end as acting Chairman, I am quite pleased with the progress achieved by both Divisions, which did not come easily. I should mention that it has been an ongoing practice of the Commission to allow both Divisions to manage their cases without considering the idea of maximizing the usage of the resources in such a way to save costs and time.

This practice was reviewed and changed towards the end of 2011 and became operational in 2012.

Instead of allowing officers from the National Division to travel to the Provinces and attend to their cases, these were transferred to the Provincial Review Division, while it took charge and solely concentrated on the cases arising from the National Capital District (N.C.D), as most of the Division's cases are located in N.C.D.

This strategy worked well, but there seems to be some minor issues which the Commission is currently considering. One of which is the sudden increase of cases in the Provincial Review Division. This has become a concern and the Commission is adamant to find a way out quickly so as to avoid the problem of a back log of cases.

Please note that the above comments relate to review of personnel matters arising from the National Public Service. This is not the only function the Commission is mandated by the Constitution to undertake. There are also functions such as the appointments, revocation, termination and investigation of the Departmental Heads, Provincial Administrators and Heads of numerous statutory bodies which the Commission becomes involved in.

There is also the function to conduct Organizational reviews. It is sad to report that the Commission could not discharge this function this year due to lack of specialist manpower and resources.

With regards to the appointments of the Departmental Heads, the Provincial Administrators, Heads of Regulatory Statutory Bodies and non-ex officio members of Boards, the Assessment Division of the Commission has provided the statistics in its report. Therefore, one is encouraged to read it to ascertain the number of appointments that came through the Commission throughout the year.

I am generally happy to state that the processes and the procedures as outlined by the applicable laws had been followed in making the appointments, except one or two which have ended up in the court of law, and they are mainly to do with acting appointments.

Furthermore, the Commission had recommended a number of Departmental Heads for suspension and further investigation on the ground that there were prima facie cases needing the Heads to be suspended, pending thorough investigations. However, the outcome of the investigations at the time of this report is yet to be known.

This is quite worrying given the fact that the law on the length of the investigation is very clear, which is 90 days. And in the absence of a Final Report produced to the Commission, it is impossible for the Commission to decide, whether the suspensions are to be removed or not, or the Head to be re-instated. This is a matter the Government needs to seriously consider and I trust it will do so without delay and in the interest of the nation.

Lastly, I wish to thank the Government and its agencies, together with Commissioners Dr. Philip Kereme and Mr. Apeo Fuata Sione and the rest of the Secretariat Staff for their tireless efforts and assistance in ensuring that the Commission discharges its Constitutional Duties throughout 2012 without difficulty and with success.

RIGO A. LUA, OBE
Acting Chairman- PSC

STATEMENT FROM COMMISSIONER-PROVINCIAL



One of the core functions of the Public Services Commission (PSC) is to review decisions of Departmental Heads, Provincial Administrators and Chief Executive Officers (CEOs) of Statutory Authorities in relation to personnel matters.

The review functions are managed by two divisions: (1) National Review Division which reviews decisions of Heads of National Departments and Statutory Authorities; and, (2) The Provincial Review Division (PRD) review decisions of Provincial Administrations and the decisions of CEOs of General Hospitals in Papua New Guinea (PNG) in relation to personnel matters.

My role as Commissioner Provincial is to oversee the operations of the Provincial Review Division, especially conducting directional hearings in the provinces, register and coordinate all personnel review matters, conduct divisional meetings from time to time and ensure that all submissions are made by case officers for Commission decisions.

In 2012 there were 8 staff in the Provincial Review Division (PRD) including one who was on study leave. Although staff morale was very low at the beginning of 2012 due to the “passing” of our Divisional Director Mr. Cliff Kowih on 23rd October, 2011 after a short illness, staff performance was quite outstanding in 2012.

Mr. Malaburgh Imeha was appointed Acting Director (PRD) to fill the vacancy in late October, 2011. In September, 2012, Mr. Imeha was suspended on discipline grounds and Mr. Karl Sarufa was appointed Acting Director (PRD), but after 8 weeks on the job, he had stepped down to attend to pressing family matters; Ms. Koya Leslie was then appointed as Acting Director.

There are 5 other staff in the Division namely Ms. Judith Stenis (on study leave) Mrs. Schola Muou (Senior Review officer), Mrs. Ravugerea Vagoli Ginis (Principal Review officer), Mr. Alan Nano (Review officer), and Ms. Dorothy Memafu (Senior Administrative Assistant).

I am quite pleased to report that despite staff changes and disruptions; the Division has maintained a high level of commitment to achieve positive results in 2012, especially in reducing the number of outstanding personnel review matter case files.

The outstanding performance by the division was due to a number of factors:

- (1) At the beginning of 2012 the Division had set an objective of “Zero” case outstanding at the end of November, 2012, and hard work was put in by staff to improve performance to achieve the set target;

- (2) The Division had also set another objective to complete all personnel review matters within 90 days in compliance with Section (18) Sub-Section (2) (d) (i) of the Public Service (Management) Act 1995;
- (3) The Commission's decision to change from "Full Commission Hearing" to "Directional Hearing" where the presiding Commissioner gives directions for the Departmental Head (DH) or the CEO to respond to grounds of appeal stated by the aggrieved on the application for review form and related questions given on the summons. This new procedure has effectively reduced lengthy time consuming processes of Commission hearings, tape recording and transcribing the full hearing in search of evidence for the Commission to determine the final outcome of the review matter;
- (4) Written evidence based on written statements submitted by parties concerned reduces the lengthy process of conducting full hearings. For instance, evidence provided by the DH or the CEO and the aggrieved in their statements of response after 21 working days is sufficient to complete the review matter. During the Directional hearing the DH or the CEO is given 21 working days within which to respond to the grounds of appeal on the application for review form and also answer the questions on the summons. The DH or the CEO is directed to give a copy of their response to the aggrieved; the aggrieved has another 21 working days from the date of receipt of the copy of the statement by the DH or the CEO to respond or to rebut; both parties address their statement of response to the Chairman of PSC; and,
- (5) A personal sense of duty and commitment amongst all staff in the division.

There was a collective effort by divisional staff to complete back log of personnel review matter case files since 2008, and what we see today is what was planned five years ago. The Division had set the target not to carry 2010 and 2011 cases over to 2012.

The divisional target of "zero" case outstanding at the end of 2012 has been achieved, with the exception of 37 cases carried over to 2013 that were registered late in 2012, and apart from these late registered cases, 80 cases were pending judicial review of the status of the appointment of the CEO of Modillion General Hospital as this matter had been challenged by the aggrieved in court. The Commission had held them in abeyance until the judicial review was completed.

And in the near future, personnel review matter cases will be closely monitored through the new Case Management System (CMS) currently being installed by DATEC in consultation with PSC IT section. The new CMS will assist the Commission to keep accurate records and effectively monitor progress on each case to be concluded within the 90 days as required by Law.

Let me express my gratitude to the Acting Chairman Mr. Rigo Lua, OBE for his support to the Division; Secretary and his secretariat staff for their support, especially Director Legal and his divisional staff for clearing all personnel review matter draft submissions before Commission decisions; Director – Corporate Services and his staff for providing financial and logistical support to cover 19 provinces in

PNG; and I also acknowledge the services of the Secretarial staff, security personnel, cleaning services staff and others.

Finally, I wish to thank all our staff of the Provincial Review Division for working so hard to clear the back log of outstanding case files in 2012.

Let us look forward to meet the challenge of “zero” case outstanding by the end of November, 2013 and to complete all personnel review matters within 90 days as required by law.

Dr. Philip Kereme (Ph.D.)
Acting Commissioner [P]

STATEMENT FROM COMMISSIONER-NATIONAL



The year 2012 commenced with the operations of the National Review Division being coordinated and managed under the Office of Chairman-PSC, with Mr. Rigo Lua, OBE, as acting Chairman. This was the case as the former Commissioner; Dr. Linda Tamsen exited the public service upon expiry of her term sometime at end of 2011.

Since then the Office of Commissioner-National was vacant until I was substantively appointed on 2nd May 2012. I personally considered this as a big calling, knowing the enormity of the challenge ahead to commence clearing the back-log of cases of the division. Nonetheless, I'm pleased to report on the performance of the division for this year.

The core responsibility or role of this Review Division is to conduct review of personnel matters or complaints lodged by aggrieved officers of National Departments, Statutory Organizations (or Government Bodies) and Public Hospitals that fall within the ambit of the Commission's jurisdiction. And this basically is the role of the Public Services Commission as set out under Section 191 of the *National Constitution* and Section 18 of the *Public Service (Management) Act 1995 (as amended)*. The other being to review decisions made by Provincial Administrators in relation to personnel matters by the Provincial Review Division.

As a Commissioner, it is my responsibility given the constitutional mandate of the PSC to oversee the operations of the Division with the assistance of the Director-National. Such include conducting directional Hearings/Appearances; ensuring effective coordination of personnel review matters by the Office of Director-National; and ensuring all Advices are duly completed and dispatched forthwith without delay.

At the beginning of 2012, the Division had only five (5) staff on strength with Mr Joshua Ngawi as its Acting Director. For record purposes, there were originally six (6) Officers, but however, a Mr. Walo Kila decided to exit the public service at the end of 2011.

The other four (4) Officers are; Mr. Gideon Mange (Principal Review Officer); Mr. Terence Tupi (Acting Principal Review Officer); Ms. Dorothy Murray (Senior Review Officer); and Mr. Brian Avuti (Senior Review Officer).

As the year progressed, new staffs were added to the division. This included Mr. Spinola Pagun (Review Officer); Steven Haibaku (Principal Review Officer); and Darusilla Wame (Senior Review Officer). This brings the total number of Review Officers to eight (8) staff on strength at current.

This year was critical for the division given its immediate priority to have all outstanding cases carried-over from preceding years effectively disposed. According to the division's register, a total of 878 cases were registered in 2012. Out of this total, only 215 cases were completed and closed at end of 2012, with 519 cases carried-over to year 2013.

The division during this year, progressed very well to obtain and achieved an 'appreciated' level of performance or output, as compared to the previous year, given the difficult times the Commission went through. Such achievement did not come easily without the undivided commitment, cooperation and effort of the staff of the division. In fact, this was a new era for the division as it envisaged to effectively implement its *Annual Work Program* to achieve its objectives, and as well as to fulfil its role in connection to the Commission's Constitutional mandate under a new leadership.

It is worth mentioning that a review of the existing administrative procedures in the review of personnel matters by the Commission made a difference to the effective disposal of a personnel matter under review. That is, the shift from a '*full hearing*' to '*directional hearing/appearance*'. In this *directional hearing or appearance*, the Commission foremost issue instructions to all parties as to the procedures that culminate to the determination of the review matter before it. This includes its letter to the Departmental Head or Chief Executive Officer (CEO) to make a full response to the grounds of review provided by the applicant as per his/her Application for review within 14 working days. When the Commission receives the response of the Departmental Head or CEO, it makes a copy for the applicant to produce a rebuttal to that effect within 14 working days. Thereafter, the Commission proceeds to determine the review matter in one of its monthly Commission Meetings of the year.

This new procedure has effectively cut out unnecessary time consumed in the once lengthy *hearing* process that embraces tape recording and transcribing of the hearing proceedings, the purpose of which is to be used as a reliable source of any evidence deduced from same.

Some of the critical factors that affected the division's performance, just to mention a few, include the manpower shortage prior to the recruitment of additional staff. The division was in dire need of additional Review Officers to be added to its current manpower ceiling to boost its performance given the enormous backlog of cases. As observed in the past, despite the many different strategies the division adopted or brought about to address the backlog of cases, no real marked improvement has been achieved. However, this dramatically changed once additional staffs were recruited.

The division witnessed a marked improvement in its performance when it was able to effectively dispose a lot of cases now as compared to before. In view of this, the work of the division is now much more organized endeavouring to achieve its targets. Also, another critical factor is the funding aspect. This is particularly in regards to inadequate funds for the Review Team to travel to the provinces to conduct directional hearings. In this situation, the *hearings* are postponed indefinitely, thereby, causing the determination of review matters to be delayed.

In year 2012, the National Review Division did its best to complete and close review cases within the time frame accorded by law. Although, its performance for this year was only appreciative, it is ever focused than before to reduce and or fully dispose all outstanding cases. This is because the division is currently in full strength with a staff that is better qualified, skilled and experienced to take on the challenge.

I'm confident that with the installation of the Case Management System (CMS), the performance of the division will be elevated to another level. This is because it will greatly assist in the effective tracking and monitoring of progress of review case files ensuring successful completion of cases within the statutory time frame of 90 days. Also, additional funding appropriated in the Annual Budget would enable the division to perform its role effectively to dispose review matters in a timely manner as desired.

Given a successful year in 2012, I wish to thank the Acting Chairman, Mr. Rigo Lua, OBE for the support he accorded to the division, as well as the overall leadership he played; the staff of the Legal Division for clearances of all advices; and staff of the Corporate Services for the financial and logistical support they provided.

A special thanks to all the hardworking Review Officers of the National Review Division. This is for their tireless efforts in working around the clock preparing submissions and information papers on review matters for Commission Decisions to be made. And to ensure that the Commission successfully discharge its constitutional duties without any difficulty.

Apeo Fuata Sione, M.PP

Commissioner-National

INTRODUCTION

This is the 17th Annual Report of the Commission, produced and submitted in accordance with Section 17 (1) of the *Public Services (Management) Act* 1995 (as amended) and Section 191 (4) of the *National Constitution*.

The report covers the performance of the Public Services Commission in 2012 covering the period from January 1st, 2012 to December 31st, 2012.

The report begins with the Chairman's overview on the general performance of the Commission in 2012. This is followed by two separate statements from the two Commissioners pertaining to the performance of the two Review Divisions (National and Provincial).

The next section of the report contains general information on the establishment of the Commission and its core roles and functions as stipulated under Section 191 and Section 193 of the *National Constitution* and Section 18 and Section 19 of the *Public Services (Management) Act* 1995 (as amended).

The main body of the report provides a detailed account of tasks performed by the Commission in 2012 from January 1, 2012 to December 31, 2012.

The activities mainly include the review of personnel and organizational matters and the appointment of Departmental Heads, Provincial Administrators and Heads of Regulatory Statutory Authorities including the Chief Executive Officers of the state-run Public Hospitals.

The report also contains an unaudited financial statement on the Commission's budget for the 2012 fiscal years. The achievements, constraints and problems encountered by the Commission during the year are also expanded in the report.

The report concludes with recommendations on how best the work of the Commission could be improved to adequately fulfill its constitutional roles. All relevant acts and legislation alluded to in the main body of the report are annexed to the appendices.

PUBLIC SERVICE COMMISSION

The Public Service Commission is a Constitutional body established under Section 190 of the *National Constitution* of the Independent State of Papua New Guinea (see Appendix “A”).

In the 1986 reform; *Constitutional Amendment No. 08 of 1986* brought about the enactment of the *Public Service (Management) Act 1986* which effectively separated the Public Services Commission (referred to as PSC) and created the Department of Personnel Management (referred to as DPM).

Before the 1986 reform, the functions of both institutions co-existed within an organization called the Department of Public Services Commission (DPSC).

The functions of the PSC are set out under Section 191 of the *National Constitution* (see Appendix “B”) and Section 18 and 19 of the *Public Service (Management) Act 1995* (as amended) (see Appendixes “F” and “G”).

The consequential effect of the separation 1986 reforms saw the emergence of the Department of Personnel Management performing the executive powers and functions of policy and decision-making, implementation and monitoring over matters of the public service, while the Commission was relegated to perform a *semi-quasi-judicial* role to conduct reviews of personnel and organizational matters from the public service.

The only exception where the Commission is seen to be performing an executive function or role is in the area of Appointment, Suspension and Revocation of Appointments as provided for by Section 193 (1) (1A) to (1D) of the *National Constitution* and Sections 31 A to 31D and 60A to 60C of the *Public Service (Management) Act 1995* (as amended), and Sections 4, 7, 8, 9 and 10 of the *Regulatory Statutory Authorities (Appointments to Certain Offices) Act 2004*.

This was a result of the amendment to the 1986 Act and 1995 Act in 2002 in which the Commission was given this added responsibility.

The Independence of the Commission is derived under Section 192 of the *National Constitution* and its statutory powers pertaining to its review functions that are vested under Section 13 of the *Public Service (Management) Act 1995* (as amended) (see Appendix “D” for details).

VISION, MISSION AND VALUES

3.1 VISION

Our vision is to promote good governance within the Public Service of Papua New Guinea. This is achieved by ensuring that the Public Service is highly transparent, accountable, and harmonious and it is free from discrimination, harassment, fear or favor in the delivery of quality services to the people and the Government of Papua New Guinea.

3.2 MISSION

The Commission's mission as an independent constitutional institution is to ensure fair, honest and just treatment of public servants through efficient and effective review of personnel and organizational matters and provide quality professional advice and recommendation to the National Executive Council (NEC) on appointments, suspensions and revocations of appointments of departmental Heads, Provincial Administrators, and Heads of Statutory Authorities.

3.3 PROFESSIONAL VALUES

- ❖ Our Staff
- ❖ Our Parties to Review Proceedings
- ❖ Our Professionalism
- ❖ Our Decisions
- ❖ Our Stakeholders

CORPORATE INFORMATION

The membership of the Commission comprises of three (3) Commissioners, one of which is the Chairman. The Commission members are duly appointed on merit by the Head of State, acting with, and in accordance with, the advice of a Public Services Commission Appointment Committee (*National Constitution Section 190 (2)*). This Committee consists of:

- ❖ the Prime Minister as Chairman;
- ❖ the Chief Justice;
- ❖ the Leader of the Opposition;
- ❖ the Chairman of the Permanent Parliamentary Committee on Appointments; and
- ❖ the Chief Ombudsman.

MEMBERS OF THE COMMISSION

The Members of the Commission for this reporting period consists of Mr. Rigo Lua, OBE as Acting Chairman, Dr. Philip Kereme, PhD, Acting Commissioner Provincial and Mr. Apeo Fuata Sione, Commissioner National.

Profiles of the Members of the Commission are set out below:

MR. RIGO A. LUA, OBE ACTING CHAIRMAN – PSC



In 1984, Mr. Lua joined the Warner Shand Lawyers as an Associate Lawyer. He left the law firm in 1985 to join the PNG Administrative College (ADCOL) then as a law Lecturer and was eventually appointed Head of the Legal Studies Branch from 1987 to 1991. Mr. Lua was accepted to pursue a Master of laws degree with the University of Queensland in 1988. However, due to sponsorship support issues he withdrew from studies. In 1991, he joined the Public Services Commission where he has served the Commission for 21 years in various capacities as Director, Secretary, Commissioner and Chairman of the PSC. Mr. Lua has 27 years of service in the Public Service of PNG.

DR. PHILIP KEREME, Ph.D. ACTING COMMISIONER – PROVINCIAL



Commissioner, Dr. Philip Kereme comes from Kaupena village in the Ialibu District of Southern Highlands Province. Dr. Kereme is an academic and teacher by profession. He holds a Bachelor of Arts (BA) degree in Education and a Bachelor of Education (B.Ed.) with Honours from the University of Papua New Guinea (UPNG) in the years 1978 and 1980 respectively.

He completed a Master of Arts (M.A) degree in Education from the University of Reading, United Kingdom in 1982. In 1998, Commissioner Kereme completed his doctorate degree at the University of Canberra, A.C.T. Australia.

Prior to his appointment as a Public Service Commissioner in 2007, he was an academic and lecturer at UPNG and University of Goroka. He was also at some stage a private consultant, Director-General of the Office of Higher Education (OHE), Dean of the Education Faculty at UPNG, and Head of the Education Department, UPNG. In addition, he is a current Member of several Boards, Commissions, Councils and Committees. Dr. Kereme has a wealth of 34 years of professional experience in the Public Service of PNG.

MR. APEO FUATA SIONE, M.PP- COMMISSIONER – NATIONAL



Mr. Sione holds a Master of Public Policy degree specializing in Development Administration (with merit) from The Australia National University (ANU) in year 2005. He also holds a Graduate Diploma in Public Administration from ANU in year 2004, and a Bachelor of Arts degree, majoring in Public Administration with a minor in Industrial Organizational Psychology from the University of Papua New Guinea (UPNG) in year 1994.

Mr. Sione was appointed Commissioner by the Public Service Commission Appointment Committee on the 02nd of May 2012.

Prior to his appointment as a Commissioner of the Public Service, he was the Permanent Secretary of the Public Services Commission (PSC) Secretariat since being appointed on the 30th of May, 2011.

He was initially appointed to head the PSC Secretariat as Acting Secretary on the 20th of December 2010 when the incumbent, late Mr. Andol Sione, left to take another posting in the Autonomous Region of Bougainville (ARB). And prior to this, he held concurrently the position of Substantive Director of the National Review Division and Acting Director of the Assessment Division.

Mr. Sione has over 15 years of experience in the Public Service in the areas of governance, policy development, review and investigations. He is a current Alumni member of the Pacific Executive (PACE) program under the Australia and New Zealand School of Government (ANZSOG).

SECRETARIAT OF THE COMMISSION

The Secretariat of the Commission is established under Section 17A of the *Public Service (Management) Act* 1995 (as amended) (see “Appendix E”).

It plays a supportive role in providing the Commission the required resources needed to carry out its Constitutional responsibilities and mandate set out under Section 191 of the *National Constitution*.

The Secretariat of the Commission comprises of the Office of the Secretary and six (6) divisions created under the approved restructure in 2007 namely; the National Review, Provincial Review, Legal, Advisory & Litigation, Assessment, Investigations and Corporate Services.

The Divisions are headed by six (6) Directors who report directly to the Office of the Secretary of the Secretariat on all operational matters.

The Secretary serves as the Head of the Secretariat and the Senior Executive Management. The Secretary performs the responsibilities and duties of the Office with the enabling powers accorded to it under Section 17A (5) (c) of the said Act and the *General Orders* for purposes of management and administration of the staff of the Secretariat (see Appendix “E”).

The Secretariat of the Public Services Commission is headed by Secretary Francis Koaba; formerly the Director for Investigations after the vacancy was created with the promotion of Mr. Apeo Fuata Sione as Commissioner – National in May 2012.

The profiles of the Heads of the Secretariat and divisional Directors of the PSC Secretariat that compose of the Senior Executive Management (SEM) are listed as follows’

SECRETARY – PSC SECRETARIAT: MR. FRANCIS KOABA



Mr. Koaba was appointed to his current position in November 2012.

He holds a Bachelor of Arts Degree from the University of Papua New Guinea (UPNG) and has over 10 years of experience as an Officer in the public service employed with the Department of Personnel Management (DPM), the Ombudsman Commission (OC) and the Public Services Commission.

DIRECTOR-LEGAL, ADVISORY & LITIGATION: MR. EREMAS ANDREW



Mr. Andrew holds a Bachelor of Laws degree (LL.B) from the University of Papua New Guinea (UPNG). At the time of graduation, he was employed with the then Taxation Office now known as the Internal Revenue Commission (IRC). In the same year he joined the Department of Public Service Commission as a Principal investigator. Mr. Andrew had a short stint with the Victoria Public Service Board in 1989. He completed post-graduate legal training at the Legal Training Institute (LTI) and was admitted to the National and Supreme Court Bar as a lawyer. In year 1991 he was granted an approved attachment with Namaliu & Company lawyers. He was later appointed as Principal Legal Officer, Acting Commissioner and substantive Director of the newly created Legal Division in the 2002 restructure.

ACTING DIRECTOR-NATIONAL REVIEW: MR. JOSHUA KEHALLEY NGAWI



He joined the Commission in 2009 as a Review Officer and was promoted to Senior Review Officer in 2010 and again to Principal Review Officer in 2011.

In September 2011, he was appointed as Acting Director-National Review. He graduated from the University of Papua New Guinea (UPNG) with a Bachelor of Arts degree in Public Policy Management and has over 5 years of work experience both in the private and the public service.

ACTING DIRECTOR-PROVINCIAL REVIEW: MR. MALABURGH IMEHA



Graduated with a Bachelor in Social Science degree majoring in Public Policy Management from the University of Papua New Guinea (UPNG). He has over 5 years of experience as a teacher and officer of the public service employed with Department of Personnel Management (DPM) and the Public Services Commission. He was appointed as Acting Director- Provincial Review in December 2011 after the passing away of the former Director, late Mr. Cliff Kowih.

DIRECTOR-CORPORATE SERVICES: MR. GENO GAPI



He joined the Public Services Commission in 1995 as Chief Finance Officer and was promoted to various positions before becoming the Director Corporate Services in December 2007.

He holds a Diploma in Public Finance and Accounting and a Certificate in Accounting from the Administrative College of PNG. Mr. Gapi has 37 years wealth of experience in Financial Management within the public service having served with the National Housing Commission, Department of Works, National Judicial Staff Services and the Public

Services Commission.

DIRECTOR-ASSESSMENT - MS. RACHEL WII.



Ms. Rachel Wii joined the Commission in 2009 as a Principal Assessment Officer – Provincial Administrations and was then promoted to Director for the Assessment Division in November 2011. She holds a Bachelor of Arts degree in Public Policy Management from the University of Papua New Guinea (UPNG).

Ms. Wii has over 5 years of experience in both the private and the public service having worked with Westpac Bank PNG Limited, Internal Revenue Commission (IRC), the Ombudsman Commission (OC) and the Public Services Commission.

2012 PERFORMANCE

7.1 NATIONAL REVIEW DIVISION

The core business of the National Review Division is to undertake the review of personnel matters from aggrieved officers of National Departments, Public Hospitals and Statutory Bodies that are within the jurisdiction of the Commission, pursuant to section 18 of the *Public Service (Management) Act 1995* (as amended).

The Division is headed by Commissioner Mr. Apeo Fuata Sione (appointed in May 2012) and the Acting Divisional Director, Mr. Joshua Ngawi who is the substantive Principal Review Officer (Terms & Conditions) with seven (7) officers namely; Mr. Gideon Mange - Principal Review Officer (Selection), Mr. Steven Haibaku - Principal Review Officer (Discipline), Mr. Terence Tupi - Acting Principal Review Officer (Terms & Conditions), Mr. Brian Avuti - Senior Review Officer (Terms & Conditions), Mrs. Dorothy Murray - Senior Review Officer (Discipline), Ms. Darusilla Wame - Senior Review Officer (Selection), and Ms. Monica Gwakoro – Senior Administration Assistant to Commissioner National.

In mid-2012, two (2) Review Officers left the National Review Branch; namely Mr. Walo Kila, Principal Review Officer and Mr. Hanua Hera, Acting Principal Review Officer and an unattached officer.

Between August and September 2012, three (3) new officers joined the Branch. They include Mr. Steven Haibaku, Ms. Darusilla Wame, and Mr. Terence Tupi.

Whilst Steven is a new officer to the Commission and the Division, Terence returned from a Master's Program in International Relations from China. Darusilla also returned to the Commission after working with the Ombudsman Commission.

The Division in 2012 made a bold undertaking to clear the huge backlog of cases carried from previous years. It undertook to close all review applications registered beyond 2009 for want of review, but selectively completed Submissions based on their own merits. Therefore, 300 outstanding cases were closed.

In 2012, the National Review Branch did not travel to the provinces for Duty Travel to conduct Commission Hearings/Apearances. Most, if not all the review files were transferred to the Provincial Review Branch.

Table 2.1: Statistical Summary of Cases Registered and Reviewed in 2012

Cases	Former Years (2002 – 2011)	2012	Total
Registered	1116	147	1263
Completed	513	40	553
Pending	603	107	710

Table 2.2: Statistical Summary of Review Matters by their Nature of Complaints – 2012

Cases	Discipline	Selection	T & C	Others	Total
Registered	90	21	10	26	147
Completed	30	-	10	-	40
Pending	60	21	-	26	107

By the end of 2011, a total of 731 cases on review matters were registered with the National Review Division, with about 385 in that year alone. Of the total registered cases, 312 were registered as closed, with 419 pending and carried over to 2012. And of the 385 cases registered in 2011, only 34 cases were closed during that year.

In 2012, 147 new cases on review matters were again registered. Of this total number of cases, 40 have been completed with 107 cases pending. Out of the 40 cases closed; 30 are disciplinary matters, whilst 10 are Terms & Condition matters. Therefore, in 2012, a total of **215** cases were closed from the progressive registered total cases on review matters of 878 cases, as indicated by current records.

This therefore, means that about **519** cases are pending; with 242 confirmed to be closed through *Information Papers* by 28th February 2013. Therefore, **277** cases remain for substantive review or submissions; pending review; pending Time-barred notices and appeals from respective applicants and other various reasons.

For the first time, the National Review Division had a full-strength staff. There are also positive signs of improved performance in the Division and the strategies used are simple and workable that is framed on realistic factors; such as full- strength staff in the Division, positive mindset of the staff to produce more Submissions, acceptance of responsibilities and duties, and accountability for poor performance which includes disciplinary actions.

For example, all Review Officers are required to provide their lists of six (6) cases for Submission in their Monthly Work-plans in accordance with the Commissions requirement of 6 papers per Review Officer, per Commission Meeting.

The Division has formulated strategies together as a team through numerous Division Meetings held with their Commissioner National and amongst themselves.

One strategy is that of continuously putting *Information Papers* for Commission determination and disposal through *Round Robin Basis*. To date, a total of 71 *Information Papers* have been submitted to the Commission; were 37 have been determined and 34 are still pending Commission's decision.

The National Review Division was also confronted with difficulties. In the beginning of the year, staff shortage was a huge problem; nevertheless with the 3 officers having joined the Division, this has really helped the Division to dispose of a lot of backlog of cases. That is, there were a total of 147 cases of personal matters.

Unlike, 2011 there were 385 cases registered in that year alone, were as in 2012, there were only 147 cases registered, which is manageable. Another impediment was the staff attitude and low productivity in terms of output.

However, there has been an improvement in the later part of the year with the employment of 3 new officers. The need for further training is also important for review officers, to better themselves especially in the way that they write submissions for Commission determinations and disposal of review matters, as it may be one area that has been hampering the performance of the review officers and the collective production output of the Division.

7.2 PROVINCIAL REVIEW DIVISION

The Provincial Review Division is responsible for conducting reviews of personnel matters of aggrieved public servants from the Provincial Administrations and Public Hospitals except Port Moresby General Hospital.

The Division is under the leadership of the Commissioner – Provincial, Dr. Philip Kereme, Ph.D and the Acting Divisional Director, Mr. Malaburgh Imeha who is the substantive Principal Review Officer (Terms & Condition) with six (6) officers namely; Ms. Judith Stenis- Principal Review Officer (Discipline), Mr. Karl Sarufa - Principal Review Officer (Selection), Mrs. Koya Leslie - Senior Review Officer (Selection), Ms. Schola Muou- Senior Review Officer (Selection), Ms. Ravugerea Vagoli - Senior Review Officer (Discipline), and Ms. Dorothy Memafu – Senior Administration Assistant to Commissioner Provincial .

In 2012 the division embarked on the objective of achieving a zero case by the end of the year. Two hundred and ninety (290) cases were reviewed by the Division in 2012 of which eighty one (81) were registered in 2012. Sixty nine (69) cases were heard together with the carried over cases thereby leaving six (6) cases to be carried over to 2013.

The remaining balance of seven (7) cases from the total registered in 2012, are duplicates of the existing cases.

Hearings are conducted once in every province. However, only in exceptional circumstances and the availability of funds, do second trips eventuate. In 2012, a second trip was taken to conduct a hearing for Boram General Hospital staff and the four Highlands provinces; Simbu, Western Highlands, Enga and Southern Highlands Provinces respectively.

All review cases (totaling five (5)) emanating from the Southern Highlands Provincial Administration were withheld, pending the appointment of a permanent Provincial Administrator. It is anticipated the cases will be heard in 2013, once an appointment is confirmed.

Despite a few constraints particularly with logistical issues for duty travel, the Division successfully accomplished its objective of achieving a zero (0) case of backlog cases. The division is looking forward to emulating this performance in 2013 and onwards.

The list of cases registered and reviewed in 2012 for the Provincial Administrations and Public Hospitals except Port Moresby General Hospital can be seen in Appendix H.

7.3 ASSESSMENT DIVISION

The Assessment Division is one of the newly created divisions under the Public Service Commission approved organizational structure in 2007.

Its core function is to provide advice and recommendation to NEC on appointment, suspension and revocation of appointment of Departmental Heads, Provincial Administrators and Heads of Statutory Authorities and non-ex-officio Board members of Regulatory Statutory Authorities.

It facilitates the '*Merit-Based Appointment process*' mandated and set out under Section 25A, 31A, 31B of the *Public Service (Management) Act 1995* (as amended); Section 193 (1A) (1B) of the *National Constitution*, and Sections 5 and 6 of the *Regulatory Statutory Authorities (Appointment to Certain Offices) Act 2004* respectively.

The Division conducts detail assessments of all applications for the positions of heads of National Government Departments, Provincial Administrations, Statutory Authorities, and other Government

Bodies and is tasked with the highest responsibility to ensure that the Commission is seen capable of fulfilling this role by making decisions on appointments based solely on merit or in compliance with the '*Merit-Based Appointment*' statutory requirements. It ensures all appointments are made in a manner that fosters transparency, accountability and public confidence.

The Division is under the leadership of Ms. Rachel Wii and she is assisted by Ms. Margaret Suata – Principal Assessment Officer (National Departments) and Mr. Victor Lismond – Principal Assessment Officer (Statutory Bodies).

Towards the end of the reporting period in October, the Division took on board a new officer; Mr. Timothy Waringe - Principal Assessment Officer (Provincial Administration) and so the Division has a total of four (4) staff on strength.

In 2012, the Commission provided advice and made recommendation(s) to the National Executive Council (NEC) on the following appointments:

- (i) Permanent appointments of twenty one (21) Departmental Heads of National Departments. Refer to Appendix I, Table 1a and Table 1b for the details.
- (ii) Acting appointments of forty three (43) Departmental Heads of National Departments. Refer to Appendix I, Table 2 for the details.
- (iii) Permanent appointments of one (1) Provincial Administrators. Refer to Appendix I, Table 3 for the details.
- (iv) Acting appointments of twenty nine (29) Provincial Administrators. Refer to Appendix I, Table 4 for the details.
- (v) Permanent appointments of fourteen (14) Heads of Statutory Bodies. Refer to Appendix I, Table 5a and Table 5b for the details.
- (vi) Acting appointments of forty five (45) Heads of Statutory Bodies. Refer to Appendix I, Table 6 for the details.
- (vii) Permanent appointments of one (1) Chief Executive Officer of Public Hospitals. Refer to Appendix I, Table 7 for the details.
- (viii) Acting appointments of six (6) Chief Executive Officers of Public Hospitals. Refer to Appendix I, Table 8 for the details.
- (ix) Permanent appointments of twenty six (26) Non Ex- Officio Board Members of Statutory Bodies. Refer to Appendix I, Table 9 for the details.

- (x) Acting appointments of one (1) Non Ex- Officio Board Members of Statutory Bodies. Refer to Appendix I, Table 10 for the details.

7.4 INVESTIGATION DIVISION

The core function of the Division is to conduct detail and complex investigations into allegations of mismanagement, mal-administration and/or allegations of a serious nature against Departmental Heads, Provincial Administrators and Heads of Regulatory Statutory Authorities (RSAs).

In the period 1st January to 10th May 2012, the Division was able to conduct six (6) investigations particularly on the Department of Community Development, Modilon General Hospital, Morobe Provincial Administration, National Gaming Control Board, National Museum & Art Gallery and the Port Moresby General Hospital.

Of the 6 cases, two cases were for the huge influx of review cases from Modilon General Hospital and the Port Moresby General Hospital specifically in relation to recruitment and selection.

Given the appointment of the only officer of the Division and Director to act as the Secretary to Secretariat in May 2012, the work and more specifically the performance of the Division was affected in the period from May to December 2012.

It is anticipated that a new Director and subordinate staff will be recruited in 2013 to ensure the legislated responsibilities of the Division are discharged.

7.5 LEGAL, ADVISORY AND LITIGATION DIVISION

The Legal, Advisory & Litigation Division is an important and vital Division of the PSC Secretariat of the Commission. The Division was created in the 2007 Organizational Restructure of the Commission.

The Division has two (2) Branches namely the Advisory Branch and the Litigation Branch. The Advisory Branch is basically responsible for the provision of legal advice to the Commission, whilst the Litigation Branch involves itself with all legal proceedings involving the Commission, which includes representing the Commission in Court hearings/proceedings and liaising with lawyers representing other parties to the legal proceedings.

The Division currently has an approved staff ceiling of eight (8) consisting of one (1) Principal Legal Officer (Advisory), one (1) Principal Legal Officer (Litigation), one (1) Senior Legal Officer (Advisory), one (1) Senior Legal Officer (Litigation), one (1) Legal Officer (Advisory), one (1) Legal Officer (Litigation),

one (1) Administrative Assistant and Director of the Division. However, at present the Division only boasts of a Director, Principal Legal Officer (Advisory) and an Administrative Assistant.

The main functions of the Advisory Branch are as follows:

- ❖ Provide legal opinions upon request by the Commission and the Secretariat,
- ❖ Correct draft advices of Commission's decisions on review matters for Chairman's signature,
- ❖ Attend Commission Meetings,
- ❖ Represent the Commission or accompany members of the Commission on legal conferences whenever required, and
- ❖ Attend Section 18 Review Hearings.

The main functions of the Litigation Branch are as follows:

- ❖ Prepare court matters in which the Commission is a party,
- ❖ Appear for the Commission in legal proceedings in which the Commission is a party,
- ❖ Liaise with private law firms representing other parties to legal proceedings in which the Commission is also a party; and
- ❖ Attend Section 18 Review Hearings.

Despite the acute staff shortfall, the division has performed reasonably well in this reporting period.

The main assignments the division attended to in 2012 included:

1. Providing legal opinions for the Commission and the Secretariat.
2. Attended legal proceedings to which the Commission was a party.
3. Attend to Section 18 Review hearings.
4. Attended Commission meetings to deliberate on Section 18 Review matters.
5. Undertook quality checks on draft Advices containing Section 18 Review applications.
6. Attended and presented papers on the functions and responsibilities of the PSC during the launch of the Public Service General Orders.
7. Draft and submitted a status report on the progress of the proposed amalgamation of PSC and the Secretariat.

In respect of legal opinions, the division receives requests/instructions from the Commission on a weekly basis on a variety of matters, but mostly on:

1. Appointment, suspension and dismissal of Departmental Heads, Provincial Administrators and Heads of Regulatory Statutory Authorities (RSAs).
2. Section 18 review matters, particularly on issues of jurisdiction of the Commission in certain review applications.
3. Rejection (by parties to Section 18 Review proceedings) of the Commissions Review decisions and directions in Section 18 review cases.

With respect to legal proceedings, there were fourteen (14) proceedings attended to by the Division for the reporting period mostly involving:

- ❖ The issue of appointment, suspension and dismissal of Departmental Heads, Provincial Administrators and Heads of RSAs.
- ❖ The Commission's decisions on Section 18 Review cases.

The fourteen (14) legal proceedings are set out below:

- | |
|-------------------------------------------------------------------------------------------------------------------------|
| 1. Central Provincial Administration & Anor –V – Public Services Commission & Cliff Boutau [O.S.21/2011] |
| 2. Central Provincial Administration & Anor –V – Public Services Commission & Cliff Boutau [O.S.21/2011] |
| 3. Hudson Ramatlap – V – State & Ors [OS (JR)14/2012] |
| 4. Giba Swingneo – V – PSC & Ors [WS No.571/2011] |
| 5. Henry Bailasi – V – PSC & Ors [OS 92/2010] |
| 6. Giba Swingneo – V – PSC & Ors [OS 246/2011] |
| 7. Frederick Punangi – V – PSC & Ors [OS No. 834/2011] |
| 8. Benjamin Lapana – V – PSC & Ors [OS No. 230/2007] |
| 9. National Narcotics Bureau – V – PSC & John Patrick Nauro [SCA No. 112/2012] |
| 10. Anna Solomon – V – NEC, PSC & Ors [OS (JR) No. 594/2012] |
| 11. Dr. John Maihua – V – PSC & Ors [OS No.778/2010] |

12. Central Provincial Government – V – PSC & Cliff Boutau [OS No. 21/2012]

13. Johnson Wandibe Hebe – V – PSC & Ors [OS No. 182 of 2012]

14. Tau Mavaru Kamuta – V – PSC & Ors [OS No.413/2011]

15. Diri Kobla – V – PSC & Ors [OS No. 703/2012]

The Division also represented the Commission on three (3) occasions by presiding over hearings in Kerema, Wewak and Alotau respectively.

Despite being understaffed in 2012, it (the division) has been pragmatic in attending to matters referred to it by the Commission, and the services it has rendered to the Commission, particularly in its legal advice/opinions, which enabled the Commission to make its decisions on important matters referred to it by the National Executive Council, Government Ministers and various other stakeholders, as well as its decisions on Section 18 Review matters.

There is still room for improvement and this will remain the focus of the division for the future.

7.6 CORPORATE SERVICES DIVISION

The primary role of the Corporate Services Division is to provide a high standard of corporate support and administration services to assist the operational divisions in achieving the Commission's mission and objectives, as outlined in the PSC Corporate Plan 2009-2013.

The Division comprises of five (5) Branches namely, Human Resource Management, Finance, Media & Publication, Information Technology and Registry.

Human Resource Management

This section is responsible for the proper functioning of human resources within the Secretariat and the Commission as a whole. This is through the continuous assessment of the human resources capacity; enhancement of training and capacity building; strengthening and ensuring effective coordination of organization, methods, functions, and manpower planning; ensuring compliance to the Public Service laws and regulations; effective management of human resource; policy implementation; and staff recruitment.

Information Technology

This unit is responsible for effective planning, implementation, organization, procurement and installation of required IT facilities; and also effective advisory to the management on IT requirement activities. The following are some of the remarkable achievements of the unit during 2012.

- ❖ Installation of internet usage filtering device
- ❖ Installation of proxy server
- ❖ Development and Implementation of the new Case Management System to capture all review case files
- ❖ Installation of Antivirus security protection for the network
- ❖ Installation and configuration of new desktop computers onto our network, replacing old obsolete computers
- ❖ Installation of new databank server to host users backup files

Registry

This section is responsible for the effective maintenance of all records and registration of all correspondences either incoming or outgoing from the Commission. So far, all National and Provincial Review Divisions closed files were duly packed and completion of labeling of metal shelves for archive boxes and compactus.

It was also faced with the following challenges such as; long process in updating records on computer for Commission Meeting; absence of a good tracking system; difficulty in conducting file search due to location of files; and mixed up files.

It was identified in the Consolidated 2010 and 2011 Annual Report that the way forward for the branch is to have a scanner purchased to speed up the work and to accomplish outstanding tasks during normal working hours.

Currently the branch is using a small scanner at the moment to do scanning. Secondly, there is also a need for staff training on advance computing in record keeping and archiving and for the purchase of a Records Management Software.

Finance

This section ensures effective leadership, management and monitoring of financial records of transactions; planning, organizing, leading, coordinating and reconciliation of financial activities relative to accounting and budgeting; provision of prudent and sound financial advice to the Director (Corporate Services) on all financial matters; preparation of the Commission's Annual Budget submission; ensuring effective implementation of the Commission's budget; ensuring proper certification and examination of all claims and issuance of transaction cheques and provision of competent advice on fund appropriations.

The Commissions Budget Appropriated for r 2012 was K4, 766,300.00 – refer to the Consolidated Financial Status Report as at 31st December 2012.



Human Resource Section conducting a job interview

2012 FINANCIAL REPORT

PERSONNEL EMOLUMENTS

Appropriation of K3, 354,200.00 and total over expenditure of K373, 202.00 was under Salaries and Allowances alone. This over expenditure was due to new salary rates for Constitutional Office Holders (i.e.: Chairman, Commissioner National and Commissioner Provincial) effected as per the SCMC determination approved by DPM.

FIXED COSTS

The fixed cost was only for utilities and consultancy fees of K450, 000.00 was well spent. However, due to the under spending in item 126, the funds were transferred to item 122 and 135 respectively for Utilities and other operational expenses.

VARIABLE COST

It was also within the Budgetary appropriation of K962,100.00, but due to inadequate funding under Items 122 and 135, more funds were transferred from Item 126 (fixed cost) K200,000.00 of which K10,000.00 was for Item 122 and K100,000.00 for Item 135.

The appropriation was revised to K1, 227,300.00 and again expenditure was settled within the appropriation (Refer to Status Report of 31.12.2012).

Under the variable cost one specific item of concern was Item 122 (Utilities). The funds allocated was K250,000 and with the additional transfers, the revised figure increased to K350,000.00 (refer to the Summary information on status Report provided) and Item 135 saving a fund allocation of K100,000.00 also required additional fund transfer from Item 126 which by then was fully expended.

Fund allocation for Item 121 (travel and Subsistence) of K467, 100.00 was expended within the budget. Of the total Item 121 allocation, K93,800.00 was transferred to Item 135 for much needed expenses through a Secretary's advance- PSC SA # 004/12 serial # 340.

The performances of this section in this reporting year 2011 are reflective and captured in the '*Financial Report*' shown below;

	Description	Original	Revised	Warrant	Expenditure	Outstanding	Total	Funds	Balance of
Item		Budget	Budget	Authority	Year to	Commitments	Expenditure &	Available	Approp. Not
No.		Appropriation	Appropriation	Received	Date		Commitments		Released via W/A
							(6)+(7)	(5)-(8)	(4)-(5)
1	2	3	4	5	6	7	8	9	10
	PERSONNEL EMOLUMENTS	3,354,200	3,189,000	3,189,000	3,562,201	-	3,562,201	(373,201)	-
111	Salary and Allowances	2,924,200	2,764,200	2,764,200	3,026,539	-	3,026,539	(262,339)	-
113	Overtime	10,000	6,200	6,200	6,141	-	6,141	59	-
114	Leave fares	100,000	98,600	98,600	98,506	-	98,506	94	-
141	Retirement, Pensions, Gratuities and Retrenchment	320,000	320,000	320,000	431,015	-	431,015	(111,015)	-
	GOODS AND SERVICES TOTAL	1,412,100	1,577,300	1,577,300	1,576,481	-	1,576,481	819	-
	Fixed Costs (Goods & Services)	450,000	350,000	1,350,000	350,000	-	350,000	-	-
122	Utilities	250,000	350,000	350,000	350,000	-	350,000	-	-
126	Administrative Consultancy Fees	200,000	-	-	-	-	-	-	-
	Variable costs (other Goods & Services)	962,100	1,227,300	1,227,300	1,226,480	-	1,226,480	821	-
121	Travel and Subsistence	467,100	373,300	373,300	373,236	-	373,236	64	-
123	Office Materials and Supplies	80,000	79,400	79,400	79,300	-	79,300	100	-
125	Transport and Fuel	60,000	59,600	59,600	59,559	-	59,559	41	-
128	Routine Maintenance	45,000	28,300	28,300	28,268	-	28,268	32	-
135	Other Operational Expenses	100,000	365,400	365,400	364,908	-	364,908	492	-
136	Education, Training and Workshops	100,000	88,600	88,600	88,584	-	88,584	16	-
142	Membership Fees, Subscriptions and Contributions	10,000	7,700	7,700	7,673	-	7,673	28	-
221	Furniture and Equipment	100,000	65,500	65,500	65,471	-	65,471	29	-
222	Purchase of Vehicles	-	159,500	159,500	159,481	-	159,481	9	-
	DEPARTMENT OF PUBLIC SERVICE COMMISSION TOTAL	4,766,300	4,766,300	4,766,300	5,138,681	-	5,138,681	(372,380)	-



ORGANIZATIONAL STRUCTURE

The Commission went into a restructure in mid-2007 which the Department of Personnel Management approved on the 27th July 2007.

Apart from the offices of the Chairman, the two Commissioners and the Secretary, the Commission's new structure is made up of six new divisions with a total manpower of 81 compared to the previous structure of 36 personnel, an increase of 125%.

With the increase in manpower, the structure would be implemented within a time frame of five years from 2008 to 2012.

The Commission advertised the funded 28 positions in 2007 and additional 25 in 2008. This was followed by 10 positions which were advertised in 2009 and then 2011. The next lot of 10 positions was advertised in 2012.

STAFF STRENGTH

The Commission began the 2012 calendar with a total of 45 staff on strength, including the three Commissioners.

After conducting the first and second recruitment within the year, the number increased to 55. Those recruited into the vacant positions include two (2) staff for the Provincial Review Division, one (1) for the National Review Division, two (2) for Legal & Advisory Division, one (1) for Assessment Division and four (4) staff for Corporate Services Division that include Senior HR Officer, Budget Officer, Administrative Assistant and Cleaner/Office Attendant.

In addition, certain officers were also internally promoted and transferred within the Commission to strengthen the capacity.

However, towards the end of the year in September 2012, the Commission lost one of its Officers' who was a Cleaner/Office Attendant, late Mr. Peter Yagume, after battling a long illness, which brings the total staff on strength to 54 through the end of the year.

TRAINING, WORKSHOPS & CONFERENCES

The Commission's five-year Training Policy and Training Plan expired at the end of 2012, and so it needs to be reviewed in order for the PSC staff to attend specific training programs in 2013.

The Training Committee has met and reviewed the current existing Training Policy, and it is hoped that we will have an updated Training Policy in 2013. However, it was discussed and agreed on that the Training Policy should not be confined to a specific period, but instead be left open for review and to be revised annually.

Workshop & Conference, etc...

1. Principal Assessment Officer, Ms. Margaret Suata attended Semester 1 and 2 of the Diploma in Human Resource Management Program with the Divine Word University at the Capacity Building Training Centre, Port Moresby, January 2012.
2. 2012 AusAID Scholarship was awarded to Principal Review Officer, Ms. Judith Stenis to study Masters in Business Administration at the University of Technology in Sydney, Australia.
3. Pacific Work Attachment Program (APSC) was attended by Senior HR Officer, Mrs. Hilda Tilau, Canberra, Australia, January 2012.
4. Pacific HR Manager's Network Conference in Port Moresby attended by HR Manager, Mrs. Mary Solomon, March 2012.
5. Registry Clerk, Mr. Samuel Samuel and Assistant Registry Clerk, Mr. Eli Iwa attended the Electronic Records Management training in Madang, July 2012.
6. Acting PSC Secretary, Mr. Francis Koaba attended the Third Stage of the Australia and New Zealand School of Government (ANZSOG), Pacific Executive (PACE) Program in Canberra, Australia, August 2012.
7. Director Assessment, Ms. Rachel Wii and HR Manager, Mrs. Mary Solomon both attended the First Stage of the Australia and New Zealand School of Government (ANZSOG), Pacific Executive (PACE) Program in Canberra, Australia in August, 2012.
8. Acting Chairman, Mr. Rigo Lua was accompanied by his wife to attend the Commissioner's Conference in Marshall Island, Guam in October 2012.

9. 11th National Administrative Professionals Conference were attended by Senior Administration Assistants; Ms. Monica Gwakoro, Ms. Dorothy Memafu and Mrs. Silo Aleva in Alotau, October 2012.



Director Assessment, Ms Rachel Wii and HR Manager, Mrs Mary Solomon both attended the Pacific Executive (PACE) Program in Canberra, Australia in August, 2012.

SELF ACCOUNTING STATUS

The Commission was granted the self-accounting status, in August 2007 by the Secretary for Finance, Mr. Gabriel Yer, following a submission by the Commission to be accorded the accounting freedom based on the important constitutional role it plays in ensuring good governance in the administration of the public service machinery.

That is, the Commission became self-accounting in 2010 under the Papua New Guinea accounting System (PGAS) and has progressed well in employing capable officers to maintain the system to be operational.

The Commission is also experiencing a backlog of Bank Reconciliation effective from the year it became self-accounting, hence requires a certified officer from Finance Department to carry out and complete the reconciliation from 2010 right through to 2012. However, only if the previous year's reconciliation is done to date, then the year 2012 will continue to progress.

This particular area definitely requires urgent and immediate intervention. That is, the Bank Reconciliations from 2010 up to and including 2012 needs to be completed and updated.

Despite the granting of self-accounting status, Item 111 (Personnel Emoluments) and Item 141 (RBF, Retirement & etc.) are still controlled by the Department of Finance. The Commission is still negotiating for these two budgetary items to be fully transferred as well.

Finally, Divisional work plans have become an integral and paramount aspect of the budget, and therefore stringent actions have been taken to ensure that they are submitted together with Budget Documents.

ACHIEVEMENTS

The following are the achievements of the Commission in 2012:

- ❖ Completed and closed a total of 215 cases out of 878. Many of these were backlog of outstanding cases dating back as far as 2002 for the National Departments, Public Hospitals and Statutory Bodies.
- ❖ The Provincial Review Division successfully accomplished its objective of achieving a zero (0) case of backlog cases. It has only 6 cases to be carried over to 2013.
- ❖ Made a total of 187 appointments of (both acting and permanent) inclusive of Departmental Heads, Provincial Administrators, Heads of Statutory Bodies and Public Hospital Chief Executive Officer.
- ❖ Recruited additional 10 new staff into the Commission as part of its capacity building program under the revised structure of the Commission.

CONSTRAINTS

While the Commission has been trying its best to fulfill its constitutional requirement under extremely tough conditions over the years, inadequate funding and understaffing (as highlighted in past reports) still prevailed and continued to plague the operation of the Commission in 2012.

Unless the concerned authorities adequately address these two issues, the work of the Commission will still continue to be hampered.

RECOMMENDATIONS

It is the objective of the Commission to see fair and proper administration of personnel management matters of public servants in the public sector workforce through checks and balances, ensuring fair and just treatment in employment, and access to delivery of goods and services.

The objective however, is a formidable task for the Commission, given the problems highlighted in this report. It therefore recommends the following:

- ❖ That the annual budget allocation to the Commission be increased to cater for the annual work program in line with its Corporate Plan 2009-2013 and enable the Commission to fully carry out its statutory duties and functions.
- ❖ That the Commission, as an independent body, must be seen to be independent and not be subjected to the Public Services (Management) Act 1995 (as amended) and the General Orders.

Thus, the Commission should have a separate Act of its own to avoid the risk of being accused of conflict of interest or compromising its duties and independence by being involved in the management and administrative matters of the Secretariat.

CONCLUSION

The Public Services Commission is a constitutional body established under Section 190 of the National Constitution. Its principal functions are to review personnel matters in the public service, organizational matters and provide advice to NEC on appointment, suspension and revocation of appointment of Departmental Heads, Provincial Administrators and Heads of Statutory Bodies.

In 2012, the Commission reviewed a total of 789 cases in which 201 were fully completed and closed.

The Commission also provided advice to NEC on the appointment of 64 Departmental Heads, 30 Provincial Administrators, 59 Heads of Statutory Bodies, 7 Chief Executive Officers of public hospitals and 27 non ex-officio Board members of Regulatory Statutory Bodies.

In order for the Commission to move forward and avoid compromising its role, there is an urgent need for the Commission to have a separate Act of its own and not be subjected to the Public Service (Management) Act 1995 (as amended) and the General Orders, as is the case currently.

At the same time, the Commission must not only be independent but must seem to be independent.

With the current set-up where its Secretariat officers are public servants and come under the control of the Secretary of DPM, there is the likely risk of the Commission to be accused of conflict of interest or compromising its duties and independence by involving itself in the management and administrative matters of the Secretariat.

The Commission is adamant of seeing some improvement in its performance in 2013 and the coming years with the recruitment of additional staff on its establishment as provided for under the new structure.



A Commission Hearing in session

APPENDICES

18.1 Appendix A

Section 190 – Establishment of the Commission

- (i) The Public Services Commission is hereby established.
- (ii) The Commission shall consist of three members who shall be appointed for a term of five years by the Head of State, acting with, and in accordance with advice of the National Executive Council given after consultation with any appropriate Permanent Parliamentary Committee.
- (iii) All of the members of the Commission must be citizens who have gained substantial experience in the National Public Service.
- (iv) Subject to this Constitution, an Act of Parliament shall make provision or, and in respect of, the appointment and the conditions of employment of the members of the Commission, and for and in respect of its Constitution, powers and procedures.

18.2 Appendix B

Section 191 – Functions of the Commission

- (1) The Public Services Commission shall be responsible, in accordance with an Act of the Parliament, for:
 - (a) the review of personnel matters connected with the National Public Service; and
 - (b) the continuous review of the State Services (other than the Papua New Guinea Defence Force), and the services of other governmental bodies, and to advise, either on its own initiative or on request, the National Executive Council and any authority responsible for any of those services, on organizational matters.
- (2) The Public Services Commission has such other functions as may be prescribed by or under a Constitutional Law or an Act of Parliament.
- (3) In laying out its function under Subsection (1) (b), the Public Services Commission:
 - (a) shall take into account the government policy on a particular matter when advising the National Executive Council and other authorities responsible for those services; and
 - (b) shall not have any power to direct or control a State service or the service of other government bodies.

- (4) The Public Services Commission shall, in respect of each year, prepare and forward to the Speaker of Parliament for presentation to the Parliament, a report on the advice it has given during the year to the National Executive Council or other authorities in accordance with Subsection (1) (b) indicating in particular the nature of advice given and whether or not that advice was accepted.

18.3 Appendix C

Section 193 – Appointment of certain officers

- (1) This Section applies to and in respect of the following offices and positions:
- (a) all offices in the National Public Service the occupants of which are directly responsible to the National Executive Council or to a Minister; and
 - (b) the offices of the members of the Boundaries Commission; and
 - (c) the outlaws, the occupant of which is responsible for the administration of the Government Broadcasting Commission, the chairman or president of the board or commission; and
 - (d) the offices of the persons (including members of boards or commissions) responsible for the administration of any state services; and
 - (e) the office of the Commissioner of Police; and
 - (f) the office of the Commander of the Defence Force; and
 - (g) the office of the Secretary of the National Executive Council; and
 - (h) such other officers and positions as are prescribed by an Act of Parliament for the purpose, other than the offices of the members of the Public Services Commission.
- (2) All appointments (whether temporary or substantive) to offices to which Subsection (1) (b), (c), (d) and (h) apply shall be made by the Head of State, acting with, and in accordance with, the advice of the National Executive Council given after consultation with the Public Services Commission and any appropriate Permanent Parliamentary Committee, and a report concerning each of them shall be given to Parliament by the responsible Minister as soon as possible after it has been made.
- (3) All appointments (whether temporary or substantive) to offices to which Subsection (1) (a), (f) and (g) apply and such other offices and positions as are prescribed by an Act of Parliament for the purpose of this Subsection, shall be made by the Head of State, acting with, and in accordance with, the advice of the National Executive Council given after consultation with the Public Services Commission.

18.4 Appendix D:

Appointment of Departmental Heads

1. **Section 25: Filling of vacancies in certain offices of Departmental Head**

Subject to Section 193 (Appointment to certain offices) of the National Constitution, a vacancy in an office or Departmental Head may be filled:

- (a) by the promotion or transfer of an officer by the Head of State, acting on advice; or
- (b) by an appointment in accordance with Section 27.

2. **Section 27: Appointment of offices of Departmental Head**

- (1) This section is subject to Section 193 (Appointment of certain offices) of the National Constitution.
- (2) A Departmental Head shall be appointed by the Head of State, acting on advice, given after consultation with the Public Services Commission.

18.5 Appendix E

Section 13: Powers of the Commission

- (1) The Commission may at any time for the purpose of performing its functions-
 - (a) enter the premises occupied or used by:
 - (i) a Department of Government; or
 - (ii) any State Service (other than the Defence Force); or
 - (iii) any Provincial Government; or
 - (iv) any other governmental service; and
 - (b) summons a person whose evidence appears to be material to the determining of any subject, inspection, inquiry, review or investigation being conducted by the Commission; and
 - (c) take evidence on oath or affirmation and for that purpose administer oaths and affirmations; and
 - (d) require any person to produce documents within his possession or subject to his control.

- (2) A person shall not knowingly make any false or misleading statements in any evidence before the Commission.

Penalty: *A fine not exceeding K200.00*

- (3) Any officer who neglects or fails, without reasonable cause (the burden of proof of which lies upon him), to attend in obedience to a summons under *Subsection (1)*, or to be sworn or answer questions or produce documents relevant to the subject or an inspection, inquiry or investigation when required to do so under that *Subsection*, is guilty of an offence.

Penalty: *A fine not exceeding K200.00*

- (4) A person other than an officer who, after payment or tender of reasonable expenses, neglects or fails, without reasonable cause (the burden of proof of which lies upon him), to attend in obedience to a summons under *Subsection (1)*, or to be sworn or answer questions or produce documents relevant to the subject of an inspection, inquiry or investigation when required to do so under that *Subsection*, is guilty of an offence.

Penalty: *A fine not exceeding K200.00*

- (5) Nothing in this section renders any person compellable to answer any question that might tend to incriminate him.

- (6) In this *Section*, “officer” means –

- (a) an officer of the National Public Service; and
- (b) a contract officer employed under the *Public Employment (Non-citizens) Act 1978*, and
- (c) an officer of the Police Force; and
- (d) an officer or employee of a Provincial Government; and
- (e) an officer of any government service; and
- (f) an employee of a service or force referred to in paragraph (a), (c), (d) or (e); and
- (g) an employee, but does not include a member of the Defence Force.

18.6 Appendix F

Section 18: Review of Personnel Matters

- (1) The Commission shall review a personnel matter connected with the National Public Service either on its own initiative or following a complaint by an officer to the Commission where that officer has been affected by a decision in relation to that personnel matter.
- (2) The Commission shall:
- (a) Complete the review of a personnel matter within 90 days of:

- (ii) the making of the complaint to the Commission under Subsection (1); or
 - (iii) where the Commission instigates the review, the instigation of the review.
-
- (b) consider whether the decision in relation to the personnel matter was an appropriate decision having regard to the nature of the decision and the views of the officer and of the Departmental Head; and
 - (c) recommend the confirmation, variation or revocation of the decision in relation to the personnel matter in writing to the Departmental Head and to the Departmental Head of the Department of Personnel Management.
-
- (3) In carrying out a review of a personnel matter the Commission shall determine its own procedures but shall ensure that the views of the officer affected by the decision are put before it in relation to the personnel matter either in writing or orally.

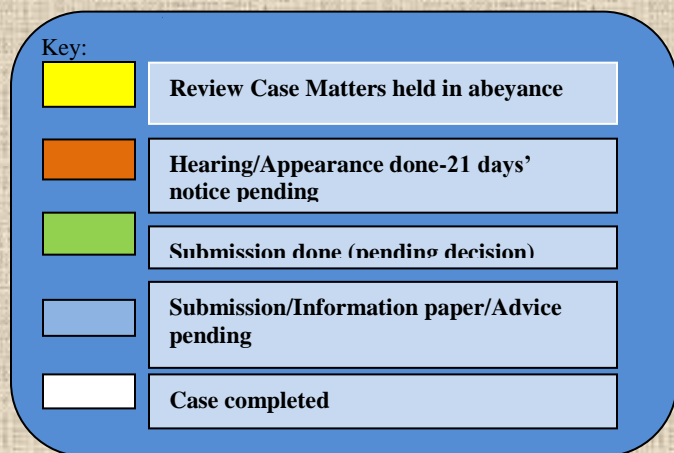
18.7 Appendix G

Section 19 – Review of Organizational Matters

- (1) In the performance of its duty under Section 19 (1) (b) [Functions of the Commission] of the National Constitution, the Commission shall, before deciding whether advice should be given to the National Executive Council or other authority on a particular matter consider:
 - (a) The relative importance of that matter; and
 - (b) any advice, recommendations, opinions or views submitted by any governmental body.
- (2) In formulating its advice the Commission shall have, as its principal objective, the communication of the view of the individual members of the Commission as representatives of officers of long-standing and experience in the National Public Service.

18.8 Appendix H:

2012 Provincial Review Case Statistics



No.	Review Number	Department or Provincial Administration	Date of Receipt	Nature of Appeal	Remarks
1	PSC3-16:061/11	Southern Highlands		Selection	
2	PSC3-11:90/12	Morobe		Discipline	
3	PSC3-04:46/11	East Sepik		Discipline	
4	PSC3-04:34/11	East Sepik		Discipline	
5	PSC3-16:17/05	Southern Highlands	08/02/2005	Entitlement	
6	PSC3-06:178/05	Enga	11/12/2005	Discipline	
7	PSC3-17:189/05	Western	30/12/2005	T & C	
8	PSC3-16:91/06	Mendi General Hospital	13/07/2006	T & C	
9	PSC3-15:107/06	Simbu	19/09/2006	Discipline	
10	PSC3-11:90/09	Morobe	17/09/2009	Discipline	
11	PSC3-09:128/09	Manus	05/11/2009	Discipline	
12	PSC3-10:135/09	Milne Bay	04/12/2009	Discipline	
13	PSC3-15:137/09	Simbu	14/12/2009	Recall	
14	PSC3-20:138/09	Sandaun	16/12/2009	Entitlement	
15	PSC3-18:029/10	Western Highlands	07/05/2010	Selection	
16	PSC3-16:34/10	Southern Highlands	14/05/2010	Selection	
17	PSC3-18:40/10	Western Highlands	20/05/2010	Selection	

18	PSC3-14:41/10	Oro	10/06/2010	Discipline
19	PSC3-17:51/10	Western	15/06/2010	T & C
20	PSC3-17:60/10	Western	15/06/2010	Discipline
21	PSC3-03:49/10	East New Britain	21/06/2010	Selection
22	PSC3-04:53/10	East Sepik	28/06/2010	Discipline
23	PSC3-19:86/10	West New Britain	30/06/2010	Selection
24	PSC3-19:87/10	West New Britain	30/06/2010	Selection
25	PSC3-06:74/10	Enga	27/07/2010	Discipline
26	PSC3-19:88/10	West New Britain	30/07/2010	Selection
27	PSC3-19:91/10	West New Britain	30/07/2010	Selection
28	PSC3-19:92/10	West New Britain	30/07/2010	Selection
29	PSC3-19:93/10	West New Britain	30/07/2010	Selection
30	PSC3-19:94/10	West New Britain	30/07/2010	Selection
31	PSC3-19:95/10	West New Britain	30/07/2010	Selection
32	PSC3-19:96/10	West New Britain	30/07/2010	Selection
33	PSC3-19:97/10	West New Britain	30/07/2010	Selection
34	PSC3-19:98/10	West New Britain	30/07/2010	Selection
35	PSC3-19:100/10	West New Britain	30/07/2010	Selection
36	PSC3-19:101/10	West New Britain	30/07/2010	Selection
37	PSC3-19:104/10	West New Britain	30/07/2010	Selection
38	PSC3-19:88/10	West New Britain	30/07/2010	Selection
39	PSC3-19:075/10	West New Britain	30/07/2010	Selection
40	PSC3-19:076/10	West New Britain	30/07/2010	Selection
41	PSC3-19:079/10	West New Britain	30/07/2010	Selection
42	PSC3-19:080/10	West New Britain	30/07/2010	Selection
43	PSC3-19:081/10	West New Britain	30/07/2010	Selection
44	PSC3-19:082/10	West New Britain	30/07/2010	Selection
45	PSC3-19:083/10	West New Britain	30/07/2010	Selection
46	PSC3-19:084/10	West New Britain	30/07/2010	Selection
47	PSC3-19:085/10	West New Britain	30/07/2010	Selection
48	PSC3-19:90/10	West New Britain	30/07/2010	Selection
49	PSC3-20:102/10	Sandaun	06/08/2010	Entitlement
50	PSC3-07:160/10	Gulf	08/08/2010	Off payroll
51	PSC3-16:16/11	Southern Highlands	10/08/2010	Discipline
52	PSC3-07:105/10	Gulf	19/08/2010	Discipline
53	PSC3-09:108/10	Manus	31/08/2010	Discipline
54	PSC3-18:111/10	Western Highlands	03/09/2010	Discipline
55	PSC3-20:144/10	Sandaun	17/09/2010	Discipline
56	PSC3-16:117/10	Southern Highlands	20/09/2010	Selection

57	PSC3-18:125/10	Western Highlands	27/09/2010	Selection
58	PSC3-14:135/10	Oro	27/09/2010	Discipline
59	PSC3-18:126/10	Western Highlands	29/09/2010	Appointment
60	PSC3-18:127/10	Western Highlands	29/09/2010	Appointment
61	PSC3-06:146/10	Enga	06/10/2010	Selection
62	PSC3-16:130/10	Southern Highlands	06/10/2010	Selection
63	PSC3-06:132/10	Enga	18/10/2010	Discipline
64	PSC3-16:140/10	Southern Highlands	04/11/2010	Selection
65	PSC3-16:141/10	Southern Highlands	04/11/2010	Selection
66	PSC3-08:143/10	Madang	09/11/2010	Selection
67	PSC3-06:152/10	Enga	06/12/2010	Selection
68	PSC3-09:145/10	Manus	06/12/2010	Discipline
69	PSC3-07:157/10	Gulf	08/12/2010	Discipline
70	PSC3-06:158/10	Enga	08/12/2010	Selection
71	PSC3-07:154/10	Gulf	09/12/2010	Discipline
72	PSC3-07:155/10	Gulf	10/12/2010	Discipline
73	PSC3-07:156/10	Gulf	10/12/2010	Discipline
74	PSC3-18:159/10	Western Highlands	13/12/2010	Selection
75	PSC3-18:160/10	Western Highlands	13/12/2010	Selection
76	PSC3-18:001/11	Western Highlands	14/01/2011	Selection
77	PSC3-18:002/11	Western Highlands	14/01/2011	Selection
78	PSC3-18:004/11	Western Highlands	14/01/2011	Selection
79	PSC3-18:74/11	Western Highlands	14/01/2011	Selection
80	PSC3-18:18/11	Western Highlands	14/01/2011	Selection
81	PSC3-18:17/11	Western Highlands	14/01/2011	Selection
82	PSC3-06:9/11	Enga	20/01/2011	Selection
83	PSC3-06:008/11	Enga	04/02/2011	Selection
84	PSC3-08:007/11	Madang	04/02/2011	Selection
85	PSC3-06:0211/11	Enga	16/02/2011	Selection
86	PSC3-03:13/11	East New Britain	16/02/2011	Selection
87	PSC3-09:12/11	Manus	16/02/2011	Selection
88	PSC3-20:14/11	Sandaun	16/02/2011	Entitlement
89	PSC3-03:13/11	East New Britain	16/02/2011	Selection
90	PSC3-08:025/11	Madang	22/02/2011	Entitlement
91	PSC3-20:20/11	Sandaun	28/02/2011	Retirement
92	PSC3-06:021/11	Enga	07/03/2011	Selection
93	PSC3-08:019/11	Madang	20/03/2011	Selection
94	PSC3-20:23/11	Sandaun	25/03/2011	Appointment
95	PSC3-07:197/11	Gulf	28/03/2011	Entitlement

96	PSC3-03:29/11	East New Britain	03/05/2011	Selection
97	PSC3-03:30/11	East New Britain	03/05/2011	Discipline
98	PSC3-03:030/11	East New Britain	03/05/2011	Discipline
99	PSC3-03:31/11	East New Britain	04/05/2011	Selection
100	PSC3-03:31/11	East New Britain	04/05/2011	Discipline
101	PSC3-11:37/11	Morobe	16/05/2011	Selection
102	PSC3-07:35/11	Gulf	07/06/2011	Discipline
103	PSC3-07:35/11	Gulf	07/06/2011	Discipline
104	PSC3-11:45/11	Morobe	20/06/2011	Entitlement
105	PSC3-07:58/11	Gulf	07/07/2011	Discipline
106	PSC3-08:59/11	Madang	08/11/2011	Discipline
107	PSC3-08:071/11	Madang	08/11/2011	Discipline
108	PSC3-19:072/11	West New Britain	08/11/2011	Appointment
109	PSC3-19:069/11	West New Britain	08/11/2011	Appointment
110	PSC3-05:70/11	Eastern Highlands	08/11/2011	Selection
111	PSC3-07:80/11	Gulf	21/11/2011	Off payroll
112	PSC3-06:65/11	Enga	21/11/2011	Discipline
113	PSC3-06:76/11	Enga	21/11/2011	Selection
114	PSC3-06:78/11	Enga	21/11/2011	Selection
115	PSC3-02:81/11	Central	21/11/2011	Discipline
116	PSC3-02:82/11	Central	21/11/2011	Discipline
117	PSC3-02:83/11	Central	21/11/2011	Discipline
118	PSC3-19:083/11	West New Britain	21/11/2011	Discipline
119	PSC3-08:006/11	Madang	04/12/2011	Appointment
120	PSC3-08:063/11	Madang	10/12/2011	Entitlement
121	PSC3-15:084/11	Simbu	20/12/2011	Selection
122	PSC3-15:085/11	Simbu	20/12/2011	Selection
123	PSC3-08:02/12	Modilon General Hospital	16/01/2012	Discipline
124	PSC3-08:001/12	Modilon General Hospital	16/01/2012	Discipline
125	PSC3-02:4/12	Central	20/01/2012	Discipline
126	PSC3-11:006/11	Morobe	21/01/2012	Selection
127	PSC3-20:005/12	Sandaun	30/01/2012	Entitlement
128	PSC3-14:10/12	Oro	03/02/2012	Discipline
129	PSC3-14:11/12	Oro	03/02/2012	Discipline
130	PSC3-10:007/12	Alotau General Hospital	17/02/2012	T & C
131	PSC3-14:8/12	Oro	22/02/2012	Discipline
132	PSC3-15:012/12	Simbu	27/02/2012	Discipline
133	PSC3-11:34/12	Morobe	05/03/2012	T & C
134	PSC3-17:17/12	Western	13/03/2012	Discipline

135	PSC3-14:14/12	Oro	19/03/2012	Discipline	
136	PSC3-14:15/12	Oro	19/03/2012	Discipline	
137	PSC3-07:90/12	Gulf	26/03/2012	Entitlement	
138	PSC3-07:18/12	Gulf	26/03/2012	Discipline	
139	PSC3-15:39/12	Simbu	27/03/2012	Discipline	
140	PSC3-18:28/12	Western Highlands	04/04/2012	Discipline	
141	PSC3-04:20/12	Boram General Hospital	04/04/2012	Discipline	
142	PSC3-04:21/12	Boram General Hospital	04/04/2012	Discipline	
143	PSC3-16:22/12	Southern Highlands	18/04/2012	Selection	Held in abeyance until PA is appointed
144	PSC3-16:24/12	Southern Highlands	23/04/2012	Selection	Held in abeyance until PA is appointed
145	PSC3-16:25/12	Southern Highlands	23/04/2012	Selection	Held in abeyance until PA is appointed
146	PSC3-09:26/12	Manus	23/04/2012	Discipline	
147	PSC3-17:64/12	Western	27/04/2012	Discipline	
148	PSC3-04:55/12	Boram General Hospital	27/04/2012	Selection	
149	PSC3-04:49/12	Boram General Hospital	27/04/2012	Selection	
150	PSC3-04:47/12	Boram General Hospital	27/04/2012	Selection	
151	PSC3-04:58/12	Boram General Hospital	27/04/2012	Selection	
152	PSC3-04:59/12	Boram General Hospital	27/04/2012	Selection	
153	PSC3-04:46/12	Boram General Hospital	27/04/2012	Selection	
154	PSC3-04:52/12	Boram General Hospital	27/04/2012	Selection	
155	PSC3-04:53/12	Boram General Hospital	27/04/2012	Selection	
156	PSC3-04:61/12	Boram General Hospital	27/04/2012	Selection	
157	PSC3-04:54/12	Boram General Hospital	27/04/2012	Selection	
158	PSC3-04:57/12	Boram General Hospital	27/04/2012	Selection	
159	PSC3-04:48/12	Boram General Hospital	27/04/2012	Selection	
160	PSC3-04:62/12	Boram General Hospital	27/04/2012	Selection	
161	PSC3-04:60/12	Boram General Hospital	27/04/2012	Selection	
162	PSC3-04:50/12	Boram General Hospital	27/04/2012	Selection	
163	PSC3-04:45/12	Boram General Hospital	27/04/2012	Selection	
164	PSC3-04:51/12	Boram General Hospital	27/04/2012	Selection	
165	PSC3-04:63/12	Boram General Hospital	27/04/2012	Selection	
166	PSC3-04:56/12	Boram General Hospital	27/04/2012	Discipline	
167	PSC3-17:35/12	Daru General Hospital	14/05/2012	Discipline	
168	PSC3-17:33/12	Daru General Hospital	14/05/2012	Discipline	
169	PSC3-1:36/12	Morobe	16/05/2012	T & C	
170	PSC3-13:30/12	Autonomous Region of Bougainville	17/05/2012	Discipline	
171	PSC3-04:29/12	Boram General Hospital	18/05/2012	Selection	

172	PSC3-12:38/12	New Ireland	22/05/2012	Discipline	
173	PSC3-08:40/12	Modilon General Hospital	23/05/2012	Discipline	
174	PSC3-18:42/12	Western Highlands	24/05/2012	Discipline	
175	PSC3-04:42/12	Boram General Hospital	24/05/2012	Selection	
176	PSC3-04:44/12	Boram General Hospital	25/05/2012	Selection	
177	PSC3-03:73/12	East New Britain	29/05/2012	Selection	
178	PSC3-17:72/12	Western	29/05/2012	Discipline	
179	PSC3-15:070/11	Simbu	29/05/2012	Discipline	
180	PSC3-05:41/12	Goroka General Hospital	29/05/2012	T & C	
181	PSC3-04:72/12	Boram General Hospital	29/05/2012	Discipline	
182	PSC3-18:68/12	Western Highlands	14/06/2012	Discipline	
183	PSC3-16:67/12	Southern Highlands	22/06/2012	Off Payroll	Held in abeyance until PA is appointed
184	PSC3-16:32/12	Southern Highlands	05/07/2012	Selection	Held in abeyance until PA is appointed
185	PSC3-17:65/12	Western	06/08/2012	Discipline	
186	PSC3-17:66/12	Western	06/08/2012	Discipline	
187	PSC3-15:76/12	Simbu	25/09/2012	Selection	
188	PSC3-08:27/12	Modilon General Hospital	18/10/2012	Discipline	
189	PSC3-17:31/12	Daru General Hospital	05/11/2012	Discipline	
190	PSC3-03:74/12	East New Britain	09/11/2012	Discipline	
191	PSC3-18:003/12	Hagen Hospital	01/12/2012	Discipline	

TRANSFERRED FROM NATIONAL REVIEW BRANCH

192	PSC2-10I:153/10	Gulf		Discipline	
193	PSC2-10D:93/11	Health		T & C	
194	PSC2-10R:196/11	Modilon General Hospital		Discipline	
195	PSC2-10N:353/11	Modilon General Hospital		Selection	
196	PSC4-5:161/12	Public Services Commission		Selection	
197	PSC2-10Q:129/10	Oro	06/10/2010	Discipline	
198	PSC2-10I:153/10	Gulf	09/10/2010	Discipline	
199	PSC2-10T-164/10	East Sepik Province	14/12/2010	T & C	
200	PSC2-10T-163/10	East Sepik Province	14/12/2010	Selection	
201	PSC2-10S:43/11	Enga	09/03/2011	Selection	
202	PSC4-51:62/11	Public Services Commission	11/04/2011	Selection	
203	PSC2-10S:64/11	Enga	13/04/2011	Off payroll	
204	PSC2-10T-192/11	East Sepik Province	27/05/2011	Off Payroll	
205	PSC2-10T-196/11	East Sepik Province	01/07/2011	Entitlement	

206	PSC4-40:190/11	Papua New Guinea Correctional Services	07/07/2011	Revocation
207	PSC2-10N:282/11	East Sepik Province	19/07/2011	Discipline
208	PSC2-10T:259/11	Modilon General Hospital	20/09/2011	Entitlement
209	PSC2-10:265/11	Department of Health	30/09/2011	Selection
210	PSC2-10N:273/11	Modilon General Hospital	12/10/2011	Discipline
211	PSC2-10J:280/11	Kimbe General Hospital	14/10/2011	Transfer
212	PSC2-10N:329/11	Modilon General Hospital	18/10/2011	T & C
213	PSC2-10N:326/11	Modilon General Hospital	18/10/2011	Selection
214	PSC2-10N:324/11	Modilon General Hospital	18/10/2011	Selection
215	PSC2-10N:323/11	Modilon General Hospital	18/10/2011	Selection
216	PSC2-10N:349/11	Modilon General Hospital	18/10/2011	Selection
217	PSC2-10N:338/11	Modilon General Hospital	18/10/2011	Selection
218	PSC2-10N:328/11	Modilon General Hospital	18/10/2011	Selection
219	PSC2-10N:331/11	Modilon General Hospital	18/10/2011	Selection
220	PSC2-10N:348/11	Modilon General Hospital	18/10/2011	Selection
221	PSC2-10N:298/11	Modilon General Hospital	18/10/2011	Selection
222	PSC2-10N:283/11	Modilon General Hospital	18/10/2011	Selection
223	PSC2-10N:284/11	Modilon General Hospital	18/10/2011	Selection
224	PSC2-10N:285/11	Modilon General Hospital	18/10/2011	Selection
225	PSC2-10N:286/11	Modilon General Hospital	18/10/2011	Selection
226	PSC2-10N:287/11	Modilon General Hospital	18/10/2011	Selection
227	PSC2-10N:288/11	Modilon General Hospital	18/10/2011	Selection
228	PSC2-10N:289/11	Modilon General Hospital	18/10/2011	Selection
229	PSC2-10N:290/11	Modilon General Hospital	18/10/2011	Selection
230	PSC2-10N:291/11	Modilon General Hospital	18/10/2011	Selection
231	PSC2-10N:292/11	Modilon General Hospital	18/10/2011	Selection
232	PSC2-10N:293/11	Modilon General Hospital	18/10/2011	Selection
233	PSC2-10N:294/11	Modilon General Hospital	18/10/2011	Selection
234	PSC2-10N:296/11	Modilon General Hospital	18/10/2011	Selection
235	PSC2-10N:297/11	Modilon General Hospital	18/10/2011	Selection
236	PSC2-10N:299/11	Modilon General Hospital	18/10/2011	Selection
237	PSC2-10N:300/11	Modilon General Hospital	18/10/2011	Selection
238	PSC2-10N:301/11	Modilon General Hospital	18/10/2011	Selection
239	PSC2-10N:302/11	Modilon General Hospital	18/10/2011	Selection
240	PSC2-10N:303/11	Modilon General Hospital	18/10/2011	Selection
241	PSC2-10N:304/11	Modilon General Hospital	18/10/2011	Selection
242	PSC2-10N:305/11	Modilon General Hospital	18/10/2011	Selection
243	PSC2-10N:306/11	Modilon General Hospital	18/10/2011	Selection

244	PSC2-10N:307/11	Modilon General Hospital	18/10/2011	Selection
245	PSC2-10N:308/11	Modilon General Hospital	18/10/2011	Selection
246	PSC2-10N:309/11	Modilon General Hospital	18/10/2011	Selection
247	PSC2-10N:310/11	Modilon General Hospital	18/10/2011	Selection
248	PSC2-10N:311/11	Modilon General Hospital	18/10/2011	Selection
249	PSC2-10N:312/11	Modilon General Hospital	18/10/2011	Selection
250	PSC2-10N:314/11	Modilon General Hospital	18/10/2011	Selection
251	PSC2-10N:316/11	Modilon General Hospital	18/10/2011	Selection
252	PSC2-10N:317/11	Modilon General Hospital	18/10/2011	Selection
253	PSC2-10N:318/11	Modilon General Hospital	18/10/2011	Selection
254	PSC2-10N:319/11	Modilon General Hospital	18/10/2011	Selection
255	PSC2-10N:320/11	Modilon General Hospital	18/10/2011	Selection
256	PSC2-10N:321/11	Modilon General Hospital	18/10/2011	Selection
257	PSC2-10N:322/11	Modilon General Hospital	18/10/2011	Discipline
258	PSC2-10N:327/11	Modilon General Hospital	18/10/2011	Selection
259	PSC2-10N:325/11	Modilon General Hospital	18/10/2011	Selection
260	PSC2-10N:332/11	Modilon General Hospital	18/10/2011	Selection
261	PSC2-10N:336/11	Modilon General Hospital	18/10/2011	Selection
262	PSC2-10N:335/11	Modilon General Hospital	18/10/2011	Selection
263	PSC2-10N:334/11	Modilon General Hospital	18/10/2011	Selection
264	PSC2-10N:333/11	Modilon General Hospital	18/10/2011	Selection
265	PSC2-10N:337/11	Modilon General Hospital	18/10/2011	Selection
266	PSC2-10N:339/11	Modilon General Hospital	18/10/2011	Selection
267	PSC2-10N:340/11	Modilon General Hospital	18/10/2011	Selection
268	PSC2-10N:341/11	Modilon General Hospital	18/10/2011	Selection
269	PSC2-10N:342/11	Modilon General Hospital	18/10/2011	Selection
270	PSC2-10N:343/11	Modilon General Hospital	18/10/2011	Selection
271	PSC2-10N:345/11	Modilon General Hospital	18/10/2011	Selection
272	PSC2-10N:344/11	Modilon General Hospital	18/10/2011	Selection
273	PSC2-10N:346/11	Modilon General Hospital	18/10/2011	Selection
274	PSC2-10N:360/11	Modilon General Hospital	18/10/2011	Selection
275	PSC2-10N:359/11	Modilon General Hospital	18/10/2011	Selection
276	PSC2-10N:344/11	Modilon General Hospital	18/10/2011	Discipline
277	PSC2-10R:350/11	Modilon General Hospital	18/10/2011	Selection
278	PSC2-10N:351/11	Modilon General Hospital	18/10/2011	Selection
279	PSC2-10N:352/11	Modilon General Hospital	18/10/2011	Selection
280	PSC2-10N:353/11	Modilon General Hospital	18/10/2011	Selection

281	PSC2-10N:354/11	Modilon General Hospital	18/10/2011	Selection
282	PSC2-10N:313/11	Modilon General Hospital	18/10/2011	Selection
283	PSC2-10N:295/11	Modilon General Hospital	18/10/2011	Selection
284	PSC2-10I:357/11	Enga	26/10/2011	Entitlement
285	PSC2-10N:330/11	Goroka General Hospital	26/10/2011	Selection
286	PSC2-23:363/2011	Department of Works-Alotau	08/11/2011	T & C
287	PSC2-10M:381/11	Mendi General Hospital	11/11/2011	Discipline
288	PSC2-10:377/11	Department of Health	11/11 /2011	Selection
289	PSC2-12:376/2011	Department of Labor	23/11/2011	T & C
290	PSC2-10N:315/11	Modilon General Hospital	09/11/2012	Selection

18.9 Appendix I

TABLE1.a.: PERMANENT APPOINTMENTS OF NATIONAL DEPARTMENTAL HEADS – 2011 & 2012

Department	Date of Consultation	Date of PSC Response
Appointment of a new Secretary for the Department of Petroleum and Energy	03/10/2011	04/01/2012
Appointment of a new Secretary for the Department of Lands and Physical Planning	03/10/2011	06/01/2012
Appointment of a new Secretary for the Department of Defence	03/10/2011	16/02/2012
Appointment of a new Secretary for the Department of Environment & Conservation	03/10/2011	16/02/2012
Appointment of a new Secretary for the National Department of Health	16/11/2011	19/01/2012

TABLE 1.b PERMANENT APPOINTMENTS OF NATIONAL DEPARTMENTAL HEADS – 2012

Department	Date of Consultation	Date of PSC Response
Appointment of a new Secretary for the Department of Implementation and Rural Development	09/01/2012	22/02/2012
Appointment of a new Secretary for the Department of National Planning and Monitoring	09/01/2012	05/03/2012
Appointment of a new Secretary for the Department of Provincial Affairs	09/01/2012	05/03/2012
Appointment of a new Secretary for the Department of Finance	09/01/2012	20/03/2012
Appointment of a new Auditor General for the Office of the Auditor General	16/01/2012	02/03/2012
Appointment of a new Chief Migration Officer for PNG Immigration & Citizenship Services	14/02/2012	13/04/2012
Appointment of a new Commissioner for the Correctional Services of PNG	07/05/2012	08/06/2012
Appointment of a new Commissioner for the PNG Custom Services	16/05/2012	20/08/2012
Appointment of a new Secretary for the Department of Agriculture & Livestock	16/05/2012	21/09/2012
Appointment of a new Secretary for the Department of Communication & Information	28/08/2012	05/11/2012
Appointment of a new Secretary for the Department of Foreign Affairs & Trade	28/08/2012	07/11/2012
Appointment of a new Secretary for the Department of Lands & Physical Planning	02/10/2012	27/11/2012
Appointment of a new Public Curator & Official Trustee for the Public Curator & Official Trustee Services	12/11/2012	
Appointment of a new Secretary for the Department of Mineral Policy & Geohazards Management	15/11/2012	
Appointment of a new Secretary for the Department of Transport	15/11/2012	
Appointment of a new Commissioner General for the Internal Revenue Commission	15/11/2012	

TABLE 2:: ACTING APPOINTMENTS OF NATIONAL DEPARTMENTAL HEADS – 2012

Department	Date of Consultation	Date of PSC Response
Appointment of an Acting Secretary for the Department of Implementation & Rural Development	06/01/2012	16/01/2012
Appointment of an Acting Secretary for the Department of Foreign Affairs & Trade	10/01/2012	18/01/2012
Appointment of Acting Director for National Coordination Office of Bougainville Affairs	01/02/2012	22/02/2012
Appointment of an Acting Chief Commissioner for the PNG Customs Service	13/02/2012	27/02/2012
Appointment of an Acting Secretary for the Department of Communication & Information	16/02/2012	27/02/2012
Appointment of an Acting Secretary for the Department of Mineral Policy & Geo-hazards Management	05/03/2012	09/03/2012
Appointment of an Acting Executive Director for the National Anti-Corruption Bureau	19/03/2012	13/04/2012 & 27/04/2012
Appointment of an Acting Secretary for the Department of Communication & Information	11/04/2012	27/04/2012
Appointment of an Acting Secretary for the Department of Environment & Conservation	12/04/2012	26/04/2012
Appointment of an Acting Executive Director for the Office of Climate Change & Development	12/04/2012	26/04/2012
Appointment of an Acting Secretary for the Department of Personnel Management	07/05/2012	14/05/2012
Appointment of an Acting Commissioner for the PNG Customs Service	08/05/2012	16/05/2012
Appointment of an acting Commissioner for the Correctional Services of PNG	14/05/2012	21/05/2012
Appointment of an Acting Secretary for the Department of Treasury	14/05/2012	21/05/2012
Appointment of an Acting Secretary for the Department of Labour and Industrial Relations	14/05/2012	24/05/2012
Appointment of an Acting Secretary for the Department of Education	14/05/2012	24/05/2012
Appointment of an Acting Secretary for the Department of Communication & Information	18/05/2012	21/05/2012
Appointment of an acting Commissioner for the Correctional Services of PNG	25/05/2012	31/05/2012
Appointment of an Acting Secretary for the Department of Labour and Industrial Relations	28/05/2012	05/06/2012
Appointment of an Acting Secretary for the Department of Personnel Management	29/05/2012	08/06/2012
Appointment of an Acting Secretary for the Department of Lands & Physical Planning	04/06/2012	22/06/2012
Appointment of an Acting Secretary for the Department of Education	06/06/2012	18/07/2012
Appointment of an Acting Secretary for the Department of Communication & Information	12/06/2012	18/07/2012
Appointment of an Acting Secretary for the Department of Agriculture & Livestock	22/06/2012	03/07/2012

Appointment of an acting Commissioner for the Correctional Services of PNG	31/07/2012	20/08/2012
Appointment of an Acting Commissioner for the PNG Customs Service	31/07/2012	20/08/2012
Appointment of an Acting Secretary for the Department of Foreign Affairs & Trade	31/07/2012	20/08/2012
Appointment of an Acting Secretary for the Department of Communication & Information	06/08/2012	20/08/2012
Appointment of an Acting Secretary for the Department of Treasury	13/08/2012	31/08/2012
Appointment of an Acting Secretary for the Department of Transport	15/08/2012 & 16/08/2012	21/08/2012
Appointment of an Acting Secretary for the Department of Community Development	22/08/2012	24/08/2012
Appointment of an Acting Secretary for the Department of Education	22/08/2012	10/09/2012
Appointment of an Acting Secretary for the Department of Environment & Conservation	24/08/2012	31/08/2012
Appointment of an Acting Secretary for the Department of Communication & Information	30/08/2012	31/08/2012
Appointment of an Acting Secretary for the Department of Transport	06/09/2012	12/09/2012
Appointment of an Acting Commissioner General of the Internal Revenue Commission	01/10/2012	09/10/2012
Appointment of an Acting Secretary for the Department of Lands & Physical Planning	01/10/2012	16/10/2012
Appointment of an Acting Secretary for the Department of Treasury	10/10/2012	18/10/2012
Appointment of an Acting Secretary for the Department of Commerce & Industry	18/10/2012	19/10/2012
Appointment of an Acting Secretary for the Department of Personnel Management	30/10/2012	05/11/2012
Appointment of an Acting Secretary for the Department of Works	10/12/2012 & 12/12/2012	20/12/2012
Appointment of an Acting Secretary for the Department of Personnel Management	20/12/2012	20/12/2012
Appointment of an Acting Secretary for the Department of Environment & Conservation	20/12/2012	

TABLE 3: PERMANENT APPOINTMENTS OF PROVINCIAL ADMINISTRATORS – 2012

Provincial Administration	Date of Consultation	Date of PSC Response
Appointment of a new Provincial Administrator for New Ireland Provincial Administration	22/11/2012	19/12/2012

TABLE 4: ACTING APPOINTMENTS OF PROVINCIAL ADMINISTRATORS – 2012

Provincial Administration	Date of Consultation	Date of PSC Response
Appointment of an Acting Provincial Administrator for New Ireland Provincial Administration	04/01/2012	17/01/2012

Appointment of an Acting Provincial Administrator for Milne Bay Provincial Administration	19/01/2012	31/01/2012
Appointment of an Acting Provincial Administrator for Morobe Provincial Administration	19/01/2012	31/01/2012
Appointment of an Acting Provincial Administrator for Western Provincial Administration	25/01/2012	31/01/2012
Appointment of an Acting Provincial Administrator for Sandaun Provincial Administration	25/01/2012	31/01/2012
Appointment of an Acting Provincial Administrator for Western Highlands Provincial Administration	25/01/2012	01/02/2012
Appointment of an Acting Provincial Administrator for Sandaun Provincial Administration	09/02/2012	27/02/2012
Appointment of an Acting Provincial Administrator for Morobe Provincial Administration	13/02/2012	20/02/2012
Appointment of an Acting Provincial Administrator for Morobe Provincial Administration	03/04/2012	13/04/2012
Appointment of an Acting Provincial Administrator for Madang Provincial Administration	24/04/2012	27/04/2012
Appointment of an Acting Provincial Administrator for Southern Highlands Provincial Administration	24/04/2012	14/05/2012
Appointment of an Acting Provincial Administrator for Sandaun Provincial Administration	08/05/2012	16/05/2012
Appointment of an Acting Provincial Administrator for Eastern Highlands Provincial Administration	15/05/2012	24/05/2012
Appointment of an Acting Provincial Administrator for New Ireland Provincial Administration	21/05/2012	24/05/2012
Appointment of an Acting Provincial Administrator for Western Highlands Provincial Administration	06/08/2012	22/08/2012
Appointment of an Acting Provincial Administrator for Central Provincial Administration	20/08/2012	23/08/2012
Appointment of an Acting Provincial Administrator for Eastern Highlands Provincial Administration	05/09/2012	12/09/2012
Appointment of an Acting Provincial Administrator for New Ireland Provincial Administration	21/05/2012	24/05/2012
Appointment of an Acting Provincial Administrator for Hela Provincial Administration	10/09/2012	13/09/2012
Appointment of an Acting Provincial Administrator for Hela Provincial Administration	20/09/2012	08/10/2012
Appointment of an Acting Provincial Administrator for New Ireland Provincial Administration	25/09/2012	02/10/2012
Appointment of an Acting Provincial Administrator for Southern Highlands Provincial Administration	25/09/2012	02/10/2012
Appointment of an Acting Provincial Administrator for Sandaun Provincial Administration	25/09/2012	04/10/2012
Appointment of an Acting Provincial Administrator for Jiwaka Provincial Administration	03/10/2012	09/10/2012
Appointment of an Acting Provincial Administrator for New Ireland Provincial Administration	05/10/2012	30/11/2012
Appointment of an Acting Provincial Administrator for Central Provincial Administration	16/10/2012	24/10/2012
Appointment of an Acting Provincial Administrator for Western	23/10/2012	01/11/2012

Provincial Administration		
Appointment of an Acting Provincial Administrator for West New Britain Provincial Administration	06/11/2012	30/11/2012
Appointment of an Acting Provincial Administrator for West New Britain Provincial Administration	12/11/2012	

TABLE 5a: PERMANENT APPOINTMENTS OF HEADS OF STATUTORY BODIES – 2011 & 2012

Statutory Body/Organization/Office	Date of Consultation	Date of PSC Response
Appointment Managing Director of National Housing Corporation	29/06/2011 & 16/08/2011	13/01/2012
Appointment of Director for Papua New Guinea Institute of Public Administration	28/02/2011 & 24/10/2011	06/02/2012
Appointment of Chief Commissioner for National Lands Titles Commission	01/09/2011	28/02/2012
Appointment of Managing Director of National Agriculture & Quarantine Inspection Authority	12/07/2011	22/02/2012
Appointment of Chief Executive Officer for National Volunteer Services Council	16/12/2011	21/03/2012

TABLE 5b: PERMANENT APPOINTMENTS OF HEADS OF STATUTORY BODIES – 2012

Statutory Body/Organization/Office	Date of Consultation	Date of PSC Response
Appointment of Managing Director for Mineral Resources Authority	06/02/2012 & 23/02/2012	24/04/2012
Appointment of Managing Director for Investment Promotion Authority	23/03/2012	04/05/2012
Appointment of Executive Director for National Roads Safety Council Service	20/04/2012	25/05/2012
Appointment of Chief Executive Officer for National Economic & Fiscal Commission	28/08/2012	29/11/2012
Appointment of Chief Executive Officer for PNG Cocoa Board	30/08/2012	10/12/2012
Appointment of Chairperson for PNG Research Science and Technology Council	24/09/2012	PENDING
Appointment of Managing Director for Kokonas Industri Koporesen	01/10/2012	28/11/2012
Appointment of a new Executive Director for the Office of Climate Change & Development	09/11/2012	
Appointment of a new Executive Director for the Office of Climate Change & Development	09/11/2012	

TABLE 6: ACTING APPOINTMENTS OF HEADS OF STATUTORY BODIES – 2012

Statutory Body/Organization/Office	Date of Consultation	Date of PSC Response
Appointment of Acting Chief Executive Officer for National Gaming Control Board	16/01/2012	31/01/2012
Appointment of Acting Managing Director for Investment Promotion Authority	26/01/2012	03/02/2012

Appointment of Acting General Secretary for Oil Palm Industry Corporation	30/01/2012	20/02/2012
Appointment of Acting Director for National Museum & Art Gallery	01/02/2012	03/02/2012
Appointment of Acting Commissioner of the National Youth Commission	06/02/2012	21/02/2012
Appointment of Acting Managing Director General for Industrial Centers Development Corporation	07/02/2012	22/02/2012
Appointment of Acting Managing Director for Mineral Resources Authority	22/02/2012	01/03/2012
Appointment of Acting Managing Director General for National Forest Authority	28/02/2012	09/03/2012
Appointment of Acting Chairman of the Teaching Services Commission	01/03/2012	30/03/2012
Appointment of Acting Director for National Museum & Art Gallery	15/03/2012	16/03/2012
Appointment of Acting Managing Director for Mineral Resources Authority	02/04/2012	12/04/2012
Appointment of Acting Chief Executive Officer for Konedobu Petroleum Park Authority	10/04/2012	16/04/2012
Appointment of Acting Managing Director for Kokonas Industri Koporesen	16/04/2012	19/04/2012
Appointment of Acting Chairman for Commission of Higher Education	17/04/2012	01/05/2012
Appointment of Acting Chief Executive Officer for National Gaming Control Board	19/04/2012	27/04/2012
Appointment of Acting Managing Director for Investment Promotion Authority	23/04/2012	27/04/2012
Appointment of Acting Managing Director General for Industrial Centers Development Corporation	30/04/2012	08/05/2012
Appointment of Acting Director for National Aids Council Secretariat	08/05/2012	16/05/2012
Appointment of Acting Director General for National Intelligence Organization	08/05/2012	16/05/2012
Appointment of Acting Executive Director for National Road Safety Council Service	08/05/2012	16/05/2012
Appointment of Acting Chairman of the Teaching Services Commission	09/05/2012	16/05/2012
Appointment of Acting Executive Director of the National Cultural Commission	14/05/2012	29/05/2012
Appointment of Acting Director of the Papua New Guinea Institute of Public Administration	22/05/2012	02/08/2012
Appointment of Acting Chief Executive Officer for National Gaming Control Board	24/05/2012	29/05/2012
Appointment of Acting Director for National Museum & Art Gallery	06/06/2012	08/06/2012
Appointment of Acting Chief Executive Officer for Konedobu Petroleum Park Authority	06/06/2012	18/06/2012
Appointment of Acting Executive Director of the National Cultural Commission	06/06/2012	18/06/2012
Appointment of Acting Director for National Museum & Art	14/06/2012	01/08/2012

Gallery		
Appointment of Acting Director for National Aids Council Secretariat	31/07/2012	20/08/2012
Appointment of Acting Director General for National Intelligence Organization	31/07/2012	20/08/2012
Appointment of Acting Executive Director for National Road Safety Council Service	31/07/2012	20/08/2012
Appointment of Acting Chairman of the Teaching Services Commission	31/07/2012	20/08/2012
Appointment of Acting Managing Director for Kokonas Industri Koporesen	03/08/2012	20/08/2012
Appointment of Acting Managing Director General for Industrial Centers Development Corporation	09/08/2012	23/08/2012
Appointment of Acting Commissioner of the National Youth Commission	13/08/2012	31/08/2012
Appointment of Acting Chief Executive Officer for Konedobu Petroleum Park Authority	13/08/2012	31/08/2012
Appointment of Acting Managing Director for Small Business Development Corporation	14/09/2012	05/10/2012
Appointment of Acting Chief Executive Officer for National Gaming Control Board	02/10/2012	09/10/2012
Appointment of Acting Executive Director for PNG Sports Foundation	09/10/2012	22/10/2012
Appointment of Acting Director for National Aids Council Secretariat	11/10/2012	24/10/2012
Appointment of Acting Director for National Training Council Secretariat	18/10/2012	01/11/2012
Appointment of Acting Managing Director for National Housing Corporation	12/11/2012	30/11/2012
Appointment of Acting Chairman of the Teaching Services Commission	20/11/2012	
Appointment of Acting Chief Executive Officer for National Gaming Control Board	21/11/2012	27/11/2012
Appointment of Acting Director of the Papua New Guinea Institute of Public Administration	25/11/2012	30/11/2012

TABLE 7: PERMANENT APPOINTMENT OF CHIEF EXECUTIVE OFFICERS OF PUBLIC HOSPITALS – 2012

Hospitals	Date of Consultation	Date of PSC Response
Appointment of Chief Executive Officer for Nonga Base General Hospital	10/09/2012	06/11/2012

TABLE 8: ACTING APPOINTMENTS OF CHIEF EXECUTIVE OFFICERS OF PUBLIC HOSPITALS – 2012

Hospitals	Date of Consultation	Date of PSC Response
Appointment of Acting Chief Executive Officer for Eastern Highlands Provincial Health Authority	16/02/2012	27/02/2012
Appointment of Acting Chief Executive Officer for Eastern Highlands Provincial Health Authority	17/07/2012	30/08/2012

Appointment of Acting Chief Executive Officer for Kundiawa General Hospital	06/09/2012	05/11/2012
Appointment of Acting Chief Executive Officer for Daru General Hospital	08/10/2012	05/11/2012
Appointment of Acting Chief Executive Officer for Kerema General Hospital	Undated Received at PSC – 12/10/2012	24/10/2012
Appointment of Acting Chief Executive Officer for Port Moresby General Hospital	05/10/2012	16/10/2012

TABLE 9a: APPOINTMENT OF BOARD MEMBERS OF STATUTORY BODIES – 2011 & 2012

Hospitals	Date of Consultation	Date of PSC Response
Appointment of Board Members for National Housing Corporation	19/08/2011 & 26/11/2011	06/09/2011 & 03/02/2012

TABLE 9b: APPOINTMENT OF BOARD MEMBERS OF STATUTORY BODIES – 2012

Hospitals	Date of Consultation	Date of PSC Response
Appointment of Spice Industry Board members	09/09/2011	18/06/2012
Appointment of Small Business Development Corporation Board members	10/02/2011, 22/06/2011 & 02/02/2012	30/03/2012
Appointment of National Cultural Commission Board members	18/12/2011	14/05/2012
Appointment of National Institute of Standards & Information Technology Council members	27/09/2011 & 07/03/2012	22/03/2012
Appointment of Papua New Guinea Sports Foundation Board members	09/01/2012	11/01/2012
Appointment of National Land Transport Board members	12/01/2012	03/02/2012
Appointment of National Museum & Art Gallery Board members	30/01/2012	07/02/2012
Appointment of Papua New Guinea Sports Foundation Board members	07/02/2012	17/02/2012
Appointment of Investment Promotion Authority Board members	08/02/2012	13/04/2012
Appointment of National Broadcasting Corporation Board members	15/02/2012 05/11/2012	19/12/2012
Appointment of Bank of Papua New Guinea Board members	16/02/2012	28/02/2012
Appointment of Konebada Petroleum Park Authority Board members	06/03/2012	02/04/2012
Appointment of Coffee Industry Corporation Board members	05/04/2012 & 26/07/2012	20/08/2012
Appointment of Papua New Guinea Sports Foundation Board members	11/07/2012	19/07/2012
Appointment of National Forest Board members	31/08/2012	04/09/2012
Appointment of Papua New Guinea Sports Foundation Board members	03/09/2012	06/09/2012 & 10/09/2012
Appointment of National Gaming Control Board members	11/09/2012	19/09/2012

Appointment of Port Moresby General Hospital Board members	01/10/2012	02/10/2012
Appointment of National Maritime Safety Authority Board members	11/10/2012 & 19/12/2012	
Appointment of National Research Institute Council Board members	15/10/2012	
Appointment of Central Supply and Tenders Board members	24/10/2012	10/12/2012
Appointment of National Housing Corporation Board members	28/10/2012	
Appointment of National Agriculture Research Institute Council Board members	08/11/2012 & 14/11/2012	11/12/2012
Appointment of Daru General Hospital Board members	21/11/2012	07/12/2012
Appointment of National Road Safety Council Board members	11/12/2012	

TABLE 10: ACTING APPOINTMENT OF BOARD MEMBERS OF STATUTORY BODIES – 2012

Hospitals	Date of Consultation	Date of PSC Response
Appointment of Acting Board members of the Commission of Higher Education	11/09/2012	14/09/2012