



Papua New Guinea

PUBLIC SERVICES COMMISSION

2013 ANNUAL REPORT



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Papua New Guinea
PUBLIC SERVICES COMMISSION

2013 ANNUAL REPORT

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Papua New Guinea

PUBLIC SERVICES COMMISSION

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28th April, 2014.

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-2013 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 2013 Annual Report of the Public Services Commission.

The 2013 Annual report covers the period from January 1st, 2013 to December 31st, 2013, entailing the activities, achievements, constraints and recommendations of the Commission, with relevant appendices.

I am, your obedient servant,

DR. PHILIP KEREME, PhD

Chairman-PSC

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CHAIRMAN'S OVERVIEW



The year 2013 witnessed a number of changes in the Public Services Commission (PSC). Chairman Rigo Lua was appointed Chief Ombudsman by the Ombudsman Appointments Committee on 20th June 2013; Dr. Philip Kereme was appointed Acting PSC Chairman and was subsequently confirmed on 11th November of the same year; Acting Secretary Ms. Rachel Wii was appointed Acting Commissioner Provincial on 4th July 2013, while Mr. Malaburgh Imeha was appointed Acting Secretary to the PSC Secretariat. Thus, after the departure of former Chairman Rigo Lua, a full three (3)

member Commission was restored by November 2013; Dr. Philip Kereme-Chairman, Mr. Apeo Fuata Sione – Commissioner (N), & Ms. Rachel Wii Acting Commissioner (P).

Despite these changes, PSC has maintained its' core functions as mandated under Sections (191), (193), (194), & (195) of the Constitution and the Public Services (Management) Act 1995 and the Regulatory Statutory Authorities (Appointments to Certain Offices) Act 2004.

These core functions are; Merit based appointment process and consultations on appointments of Departmental Heads, Chief Executive Officers (CEOs) of Statutory Authorities and the appointment of Provincial Administrators; personnel matter review functions; and Organizational review functions. Therefore, the functions of the Commission are somewhat limited to these mandated quasi-judicial roles under the National Constitution and other relevant laws.

In 2013, the Commission conducted a detailed assessment of about 410 candidates who had applied for positions designated as Departmental Heads, Provincial Administrators, Heads of Statutory Authorities, Chief Executive Officers (CEOs) of General Hospitals and Board Members of Statutory Authorities. A total of 82 appointments were made to Departmental Heads and top level executive management positions in Statutory Authorities during the reporting period through the merit based appointment process.

The merit based appointment process is one of the constitutional functions of the Public Services Commission under Section 193 (1A) (1B) of the National Constitution, Section 25A, 31A & 31B of the

Public Services (Management) Act 1995 (as amended), and Sections 5 & 6 of the Regulatory Statutory Authorities (Appointment to Certain Offices) Act 2004.

The intent and the spirit of these laws have been to foster transparency and accountability in the merit based appointment process to recruit the best candidates who are well qualified with relevant managerial experience to lead National Departments, Provincial Administrations and Statutory Authorities. The Commission had maintained compliance with the merit based assessment process to ensure that the Commission is fulfilling its constitutional role during the reporting period.

The second major function of the Commission is the review of personnel matters. In 2013, according to records, the National Review Branch registered 166 new applications for review; 519 cases were brought forward from the previous year, thus, a total of 685 case files were handled by the National Review Division. At the end of December 2013, the National Review Division completed 400 review cases and files were closed; whilst 285 outstanding cases were brought forward to 2014.

In the Provincial Review Division, 117 new personnel matter review applications were received and registered in 2013; 8 outstanding case files were brought forward from the previous year, thus, a total of 125 case files were handled by this division. At the end of December 2013, 49 cases were completed and files were closed; the remaining 76 cases were brought forward to 2014. The Provincial Review Division had managed to bring down over 500 outstanding cases in 2010 to 49 in 2013. In the same year, the National Review Division had more than 600 outstanding cases but reduced that number to 246 outstanding cases in 2013.

The challenge in 2010 was; how do we reduce these large numbers of outstanding cases? And in many cases, some of these files were in the Commission for over two or three years, contrary to 90 days statutory time limit set out under Section 18 (3) (d) (i) of the Public Services (Management) Act, 2004.

However, performance of 2 review divisions in 2013 has been outstanding. The reason for this is because 3 years ago PSC devised two strategies: (1) Introduction of Commission Directional Hearings to replace full Commission hearings where the presiding Commissioner would direct the aggrieved and the Departmental Head or the CEO of a Statutory Authority to provide written statements for cross examination for vital evidence to conclude the cases; and, (2) The Review Divisions, especially, the Provincial Review Division had set a very specific objective, which was to complete all personnel review matters within 90 days in compliance with Section 18 (3) (d) (i) of the Public Services (Management) Act, 2004.

While a total of 527 personnel review matter case files were brought forward to 2013 from the two (2) review divisions during the reporting period, there were no organizational reviews conducted in 2013 as there were no organizational review cases registered in that year and this has been the trend in the past 5 years.

Apart from carrying out mandated Commission business, members of the Commission and staff of the Secretariat held a 3 day workshop from 22nd to 24th May 2013, on the ground floor of the Tan Investment Building of the Commission office where the 2009 – 2013 Corporate Plan was reviewed. This review workshop resulted in the production of the 2014-2018 Corporate Plan, based on Vision 2050 set by the Government and the corporate views and objectives of the Commission. This plan was launched by the Minister for Public Service, Hon. Sir Puka Temu on 29th November 2013 at Holiday Inn in Port Moresby.

At the launch, Hon. Sir Puka Temu in his speech highlighted major policy changes expected in the Public Service in order to improve service delivery mechanism in the Public Service Machinery. There was no consultation with the Commission on these policy reforms and the Commission was eagerly waiting to see how these changes would impact PSC and the Secretariat. The best the Commission can do is to hope for the best and promote good governance in the public service as mandated under Section 193 (1A) (1B) of the National Constitution and other relevant Laws.

Finally, in conclusion, I wish to sincerely thank the outgoing Chairman Rigo Lua, Commissioner Apeo Fuata Sione, and Acting Commissioner Rachel Wii, Acting Secretary Malaburgh Imeha, all our hard working staff of the Secretariat and the Government for your undivided and loyal support to the Commission in terms of providing financial, technical and moral support needed by the commission to undertake its constitutional functions in 2013.

Once again, thank you so much for your loyal support.

Dr. Philip Kereme (Ph.D.)
Chairman – PSC

STATEMENT OF COMMISSIONER NATIONAL



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 scope 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 Services (Management) Act 1995 (as amended)*. The

other role concerns review of decisions made by Provincial Administrators in relation to personnel matters by the Provincial Review Division.

As Commissioner for National, 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 Review Division. Such include, conducting directional Hearings or Appearances (as commonly referred to); ensuring effective coordination of personnel review matters by the Office of the Director-National Review Division; and ensuring all Advices are duly completed and dispatched forthwith without delay.

The Division has six (6) staff on strength at the commencement of year 2013 with Mr. Joshua Ngawi as its Acting Director. Mr. Ngawi then was permanently appointed as Director of the National Review Division on 29th August 2013. Also, around the same time Mr. Terence Tupi won a Principal Review Officer position within the Provincial Review Division. The other four (4) Officers are; Mr. Steven. Haibaku (Principal Review Officer); Mr. Brian Avuti (Senior Review Officer); Ms. Dorothy Murray (Senior Review Officer); and Mr. Spinola Pagun (Review Officer).

The year 2013 was a critical and challenging year for the National Review Division. This is because at the end of year 2012, a total of 519 cases or review matters were carried over into 2013. (*Refer to summary table below*). This was an enormous task placed upon the division. It was obligated to make it its immediate priority to have all the said outstanding cases carried-over fully disposed to maintain its buoyancy feat in year 2013.

Statistical summary Table-Year 2013 and Carried-over cases from preceding years

REVIEW CASES	CARRIED-OVER FROM YEAR 2012	YEAR 2013	TOTAL NO. OF REVIEW CASES
Registered	519	162	681
Completed	324	76	400
Pending	195	86	281 (Carried-over to 2014)

As depicted above, the performance of the Division was quite notable in which 400 out of 681 review cases were completed at the end of 2013. The Division's performance has been rated 59 per cent (%). The remaining 281 cases were carried-over to year 2014. Such achievement did not come easily without the undivided commitment, cooperation and effort of the staff of the Division.

Although, it was desired for all review cases of year 2013 to be disposed, the Division encountered a number of constraints or critical factors which prevented it from fulfilling such objective. Some of these critical factors include the general staff attitude or professionalism at the work place. This has greatly affected both the quality and quantity of work output by the Division. That is, a few Officers failed to produce quality submissions and were not able to effectively dispose their required quotas. Also, such has affected the completion of draft advices to be dispatched to parties of review proceedings. One other is the lack of stationery and logistical support by the Corporate Services Division. According to the Division, this needs to be improved for better and consistent output results. A major factor is manpower shortage. The Division is still in dire need of additional Review Officers to be added to its current manpower ceiling to enhance 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. There will only be a dramatic change once additional staffs are recruited.

In year 2013, the National Review Division did its best to complete and close review cases within the time frame accorded by law. The Division is ever focused than before to continue to reduce and or fully dispose outstanding cases.

I'm confident that with the installation of the Case Management System (CMS) which has just completed its phase one (1), 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.

I wish to thank the newly appointed Chairman, Dr. Philip Kereme for the support he accorded to the Division, as well as the overall leadership role he played; the staff of the Legal Division for clearances of all advices; and staff of the Corporate Services Division for the financial and logistical support they provided.

A special thank-you to all the hard working Review Officers of the National Review Division 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.

Mr. Apeo Fuata Sione, M.PP
Commissioner-National

STATEMENT OF COMMISSIONER PROVINCIAL



The Provincial Review Division performs one of the core functions of the Commission, particularly on review of personnel matters under Section 18 of the *Public Services (Management) Act 1995 (as amended)*.

The Division is responsible for the review of personnel matters arising from aggrieved public servants employed in Provincial Administrations and in Public Hospitals throughout the Public Service, with the only exception of the Port Moresby General Hospital, which falls under the administrative jurisdiction of the National Review Division. In addition to this, Commissioner responsible for Provincial Review matters is also involved in other functions of the Commission [i.e. Organizational reviews and appointments].

In 2013, the Provincial Review Division was under the leadership of Dr. Philip Kereme who was the Acting Commissioner at the time. However, in mid-2013, the Public Services Commission experienced changes in the membership of the Commission where former Chairman Mr. Rigo Lua was appointed the new Chief Ombudsman for the Ombudsman Commission on the 20th of June, 2013, thereby creating a vacancy in the Office of the Chairman, and so Dr. Philip Kereme was appointed to act as the Chairman until a permanent appointment was made. I was then appointed as the Acting Commissioner to oversee the Provincial Review Division in Dr. Kereme's absence, on the 04th of July, 2013, and took office on the same.

At the beginning of 2013, the division set a target, to efficiently and effectively review personnel matters registered with the Commission from Provincial Administrations and Public Hospitals within the required 90 day period under Section 18 (3) (d) (i) of the *Public Services (Management) Act 1995 (as amended)*. In achieving the above, the division embarked on a "zero case" goal by the end of the year. However, with the many challenges and constraints encountered in the division, this was not achieved. Some of the constraints have been highlighted in this report, that include funding constraints, which greatly affected our travel to the different provinces to conduct directional appearances or hearings; lack of manpower, administrative issues and the lack of cooperation of

Department of Personnel Management delegates at directional hearings, especially concerning policy advice required on review matters.

However, as the Acting Commissioner responsible for the division, I am quite pleased with the progress achieved by the hardworking staff, and the high level of commitment maintained by the Division to achieve positive results in 2013, especially in reducing the number of outstanding personnel review matters which did not come easily.

Furthermore, despite the setback, the division performed exceptionally well, winning itself the award for best performing division of the year in 2013. This is a great achievement and recognition from the Commission for the hard work, commitment and effort put into the division, by all the officers within the Provincial Review Division. Therefore, the division has set a high standard which it anticipates to maintain, in the years to come.

The Division commenced the year 2013, with six (6) officers; three (3) of whom were new, namely Mr. Allen Nano, Mr. William Vulolo, both of whom are new graduates from the University of Papua New Guinea and Mr. Terence Tupi who transferred over from the National Review Division, after having won the position of Principal Review Officer, that now brings the total number of staff to nine (9).

Also in 2013, Mrs. Ravugerea Ginis was shifted out of PRD to her new post in the Investigations Division as the Principal Investigator, and Mr. Malaburgh Imeha was appointed Acting Secretary of the PSC Secretariat to relieve me, when I was appointed Acting Commissioner Provincial, after the departure of the substantive Secretary Mr. Francis Koaba, who left for studies overseas. The entire Provincial Review Division was manned by Acting Director Ms. Koya Leslie, Principal Review Officer Mr. Karl Sarufa, Senior Review Officer Mrs. Schola Muou and three (3) new officers Allen Nano, William Vulolo and Terence Tupi. At one stage during the year, the Division only had two (2) officers on hand; the Acting Director Ms. Leslie and Mr. Nano, as Mrs. Muou and Mr. Sarufa were away on maternity and furlough leave concurrently. Therefore, there is about nine (9) staff within the Provincial Review Division (PRD) in 2013, which included Ms. Judith Stenis, who was newly appointed to the position as Director, but was on study leave in Australia. Senior Review Officer Ms. Koya Leslie continues to act in the position as Director of the PRD until Ms. Stenis returns from her studies at the beginning of 2014.

The Provincial Review Division in 2013 had a total of two hundred and thirty nine (239) active cases, including those that were carried over from previous years. There were ninety (90) other administrative matters received and registered in 2013. During the year, there were fourteen (14) successful hearings conducted, of which a total of thirty-two (32) cases were heard in these hearings. Out of the 239 cases, the division managed to complete 229 cases, with the remaining sixty (60) cases carried over to 2014.

Another major milestone achieved in 2013 that enhanced and boosted the productivity of the division is the new Case Management System or CMS that was developed and put in place by Datec PNG, in mid-2013. The CMS will enable the Review Divisions to capture and keep up to date data and statistical records of all its review of personnel matter cases, registered with the Commission as of mid-2013, when the system becomes fully operational by 2014. It will also effectively monitor progress on each case to be concluded within the 90 days as required by Law.

Once again as the Commissioner responsible for the Provincial Review Division, I would like to thank the officers for their loyalty and support, and congratulate the Division for doing extremely well. I also would like to extend a word of thank you to both the Chairman and Commissioner National for their support and guidance in 2013.

Ms. Rachel Wii

Acting Commissioner Provincial

INTRODUCTION

This is the 18th 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 2013 covering the period from January 1, 2013 to December 31, 2013.

The report begins with the Chairman's overview on the general performance of the Commission in 2013. 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 from January 1, 2013 to December 31, 2013. 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 2013 Fiscal year. The achievements and constraints faced by the Commission during the year are also expanded in this report.

The report concludes with recommendations on how the work of the Commission could be improved to adequately fulfill its constitutional role.

Furthermore, all relevant Acts and legislation alluded to in the main body of this report is annexed to the appendices.

PUBLIC SERVICES COMMISSION

The Public Services Commission is a Constitutional body established under Section 190 of the National Constitution of the Independent State of Papua New Guinea. **[Refer to Appendix A]**

In the 1986 reform, *Constitutional Amendment No. 08 of 1986* brought about the enactment of the *Public Services (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 PSC are set out under Section 191 of the *National Constitution* **[Refer to Appendix B]** and Section 18 and 19 of the *Public Services (Management) Act 1995 (as amended)*. **[Refer to Appendices C and D].**

The consequential effect of the separation in the 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 is that the Commission is seen to be performing an executive function or role 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 31A to 31D and 60A to 60C of the *Public Services (Management) Act 1995 (as amended)*, and Sections 4, 7, 8, 9 and 10 of the *Regulatory Statutory Authority (Appointments to Certain Officers) 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 Services (Management) Act 1995 (as amended)*. **[Refer to Appendix E]**

MISSION STATEMENT

VISION

Our Vision is to promote good governance within the Public Service of Papua New Guinea. This can only be achieved by ensuring that the Public Service is highly transparent, accountable and harmonious and is free from discrimination, harassment, fear or favor in the delivery of quality service to the people and in meeting the aspirations of the Government of Papua New Guinea.

MISSION

The Commissions' Mission as an independent Constitutional institution is to ensure a fair, honest and just treatment of public servants through an efficient and effective review of personnel and organizational matters and provide quality professional advice and recommendation to the National Executive Council (NEC) on appointments, suspension and revocation of appointments of Departmental Heads, Provincial Administrators and Heads of Statutory Authorities.

PROFESSIONAL VALUES

The Commission values;

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

CORPORATE INFORMATION

The Public Services Commission is headed by a Chairman (who is also a public service commissioner) and two (2) other Commissioners.

The Commission members are appointed by the Head of State, acting within, and in accordance with the advice of the 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 Opposition
- The Chairman of the Permanent Parliamentary Committee on Appointments; and
- The Chief Ombudsman



Principal Review Officer (Provincial Division) Mr. Terence Tupi attending to a client's application for review.

MEMBERS OF THE COMMISSION

The members of the Commission for this reporting period consist of Dr. Philip Kereme Ph.D. as the Chairman; Mr. Apeo Fuata Sione as Commissioner National and Ms. Rachel Wii as the Acting Commissioner Provincial.

Profiles of the Chairman with both Commissioners are set out below;

DR. PHILIP KEREME, PhD: CHAIRMAN- PSC



Dr. Philip Kereme hails from Piambil 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 Honors 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 in the United Kingdom in 1982. In 1998, Dr. Kereme completed his Doctorate at the University of Canberra, A.C.T in Australia.

Prior to his appointment as the Chairman, Dr. Kereme served as the Commissioner Provincial since 2007; he was an academic and Dean of Education at UPNG and the University of Goroka. He was also Director General of the Office of Higher Education (OHE). Dr. Kereme has 35 years of professional experience in the Public Service of Papua New Guinea.

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



Commissioner Apeo Sione holds a Masters in Public Policy, specializing in Development Administration (with merit) from The Australia National University (ANU) in the year 2005. He also holds a graduate Diploma in Public Administration from ANU in 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 in the year 1994. Mr. Sione was appointed Commissioner by the Public Services Commission's Appointment Committee on the 02nd of May 2012. Prior to his appointment as Commissioner-National, he was the

Permanent Secretary of the Public Services Commission (PSC) Secretariat since his appointment on the 30th of May, 2011. Commissioner Sione, was initially appointed to head the PSC Secretariat as the Acting Secretary on the 14th of September 2009, when the incumbent, Late. Andol Sione left to take up a posting in the Autonomous Region of Bougainville. Prior to that, Commissioner Sione held

concurrently the position of Substantive Director of the National Review Division and Acting Director of the Assessment Division.

Commissioner Sione has well over 16 years of experience in the Public Service, in the areas of governance, policy development, review and investigations. He is part of the Alumni of the Pacific Executive (PACE) Program under the auspices of the Australia and New Zealand School of Government (ANZSOG).

MS. RACHEL WII: ACTING COMMISSIONER- PROVINCIAL



Acting Commissioner Rachel Wii hails from Baniing Village in the Kudjip area of Jiwaka Province. She has attained a Bachelor of Arts Degree in Public Policy Management from the University of Papua New Guinea in the year 2003. Ms. Wii started off her career in the banking industry, joining Westpac Bank - PNG Limited in September 2003 as a Customer Service Representative at its Waigani Branch in Port Moresby. In January 2004, Ms. Wii joined the Internal Revenue Commission working with the Revenue Assessment Division and then in 2006, she joined the Ombudsman Commission as an Assessor in the Annual Statement Assessment Unit in the Leadership Division, a position she held for two and a half years, before being promoted to the position of Local Level Government Investigator also in the Leadership Division within the Ombudsman Commission itself.

In August 2009, Ms. Wii joined the Public Services Commission as the Principal Assessment Officer for Provincial Administration in the Assessment Division, and a little over two years later, she was promoted to Director of the Assessment Division, a position that she still holds today.

Ms. Wii also acted in various senior executive management positions within PSC, some of which include Acting Secretary of the PSC Secretariat from 24th June - 03rd July, 2013, and the one that she holds today is the Acting Commissioner Provincial's position, when she was appointed on the 04th of July, 2013. Acting Commissioner Wii has about 10 years of experience in the Public Service. She is also part of the Alumni of the Pacific Executive (PACE) Program under the auspices of the Australia and New Zealand School of Government (ANZSOG).

THE PSC SECRETARIAT

The Secretariat of the Commission is established under Section 17A of the *Public Services (Management) Act 1995 (as amended)* [Refer to Appendix F]. 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 that were created under the approved restructure in 2007. This includes the National Review; Provincial Review; Legal, Advisory & Litigation; Assessment, Investigation and Corporate Services.

The Division is headed by six (6) Directors who report directly to the Office of the Secretary of the PSC 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 the purposes of management and administration of staff within the Secretariat. [Refer to Appendix G]

The Secretariat of the Public Services Commission is headed by Substantive Secretary Francis Koaba, who was formerly the Director for Investigation. He was appointed after a vacancy was created with the promotion of Mr. Apeo Fuata Sione to the role as Commissioner-National in May, 2012.

For this reporting period, the Substantive Secretary Mr. Francis Koaba is away on a two year study leave. Acting in his stead is Principal Review Officer (Provincial) Mr. Malaburgh Imeha.

The profile of the Acting Secretary and the six divisional Directors that make up the Senior Executive Management are captured below.

ACTING SECRETARY PSC SECRETARIAT- MR. MALABURGH IMEHA



Mr. Malaburgh Imeha graduated with a Bachelor of Arts Degree in Political Science and a minor in International Relations at the University of Papua New Guinea in the year 2000.

He started his career with the Department of Personnel Management in the year 2001, as the Organizational Design and Methods Officer, then moved on to assume the role as Technical Officer Selection and Recruitment, then he was appointed as Industrial Relations and

Employees Officer and then took up the position as Remuneration and Policy Officer all within a seven (7) year period. He joined the Public Services Commission in 2008, as a Senior Review Officer in the Provincial Division.

Mr. Imeha was then appointed as a Principal Review Officer in the Provincial Review Division in 2010 and was further appointed Acting Director of the same division in October 2011 to September 2012 after the passing of the Substantive Director late Mr. Cliff Kowih. In July 2013, Mr. Imeha was appointed the Acting Secretary of the PSC Secretariat in the absence of the Substantive Secretary Mr. Francis Koaba who is on a two year study leave in Australia. He has well over 15 years' experience in the National Public Service of PNG.

DIRECTOR-NATIONAL REVIEW- MR. JOSHUA KEHALLEY NGAWI



Mr. Joshua Ngawi joined the Public Services 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, Mr Ngawi was appointed the Acting Director of the National Review Division, with a permanent appointment made in August, 2013. Mr. Ngawi's confirmation as the Director of the National Review Division was made after serving in that position for two years in the capacity as Acting Director.

He graduated from the University of Papua New Guinea (UPNG) with a Bachelor of Arts Degree in Public Policy Management.

He has well over fourteen (14) years' of work experience both in the Private as well as the Public Service.

DIRECTOR-PROVINCIAL REVIEW- MS. JUDITH STENIS



Ms. Judith Stenis has over fourteen (14) years of work experience within the Public Service. She started her career in the public service as a Research Officer with the Department of Personnel Management in November 2000 after graduating from the University of Papua New Guinea with a Bachelor of Arts Degree majoring in Public Policy & Management. She worked in that capacity for almost seven (7) years before joining the Public Services Commission in March 2007, as a Principal Review Officer.

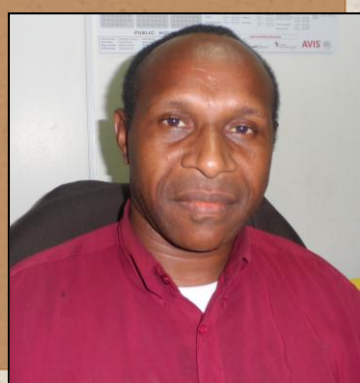
In January 2012, Ms. Stenis took up further studies abroad at the University of Technology in Sydney, Australia where she first attained her Certificate in Business

Administration in July 2012, and then went on to successfully complete a Master of Business Administration program in 2013.

Ms. Stenis hard work, commitment and sheer dedication in her role as the Principal Review Officer as well as her successful completion of her MBA degree abroad saw her elevated to the position of Director of the Provincial Review Division in 2013.

Ms. Stenis aspires to one day pursue a Doctoral Degree in either Corporate Governance or Social Innovation and Entrepreneurship to become either a consultant, advisor or a social entrepreneur. Her personal motto that she lives by is “To serve my purpose here on earth and make a meaningful contribution to humanity and the future generations”.

ACTING DIRECTOR-ASSESSMENTS MR. TIMOTHY WARINGE



Mr. Timothy Waringe joined the Public Services Commission in 2012 as the Principal Assessment Officer – Provincial Administration and was then promoted to Acting Director for the Assessment Division in October 2013.

Mr. Waringe holds a Bachelor of Arts Degree in Public Policy Management from the University of Papua New Guinea (UPNG).

He has over 7 years work experience in the Public Service, which he served with various organizations before joining the Commission.

The organizations include the Department of National Planning & Monitoring; Department of Provincial & Local Level Government Affairs; Department of Personnel Management; Ombudsman Commission and the Public Services Commission.

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



Mr. Eremas Andrew holds a Bachelor of Law 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 Services Commission as a Principal investigator. Mr. Andrew had a short stint with the Victoria Public Service Board in 1989. He completed his post-graduate legal

training at the Legal Training Institute (LTI) and was admitted to the National and Supreme Court Bar as a lawyer. In 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 of the Public Services Commission.

DIRECTOR-CORPORATE SERVICES- MR. GENO GAPI



Mr. Geno Gapi has over 40 years' of experience in the Public Service, serving in various capacities and roles, when he started his career prior to Papua New Guinea gaining Independence in 1975.

He holds a Diploma in Public Finance & Accounting and a Certificate in Accounting from the Administrative College of PNG.

Mr. Gapi in 1974 worked as a Bank Officer with the then Bank of Commonwealth. The following year, he joined the National Housing Commission, where he served for two years, then moved on to the Department of Works in 1977. In 1992, he joined the National Judicial Staff Services before moving on to the Public Services Commission in 1995 as the Chief Finance and Administrative Officer. This position was then renamed and upgraded to Director Corporate Services in 2007.

Whilst employed with PSC, Mr. Gapi served in three substantive positions; as the Chief Finance & Administrative Officer from 1995 to 2002; Senior Provincial Review Officer from 2002 to 2007, then after the restructure in 2007, Mr. Gapi was appointed the Director Corporate Services, a position he has held to this day. Mr. Gapi upon retirement will be one of the longest serving public servants in the country.

DIRECTOR-INVESTIGATIONS VACANT

This position has been vacant since 2013, when the then Director, Mr. Francis Koaba was promoted to be the Substantive Secretary of the PSC Secretariat.

2013 PERFORMANCE

NATIONAL REVIEW DIVISION

The core business of the National Review Division is to undertake the review of personnel matters from aggrieved public servants of National Departments and Statutory Bodies that are within the jurisdiction of the Commission, pursuant to Section 18 of the *Public Services (Management) Act 1995 (as amended)*. The Port Moresby General Hospital falls under the jurisdiction of the National Review Division, due to it being in the National Capital District.

The Division is headed by Commissioner National, Mr. Apeo Fuata Sione, who was appointed in May 2012. The Director of the National Review Division is Mr. Joshua Ngawi. There are 4 officers that work in the division, namely; Principal Review Officer (Discipline)- Mr. Steven Haibaku; Senior Review Officer (Discipline)- Mrs. Dorothy Murray; Senior Review Officer (Terms & Conditions)- Mr. Brian Avuti; Review Officer (Terms & Conditions)- Mr. Spinola Pagun and Acting Senior Administrative Assistant to Commissioner National- Mrs. Mary Yano.

Mr. Spinola Pagun joined the National Review Division in February, 2013. At the end of October, 2013, Review Officer Ms. Darusilla Wame was dismissed on disciplinary grounds. Also, Mr. Gideon Mange, who was a very experienced Review Officer retrenched in December, 2013. Furthermore, Mr. Terence Tupi than Acting Principal Review Officer transferred to the Provincial Review Division, through a promotional transfer in September, 2013.

The National Review Division completed four hundred (400) review matters in 2013; 76 cases were those of 2013 and 324 were those from 2012 and years beyond. Of the 166 cases registered in 2013, 92 are outstanding matters carried over into 2014. Meanwhile, the National Review Division has carriage of 88 cases; the Legal Division has carriage of 2, and two more cases were transferred to the Provincial Review Division to have carriage of same (*Provincial Administrations matters*).

STATISTICAL SUMMARY OF REVIEW MATTERS BY NATURE OF COMPLAINTS & REVIEWED-2013

CASES	DISCIPLINE	SELECTION	TERMS & CONDITIONS	OTHERS	TOTAL
REGISTERED	134	16	12	-	162
COMPLETED	62	6	8	-	76
PENDING	73	11	4	-	88

By the end of 2012, a total of 519 cases or review matters were carried over into 2013 by the National Review Division. Whilst, 242 Applications for review were identified for closing through

Information Papers; 277 were for substantive review to provide submissions for Commission determination and disposal of same).

Of the 242 cases identified for *Information Papers*, 130 or so are for the Port Moresby General Hospital, 2011 Selection Matters. To date, these matters are still pending, as they could not be closed in 2013 due to other tasks and activities that took precedence on the performance of the Division. The Division aims to close these cases by 30th May, 2014.

By November, 2013, the Division closed 400 cases or Review matters. Of that figure, 324 were review matters carried over from 2012 and beyond; whilst 76 cases are from 2013.

In 2013, 166 cases or Review Matters were registered by the Division. Two (2) cases were transferred to the Provincial Review Division because the *Applications for Review* were from two (2) Provincial Administrations. Further, two (2) more cases were transferred to the Legal, Advisory & Litigation Division to have carriage of the matters of same. They were legally technical and also for sake of fairness to all parties concerned in the respective matters; senior aggrieved officers who are lawyers by profession and also with respect to their respective Departmental Heads. As a result, and to date, the National Review Division has carriage of 88 outstanding cases registered in 2013 only.

For cases or review matters from 2012 and beyond; the National Review Division has carriage of 28 cases or review matters; whilst the Legal Division has carriage of 1 case. The 28 cases or review matters have been re-distributed amongst all Review Officers of the National Review Division to try and complete these outstanding cases by 31st July, 2014. About 36 cases or review matters have been unaccounted for due to a number of reasons;

- the files are not with the Division because they may have been closed in the previous years and records and registers of names were not properly updated;
- files completed by the Legal, Advisory & Litigation Division may not have been registered or their records were not properly updated on the Divisions case registers;
- there could be a duplication of review files created; hence, records may have been inflated; or
- other cases may have been closed but not reported to the Director and also the Office of the Secretary; especially for *Round Robin Determinations* of same.

Even though the Division did exceptionally well in 2013, there were some challenges faced within, that include;

- Lack of support for logistics and stationary. The foremost being the inconsistency in purchasing ink cartridges for color printers, therefore, stalling the printing of Commission Advices to be dispatched within a reasonable time.

- Professionalism surrounding the details of work needs to be improved to ensure quality output by some officers within the Division, as Draft Advices lack in-depth explanations and resonations by Review Officers providing same for vetting.
- A faster and consistent vetting service from the Legal, Advisory & Litigation Division needs to be improved, as Draft Advices sent to the Legal, Advisory & Litigation Division sits around for weeks or even months.

The National Review Division's performance for 2013 has been productive, resulting in the closing of 400 review matters. This has left the Division with less than 116 cases to be carried over into 2014; together with 130 *Information Papers*.

- Register of Applications for Review of Personnel Matter-National Branch - **[Refer to Appendix H]**
- Register of Cases closed in 2013 (As at November 30th) - **[Refer to Appendix I]**
- List of outstanding cases from 2013 and years beyond to be distributed in 2014- National Review Division - **[Refer to Appendix J]**



Officers of the National Review Division, flanked by their Director Mr. Joshua Ngawi (Back-row standing far left).

PROVINCIAL REVIEW DIVISION

The Provincial Review Division performs one of the core functions of the Commission, particularly in the Review of Personnel Matters under Section 18 of the *Public Services (Management) Act, 1995 (as amended)*. The Division is responsible for the review of personnel matters arising from aggrieved public servants employed in the Provincial Administrations and in Public Hospitals throughout the Public Service with the only exception of the Port Moresby General Hospital, which falls within the administrative jurisdiction of the National Review Division.

Activities that entail the core review function of the division include, but are not limited to;

- Review of personnel matters through investigations pertaining to discipline, selection and terms & conditions of employment in nature, from Provincial Administrations & Public Hospitals.
- Prepare case briefs and summons for the Commissions directional hearings
- Conduct the Commissions' directional hearings in Provinces
- Prepare submissions for Commission decisions
- Prepare advice to all parties based on the Commissions decisions

The Provincial Review Division is currently under the leadership of Acting Commissioner Provincial- Ms. Rachel Wii, who took up office from her predecessor, Dr. Philip Kereme, who is now the Chairman of PSC. Ms. Wii for the duration of her appointment has been assisted by Mr. Malaburgh Imeha, Mr. Karl Sarufa and Ms. Koya Leslie in running the division in each of their respective capacities as Acting Director on various occasions throughout the year, whilst Director Ms. Judith Stenis was away on a two (2) year study leave in Australia.

The Division started off 2013 with six (6) officers. Three (3) new officers Mr. Allen Nano; William Vulolo are both new graduates from the University of Papua New Guinea and Terence Tupi transferred from the National Review Division. They all joined the Provincial Review Division in 2013, bringing the total number of staff to nine (9), including Senior Administrative Assistant to Commissioner Provincial, Ms. Dorothy Memafu.

PERSONNEL WITHIN THE PROVINCIAL REVIEW DIVISION

No.	Staff	Position No.	Designation
1	Ms. Judith Stenis	COMPR001	Director- Provincial Review
2	Mr. Terence Tupi	COMPR002	Principal Review Officer (Discipline)
3	Mr. Karl Sarufa	COMPR005	Principal Review Officer (Selection)
4	Mr. Malaburgh Imeha	COMPR008	Principal Review Office (Terms & Conditions)
5	Ms. Koya Leslie	COMPR009	Senior Review Office (Terms & Conditions)
6	Mrs. Schola Muou	COMPR006	Senior Review Officer
7	Mr. William Vulolo	COMPR003	Senior Review Officer

8	Mr. Allen Nano	COMPR007	Review Officer (Selection)
9	Ms. Dorothy Memafu	COMPR010	Senior Admin. Assistant to Commissioner (P)

At the beginning of 2013, the division set a target to effectively and efficiently review personnel matters registered with the Commission from Provincial Administrations and Public Hospitals within the required 90 day period, as stipulated under Section 18 (3) (d) (i) of the *Public Services (Management) Act 1995 (as amended)*. In order to achieve the above target, the division embarked on a zero (0) case goal by the end of 2013.

The Provincial Review Division in 2013 had a total of 239 active case files including those that were carried over from previous years. There were ninety (90) other administrative matters received and registered in this reporting year.

There were fourteen (14) successful hearings conducted in 2013, of which thirty-two (32) cases were heard in these hearings. Out of a total of 239 cases, the Division managed to complete 229 cases with the remaining 10 cases carried forward to 2014.

There are three main categories by which review matters are categorized;

- (i) Discipline
- (ii) Selection
- (iii) Terms & Conditions
- (iv) Other administrative matters relating to review of personnel matters.

[Refer to Appendix K]; *Table one (1) Cases recorded under different categories

*Table two (2) Complaints/Appeals registered by regions

*Table three (3) complaints/appeals registered by provinces of origin

A total of 153 cases have been completed and files closed in 2013. **[Refer to Appendix L].**

Another major milestone achieved that has enhanced and boosted the productivity of the Provincial Review Division is the new Case Management System (CMS), developed by Datec PNG (ltd) around mid-2013. The CMS will enable the Review Division to capture and keep up to date data and statistical records of all review of personnel matters registered with the Commission when the system becomes fully operational by the end of 2014.

As a bonus, the Provincial Review Division was awarded the *Best Performing Division of the Year*, which is a great achievement and recognition from the Commission of the hard work, commitment and effort put into the division by all the officers within the division. The Division has set a high standard and will continue to maintain this in the years to come.

There were also numerous challenges faced in 2013 that had a great impact on the division's effort in accomplishing all its planned tasks for the year. This resulted in the division not achieving its zero case goal for 2013. Some of these challenges include;

- Funding constraints resulted in the cancelation of hearings that were scheduled towards the end of the year, which saw 56 cases carried over into 2014.
- Lack of manpower in June 2013; which was mainly from the Provincial Review Division personnel being shifted out of the Division to other divisions. Mr. Malaburgh Imeha assumed the Acting Secretary's' position when the Substantive Secretary went on study leave. Mr. Karl Sarufa went on furlough leave; Mrs. Schola Muou took her maternity leave and Mrs. Ravugerea Ginis was shifted to the Investigations Division, leaving the entire division to Acting Director Ms. Koya Leslie and two new officers William Vulolo and Allen Nano. Mr. Terence Tupi transferred from the National Review Division into the Provincial Review Division in the same year.
- Lengthy delays on advices sent to the Legal, Advisory & Litigation Division for clearance also held up the workflow within the division.
- Delays and inadequate supply of resources and logistics for the division; and
- Failure of personnel from the Department of Personnel Management to attend directional hearings, hindered the work of the division in terms of policy advice required on review matters.

Despite the setbacks, the Provincial Review Division in 2013, performed exceptionally well. The carry over cases into 2014 was a direct result of financial constraints, therefore it is hoped that adequate supply of resources and sufficient funding is allocated to the division to effectively carry out its duties and accomplish its goals within the required time frames.

ASSESSMENT DIVISION

The core function of the Assessment Division is to conduct assessments and make recommendations to the National Executive Council (NEC) for appointments of Heads of Government Departments, Provincial Administrators, Regulatory and Statutory Authorities (RSA's) and other Government bodies in compliance to the *"Merit Based Appointment"* process, set out under the *Constitution* and the *Public Services (Management) Act 1995 (as amended)*, and the *Regulatory Statutory Authorities (Appointments to Certain Officers) Act 2004*.

The Division conducts detailed assessments of all applications for the positions of heads of Government Departments, Provincial Administrations, Statutory Authorities and other Government Bodies. It is tasked with the highest responsibility to ensure that the Commission is seen as 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 that all appointments are made in a manner that fosters transparency, accountability and public confidence.

The Division is under the leadership of Mr. Timothy Waring, who is the Acting Director-Assessments. He is also the Substantive Principal Assessment Officer (Provincial Administration). Other officers within the division include; Principal Assessment Officer (Statutory Organizations) - Mr. Victor Lismond and Senior Assessment Officer (Provincial Administrations) - Mr. Vali Vanua. The substantive Director of the Division is Ms. Rachel Wii who is currently the Acting Commissioner Provincial.

In 2013, the Commission provided advice and made recommendations to the National Executive Council (NEC) on the following appointments;

- (i) Permanent Appointments of Departmental Heads of National Departments.

[Refer to Appendix M; Table 1]

- (ii) Acting Appointments of Departmental Heads of National Departments.

[Refer to Appendix M; Table 2]

- (iii) Re-appointment of National Departmental Heads.

[Refer to Appendix M; Table 3]

- (iv) Permanent Appointment of Provincial Administrators.

[Refer to Appendix M; Table 4]

- (v) Acting Appointment of Provincial Administrators.

[Refer to Appendix M; Table 5]

(vi) Re-appointment of Provincial Administrators.

[Refer to Appendix M; Table 6]

(vii) Permanent Appointment of Heads of Statutory Bodies.

[Refer to Appendix M; Table 7]

(viii) Acting Appointment of Heads of Statutory Bodies.

[Refer to Appendix M; Table 8]

(ix) Permanent Appointment of Chief Executive Officers of Public Hospitals.

[Refer to Appendix M; Table 9]

(x) Acting Appointment of Chief Executive Officers of Public Hospitals.

[Refer to Appendix M; Table 10]

(xi) Permanent Appointment of Board Members of Statutory Bodies.

[Refer to Appendix M; Table 11]

(xii) Acting Appointment of Board Members of Statutory Bodies.

[Refer to Appendix M; Table 12]

INVESTIGATION DIVISION

The core function of the division is to conduct investigations into serious allegations made against Departmental Heads, Provincial Administrators and Chief Executive Officers of Regulatory Statutory Authorities. The Division is headed by Principal Investigation Officer-Mrs. Ravugerea Ginis, who has been looking after the division pending the appointment of a Divisional head. This comes after Mr. Francis Koaba, who was the Director of the Investigations Division was promoted to the position of Substantive Secretary of the PSC Secretariat.

One of the activities that the division undertook in 2013 was to establish appropriate guidelines for investigation, which is one of the priority projects in the Public Services Commission's Corporate Plan 2009-2013. Mr. Francis Koaba initiated the project. A draft Operating Procedures Manual was developed in 2013, and is currently with Commission Members and the Senior Executive Management for their comments.

The Investigations division handled only one case in 2013 that was registered on the 13th of November, 2013. The case was coordinated by the Legal, Advisory & Litigation Division with the assistance from the Investigations division.

The Division despite operating for the whole of 2013 without a Divisional Head; and not performing on par with other divisions in terms of carrying out its core functions, took on a more proactive approach by developing a Draft Standard Operating Procedure Guideline for conducting Investigations, which is an achievement for the division. The Draft Standard Operating Procedure Guideline has been circulated to the Commission Members and Senior Executive Management for their comments.

LEGAL, ADVISORY & 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 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 Legal Officer (Litigation); one (1) Administrative Assistant and a Director of the Division.

The Division currently boasts only four (4) personnel as indicated below;

NO.	STAFF	DESIGNATION
1.	Mr. Eremas Andrew	Director Legal Advisory & Litigation Division
2.	Mr. Kadai Manio	Principal Legal Officer (Litigation)
3.	Ms. Maristella Kewa	Senior Legal Officer (Litigation)
4.	Mrs. Mary Mais	Administrative Assistant to the Director LA&L

The main functions of the Advisory Branch are as follows;

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

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

The main assignments the Division attended to in 2013 include;

- (1) Provided legal opinion for the Commission and Secretariat.
- (2) Attended legal proceedings to which the Commission was a party;
- (3) Attended the Section 18 Commission hearings;
- (4) Attended Commission Meetings to deliberate on Section 18 Commission matters;
- (5) Undertook quality checks on draft Advices containing Section 18 Review applications;

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 (RSA's).
- (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.

In light of legal proceedings, there were numerous court proceedings attended to by the Division for this reporting period, mostly involving;

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

The Legal Proceedings are set out below;

NO	PARTICULARS	CORAM
1	O.S (JR)No. 317/2013: Bruno Maika-v-PSC & Others	National Court – Enforcement Orders - Contempt Proceedings
2	O.S (JR) No. 36/2013: William Goinau-v-PSC & Others	National Court – Judicial Review Proceedings
3	O.S (JR) No. 703/2013: Gretta Todurawai & Others-v-PSC & Others	National Court – Judicial Review Proceedings
4	S.C.A No.112/2012: John Patrick Nauro-v-PSC & Others	Supreme Court Appeal – Appeal of National Court Review Proceedings for reinstatement
5	O.S (JR) No. 36/2013: William Goinau-v-PSC & Others	National Court – Judicial Review Proceedings
6	O.S (JR) No. 801/2013: Rendle Rimua-v-PSC & Others	National Court – Judicial Review Proceedings
7	O.S (JR) No. 637/2013: Solo Pittard-v- Paul Sa'ai, PSC & Others	National Court – Judicial Review Proceedings
8	O.S (JR) No. 594/2012: Anna Solomon-v- Joseph Klapat, PSC & Others	National Court – Judicial Review Proceedings against legality of appointment and Suspension
9	O.S (JR) No. 324/2013: Joseph Klapat-v-Anna Solomon, PSC & Others	National Court – Judicial Review Proceedings against legality of Suspension and Appointment
10	S.C Rev. No. 801/2013: National Narcotics Bureau-v-John Patrick Nauro, PSC & Others	Supreme Court Review – Supreme Court Review against National Court Judicial Review decision
11	S.C.M No. 12/2013: Joseph Aka-v-Bernard Kiele, PSC & Others	Supreme Court Motion – Motion to set aside orders of National Court Review upholding PSC Decision
12	S.C.Rev.No. 27/2013: National Narcotics Bureau-v-John Patrick Nauro & PSC	Supreme Court – to Review Proceedings in O.S No. 184/2011
13	O.S (JR) No. 706/2013: Christine Gawi-v- PSC & Others	National Court – Judicial Review Proceedings to Review PSC Decision

The Division also represented the Commission on different occasions by presiding over Section 18 Commission hearings and Court Proceedings in the following Provinces respectively;

NO	DUTIES	CENTRES
1	Commission Hearings - March 2013	Wewak, ESP
2	Commission Hearings - August 2013	Wewak, ESP
3	Judicial Review Court Attendance - November 2013	Madang National Court: O.S (JR) No. 706/2013: Christine Gawi-v- PSC & Others
4	Commission Hearings - 2013	Popondetta
5	Commission Hearings - 2013	Mt.Hagen

6	Commission Hearings - 2013	Manus
7	Commission Hearings - 2013	Alotau

Despite being understaffed in 2013, 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 decision 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.

CORPORATE SERVICES DIVISION

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

The Division is made up of five (5) branches; Human Resource Management, Finance, Information Technology, Media & Publication, and Registry. The Division is under the leadership of Director Corporate Services Mr. Geno Gapi. Mr. Gapi oversees twenty-three (23) personnel within the Division.

NO.	STAFF	DESIGNATION
1	Mr. Geno Gapi	Director Corporate Services
2	Mr. Roger Alu	Manager Finance
3	Mrs. Mary Solomon	Manager Human Resource Management
4	Mr. Peter Timan	Manager Information Technology (IT)
5	Mr. Rogana Mala	Network Administrator
6	Ms. Dorah Gawi	Principal Media & Publication Officer
7	Mr. Daera Papua	Senior Registry Clerk
8	Mr. Douglas Formai	Senior Human Resource Officer
9	Ms. Christine Gorogo	Certifying Officer
10	Mr. Goodwin Beliga	Budget Officer
11	Ms. Miriam Namesi	PGAS Machinist
12	Mrs. Geraldine Sema	Human Resource Officer
13	Mr. Tuli Tuli	Purchasing Officer
14	Mr. Eli Iwa	Assistant Registry Clerk
15	Ms. Lydia Loko	Administrative Assistant to Director Corporate Service
16	Mrs. Kerry Gapi	Administrative Assistant- Receptionist
17	Mr. Julius Omuru	Driver
18	Mr. Joe Rove	Casual Staff-Executive Security
19	Mr. James Kepe	Casual Staff-Security (front desk)

20	Mr. Iwa Vele	Casual Staff-Driver
21	Mr. Toby Teine	Casual Staff-Driver
22	Mr. Jaymex Elia	Casual Staff- Cleaner
23	Mrs. Serah Manda	Casual Staff-Cleaner
24	Mrs. Dorcas Sarea	Casual Staff-cleaner

Each branch within the Corporate Services Division have highlighted their performance for 2013 as indicated in the following passage;

Human Resource Management

The Human Resource Management Section is responsible for the proper management of human resource functions and activities within the Secretariat and the Commission as a whole. This is through the continuous assessment of the human resource capacity; enhancement of training and capacity building; strengthening and ensuring effective coordination of organization methods, functions and manpower planning; ensure there is compliance of the Public Service Laws and Regulations; effective management of human resource; policy implementation and staff recruitment.

Two selection hearings were done in 2013 for the vacant positions advertised in December 2012 and the other in June, 2013. Ten (10) vacant positions were advertised in December 2012, which saw the Selection Committee convene on the 8th of February, 2013 and confirmed the promotion and appointment of seven (7) personnel.

Only one advertisement for vacancies was done in 2013, where eleven (11) positions were advertised on both the National and Post Courier for two days, of which ten (10) applicants were either promoted/appointed to those positions; one (1) position did not have suitable applicants based on the Selection Criteria.

Moreover, the Concept Payroll has been managed efficiently and correctly with almost all officers (substantive and re-categorized) staff on payroll. Three (3) officers are yet to be included on the payroll. The input of data through the Concept (Alesco) Payroll System has made HR's job easier compared to previous years, when it was done manually resulting in a lot of mistakes being created.

Officers within PSC are being paid correctly according to their respective pay grades and allowances. In September 2013, Special Domestic Market Allowance (SDMA) was approved for officers with technical qualifications ranging from Grade 14 to Grade 18, whilst other technical officers at Grade 12 continue to receive DMA.

Furthermore, in 2013, two long serving officers retired from active duties.

Finance

The Finance Section ensures there is an 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 Commissions Annual Budget submission; ensure an effective implementation of the Commission's budget; ensure proper certification and examination of all claims and issuance of transaction cheques and provision of competent advice on fund appropriation.

The Commission since becoming self-accounting has progressed well in terms of controlling commitment and expenditure which has been within its appropriation.

One of the greatest achievements was the completion of the BANK RECONCILIATION for the periods 2010 up to 2013 as of October, 2013.

[Refer to Financial Report on Page 39 for the Commissions 2013 Financial Performance]

Information Technology

The IT Section is responsible for effective planning, implementation, organization, procurement and installation of required IT facilities. This section is also required to provide effective advice to the management on IT required activities.

On the 23rd of September 2013, Mr. Rogana Mala was recruited as the Network Administrator. Mr. Mala's duties include ensuring an effective operation of all PSC ICT facilities; install, manage and maintain all ICT equipment and procurement of all ICT assets and report on the ICT network to the IT Manager.

These are some of the notable achievements of the IT section in 2013;

- Implementation of the first phase of the Case Management System.
- New server Trend Micro Worry Free Business Software installed and configured on server, that has also been installed on all desktop computers.
- Two external disk were purchased for Data back- up and recovery
- LAN Access cabling project completed and users are now using wired technology.
- New switches were installed on each level as part of the cabling project, where switches were configured for a secure connection.

Media & Publication

The Media and Publication Section was revived in October 2013, when Ms. Dorah Gawi was recruited as the Principal Media & Publication Officer. This section is responsible for preparing and compiling the Commissions' Annual Reports; producing the Commissions Newsletter, brochures and pamphlets targeting its clients; write up press statements and speeches; and is responsible for the authorized distribution of information to the Commission's clients about the role of PSC by developing and maintaining a strong relationship with the media within PNG and abroad to enable an effective coverage of matters concerning the Commission.

Some of the notable achievements in 2013 include the;

- Compilation, production and launch of the PSC Corporate Plan 2014-2018.
- Compilation and printing of the 2010-2011 Consolidated Annual Report.
- Compilation and printing of the 2012 Annual Report.

Registry

This section is responsible for the safe keeping and effective way of retrieving and maintaining records and registration of all correspondence either incoming or outgoing from the Commission.

This section is managed by Senior Registry Clerk Daera Papua with the help of Assistant Registry Clerk Eli Iwa.

In 2013, the registry section archived 92 boxes containing over 2, 300 files of correspondence on consultations and personnel review matters from the year 2000 through to 2009. All correspondence for the Commission has been carefully folio numbered and labels packed in archive boxes for storage. Metal shelves and compactus are used for the safe keeping of all Commissions files.

For the Office of the Secretary of the PSC Secretariat, seventeen (17) boxes are packed and stored away, whilst another eleven (11) boxes from the Office of Commissioner Provincial have been packed and storied in the Commissions Administrative Office.

In April, 2013, arrangements were made with the Office of National Library and Archives to carry out a survey on the Commission so space can be allocated to PSC to store our records in a safe and secure place for future reference. A response is still forthcoming from the Office of National Library and Archives.

Meanwhile, all National and Provincial Review Division's closed files have been duly labeled and packed in archive boxes and stored in metal shelves and compactus five for Provincial Branch and nine for National Branch. Work is now being carried out on the records for 2010 and 2013.

[Refer to Appendix N] - **Table One (1) - National Review Divisions closed files for 2013.**

- **Table Two (2) - Provincial Review Divisions closed files for 2013.**

There were a number of constraints faced in 2013 which included;

- the long process of folio numbering for all review files and commission correspondence on Commission meetings;
- absence of a good tracking system; and
- the difficulty in conducting a proper search due to the mishandling of files. To counter this problem, a file system for hard copy and electronic copy registers was created for all closed files to easily retrieve closed files. The way forward is to have a scanner purchased to speed up work and to accomplish outstanding tasks during normal working hours. Moreover, there is a need for staff to be trained on advance computing in record keeping and archiving.

For the posting of official mail for the Commission, arrangements have been made with Post PNG Ltd for a fast and efficient way to deal with all outgoing and confidential mail from the Commission.

2013 FINANCIAL YEAR REPORT

The Public Services Commission Budget appropriated for year 2013 was K6, 153,500 – refer to the Consolidated Financial Status Report as at 31st December 2013 and consisting of:

PERSONNEL EMOLUMENTS

Appropriation of K4, 741,400 comprising of:

1. **Item 111** – appropriation of K4, 066,100 as Salaries and Allowances and transfer of funds (K114, 200) under section 4 through a secretary's advance # 01/13 Dated 02/09/2013 for the purpose of casual wages: this transfer was specifically for the new recruits, who were not on the payroll awaiting their employment numbers. The fund was transferred to item 135 for that matter and item 111 was underspent with a fund availability of K26, 000.
2. **Item 113** – Overtime with an appropriation of K10, 000 was well spent.

3. **Item 114** – Leave Fares appropriation of K100, 000 was also well spent and within the budgetary appropriation.
4. **Item 141** – Retirement and Gratuities with an appropriation of K565, 300 was also spent accordingly. This also catered for the two officers who were on retirement -Late Mr Karl Konly and Mr Gideon Mange both from the Review Division. There was no overspending but rather, money was under spent with a fund availability of K76,000

Due to the transfer of funds to item 135 the revised appropriation for Personnel Emoluments was K4, 627,200 with a fund availability of K102, 000.

FIXED COSTS

The fixed cost was only for Utility and Consultancy Service Fees totalling K450, 000:

1. **Item 122** – Utility appropriation of K250, 000 was well spent but under budgeted due to huge outstanding bills carried forward to the year 2013 from 2012. The bills were catered for under item 135 after a bulk transfer was made from savings that was identified.
2. **Item 126** – Consultancy Fees was appropriated K200, 000 but was not utilized and therefore, was transferred to other important items. There was no consultancy service identified by the organization, therefore, the implementation of the activity fund was not carried out.

VARIABLE COSTS

The variable cost appropriation of K962,100 was also within the Budgetary Appropriation but due to inadequate funding under item 135 of the payment of casual wages - new engagements that were awaiting employment numbers from DPM; transfer of funds under section 4 of the Appropriation Act (Re-allocation between Services): Section 24 of the *Public Finance (Management) Act 1995*. When the two transfers became effective, the revised appropriation under item 135 increased by the same fund value; the first transaction of K114,200 from item 111 for the wages and second transaction from savings identified totalling to K305,200 to item 135. The revised appropriation for Item 135 was now K519, 400 which was increased by K419, 400.

LOSS

The Commission's loss was the **INADEQUATE APPROPRIATION DUE TO BUDGET CUTS BY THE TREASURY DEPARTMENT** and created a set-back for the organization in achieving its goals.

The set-back hindered the Commission on achieving its goal on fully implementing its Organizational Structure by 2011(No recruitment) and the budget for the appropriation was cut by about K1, 000,000. The Commission is yet to fulfil that requirement on recruitment.

DEPARTMENT OF PUBLIC SERVICES COMMISSION
SUMMARY OF RECURRENT EXPENDITURE
AS OF 31st DECEMBER, 2013

The performance of this section for this reporting year 2013 is captured in the *Financial Report* shown below;

ITEM NO.	DESCRIPTION	ORIGINAL BUDGET APPROP.	REVISED BUDGET APPROP.	WARRANT AUTHORITY RECEIVED	EXP. YEAR TO DATE	OUTSTANDING COMMITMENTS	TOTAL EXP. & COMMITMENTS	FUND AVAIL.	BAL. OF APPROP. NOT RELEASED VIA W/A	% OF EXP. AGAINST CURRENT APPROP.
							(6) + (7)	(5)-(8)	(4)-(5)	(6)/(4)*100
1	2	3	4	5	6	7	8	9	10	11
	PERSONNEL EMOLUMENTS	4,741, 400	4,627, 200	4,627,200	4,525,177	-	4,525,177	102,023	-	-
111	Salary & Allowances	4,066,100	3,951,900	3,951,900	3,925,928	-	3,925,928	25,972	-	99
113	Overtime	10,000	10,000	10,000	10,000	-	10,000	-	-	100
114	Leave fares	100,000	100,000	100,000	100,000	-	100,000	-	-	100
141	Retirement, Pensions, gratuities & retrenchment	565,300	565,300	565,300	489,249	-	489,249	76,051	-	-
	GOODS & SERVICES TOTAL	1,412,100	1,526,300	1,526,300	1,526,141	-	1,526,141	159	-	-
	FIXED COSTS [OTHER GOODS & SERVICES]	450,000	255,000	255,000	255,000	-	255,000	-	-	-
122	Utilities	250,000	250,000	250,000	250,000	-	250,000	-	-	100
126	Admin. Consultancy fees	200,000	5,000	5,000	5,000	-	5,000	-	-	100
	VARIABLE COSTS [OTHER GOODS & SERVICES]	962,100	1,271,300	1,271,300	1,271,141	-	1,271,141	159	-	-
121	Travel & subsistence	427,000	427,000	427,000	426,999	-	426,999	1	-	100
123	Office materials & supplies	100,000	71,200	71,200	71,200	-	71,200	-	-	100
125	Transport & fuel	80,000	64,500	64,500	64,500	-	64,500	-	-	100
128	Routine maintenance	45,100	30,100	30,100	30,100	-	30,100	-	-	100
135	Other operational expenses	100,000	519,400	519,400	519,242	-	519,242	158	-	100
136	Education, training & workshop	100,000	100,000	100,000	100,000	-	100,000	-	-	100
142	Membership fees, subscriptions & contributions	10,000	-	-	-	-	-	-	-	#DIV/0!
221	Furniture & equipment	100,000	59,100	59,100	59,100	-	59,100	-	-	100
222	Purchase of vehicles	-	-	-	-	-	-	-	-	-

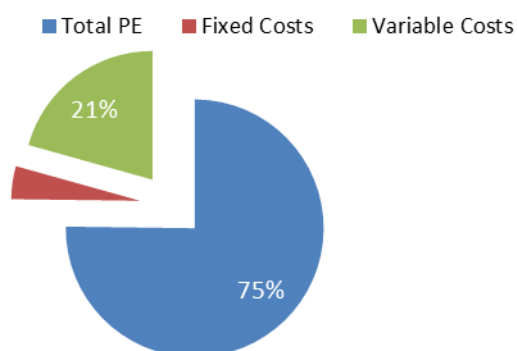
PSC TOTAL	6,153,500	6,153,500	6,153,500	6,051,319	-	6,051,319	102,181	-	-	
			2,201,600	1,636,141	-	1,636,141	159	-	-	

6,153,500
3,951,900
255,000
1,946,600
27,000
1,973,600

6,051,319
255,000
3,925,928
1,870,391

DATA FOR THE COMMISSION

Total Expenditure By Classification Whole Department

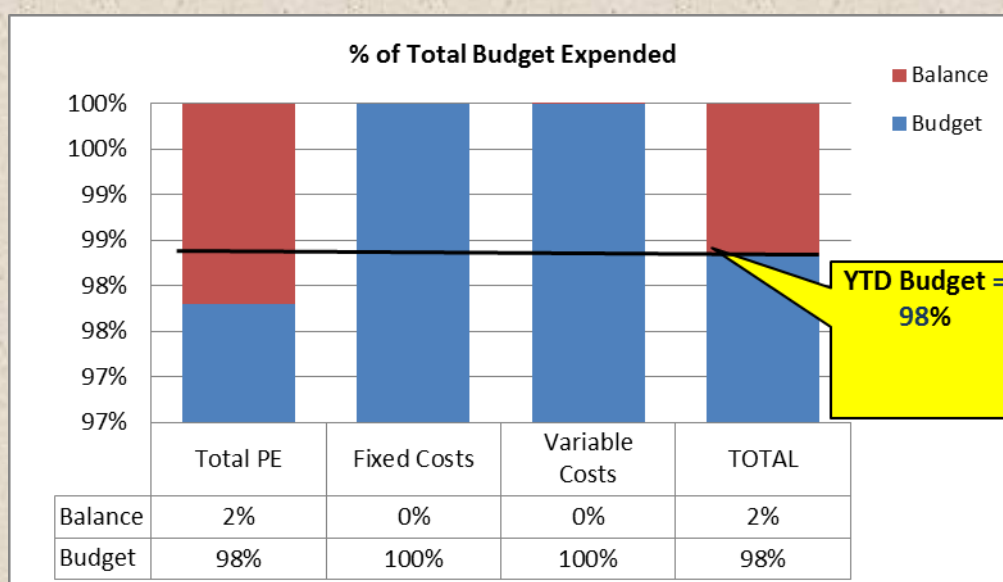


TOTAL PE	4,627,200
FIXED COSTS	255,000
VARIABLE COSTS	1,271,300

Data for YTD Expenditure by classification compared to budget

	Budget	Balance
Total PE	98%	2%
Fixed Costs	100%	0%
Variable Costs	100%	0%
TOTAL	98%	2%

Budget	Actual
4,627,200	4,525,177
255,000	255,000
1,271,300	1,271,141
6,153,500	6,051,319
Balances	Balances



ORGANIZATIONAL STRUCTURE

The Public Services Commission undertook a restructure in mid-2007, which the Department of Personnel Management approved on the 27th of July, 2007. Apart from the offices of the Chairman, the two Commissioners and the Secretary, the Commissions' new structure is made up of six (6) new divisions with a total manpower of eighty-one (81) personnel once recruitment gets underway in 2014. In comparison to the previous structure of thirty-six (36), this will see an increase in the number of personnel to almost 125%. At the moment there are fifty-six (56) personnel employed with the Public Service Commission at the close of 2013.

STAFF ON STRENGTH

The Public Services Commission comprises the Commission and Secretariat. The Commission is made up of the Chairman and Commissioners National and Provincial, whilst the Secretariat is headed by a Substantive Secretary who over-see's six divisions, that are managed by Directors. There are eighty-nine (89) positions as per the Approved Structure on the 27th of July, 2007.

In November, 2013, a permanent appointment was made for the position of Chairman of the Public Services Commission, after the former Chairman departed to the Ombudsman Commission as the Chief Ombudsman. At the moment the Commissioner Provincial's position is still vacant with an acting appointee held against it. Currently, PSC has a total of fifty-six (56) staff on strength; one (1) un-attached with forty-three (43) vacancies.

TRAINING, WORKSHOPS & CONFERENCES

On the 16th of January, 2013, the Public Services Commission's Training Committee endorsed the Learning & Development Plan for 2013-2017, as well as the long term and short-term training for staff in 2013.

In 2013, there was an increase in the number of officers who attended skills based training.

Details of all training taken by officers are as follows;

- Two (2) senior officers attended their respective Master's program in Australia
- Two (2) officers attended the Faculty of Flexible Learning with the Divine Word University
- Seven (7) attended the Intensive Report Writing No. 1 at the University of Papua New Guinea.
- Two (2) administrative assistants attended the Office Management skills course at Integrated Development Services
- One (1) officer attended the Inter-connectivity Cisco Network Devices in Lae
- Two (2) officers attended a one week PACE Program, conducted by Australia and New Zealand School of Government in Canberra, Australia.
- Five (5) officers attended the 2013 PNG Alesco User Group Conference conducted by the Department of Finance and Department of Personnel Management
- In November, 2013, an Induction and Orientation course was conducted for twenty (20) officers (new and promotional transfers) of the Public Services Commission.

ACHIEVEMENTS

The following are the achievements of the Public Services Commission in 2013;

- The National Review Division closed four hundred (400) cases; seventy-six (76) from 2013 and three hundred and twenty four (324) from 2012 and the years beyond.
The one hundred and sixty-six (166) cases registered in 2013; seventy-six (76) were completed and eighty-eight (88) were carried over to 2014.
- The Provincial Review Division achieved a zero (0) case goal by the end of 2013, where matters registered with the Commission, where reviewed within the required ninety (90) day period under Section 18 (3) (d) (i) of the *Public Services (Management) Act 1995 (as amended)*.
- The establishment of the Case Management System by the IT Section has enhanced and boosted the productivity level of the Provincial Review Division. This will enable the division to capture and keep up to date data on statistical records of all personnel review cases registered with the Commission, when the CMS is fully operational by the end of 2014.
- The Provincial Review Division closed a total of one hundred and fifty-three (153) cases in 2013, from a total of two hundred and thirty-nine (239) active cases, including those carried over from previous years. There were ninety (90) other administrative matters received and registered in this reporting year.
- The IT Section's successful installation of a new server and LAN Access cabling project was completed in 2013 allowing staff to now utilize wired technology.
- The Assessment Division in 2013 completed 100% of all cases carried over from 2012 on permanent appointments. This was because the processing of clearance letters were done efficiently which made it possible to get the assessments completed.
- The Registry Section archived ninety-two (92) boxes containing over 2, 300 files of correspondence on consultations and personnel review matters for years 2000 through to 2009. The files from 2010-2013 will be completed in 2014.
- The Investigations Division developed a draft Standard Operating Manual on Investigations, with the draft now with the Commission Members and the Senior Management Team for comments before it is finalized.

- The year 2013, also saw the compilation, production and launch of the Public Services Commission's Corporate Plan 2014-2018; and also the completion and printing of the 2010-2011 Consolidated Annual Report and the 2012 Annual Report.
- The Commission also unveiled its banner outside the PSC Office on the 27th of November, 2013, making it easier for aggrieved public servants and the general public to clearly identify the building in which PSC is housed.

CONSTRAINTS

While the Public Services 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 2013.

Listed are some of the constraints heightened by the divisions within PSC for this reporting year;

- Lack of adequate supply of logistics and stationary, the foremost being the inconsistency in purchasing ink cartridges for color printers for the printing of Commission Advices and dispatch within a reasonable time.
- The Legal, Advisory & Litigation Division needs to improve their vetting service as Draft Advices sent to the Division sits around for weeks or even months.
- The Provincial Review Division faced funding constraints, thus hindering them to carry out their hearings scheduled towards the end of the year, resulting in fifty-six (56) cases being cancelled and carried over to 2014. This was the same scenario for the Assessment Division for this reporting period as well.
- Directional hearings were put on hold in 2013, because officials from the Department of Personal Management failed to attend, therefore, hindering the work of the Provincial Review Division in formulating policy advices required on review matters.
- Lack of manpower was also a constraint for some of the divisions within the Commission.
- The Investigations Division has not performed its core functions for the duration of 2013, because it does not have a divisional head.
- An inadequate appropriation stemming from budget cuts by the Department of Treasury in 2013, created a set-back for the Commission in achieving its goal, especially in recruitment, which has been put off since 2011.

- The long process of folio numbering for all review files and Commission correspondence on Commission Meetings is one of the constraints faced by the Registry Section, due to the absence of a good tracking system, therefore, posing a difficulty to properly locate files. The purchase of a scanner will speed up the work, as a file tracking system has been created for both hard and electronic copy registers.



Staffs of the PSC Secretariat gather for a meeting to revise the PSC Corporate Plan 2009-2013.

RECOMMENDATION

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

The objective is a formidable task in itself, given the problems highlighted in this report; but one that can be achieved favorably, through the recommendations provided;

- That the annual budget allocation to the Commission be increased to cater for the annual work program, in-line with its Corporate Plan 2014-2018, to enable the Commission to carry out its statutory duties and functions.
- 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*.

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



PSC Staff displaying their certificates after the 2013 Public Service Induction Course at Lamana Hotel in Port Moresby.

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 appointments, suspensions and revocation of appointments of Departmental Heads, Provincial Administrators and Heads of Statutory bodies.

In 2013, the Commission reviewed a total of 727 cases, in which 553 were closed, with another 174 carried over into 2014, for both the National and Provincial Review Divisions.

The Commission also provided advice to the National Executive Council (NEC) on the appointment of thirty (30) Departmental Heads; twenty-five (25) Provincial Administrators; thirty-nine (39) Heads of Statutory Bodies; eleven (11) Chief Executives Officers of Public Hospitals and nineteen (19) non-ex-officio board members of Regulatory Statutory Authorities.

This reporting period, also saw the recruitment of ten (10) personnel for the Commission for various positions, to deal with the manpower shortage within the organization itself.

This year also saw the implementation of the first part of the Case Management System (CMS) Project that is focused on capturing and keeping up to date data on statistical records of all personnel review cases registered with the Commission. The project should be fully operational by the end of 2014, once training is undertaken for all review personnel.

A milestone achievement was the launch of the PSC Corporate Plan 2014-2018; the printing of the 2010-2011 Consolidated Annual Report together with the 2012 Annual Report and the launch of the PSC signage above the Tan Investment Haus building at Waigani, where the Commission is housed.

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 Services (Management) Act 1995 (as amended)* and the *General Orders*; as is currently the case.

Moreover, the Commission must not only be independent, but must be seen to be independent. The current set up, sees its Secretariat Officers as public servants, who come under the control of the Secretary of the Department of Personnel Management, which may in the future, risk the Commission of being accused of a conflict of interest or compromising our duties and independence by involving itself in the management and administrative matters of the Secretariat.

Furthermore, with the recruitment of additional staff under its new structure, the Commission is adamant to see some improvement in its performance in 2014 and the years beyond.

APPENDICES

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.

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 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 Service 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.

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.

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.

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.

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:
 - (i) the making of the complaint to the Commission under Subsection (1); or
 - (ii) where the Commission instigates 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.

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.

APPENDIX H: NATIONAL REVIEW DIVISION

REGISTER OF APPLICATION FOR REVIEW OF PERSONNEL MATTER NATIONAL BRANCH- 2013

REVIEW NO.	NAME OF DEPARTMENT	DECISION APPEALED AGAINST	DATE RECEIVED	DATE OF ACKNOWLEDGMENT	REF. FILE NO.
01/2013	Dept. of Works	TERMINATION	11/12/12	13/12/12	PSC2-23-DOW
02/2013	Dept. of Police	DISCIPLINE	12/02/13	11/01/13	PSC2-16-POL
03/2013	Dept. of Works	DISCIPLINE	28/01/12	11/01/13	PSC2-22
04/2013	Legal Training Institute.	SUSPENSION	11/01/13	08/01/13	PSC4-14
05/2013	Dept. of Finance	DISPLACEMENT	21/01/13	21/12/12	PSC2-8-FIN
06/2013	Dept. of Works	SELECTION	22/01/13	21/01/13	PSC2-23-DOW
07/2013	Dept. of Foreign Affairs.	DISCIPLINE	11/01/13	06/12/12	PSC2-28-FOAT
08/2013	PNG Institute of Public Administration,	SUSPENSION	28/01/13	20/12/12	PSC4-39-PNGIPA
09/2013	PNG Immigration & Citizenship. Dept. of Foreign Affairs,	TERMINATION	28/01/13	07/01/13	PSC2-9-FOAI

10/2013	Dept. of Agriculture & Livestock	DISCIPLINE	29.11.12	07/02/13	PSC2-DAL
11/2013	Dept. of National Planning,	DISCIPLINE	29.01.13	30/01/13	PSC2-15-NPM
12/2013	IRC,.	ENTITLEMENTS	31/08/11	15/12/11	PSC4-40-PNGIRC
13/2013	Mendi School of Nursing.	SELECTION	05/02/13	18/08/12	PSC2-10V-MSN
14/2013	Dept. of Environment & Conservation.	SIDELINED	05/02/13	17/12/12	PSC2-7-ENVC
15/2013	Dept. of Health.	SUSPENSION	07/02/13	30/01/13	PSC-2-10HEA
16/2013	Dept. of Transport.	SELECTION	07/02/13	13/12/12	PSC2-22-TRAN
17/2013	Dept. of National Planning & Monitoring.	DISCIPLINE	13/02/13	01/11/12	PSC2-15-NPM
18/2013	Dept. of National Planning & Monitoring.	DISCIPLINE	13/02/13	01/11/12	PSC2-15-NPM
19/2013	Dept. of Comm. & Industry.	DISCIPLINE	18/02/13	21/02/13	PSC2-21-CIND
20/2013	Mineral Resource Authority.	DISCIPLINE	26/02/13	06/03/13	PSC2-25A-MPGM
21/2013	Dept. of Treasury.	DISCIPLINE	26/02/13	27/02/13	PSC2-24-TREA
22/2013	Dept. of Comm. & Industry.	DISCIPLINE	26/02/13	27/02/13	PSC2-21-CIND
23/2013	Dept. of Works.	DISCIPLINE	03/01/13	07/03/13	PSC2-23-DOW
24/2013	Dept. of Works.	SUSPENSION	04/03/13	07/03/13	PSC2-23-DOW
25/2013	Dept. of Works.	SUSPENSION	04/03/13	07/03/13	PSC2-23-DOW
26/2013	Dept. of Personnel Management.	DISCIPLINE	05/03/13	07/03/13	PSC2-17-DPM
27/2013	Dept. of National Planning & Monitoring.	DISCIPLINE	19/03/13	22/03/13	PSC2-15-NPM
28/2013	Dept. of Works.	SELECTION	13/03/13	20/03/13	PSC2-23-DOW
29/2013	Dept. of Finance.	DISCIPLINE	13/03/13	21/03/13	PSC2-8-FIN
30/2013	NAQIA..	TERMINATION	18/03/13	21/03/13	PSC4-17-NAQIA
31/2013	Dept. of PM & NEC.	TERMINATION	26/03/13	02/04/13	PSC2-17-DPM
32/2013	Dept. of Comm. & Industry.	DISCIPLINE	08/03/13	02/04/13	PSC2-21-CIND
33/2013	Dept. of Comm. Dev..	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
34/2013	Dept. of Comm. Dev.	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
35/2013	Dept. of Comm. Dev.	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
36/2013	Dept. of Comm. Dev. .	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
37/2013	Dept. of Comm. Dev.	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
38/2013	Dept. of Comm. Dev.	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
39/2013	Dept. of Health, Laloki Psychiatric Hospital.	ENTITLEMENTS	16/04/13	17/04/13	PSC2-10U-HSLPH

40/2013	Dept. of Personnel Management.	SELECTION	11/04/13	12/04/13	PSC2-17-DPM
41/2013	Dept. of Finance.	DISCIPLINE	11/04/13	12/04/13	PSC2-8-FIN
42/2013	Dept. of Works.	SELECTION	03/04/13	11/04/13	PSC2-23DOW
43/2013	Dept. of Works.	DISCIPLINE	02/04/13	11/04/13	PSC2-23-DOW
44/2013	Dept. of Education.	ENTITLEMENT	05/04/13	11/04/13	PSC2-6-EDU
45/2013	PNG Institute of Public Administration.	DISCIPLINE	22/04/13	22/04/13	PSC4-39PNGIPA
46/2013	Dept. of Agriculture & Livestock.	DISCIPLINE	19/04/13	22/04/13	PSC2-02-DAL
47/2013	Dept. of Works.	DISCIPLINE	23/04/13	25/04/13	PSC2-23-DOW
48/2013	University of PNG.	TERMINATION	23/04/13	25/04/13	PSC4-55-UPNG
49/2013	Dept. of Comm. & Industry.	ENTITLEMENT	18/04/13	22/04/13	PSC2-21A-CIND
50/2013	Public Service Commission.	SELECTION	25/04/13	26/04/13	PSC4-51-PSC
51/2013	Dept. of Finance.	DISCIPLINE	26/04/13	30/04/13	PSC2-8-FIN
52/2013	Dept. of Works.	DISCIPLINE	26/04/13	30/04/13	PSC2-23-DOW
53/2013	Dept. of PM & NEC (Bougainville Affairs).	DISCIPLINE	26/04/13	30/04/13	PSC2-19-PMNEC
54/2013	Dept. of PM & NEC (Bougainville Affairs).	DISCIPLINE	26/04/13	30/04/13	PSC2-19-PMNEC
55/2013	Dept. of Health, Kimbe General Hospital.	SELECTION	26/04/13	30/04/13	PSC2-10J-HSKIGH
56/2013	Dept. of Justice & Attorney General.	DISCIPLINE	01/05/13	02/05/13	PSC2-11J-CCRS
57/2013	Dept. of Finance.	DISCIPLINE	01/05/13	02/05/13	PSC2-8-FIN
58/2013	Dept. of Agriculture & Livestock.	DISCIPLINE	01/05/13	02/05/13	PSC2-2-DAL
59/2013	Small Business Development.	SUSPENSION	02/05/13	02/05/13	PSC2-21B-CIND
60/2013	Dept. of Works.	DISCIPLINE	30/04/13	01/05/13	PSC2-23-DOW
61/2013	Dept. of Communication &	DISCIPLINE	06/05/13	25/04/13	PSC2-4-CINF

	Information.				
62/2013	Dept. of Works,	ENTITLEMENTS	02/05/13	18/04/13	PSC2-29-DOW
63/2013	Dept. of Agriculture & Livestock.	DISCIPLINE	04/04/13	26/03/13	PSC2-2-DAL
64/2013	Dept. of PM & NEC.	DISCIPLINE	03/05/13	15/05/13	PSC2-19-PMNEC
65/2013	Dept. of National Planning & Monitoring.	SELECTION	03/05/13	03/05/13	PSC2-15-NPM
66/2013	Dept. of Comm. Development.	DISCIPLINE	07/05/13	09/05/13	PSC2-3-DEV
67/2013	Dept. of PM & NEC.	DISCIPLINE	07/05/13	09/05/13	PSC2-19-PMNEC
68/2013	Dept. of Works	SUSPENSION	03/05/13	08/05/13	PSC2-23-DOW
69/2013	Dept. of Comm. Development.	DISCIPLINE	12/04/13	15/04/13	PSC2-3-CDEV
70/2013	Dept. of Works.	SELECTION	19/03/13	22/03/13	PSC2-23-DOW
71/2013	Dept. of Works.	DISCIPLINE	15/05/13	16/05/13	PSC2-23-DOW
72/2013	Dept. of Agriculture & Livestock.	DISCIPLINE	14/05/13	15/05/13	PSC2-02-DAL:72/2013
73/2013	PNG Nat. Parliament.	SUSPENSION	14/06/13	15/05/13	PSC4-43-PNGNP
74/2013	Dept. of Works.	TERMINATION	20/05/13	17/05/13	PSC2-23-DOW
75/2013	Dept. of PM & NEC.	DISCIPLINE	20/05/13	17/05/13	PSC2-19-PMNEC
76/2013	National Youth Commission.	DISCIPLINE	20/05/13	17/05/13	PSC4-34-NYC
77/2013	Dept. of Finance.	DISCIPLINE	21/05/13	20/05/13	PSC2-8-FIN

78/2013	Dept. of Comm. & Industry.	DISCIPLINE	27/05/13	28/05/13	PSC2-21-CIND
79/2013	National Institute of Standards & Ind. Technology.	TERMINATION	05/06/13	06/06/13	PSC4-26-NISIT
80/2013	Dept. of Works.	TERMINATION	07/06/13	13/06/13	PSC2-23-DOW
81/2013	Dept. of PM & NEC.	SELECTION	11/06/13	13/06/13	PSC2-19-PMNEC
82/2013	Dept. of Finance.	SELECTION	12/06/13	13/06/13	PSC2-8-FIN
83/2013	Dept. of Finance.	DISCIPLINE	03/06/13	04/06/13	PSC2-8-FIN
84/2013	Dept. of Finance.	DISCIPLINE	30/05/13	04/06/13	PSC2-8-FIN
85/2013	Small Business Dev. Corporation.	DISCIPLINE	30/05/13	04/06/13	PSC2-21B-CIND
86/2013	National Youth Commission.	SUSPENSION	06/06/13	07/06/13	PSC4-34-NYC
87/2013	Dept. of Labour & Indus. Relations.	DISCIPLINE	06/06/13	07/06/13	PSC2-12-LIR
88/2013	Dept. of Labour & Indus. Relations.	DISCIPLINE	06/06/13	07/06/13	PSC2-12-LIR
89/2013	Dept. of Works.	DISMISSAL	17/05/13	20/05/13	PSC2-23-DOW
90/2013	National AIDS Council.	DISCIPLINE	06/06/13	07/06/13	PSC4-59-NACS
91/2013	Southern Highlands Prov. Admin.	TERMINATION	21/05/13	27/06/13	PSC3-16SHPA
92/2013	Dept. of Works.	DISCIPLINE	20/06/13	21/06/13	PSC2-23-DOW
93/2013	PNG Fires Services.	DISMISSAL	03/06/13	05/06/13	PSC4-9-FSPNG
94/2013	NBC.	TERMINATION	25/06/13	02/08/13	PSC4-20-NBC
95/2013	NBC.	TERMINATION	16/07/13	02/08/13	PSC4-20-NBC
96/2013	Dept. of Justice & Attorney General.	DISCIPLINE	12/07/13	02/08/13	PSC2-11-JAG

97/2013	National Maritime & Safety Authority.	DISCIPLINE	09/07/13	01/08/13	PSC2-22A-TRAN
98/2013	Dept. of Labour & Industry Relation.	DISCIPLINE	16/07/13	02/08/13	PSC2-12-LIR
99/2013	PNG Customs Service.	DISMISSAL	04/07/13	30/07/13	PSC4-40A-PNGCS
100/2013	Dept. of Health.	DISCIPLINE	15/07/13	05/08/13	PSC2-10-HEA
101/2013	Dept. of Works.	DISCIPLINE	04/07/13	31/07/13	PSC2-23-DOW
102/2013	Dept. of Comm. & Industry.	DISCIPLINE	01/08/13	08/08/13	PSC2-21-CIND
103/2013	Dept. of Comm. & Industry.	DISCIPLINE	07/08/13	08/08/13	PSC2-21-CIND
104/2013	Dept. of Comm. & Industry.	DISCIPLINE	06/08/13	08/08/13	PSC2-17-DPM
105/2013	Dept. of PM & NEC.	TERMINATION	06/08/13	08/08/13	PSC2-19-PMNEC
106/2013	Dept. of Works.	DISMISSAL	08/08/13	14/08/13	PSC2-23-DOW
107/2013	Dept. of Works.	DISMISSAL	08/08/13	14/08/13	PSC2-23-DOW
108/2013	Dept. of Finance.	DISCIPLINE	26/07/13	14/08/13	PSC2-8-FIN
109/2013	Daru General Hospital.	SELECTION	26/07/13	14/08/13	PSC2-19F-HSDGH
110/2013	National AIDS Council.	DISCIPLINE	25/07/13	12/08/13	PSC4-59-NACS
111/2013	Dept. of Finance.	TERMINATION	01/08/13	13/08/13	PSC2-8-FIN
112/2013	Auditor General's Office.	DISCIPLINE	26/07/13	13/08/13	PSC4-2-AGO
113/2013	IRC.	DISCIPLINE	01/08/13	13/08/13	PSC4-40-PNGIRC
114/2013	University of Technology.	SUSPENSION	13/08/13	15/08/13	PSC4-45-UNITECH
115/2013	Dept. of Environment & Conservation.	DISCIPLINE	05/08/13	06/08/13	PSC2-7-ENVC
116/2013	Dept. of Justice & Attorney General.	DISCIPLINE	19/08/13	20/08/13	PSC2-11-JAG
117/2013	National Cultural Commission.	DISCIPLINE	20/08/13	20/08/13	PSC4-21-NCC
118/2013	Dept. Lands & Physical Planning.	TERMINATION	30/08/13	03/09/13	PSC2-13-LPP
119/2013	Dept. of Justice & Attorney General.	DISCIPLINE	23/08/13	27/08/13	PSC2-11-JAG
120/2013	PNG National Commission for UNESCO.	SUSPENSION	27/08/13	28/08/13	PSC2-27-NCUNESCO
121/2013	Port Moresby General Hospital.	DISCIPLINE	03/09/13	11/09/13	PSC2-10B-HSPMGH
122/2013	University of PNG.	DISCIPLINE	03/09/13	11/09/13	PSC4-55-UPNG
123/2013	Dept. of Justice &	SUSPENSION	27/08/13	17/09/13	PSC2-11-JAG

	Attorney General.				
124/2013	Dept. of Mineral Policy & Geohazards.	DISCIPLINE	10/09/13	11/09/13	PSC2-25-MPGM
125/2013	PNG National Comm. For UNESCO.	DISCIPLINE	09/09/13	17/09/13	PSC2-27-NCUNESCO
126/2013	Dept. of Comm. & Industry.	DISCIPLINE	06/09/13	17/09/13	PSC2-21-CIND
127/2013	IRC.	TERMINATION	17/09/13	19/09/13	PSC4-40-PNGIRC
128/2013	IRC.	TERMINATION	17/09/13	19/09/13	PSC4-40-PNGIRC
129/2013	Port Moresby General Hospital.	ENTITLEMENTS	19/09/13	04/10/13	PSC2-10B-HSPMGH
130/2013	Nat. Museum & Art Gallery..	TERMINATION	19/09/13	04/10/13	PSC4-47-PNGNMAG
131/2013	Nat. Museum & Art Gallery..	TERMINATION	19/09/13	04/10/13	PSC4-47-PNGNMAG
132/2013	Correctional Services.	DISCIPLINE	23/09/13	07/10/13	PSC2-4-CIS
133/2013	Nat. Cultural Commission	ENTITLEMENTS	08/10/13	09/10/13	PSC4-21-NCC
134/2013	Dept. of PM & NEC.	SELECTION	08/10/13	09/10/13	PSC2-19-PMNEC
135/2013	Dept. of Finance.	DISCIPLINE	14/10/13	14/10/13	PSC2-8-FIN
136/2013	IRC.	DISCIPLINE	17/10/13	24/10/13	PSC4-40-IRC
137/2013	IRC.	DISCIPLINE	16/10/13	17/10/13	PSC4-40-PNGIRC
138/2013	IRC.	DISCIPLINE	21/10/13	22/10/13	PSC4-40-PNGIRC
139/2013	NAQIA.	DISCIPLINE	21/10/13	22/10/13	PSC4-17-NAQIA
140/2013	Nat. Fisheries Authority.	TERMINATION	21/10/13	22/10/13	PSC4-24-NFA
141/2013	Dept. of Health.	ENTITLEMENTS	26/09/13	01/10/13	PSC2-10-HEA
142/2013	Dept. of Health.	ENTITLEMENTS	09/10/13	28/10/13	PSC2-10-HEA
143/2013	Dept. of Justice & Attorney General.	DISCIPLINE	31/10/13	01/11/13	PSC2-11-JAG
144/2013	NHC.	DISCIPLINE	01/11/13	04/11/13	PSC4-25-NHC
145/2013	Dept. of Finance, Oro Provincial Treasury.	SIDELINED	01/11/13	04/11/13	PSC2-8-FIN
146/2013	Central Provincial Transport Authority.	DISCIPLINE	06/11/13	12/11/13	PSC2-223A-DOW
147/2013	Port Moresby Gen. Hospital.	DISCIPLINE	12/11/13	14/11/13	PSC2-10B-HSPMGH
148/2013	Mineral Resource Authority.	DISCIPLINE	12/11/13	15/11/13	PSC2-25-A-MRA
149/2013	Dept. of Justice & Attorney General.	DISCIPLINE	14/11/13	18/11/13	PSC2-11-JAG

150/2013	NAQIA.	TERMINATION	15/11/13	18/11/13	PSC4-17-NAQIA
151/2013	PNGIPA.	DISCIPLINE	05/11/13	20/11/13	PSC4-3-PNGIPA
152/2013	Dept. of Works.	RETIREMENT	29/10/13	27/11/13	PSC2-23-DOW
153/2013	NCOBA, PM & NEC.	DISCIPLINE	21/10/13	28/11/13	PSC2-19-PMNEC
154/2013	UPNG.	DISCIPLINE	22/10/13	02/12/13	PSC4-55-UPNG
155/2013	IRC.	DISCIPLINE	17/01/13	03/12/13	PSC4-40-PNGIRC
156/2013	Public Service Commission.	ENTITLEMENTS	28/11/13	04/12/13	PSC4-51-PSC
157/2013	SBDC-Dept. of Comm. & Industry.	DISCIPLINE	24/10/13	05/12/13	PSC2-21B-CIND
158/2013	Dept. of Finance.	SELECTION	04/12/13	06/12/13	PSC2-8-FIN
159/2013	Nat. AIDS Council.	DISCIPLINE	18/11/13	05/12/13	PSC4-59-NACS
160/2013	PNG NISIT.	TERMINATION	05/12/13	09/12/13	PSC4-26-NISIT
161/2013	Nat. AIDS Council Secretariat.	DISMISSAL	25/11/13	09/12/13	PSC4-59-NACS
162/2013	Goroka Gen. Hospital.	TERMS & CONDITIONS	19/11/13	09/12/13	PSC2-10G-HSGBH
163/2013	Dept. of Provincial Treasury- Central	ENTITLEMENTS	05/12/13	12/12/13	PSC2-24-TREA
164/2013	Dept. of Defence.	SELECTION	13/12/13	17/12/13	PSC2-5-DEF
165/2013	Nat. Intelligence Office.	SELECTION	04/12/13	17/12/13	PSC4-27-NIO
166/2013	Dept. of Comm. & Industry.	LAID OFF	16/12/13	23/12/13	PSC2-21-CIND

APPENDIX I:

REGISTER OF CASES CLOSED IN 2013 (AS AT NOVEMBER 30) FOR APPLICATIONS FOR REVIEW OF PERSONNEL MATTERS

NO.	FILE NO.	NATURE OF COMPLAINT	DEPARTMENT	TYPE OF PAPER
1	PSC2-12-LIR:46/2011	Entitlement	Labour & Industrial Relations	Submission

2	PSC100-HSMHGH:140/2009	Selection	Mt Hagen General Hospital	Submission
3	PSC4-40A-PNGCS:11/2011	Selection	PNG Customs Service	Information Paper
4	PSC2-8-FIN:382/2011	Discipline	Finance	Submission
5	PSC2-21-CIND:356/2011	Selection	Commerce & Industry	Submission
6	PSC2-16-POL:67/2012	Discipline	Police	Information paper
7	PSC2-8-FIN:91/2012	Selection	Finance	Information Paper
8	PSC4-40A-PNGCS:66/2011	Discipline	Customs Services	Information paper
9	PSC2-8-FIN:4/2012	Discipline	Finance	Information paper
10	PSC2-20A:51/2006	Discipline	CAA	Information paper
11	PSC2-9:93/2006	Discipline	Health	Information Paper
12	PSC2-23:107/2007	Discipline	Finance	Information paper
13	PSC2-9B:108/2006	Discipline	POMGH	Information paper
14	PSC2-5:116/2006	Discipline	Education	Information paper
15	PSC2-2:24/2006	Entitlement	Works	Information Paper
16	PSC4-34:118/2006	Discipline	National Parliament	Information paper
17	PSC2-9B:132/2006	Entitlement	POMGH	Information paper
18	PSC2-98:108/2006	Retrenchment	Education	Information paper
19	PSC2-24:140/2006	Appointment	Works	Information paper
20	PSC2-50:143/2006	Discipline	CAA	Information paper
21	PSC2-2:165/2006	Discipline	DAL	Information paper

22	PSC4-51:10/2007	Discipline	National AIDS Council Secretariat	Information paper
23	PSC2-10B-HSPMGH:61/2012	Selection	POMGH	Information paper
24	PSC2-10B-HSPMGH	Appointment	Goroka School of Nursing	Information paper
25	PSC24-20-NBC:37/2011	Discipline	NBC	Information paper
26	PSC2-23-DOW:220/2012	Discipline	Works	Information paper
27	PSC2-6A-OHE:96/2012	Discipline	Office of Higher Education	Information paper
28	PSC4-55-UPNG:85/2012	Discipline	UPNG	Information paper
29	PSC4-40-PNGIRC:217/2011	Selection	IRC	Submission
30	PSC2-10B-HSPMGH:62/2012	Selection	POMGH	Submission
31	PSC2-10B-HSPMGH:224/2011	Discipline	POMGH	Submission
32	PSC2-8-FIN:380/2011	Discipline	Finance	Submission
33	PSC2-21-CIND:222/2011	Discipline	Commerce & Industry	Submission
34	PSC2-6-EDU:68/2012	Discipline	Education	Submission
35	PSC2-101:9/2010	Selection	Kerema General Hospital	Information paper
36	PSC2-23:27/2010	Entitlement	Works	Information paper
37	PSC2-16:33/2010	Terms & Conditions	Police	Information paper
38	PSC2-19:34/2010	Discipline	PM & NEC	Information paper
39	PSC2-15:39/2010	Discipline	National Planning & Monitoring	Information paper
40	PSC4-53:44/2010	Discipline	Office of Rural Development	Information paper
41	PSC2-100:50/2010	Discipline	Mt Hagen General Hospital	Information paper

42	PSC2-20:52/2010	Discipline	Prov. & Local Level Govt. Affairs	Information paper
43	PSC2-9:53/2010	Selection	Foreign Affairs	Information paper
44	PSC4-33:70/2010	Discipline	NSO	Information paper
45	PSC4-5:78/2010	Discipline	CAA	Information paper
46	PSC4-48:80/2010	Selection	PNGSF	Information paper
47	PSC2-2:102/2010	Appointment	DAL	Information paper
48	PSC2-10:105/2010	Discipline	POMGH	Information paper
49	PSC4-25:117/2010	Entitlement	NHC	Information paper
50	PSC2-2:122/2010	Entitlement	DAL	Information paper
51	PSC2-10:139/2010	Entitlement	POMGH	Information paper
52	PSC2-2:144/2010	Entitlement	DAL	Information paper
53	PSC4-5:146/2010	Retrenchment	CAA	Information paper
54	PSC2-4:150/2010	Discipline	Customs Services	Information paper
55	PSC4-16:157/2010	Discipline	Magisterial Services	Information paper
56	PSC4-39:170/2010	Discipline	PNGIPA	Submission
57	PSC4-39:7/2011	Discipline	PNGIPA	Submission
58	PSC4-39:21/2011	Discipline	PNGIPA	Submission
59	PSC4-69:20/2012	Discipline	PNG Sports Foundation	Information Paper
60	PSC4-27:65/2012	Discipline	NIO	Information Paper
61	PSC2-10:74/2012	Selection	Health	Information paper
62	PSC2-21:86/2010	Discipline	Commerce & Industry	Information Paper
63	PSC2-21:76/2011	Discipline	Commerce & Industry	Submission
64	PSC2-17:26/2010	Terms & Conditions	DPM	Information Paper
65	PSC2-10B:32/2010	Discipline	POMGH	Information Paper
66	PSC2-16:2010	Entitlement	Police	Information Paper

67	PSC2-11:74/2010	Discipline	Justice & Attorney General	Information paper
68	PSC4-60:77/2010	Discipline	PNG UNESCO	Information paper
69	PSC2-23:100/2010	Selection	Works	Information paper
70	PSC2-8-FIN:103/2010	Discipline	Finance	Information paper
71	PSC2-10-HEA:158/2010	Discipline	Health	Information paper
72	PSC4-39:158/2010	Discipline	PNGIPA	Information paper
73	PSC2-10:131/2010	Discipline	POMGH	Information paper
74	PSC3-31:04/2007	Selection	Wewak General Hospital	Information paper
75	PSC3-94:78/2007	Selection	Wewak General Hospital	Information paper
76	PSC3-04:91/2007	Selection	Wewak General Hospital	Information paper
77	PSC3-04:97/2007	Selection	Wewak General Hospital	Information paper
78	PSC3-04:96/2007	Selection	Wewak General Hospital	Information paper
79	PSC2-6:38/2007	Selection	Wewak General Hospital	Information paper
80	PSC2-15:48/2007	Selection	Department of National Planning & Monitoring	Information paper
81	PSC4-23:103/2007	Discipline	National Statistical Office	Information paper
82	PSC2-4:84/2007	Discipline	CIS	Information paper
83	PSC2-9:100/2007	Discipline	Health	Information paper
84	PSC4-28:99/2007	Discipline	PNGFA	Information paper
85	PSC2-8:57/2007	Entitlement	Department of Finance	Information paper
86	PSC2-10:76/2007	Discipline	Mendi General Hospital	Information paper

87	PSC2-24:56/2007	Discipline	Department of Works	Information paper
88	PSC4-51:46/2007	Discipline	National AIDS Council	Information paper
89	PSC4-17:83/2007	Discipline	National Housing Corporation	Information paper
90	PSC4-31:50/2007	Discipline	Internal Revenue Commission	Information paper
91	PSC4-35:91/2007	Discipline	Department of Health	Information paper
92	PSC2-6:38/2007	Discipline	Department of Education	Information paper
93	PSC2-24:04/2008	Discipline	Wabag General Hospital	Information paper
94	PSC2-10:150/2008	Discipline	Department of Health	Information paper
95	PSC4-32:162/2008	Discipline	National Museum	Information paper
96	PSC2-10:16/2008	Entitlement	Department of Health	Information paper
97	PSC2-10:107/2008	Entitlement	Kimbe General Hospital	Information paper
98	PSC2-15:154/2008	Entitlement	Department of National Planning and Monitoring	Information paper
99	PSC2-10:92/2008	Entitlement	Wewak General Hospital	Information paper
100	PSC2-19:99/2008	Discipline	PM & NEC	Information paper
101	PSC2-20:97/2008	Retrenchment	PNG Fire Services	Information paper
102	PSC2-13:25/2008	Retrenchment	Department of Lands	Information paper
103	PSC2-13:23/2008	Discipline	Department of Lands	Information paper
104	PSC2-10:29/2008	Discipline	Department of Health	Information paper
105	PSC2-11:156/2008	Discipline	Department of Justice & Attorney General	Information paper
106	PSC2-11:165/2008	Discipline	Department of Justice & Attorney General	Information paper
107	PSC4-55:11/2008	Discipline	CLRC	Information paper
108	PSC2-8:103/2008	Discipline	Department of Finance	Information paper
109	PSC2-10:107/2010	Entitlement	Modillion General Hospital	Information paper
110	PSC2-10:165/2010	Discipline	Modillion General Hospital	Information paper

111	PSC2-10:27/2008	Discipline	Port Moresby General Hospital	Information paper
112	PSC2-23-DOW:74/2009	Discipline	Works	Information paper
113	PSC2-3-CDEV:87/2009	Discipline	Community Development	Information paper
114	PSC2-6-EDU:76/2009	Discipline	Education	Information paper
115	PSC4-60-PNGSF:221/2012	Discipline	PNG Sports Foundation	Information paper
116	PSC2-19-PM&NEC:48/2012	Discipline	PM & NEC	Submission
117	PSC2-24:117/2007	Entitlement	Works	Information Paper
118	PSC2-23:144/2008	Discipline	Works	Information paper
119	PSC2-23:74/2008	Entitlement	Works	Information paper
120	PSC2-19-PM&NEC:19/2012	Discipline	PM & NEC	Information paper
121	PSC2-19-PM&NEC:386/2011	Discipline	PM & NEC	Information paper
122	PSC2-19-PM&NEC:369/2011	Discipline	PM & NEC	Information paper
123	PSC4-30:65/2008	Discipline	IRC	Information paper
124	PSC4-30:84/2008	Discipline	IRC	Information paper
125	PSC2-16:13/2008	Entitlement/Retrenchment	Police	Information paper
126	PSC2-5:8/2007	Discipline	Defence	Information paper
127	PSC4-1:88/2008	Discipline	NCDC	Information paper
128	PSC2-3:14/2008	Discipline	Community Development	Information paper
129	PSC2-14:148/2008	Selection	Mining & Geohazards	Information paper
130	PSC2-8:104/2008	Entitlement	Finance	Information paper
131	PSC2-8:133/2008	Discipline	Finance	Information paper
132	PSC2-15:89/2008	Discipline	National Planning & Monitoring	Information paper

133	PSC2-10D:93/2008	Discipline	Wewak General Hospital	Information paper
134	PSC3-04:106/2007	Selection	Wewak General Hospital	Information paper
135	PSC3-04:98/2007	Selection	Wewak General Hospital	Information paper
136	PSC3-04:94/2007	Selection	Wewak General Hospital	Information paper
137	PSC3-04:92/2007	Selection	Wewak General Hospital	Information paper
138	PSC3-04:79/2007	Selection	Wewak General Hospital	Information paper
139	PSC3-04:97/2007	Selection	Wewak General Hospital	Information paper
140	PSC3-04:117/2007	Selection	Wewak General Hospital	Information paper
141	PSC3-04:108/2007	Selection	Wewak General Hospital	Information paper
142	PSC2-10:61/2007	Selection	Angau Memorial Hospital	Information paper
143	PSC2-10D:78/2008	Discipline	Angau Memorial Hospital	Information paper
144	PSC2-10:30/2007	Selection	Health	Information paper
145	PSC2-10:9/2007	Selection	Health	Information paper
146	PSC2-9:67/2008	Selection	Foreign Affairs	Information paper
147	PSC2-5:97/2007	Discipline	Education	Information paper
148	PSC2-6:152/2007	Discipline	Education	Information paper
149	PSC2-11:87/2007	Discipline	Justice & Attorney General	Information paper
150	PSC2-11:96/2007	Discipline	Law Reform Commission	Information paper
151	PSC2-4:150/2007	Discipline	CIS	Information paper
152	PSC2-5:154/2007	Entitlement	Defence	Information paper

153	PSC4-23:12/2007	Discipline	NARI	Information paper
154	PSC4-31:34/2007	Discipline	PNGIPA	Information paper
155	PSC2-19H:19/2007	Discipline	PNG Events Council	Information paper
156	PSC2-17-DPM:55/2012	Selection	DPM	Submission
157	PSC2-2-DAL:57/2012	Discipline	DAL	Submission
158	PSC2-24:110/2007	Entitlement	Works	Submission
159	PSC2-10-HEA:317/2012	Entitlement	Health	Submission
160	PSC2-8-FIN:71/2012	Discipline	Finance	Submission
161	PSC4-8-ECPNG:97/2010	Discipline	Electoral Commission	Submission
162	PSC2-11J-CCRS:1/2011	Discipline	Justice & Attorney General	Submission
163	PSC4-40-IRC:60/2011	Discipline	IRC	Submission
164	PSC4-40-IRC:56/2011	Selection	IRC	Submission
165	PSC2-100-HSMTGH:120/2010	Discipline	Mt Hagen General Hospital	Submission
166	PSC2-7-ENVC:63/2012	Retrenchment	Environment & Conservation	Submission
167	PSC2-11F-OPP:19/2011	Discipline	Justice & Attorney General	Submission
168	PSC4-34:193/2006	Discipline	National Parliament	Submission
169	PSC2-17-DPM:31/2013	Discipline	DPM	Information paper
170	PSC4-17-NAQIA:30/2013	Discipline	NAQIA	Information paper
171	PSC2-17-DPM:26/2013	Discipline	DPM	Information paper
172	PSC2-21-CIND:22/2013	Discipline	Commerce & Industry	Information paper
173	PSC2-24-TREA:21/2013	Discipline	Treasury	Information paper
174	PSC2-23-DOW:03/2013	Discipline	Works	Information paper
175	PSC2-11JAG:59/2012	Discipline	Justice & Attorney General	Information paper

176	PSC2-23-DOW:52/2012	Discipline	Works	Information paper
177	PSC2-10B-HSPMGH:82/2011	Discipline	POMGH	Information paper
178	PSC2-11A-LRC:37/2011	Discipline	Constitutional Law Reform Commission	Information paper
179	PSC2-21-CIND:143/2010	Discipline	Commerce & Industry	Information paper
180	PSC4-40-PNGIRC:35/2012	Discipline	IRC	Information paper
181	PSC2-16-POL:02/2013	Discipline	Police	Information paper
182	PSC2-10B-HSPMGH:98/2011	Selection	POMGH	Information paper
183	PSC2-20-PLGA:251/2011	Entitlement	Provincial & Local Level Government Affairs	Information paper
184	PSC2-10-HEA:106/2012	Discipline	Health	Information paper
185	PSC4-4-PNGIRC:12/IRC	Entitlement	IRC	Information paper
186	PSC2-6-EDU:75/2012	Discipline	Education	Information paper
187	PSC4-8-ECPNG:110/2012	Discipline	Electoral Commission of PNG	Information paper
188	PSC2-23-DOW:105/2012	Entitlement	Works	Information paper
189	PSC2-23-DOW:113/2012	Entitlement	Works	Information paper
190	PSC4-40-PNGIRC:45/2010	Discipline	IRC	Submission
191	PSC2-23-DOW:242/2011	Discipline	Works	Submission
192	PSC2-23-DOW:267/2011	Discipline	Works	Submission
193	PSC2-23-DOW:241/2011	Discipline	Works	Submission
194	PSC2-23-DOW:267/2011	Discipline	Works	Submission
195	PSC2-23-DOW:243/2011	Discipline	Works	Submission
196	PSC2-23-DOW:37/2012	Discipline	Works	Submission
197	PSC2-23-DOW:38/2012	Discipline	Works	Submission
198	PSC2-4-POL:01/2012	Selection	CIS	Submission

199	PSC2-8-FIN:209/2011	Discipline	Finance	Submission
200	PSC2-23-DOW:381/2011	Discipline	Works	Submission
201	PSC4-31-NRSC:82/2010	Discipline	National Roads Safety Council	Submission
202	PSC4-40-PNGIRC:54/2011	Discipline	IRC	Submission
203	PSC2-21-CIND:36/2012	Discipline	Commerce & Industry	Submission
204	PSC2-4-CIS:366/2011	Discipline	CIS	Information Paper
205	PSC2-11-JAG:83/2011	Discipline	Justice & Attorney General	Submission
206	PSC2-2-DAL:43/2009	Discipline	DAL	Information Paper
207	PSC4-5-CAA:102/2009	Discipline	CAA	Information Paper
208	PSC4-40-IRC:139/2009	Discipline	IRC	Information Paper
209	PSC2-10B-HSPMGH:17/2009	Entitlements	POMGH	Information Paper
210	PSC2-4-CIS:123/2009	Retirement	CIS	Information Paper
211	PSC2-16-POL:35/2009	Retirement	Police	Information Paper
212	PSC4-5-CAA:171/2009	Discipline	CAA	Information Paper
213	PSC4-5-CAA:170/2009	Entitlement	CAA	Information Paper
214	PSC4-5-CAA:36/2009	Discipline	CAA	Information Paper
215	PSC4-9-FSPNG:45/2009	Discipline	PNG Fire Services	Information Paper
216	PSC2-16-POL:50/2009	Entitlement	Police	Information Paper
217	PSC4-5-CAA:172/2009	Discipline	CAA	Information Paper
218	PSC2-10-HSKEGH:179/2009	Discipline	Kerema General Hospital	Information Paper
219	PSC4-5-CAA:173/2009	Discipline	CAA	Information Paper
220	PSC2-21-CIND:108/2012	Discipline	Commerce & Industry	Information Paper
221	PSC2-25-MPGM:370/2011	Selection	Mining	Submission

222	PSC4-40- PNGIRC:189/2011	Submission	IRC	Submission
223	PSC2-8- FIN:89/2012	Discipline	Finance	Submission
224	PSC4-27- NIO:92/2012	Discipline	NIO	Submission
225	PSC2- 10:162/2010	Discipline	Wewak General Hospital	Information paper
226	PSC2-23- DOW:79/2010	Discipline	Works	Information paper
227	PSC2-23- DOW:46/2010	Discipline	Works	Information paper
228	PSC2-3- CDEV:118/2012	Discipline	Community Development	Information paper
229	PSC2-3- CDEV:132/2012	Discipline	Community Development	Information paper
230	PSC2-3- CDEV:121/2012	Discipline	Community Development	Information paper
231	PSC2-3- CDEV:119/2012	Discipline	Community Development	Information paper
232	PSC2-3- CDEV:136/2012	Discipline	Community Development	Information paper
233	PSC2-3- CDEV:134/2012	Discipline	Community Development	Information paper
234	PSC2-3- CDEV:133/2012	Discipline	Community Development	Information paper
235	PSC2-3- CDEV:122/2012	Discipline	Community Development	Information paper
236	PSC2-3- CDEV:135/2012	Discipline	Community Development	Information paper
237	PSC2-3- CDEV:124/2012	Discipline	Community Development	Information paper
238	PSC2-3- CDEV:129/2012	Discipline	Community Development	Information paper
239	PSC2-3- CDEV:125/2012	Discipline	Community Development	Information paper
240	PSC2-3- CDEV:126/2012	Discipline	Community Development	Information paper

241	PSC2-3- CDEV:128/2012	Discipline	Community Development	Information paper
242	PSC2-3- CDEV:127/2012	Discipline	Community Development	Information paper
243	PSC2-3- CDEV:131/2012	Discipline	Community Development	Information paper
244	PSC2-3- CDEV:132/2012	Discipline	Community Development	Information paper
245	PSC2-3- CDEV:130/2012	Discipline	Community Development	Information paper
246	PSC2-3- CDEV:123/2012	Discipline	Community Development	Information paper
247	PSC2-21- CIND:49/2013	Entitlement	Information paper	Information paper
248	PSC2-23- DOW:92/2013	Discipline	Works	Information paper
249	PSC2-8- FIN:102/2008	Selection	Finance	Information paper
250	PSC4-9- FSPNG:93/2013	Discipline	PNG Fire Service	Information paper
251	PSC3-16- SHPA:91/2013	Discipline	SHP Administration	Information paper
252	PSC2-21- CIND:32/2013	Discipline	Commerce & Industry	Information paper
253	PSC2-8- FIN:57/2013	Discipline	Finance	Information paper
254	PSC4-55- UPNG:48/2013	Discipline	UPNG Bookshop	Information paper
255	PSC2-19- PMNEC:64/2013	Discipline	PM & NED	Information paper
256	PSC2-2- DAL:72/2013	Discipline	DAL	Information paper
257	PSC2-6- EDU:44/2013	Entitlement	Education	Information paper
258	PSC2-21- CIND:19/2013	Discipline	Commerce & Industry	Information paper
259	PSC2-25- MRA:20/2013	Discipline	Mineral Resource Authority	Information paper
260	PSC2-23- DOW:20/2011	Appointment	Works	Information paper
261	PSC2-23- DOW:110/2010	Selection	Works	Information paper
262	PSC2-23- DOW:200/2011	Discipline	Works	Information paper

263	PSC4-42- PNGMC:93/2012	Discipline	Maritime College	Information paper
265	PSC4-42- PNGMC:94/2012	Discipline	Maritime College	Information paper
266	PSC3-10K- HSKUGH:126/2010	Discipline	Kundiawa General Hospital	Information paper
267	PSC2-23- DOW:159/2010	Resignation	Works	Information paper
268 269	PSC2-15- NPM:40/2010 PSC2-23- DOW:108/2010	Discipline Selection	National Planning & Monitoring Works	Information paper Information paper
269	PSC2-23- DOW:108/2010	Selection	Works	Information paper
270	PSC2-10K- HSKUGH:110/2010	Retrenchment	Kundiawa General Hospital	Information paper
271	PSC2-10U- HSLPH:274/2011	Selection	Laloki Psychiatric Hospital	Information paper
272	PSC2-10U- HSLPH:268/2011	Selection	Laloki Psychiatric Hospital	Information paper
273	PSC2-23- DOW:34/2010	Entitlement	Works	Information paper
274	PSC2-10- HSPMGH:13/2012	Discipline	POMGH	Information paper
275	PSC4-39- PNGIPA:269/2011	Selection	PNGIPA	Information paper
276	PSC2-08- FIN:05/2013	Discipline	Finance	Submission
277	PSC2-23- DOW:28/2013	Selection	Works	Submission
278	PSC2-8- FIN:137/2012	Selection	Finance	Submission
279	PSC2-8- FIN:143/2012	Discipline	Finance	Submission
280	PSC2-18- PETE;115/2010	Discipline	Petroleum & Energy	Submission
281	PSC2-18- PETE:116/2010	Discipline	Petroleum & Energy	Submission
282	PSC2-10V- MSN:13/2013	Selection	Health	Submission
283	PSC4-27- NIO:88/2012	Discipline	NIO	Submission
284	PSC2-15- NPM:138/2012	Discipline	National Planning & Monitoring	Submission

285	PSC2-18- PETE:20/2010	Discipline	Petroleum & Energy	Submission
286	PSC2-24- TREA:76/2010	Discipline	Treasury	Submission
287	PSC2-21- CIND:78/2011	Discipline	Commerce & Industry	Submission
288	PSC4-40- PNGIRC:115/2012	Discipline	IRC	Submission
289	PSC2-23- DOW:1/2013	Discipline	Works	Submission
290	PSC4-47- NIO:87/2012	Discipline	NIO	Submission
291	PSC2-10- HEA:06/2012	Selection	Health	Submission
292	PSC2-3- CDEV:51/2012	Discipline	Community Development	Submission
293	PSC2-8- FIN:83/2010	Discipline	Finance	Submission
294	PSC2-8- FIN:72/2010	Discipline	Finance	Submission
295	PSC2-18- PETE:97/2012	Discipline	Petroleum & Energy	Submission
296	PSC4-34- NYC:56/2012	Discipline	National Youth Commission	Submission
297	PSC4-40- PNGIRC:116/2012	Discipline	IRC	Submission
298	PSC2-11J- CCRS:56/2013	Discipline	Justice & Attorney General	Submission
299	PSC3-19- ENVC:09/2010	Entitlement	Environment & Conservation	Submission
300	PSC4-59- NACS:34/2012	Discipline	National AIDS Council Secretariat	Submission
301	PSC2-22- TRAN:16/2013	Selection	Transport	Information paper
302	PSC2-8- FIN:51/2013	Discipline	Finance	Information paper
303	PSC2-15- NPM:27/2013	Discipline	National Planning & Monitoring	Information paper
304	PSC2-7- ENVC:115/2013	Discipline	Environment & Conservation	Information paper
305	PSC2-21- CIND:78/2013	Discipline	Commerce & Industry	Information paper
306	PSC2-23- DOW:52/2013	Discipline	Works	Information paper

307	PSC2-23-DOW:62/2013	Entitlement	Works	Information paper
308	PSC4-40-PNGIRC:113/2013	Discipline	IRC	Information paper
309	PSC4-45-UNITECH:114/2013	Discipline	UNITECH	Information paper
310	PSC2-23-DOW:74/2013	Discipline	Works	Information paper
311	PSC2-22A-TRAN:97/2013	Discipline	National Maritime Safety Authority	Information paper
312	PSC2-21-CIND:102/2013	Discipline	Commerce & Industry	Information paper
313	PSC4-20-NBC:95/2013	Discipline	NBC	Information paper
314	PSC4-20-NBC:94/2013	Discipline	NBC	Information paper
315	PSC2-21-CIND:77/2012	Discipline	Commerce & Industry	Submission
316	PSC4-33-NSO:142/2012	Discipline	National Statistical Office	Submission
317	PSC2-9-FOAT:09/2013	Discipline	Immigration & Citizenship	Submission
318	PSC4-17-NAQIA:27/2012	Discipline	NAQIA	Information paper
319	PSC2-10J-HSKIGH:39/2011	Selection	Kimbe General Hospital	Information paper
320	PSC2-101-HSKEGH:152/2010	Discipline	Kerema General Hospital	Information paper
321	PSC2-2-DAL:10/2013	Discipline	DAL	Information paper
322	PSC2-23-DOW:93/2010	Selection	Works	Submission
323	PSC2-23-DOW:191/2011	Discipline	Works	Submission
324	PSC2-10-HEA:141/2013	Entitlement	Health	Information paper
325	PSC2-12-LIR:87/2013	Discipline	Labour & Industrial Relations	Information paper
326	PSC2-12-LIR:88/2013	Discipline	Labour & Industrial Relations	Information paper
327	PSC2-23-DOW:80/2013	Discipline	Works	Information paper

328	PSC4-17- NAQIA:139/2013	Discipline	NAQIA	Information paper
329	PSC4-24- NFA:140/2013	Discipline	National Fisheries Authority	Information paper
330	PSC2-4- CIS:132/2013	Discipline	CIS	Information paper
331	PSC2-28- FOAT:07/2013	Discipline	Foreign Affairs	Information paper
332	PSC2-23- DOW:60/2013	Discipline	Works	Information paper
333	PSC2-4- CINF:61/2013	Discipline	Communication & Information	Information paper
334	PSC2-2- DAL:63/2013	Discipline	DAL	Information paper
335	PSC4-40- PNGIRC:128/2013	Discipline	IRC	Information paper
336	PSC4-40- PNGIRC:127/2013	Discipline	IRC	Information paper
337	PSC4-55- UPNGNR:122/201 3	Discipline	PNG University of Natural Resources	Information paper
338	PSC4-12- ICCC:218/2011	Discipline	ICCC	Information paper
339	PSC2-10- HEA:114/2012	Discipline	Health	Information paper
340	PSC2-15- NPM:17/2013	Discipline	National Planning & Monitoring	Information paper
341	PSC2-10T- HSWEGH:77/2011	Entitlement	Wewak General Hospital	Information paper
342	PSC2-15- NPM:18/2013	Discipline	National Planning & Monitoring	Information paper
343	PSC2-23- DOW:47/2013	Discipline	Works	Information paper
344	PSC2-10U- HSLPH:39/2013	Entitlement	Laloki Psychiatric Hospital	Information paper
345	PSC2-23- DOW:31/2010	Discipline	Works	Information paper
346	PSC2-17- DPM:248/2011	Discipline	DPM	Submission
347	PSC2-23- DOW:90/2012	Discipline	Works	Submission
348	PSC4-40- PNGIRC:104/2012	Discipline	IRC	Submission
349	PSC2-17- UNESCO:140/201	Discipline	PNG UNESCO	Submission

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350	PSC2-21-CIND:146/2012	Discipline	Commerce & Industry	Submission
351	PSC4-40-PNGIRC:98/2012	Discipline	IRC	Submission
352	PSC4-14-LTI:04/2013	Discipline	LTI	Submission
353	PSC2-7-ENVC:21/2012	Discipline	Environment & Conservation	Submission
354	PSC2-8-FIN:29/2013	Discipline	Finance	Submission
355	PSC2-23-DOW:43/2013	Discipline	Works	Submission
356	PSC4-40-PNGIRC:76/2012	Discipline	IRC	Submission
357	PSC2-21B-CIND:59/2013	Discipline	SBDC	Submission
358	PSC2-21B-CIND:85/2013	Discipline	SBDC	Submission
359	PSC4-39-PNGIPA:45/2013	Discipline	PNGIPA	Submission
360	PSC2-8-FIN:144/2012	Selection	Finance	Submission
361	PSC2-2-DAL:145/2012	Discipline	DAL	Submission
362	PSC2-17-DPM:40/2013	Selection	DPM	Submission
363	PSC2-23-DOW:68/2013	Discipline	Works	Submission
364	PSC2-8-FIN:82/2013	Selection	Finance	Submission
365	PSC2-15-NPM:65/2013	Selection	National Planning & Monitoring	Submission
366	PSC4-34-NYC:86/2013	Discipline	National Youth Commission	Submission
367	PSC4-60-PNGSF:364/2011	Discipline	PNG Sports Foundation	Information paper
368	PSC4-62-NVS:373/2011	Discipline	National Volunteer Service	Information paper
369	PSC4-17-NAQIA:150/2013	Discipline	NAQIA	Information paper
370	PSC2-10-HEA:142/2013	Entitlement	Health	Information paper
371	PSC2-23-DOW:12/2010	Discipline	Works	Information paper

372	PSC2-25-MPGM:124/2013	Discipline	Mineral Policy & Geohazards Management	Information paper
373	PSC2-8-FIN:21/2009	Selection	Finance	Information paper
374	PSC2-10S-HSWAGH:95/2009	Discipline	Wabag General Hospital	Information paper
375	PSC2-11-JAG:169/2009	Discipline	Justice & Attorney General	Information paper
376	PSC2-3-CDEV:105/2009	Discipline	Community Development	Information paper
377	PSC2-25-MPGM:28/2009	Discipline	Mineral Policy & Geohazards Management	Information paper
378	PSC4-40-PNGIRC:159/2009	Discipline	IRC	Information paper
379	PSC4-29-PNGIPA:22/2009	Discipline	PNGIPA	Information paper
380	PSC4-30-NRI:2010	Discipline	NARI	Information paper
381	PSC2-10D-HSAMH:128/2009	Discipline	Angau Memorial Hospital	Information paper
382	PSC2-14:2/2009	Entitlement	Mineral Policy & Geohazards Management	Information paper
383	PSC2-8-FIN:91/2009	Discipline	Finance	Information paper
384	PSC2-10S-HSWAGH:93/2009	Discipline	Wabag General Hospital	Information paper
385	PSC4-47-PNGMAG:31/2009	Discipline	National Museum & Art Gallery	Information paper
386	PSC2-8-FIN:57/2009	Discipline	Finance	Information paper
387	PSC2-8-FIN:63/2009	Discipline	Finance	Information Paper
388	PSC4-26-PNGISIT:160/2013	Discipline	NISIT	Information Paper
389	PSC2-11J-CCRS:21/2010	Selection	Justice & Attorney General	Information Paper

390	PSC2-10G-HSGBH;162/2013	Terms & Conditions	Goroka General Hospital	Information Paper
391	PSC2-11J-CCRS:04/2010	Selection	Justice & Attorney General	Information Paper
392	PSC2-11J-CCRS:03/2010	Selection	Justice & Attorney General	Information Paper
393	PSC4-10-GH:125/2010	Discipline	Government House	Information Paper
394	PSC4-59-NACS:145/2010	Discipline	NACS	Information Paper
395	PSC4-31-NRSC:12/2010	Discipline	National Road Safety Council	Information Paper
396	PSC2-15-NPM:156/2011	Discipline	National Planning & Monitoring	Information Paper
397	PSC4-55-UPNG:154/2013	Discipline	UPNG	Information Paper
398	PSC2-11G-OPS:111/2010	Discipline	Office of the Public Solicitor	Information Paper
399	PSC2-11G-OPS:94/2010	Discipline	Office of the Public Solicitor	Information Paper
400	PSC2-17-DPM:121/2010	Discipline	DPM	Submission

APPENDIX J:

LIST OF OUTSTANDING CASES FROM 2013 & YEARS BEYOND

<u>KEY</u>			
	DISCIPLINE		ENTITLEMENT
	SELECTION		RETIREMENT

NO.	REFERENCE NO.	NATURE OF COMPLAINT	DEPARTMENT
1	PSC2-17-DPM:147/2012	Discipline	DPM
2	PSC4-59-NACS:110/2013	Discipline	NACS
3	PSC2-18-PETE:114/2010	Discipline	Petroleum & Energy
4	PSC4-40A-PNGCS:15/2011	Discipline	PNG Customs Service
5	PSC2-7-ENVC:14/2013	Discipline	Environment & Conservation
6	PSC2-10R-HSVGH:38/2011	Selection	Vanimo General Hospital
7	PSC4-40A-PNGCS:213/2011	Selection	PNG Customs Services
8	PSC4-40A-PNGCS:138/2010	Discipline	PNG Customs Services
9	PSC4-40A-PNGCS:99/2013	Discipline	PNG Customs Service
10	PSC2-8-FIN:28/2012	Entitlement	Finance
11	PSC2-17-DPM:139/2012	Selection	DPM
12	PSC2-FIN:83/2013	Discipline	Finance
13	PSC2-10-HMOGH:156/2011	Selection	Modilon General Hospital
14	PSC2-11A-JAG	Discipline	Office of the Public Solicitor
15	PSc2-10-HEA:141/2012	Discipline	Health

16	PSC2-21-CIND:114/2009	Entitlement	Commerce & Industry
17	PSC2-5-DEF:162/2013	Selection	Defence
18	PSC2-5-DEF:164/2013	Selection	Defence
19	PSC2-21-CIND:215/2011	Discipline	Commerce & Industry
20	PSC2-10T- HSWEGH:167/2010	Entitlement	Wewak General Hospital
21	PSC2-10J-HSKGH:55/2013	Selection	Kimbe General Hospital
22	PSC4-39-PNGIPA"08/2013	Discipline	PNGIPA
23	PSC2-2-DAL:46/2013	Discipline	DAL
24	PSC4-26-NISIT:/79/2013	Discipline	NISIT
25	PSC2-27-UNESCO:120/2013	Discipline	UNESCO
26	PSC2-10U-HSLPH:273/2011	Selection	Laloki Psych. Hospital
27	PSC2-10U-HSLPH:276/2011	Selection	Laloki Psych. Hospital
28	PSC2-10U-HSLPH:275/2011	Selection	Laloki Psych. Hospital
29	PSC2-10U-HSLPH:277/2011	Selection	Laloki Psych. Hospital
30	PSC2-10S-WAGH:25/2011	Discipline	Wabag General Hospital
31	PSC2-10S-WAGH:94/2009	Discipline	Wabag General Hospital
32	PSC2-23-DOW:107/2013	Discipline	Works
33	PSC2-23-DOW:106/2013	Discipline	Works
34	PSC2-23-DOW:44/2013	Discipline	Works
35	PSC4-40-PNGIRC:155/2013	Discipline	IRC
36	PSC4-40-PNGIRC:138/2013	Discipline	IRC
37	PSC4-51-PSC:156/2013	Entitlement	PSC
38	PSC4-47- PNGNMAG:130/2013	Discipline	National Museum & Art Gallery
39	PSC4-47- PNGNMAG:131/2013	Discipline	National Museum & Art Gallery

40	PSC2-10L-HSLGH:206/2011	Discipline	Lorengau General Hospital
41	PSC2-8-FIN:158/2013	Selection	Finance
42	PSC2-11-JAG:149/2013	Discipline	Justice & Attorney General
43	PSC2-8-FIN:84/2011	Discipline	Finance
44	PSC2-10-HEA:100/2013	Discipline	Health
45	PSC2-11-JAG:96/2013	Discipline	Justice & Attorney General
46	PSC2-11-JAG:123/2013	Discipline	Justice & Attorney General
47	PSC2-27-UNESCO:120/2013	Discipline	UNESCO
48	PSC4-39-PNGIPA:151/2013	Discipline	PNGIPA
49	PSC2-11-JAG:116/2013	Discipline	Justice & Attorney General
50	PSC2-8-FIN:135/2013	Discipline	Finance
51	PSC2-10-HEA:2009	Selection	Health
52	PSC2-27-UNESCO:49/2012	Discipline	UNESCO
53	PSC4-59-NACS:161/2013	Discipline	NACS
54	PSC4-59-NACS:90/2013	Discipline	NACS
55	PSC2-23-DOW:152/2013	Retirement	Works
56	PSC2-23-DOW:06/2013	Selection	Works
57	PSC4-59-NACS:159/2013	Discipline	NACS
58	PSC2-15-NP:11/2013	Discipline	National Planning & Monitoring
59	PSC2-19-PMNEC:152/2013	Discipline	PM & NEC
60	PSC2-19-PMNEC:134/2013	Selection	PM & NEC
61	PSC2-2-DAL:58/2013	Discipline	DAL
62	PSC2-12-LIR:98/2013	Discipline	Labour & Industrial Relations
63	PSC2-21-CIND:103/2013	Discipline	Commerce & Industry

64	PSC2-21-CIND:126/2013	Discipline	Commerce & Industry
65	PSC2-21-CIND:166/2013	Discipline	Commerce & Industry
66	PSC2-8-FIN:84/2013	Discipline	Finance
67	PSC2-10B-HSPMGH:129/2013	Entitlements	PMGH
68	PSC4-40-PNGIRC:137/2013	Discipline	IRC
69	PSC4-46-PNGIRC:88/2010	Discipline	IRC
70	PSC2-21-CIND:33/2011	Discipline	Commerce & Industry
71	PSC2-10-HEA:45/2012	Discipline	Health
72	PSC2-10-HSWEGH:166/2010	Entitlement	Wewak General Hospital
73	PSC2-218-CIND:157/2013	Discipline	SBDC
74	PSC2-24-TREA:163/2013	Entitlement	Finance
75	PSC2-8-FIN:29/2013	Discipline	Finance
76	PSC2-19-PMNEC:67/2013	Discipline	PM & NEC
77	PSC2-8-FIN:77/2013	Discipline	Finance
78	PSC2-23-DOW:101/2013	Discipline	Works
79	PSC2-19-PMNEC:105/2013	Discipline	PM & NEC
80	PSC4-21-NCC:117/2013	Discipline	NCC
81	PSC2-11-JAG:119/2013	Discipline	Justice & Attorney General
82	PSC2-10B-HSPMH:121/2013	Discipline	PMGH
83	PSC4-40-PNGIRC:136/2013	Discipline	IRC
84	PSC2-10B-HSPMGH:147/2013	Discipline	PMGH
85	PSC2-17-DPM:104/2013	Discipline	DPM
86	PSC2-23-DOW:06/2013	Selection	Works
87	PSC2-8-FIN:145/2013	Discipline	Finance

LEGAL, ADVISORY & LITIGATION DIVISION

NO.	REFERENCE NO.	NATURE OF COMPLAINT	DEPARTMENT
1	PSC2-11-JAG:145/2013	Discipline	Justice & Attorney General
2	PSC4-51-PSC:50/2013	Selection	PSC
3	PSC2-16-JAG/2012	Discipline	Justice & Attorney General

CASES TRANSFERRED TO PROVINCIAL REVIEW DIVISION

NO.	REFERENCE NO.	NATURE OF COMPLAINT	DEPARTMENT
1	PSC4-21-NCC:133/2013	Entitlements	WHP Admin. Cultural Division
2	PSC2-23A-DOW"146/2013	Discipline	Central Provincial Transport Authority

APPENDIX K:

TABLE ONE (1) – CASES RECORDED UNDER RESPECTIVE CATEGORIES IN 2013

NO.	NATURE OF COMPLAINT	NO. OF CASES REGISTERED
1	DISCIPLINE	53
2	SELECTION	126
3	TERMS & CONDITIONS	60
4	OTHER ADMINISTRATIVE MATTERS	90
	TOTAL	329

TABLE TWO (2) – COMPLAINTS/APEALS REGISTERED BY REGIONS

NO.	REGION	NO. OF CASES REGISTERED
1	HIGHLANDS	43
2	MOMASE	118
3	ISLANDS	27

4	SOUTHERN	51
	TOTAL	239


TABLE THREE (3) – COMPLAINTS/APPEALS REGISTERED BY PROVINCES OF ORIGIN

NO.	PROVINCES	CASE REGISTERED	NATURE OF COMPLAINTS			
			SELECTION	DISCIPLINE	TERMS & CONDITION	OTHERS
1	Western Highlands	11	5	5	1	90
2	Southern Highlands	15	8	2	5	
3	Enga	7	2	3	2	
4	Simbu	8	2	3	3	
5	Eastern Highlands	2	0	0	2	
	SUB TOTAL HIGHLANDS	43	17	13	13	
6	Sandaun	6	0	1	5	
7	East Sepik	39	30	5	4	
8	Madang	66	56	6	4	
9	Morobe	7	3	1	3	
	SUB TOTAL MOMASE	118	89	19	16	
10	Milne Bay	1	0	1	0	
11	Oro	26	3	6	17	
12	Gulf	3	0	3	0	
13	Western	12	3	4	5	

14	Central	9	1	4	4	
	SUB TOTAL	51	7	18	26	
	SOUTHERN					
15	West New Britain	18	11	3	4	
16	East New Britain	8	1	6	1	
17	Manus	1	1	0	0	
18	SUB TOTAL	27	13	9	5	
	ISLANDS					
	SUB TOTAL		126	53	60	90
GRAND TOTAL		329				

APPENDIX L: PROVINCIAL REVIEW DIVISION

STATISTICS UPDATE FOR 2013- PROVINCIAL REVIEW DIVISION

KEY:	 Discipline	 Suspension	 Off Payroll
	 Terms & Conditions	 Dismissal	
	 Selection	 Entitlement	

CLIENT PARTICULARS			
NO.	REVIEW FILE NUMBER	NATURE OF COMPLAINT	PROVINCIAL ADMINISTRATION
			GENERAL HOSPITAL
1	PSC3-06-EPA:178/05	Discipline	Enga PA
2	PSC3-17-WPA:189/05	Terms & Conditions	Western Highlands PA
3	PSC3-15-SPA:107/06	Discipline	Simbu PA
4	PSC3-16-SHPA:91/06	Terms & Conditions	Mendi General Hospital
5	PSC3-20-WSPA:138/09	Terms & Conditions	Sandaun PA
6	PSC3-10-MBPA:35/2009	Discipline	Milne Bay PA

7	PSC3-20-WSPA:102/10	Terms & Conditions	Sandaun PA
8	PSC3-19-WNBPA:075/10	Selection	West New Britain PA
9	PSC3-19-WNBPA:076/10	Selection	West New Britain PA
10	PSC3-19-WNBPA:079/10	Selection	West New Britain PA
11	PSC3-19-WNBPA:080/10	Selection	West New Britain PA
12	PSC3-19-WNBPA:081/10	Selection	West New Britain PA
13	PSC3-19-WNBPA:082/10	Selection	West New Britain PA
14	PSC3-19-WNBPA:083/10	Selection	West New Britain PA
15	PSC3-19-WNBPA:084/10	Selection	West New Britain PA
16	PSC3-WNBPA:085/10	Selection	West New Britain PA
17	PSC3-WNBPA:90/10	Selection	West New Britain PA
18	PSC2-10F-HSDGH:92/10	Discipline	Daru General Hospital
19	PSC3-17-WPA:61/10	Terms & Conditions	Western PA
20	PSC3-04-53/2010	Discipline	East Sepik PA
21	PSC3-20-144/2010	Discipline	Sandaun PA
22	PSC3-06-EPA:132/10	Discipline	Enga PA
23	PSC3-17-WPA:51/10	Terms & Conditions	Western PA
24	PSC3-17-WPA:61/10	Discipline	Western PA
25	PSC3-17-WPA:58/10	Discipline	Western PA
26	PSC3-16-SHPA:061/11	Selection	Southern Highlands PA
27	PSC3-15-SPA:085/11	Selection	Simbu PA
28	PSC3-15-SPA:070/11	Discipline	Simbu PA
29	PSC3-08-MDPA:071/11	Discipline	Madang PA
30	PSC3-08-MDPA:006/11	Terms & Conditions	Madang PA

31	PSC3-08-MDPA:063/11	Terms & Conditions	Madang PA
32	PSC3-19-WNBPA:072/11	Terms & Conditions	West New Britain PA
33	PSC3-19-WNBPA:069/11	Terms & Conditions	West New Britain PA
34	PSC3-19-WNBPA-083/11	Discipline	West New Britain PA
35	PSC2-10-HEA:375/11	Selection	Department of Health, WHP
36	PSC2-10-HEA:263/11	Selection	Department of Health, WHP
37	PSC2-10N-HSMOGH:325/11	Selection	Modilon General Hospital
38	PSC2-10N-HSMOGH:323/11	Selection	Modilon General Hospital
39	PSC2-10N-HSMOGH:330/11	Selection	Modilon General Hospital
40	PSC2-10N-HSMOGH:334/11	Selection	Modilon General Hospital
41	PSC2-10N-HSMOGH:333/11	Selection	Modilon General Hospital
42	PSC2-10N-HSMOGH:332/11	Selection	Modilon General Hospital
43	PSC2-10N-HSMOGH:331/11	Selection	Modilon General Hospital
44	PSC2-10N-HSMOGH:335/11	Selection	Modilon General Hospital
45	PSC2-10N-HSMOGH:337/11	Selection	Modilon General Hospital
46	PSC2-10N-HSMOGH:338/11	Selection	Modilon General Hospital
47	PSC2-10N-HSMOGH:339/11	Selection	Modilon General Hospital
48	PSC2-10N-HSMOGH:340/11	Selection	Modilon General Hospital
49	PSC2-10R-HSVGH:196/11	Discipline	Modilon General Hospital
50	PSC2-10N-HSMOGH:341/11	Selection	Modilon General Hospital
51	PSC2-10N-HSMOGH:343/11	Selection	Modilon General Hospital
52	PSC2-10N-HSMOGH:345/11	Selection	Modilon General Hospital
53	PSC2-10N-HSMOGH:353/11	Selection	Modilon General Hospital
54	PSC2-10N-HSMOGH:344/11	Selection	Modilon General Hospital
55	PSC2-10N-HSMOGH:358/11	Selection	Modilon General Hospital
56	PSC2-10N-HSMOGH:357/11	Selection	Modilon General Hospital

57	PSC2-10N-HSMOGH:342/11	Discipline	Modilon general Hospital
58	PSC2-10N-HSMOGH:348/11	Selection	Modilon General Hospital
59	PSC2-10N-HSMOGH:349/11	Selection	Modilon General Hospital
60	PSC2-10N-HSMOGH:350/11	Selection	Modilon General Hospital
61	PSC2-10N-HSMOGH:351/11	Selection	Modilon General Hospital
62	PSC3-08-MDPA:001/12	Discipline	Modilon General Hospital
63	PSC2-10N-HSMOGH:327/11	Selection	Modilon General Hospital
64	PSC2-10N-HSMOGH:329/11	Selection	Modilon General Hospital
65	PSC2-10N-HSMOGH:322/11	Selection	Modilon General Hospital
66	PSC2-10N-HSMOGH:324/11	Selection	Modilon General Hospital
67	PSC2-10N-HSMOGH:346/11	Selection	Modilon General Hospital
68	PSC2-10N-HSMOGH:321/11	Selection	Modilon General Hospital
69	PSC2-10N-HSMOGH:336/11	Selection	Modilon General Hospital
70	PSC2-10N-HSMOGH:347/11	Selection	Modilon General Hospital
71	PSC2-10N-HSMOGH:326/11	Selection	Modilon General Hospital
72	PSC2-10N-HSMOGH:347/11	Selection	Modilon General Hospital
73	PSC2-10F-HSDGH:70/11	Discipline	Daru General Hospital
74	PSC2-10T-190/11	Terms & Conditions	East Sepik PA
75	PSC3-20-23/2011	Terms & Conditions	Sandaun PA
76	PSC3-08-59/211	Selection	Madang PA
77	PSC2-10N:281/211	Selection	Modilon General Hospital
78	PSC2-10N:284/211	Selection	Modilon General Hospital
79	PSC2-10N:286/211	Selection	Modilon General Hospital
80	PSC2-10N:287/211	Selection	Modilon General Hospital
81	PSC2-10N:289/211	Selection	Modilon General Hospital
82	PSC2-10N:298/211	Selection	Modilon General Hospital

83	PSC2-10N:300/211	Selection	Modilon General Hospital
84	PSC2-10N:303/211	Selection	Modilon General Hospital
85	PSC2-10N:304/211	Selection	Modilon General Hospital
86	PSC2-10N:305/211	Selection	Modilon General Hospital
87	PSC2-10N:306/211	Selection	Modilon General Hospital
88	PSC2-10N:308/211	Selection	Modilon General Hospital
89	PSC2-10N:311/211	Selection	Modilon General Hospital
90	PSC2-10N:314/211	Selection	Modilon General Hospital
91	PSC3-04-WGH:58/12	Selection	Wewak General Hospital
92	PSC3-18-WHPA:28/12	Selection	Western Highlands PA
93	PSC3-04-WGH:56/2012	Discipline	Wewak General Hospital
94	PSC3-04-WGH:44/2012	Selection	Wewak General Hospital
95	PSC3-04-WGH:29/2012	Selection	Wewak General Hospital
96	PSC3-04-WGH:72/2012	Discipline	Wewak General Hospital
97	PSC3-04-WGH:61/2012	Selection	Wewak General Hospital
98	PSC3-04-WGH:50/2012	Selection	Wewak General Hospital
99	PSC3-04-WGH:45/2012	Selection	Wewak General Hospital
100	PSC3-04-WGH:51/2012	Selection	Wewak General Hospital
101	PSC3-04-WGH:63/2012	Selection	Wewak General Hospital
102	PSC3-04-WGH:54/2012	Selection	Wewak General Hospital
103	PSC3-04-WGH:57/2012	Selection	Wewak General Hospital
104	PSC3-04-WGH:48/2012	Selection	Wewak General Hospital
105	PSC3-04-WGH:62/2012	Selection	Wewak General Hospital
106	PSC3-04-WGH:60/2012	Selection	Wewak General Hospital
107	PSC3-15-SPA:39/2012	Terms & Conditions	Simbu PA
108	PSC3-04-WGH:53/2012	Selection	Wewak General Hospital

109	PSC3-04-WGH:52/2012	Selection	Wewak General Hospital
110	PSC3-04-WGH:46/2012	Selection	Wewak General Hospital
111	PSC4-5-161/2012	Terms & Conditions	Public Service Commission
112	PSC3-03-WGH:59/12	Selection	Wewak General Hospital
113	PSC3-04-WGH:61/12	Selection	Wewak General Hospital
114	PSC3-04-WGH:50/12	Selection	Wewak General Hospital
115	PSC3-04-WGH:62/12	Selection	Wewak General Hospital
116	PSC3-04-WGH:57/12	Selection	Wewak General Hospital
117	PSC3-04-WGH:48/12	Selection	Wewak General Hospital
118	PSC3-04-WGH:54/12	Selection	Wewak General Hospital
119	PSC3-04-WGH:51/12	Selection	Wewak General Hospital
120	PSC3-04-WGH:60/12	Selection	Wewak General Hospital
121	PSC3-04-WGH:63/12	Selection	Wewak General Hospital
122	PSC3-14-14/2012	Discipline	Oro PA
123	PSC3-14-14/2012	Discipline	Oro PA
124	PSC3-14-21/2012	Discipline	Wewak General Hospital
125	PSC3-03-NBGH:72/2012	Suspension	East New Britain PA
126	PSC3-15-SPA:012/2012	Discipline	Simbu PA
127	PSC3-20-WSPA:005/12	Terms & Conditions	Sandaun PA
128	PSC3-03-ENBPA:74/12	Discipline	East New Britain PA
129	PSC3-03-ENBPA:73/12	Selection	East New Britain PA
130	PSC3-09-MAPA:26/12	Selection	Manus PA
131	PSC3-15-SPA:76/12	Selection	Simbu PA
132	PSC3-16-SHPA:24/12	Selection	Southern Highlands PA
133	PSC3-16-SHPA:25/12	Selection	Southern Highlands PA
134	PSC3-16-SHPA:67/12	Terms & Conditions	Southern Highlands PA

135	PSC3-16-SHPA:32/12	Selection	Southern Highlands PA
136	PSC3-16-SHPA:78/12	Selection	Southern Highlands PA
137	PSC3-14-OPA:19/12	Terms & Conditions	Oro PA
138	PSC3-14-OPA:37/12	Terms & Conditions	Oro PA
139	PSC3-14-OPA:85/12	Discipline	Popondetta General Hospital
140	PSC3-08-MOGH:70/12	Selection	Modilon General Hospital
141	PSC3-08-MOGH:82/12	Terms & Conditions	Modilon General hospital
142	PSC3-08-CPA:81/12	Terms & Conditions	Central Province
143	PSC3-20-SAPA:83/2012	Terms & Conditions	Sandaun PA
144	PSC3-06-EPA:11/13	Selection	Enga PA
145	PSC3-18-HAGGH:02/13	Discipline	Mt. Hagen General Hospital
146	PSC3-16-SHPA:104/13	Discipline	Southern Highlands PA
147	PSC3-16-SHPA:106/13	Terms & Conditions	Southern Highlands PA
148	PSC3-16-SHPA:105/13	Selection	Southern Highlands PA
149	PSC3-16-SHPA:115/13	Terms & Conditions	Southern Highlands PA
150	PSC3-14-OPA:56/13	Selection	Oro PA
151	PSC3-14-OPA:63/13	Terms & Conditions	Oro PA
152	PSC3-14-OPA:73/2013	Selection	Oro PA
153	PSC3-14-OPA:74/2013	Selection	Oro PA
154	PSC3-14-POPGH:78/13	Discipline	Popondetta General hospital
155	PSC3-03-ENBPA:85/2013	Discipline	East New Britain PA
156	PSC3-02-CPA:97/13	Discipline	Central PA
157	PSC3-02-CPA:98/13	Discipline	Central PA
158	PSC3-02-CPA:100/13	Discipline	Central PA
159	PSC3-02-CPA:101/13	Discipline	Central PA
160	PSC3-02-CPA:102/13	Terms & Conditions	Central PA

161	PSC3-16-SHPA:08/13	Selection	Southern Highlands PA
162	PSC3-21-HELPA:06/13	Terms & Conditions	Hela PA
163	PSC3-14-OPA:19/13	Terms & Conditions	Oro PA
164	PSC3-14-OPA:07/13	Discipline	Popondetta General Hospital
165	PSC3-19-WNBP:01/13	Discipline	West New Britain PA
166	PSC3-19-WNBP:44/13	Discipline	West New Britain PA
167	PSC3-18-MGH:47/13	Selection	Mt Hagen General Hospital
168	PSC3-19-KMBH:04/13	Terms & Conditions	Kimbe General Hospital
169	PSC3-19-KMGH:09/13	Terms & Conditions	Kimbe General Hospital
170	PSC3-04-ESPA:63/13	Terms & Conditions	East Sepik PA
171	PSC3-18-MGH:20/13	Discipline	Mt Hagen General Hospital
172	PSC3-18-WHPA:24/13	Terms & Conditions	Western Highlands PA
173	PSC3-18-WHPA:43/13	Discipline	Western Highlands PA
174	PSC3-04-WEGH:45/13	Terms & Conditions	Wewak General Hospital
175	PSC3-14-OPA:36/2013	Terms & Conditions	Oro PA
176	PSC3-14-OPA:30/13	Terms & Conditions	Oro PA
177	PSC3-14-OPA:29/13	Terms & Conditions	Oro PA
178	PSC3-14-OPA:21/13	Terms & Conditions	Oro PA
179	PSC3-14-OPA:32/13	Terms & Conditions	Oro PA
180	PSC3-14-OPA:87/13	Terms & Conditions	Oro PA
181	PSC3-14-OPA:34/13	Terms & Conditions	Oro PA
182	PSC3-14-OPA:33/13	Terms & Conditions	Oro PA
183	PSC3-14-OPA:31/13	Terms & Conditions	Oro PA
184	PSC3-14-OPA:37/13	Terms & Conditions	Oro PA
185	PSC3-14-OPA:27/13	Terms & Conditions	Oro PA
186	PSC3-14-OPA:36/13	Terms & Conditions	Oro PA

187	PSC3-14-OPA:28/13	Terms & Conditions	Oro PA
188	PSC3-04-ESPA:14/2013	Terms & Conditions	East Sepik PA
189	PSC3-17-DAGH:53/2013	Selection	Western PA
190	PSC3-02-CPA:57/2013	Terms & Conditions	Central PA
191	PSC3-03-WNBPA:94/2013	Selection	West New Britain PA
192	PSC2-10N-HSMOGH:351/2013	Selection	Madang PA
193	PSC2-10N-HSMOGH:350/2013	Selection	Madang PA
194	PSC3-08-MODGH:76/13	Discipline	Modilon General Hospital
195	PSC3-08-MODGH:111/13	Discipline	Modilon General Hospital
196	PSC3-11-MOPA:60/13	Selection	Morobe PA
197	PSC3-11-MOPA:59/13	Selection	Morobe PA
198	PSC3-11-ANGMH:70/13	Discipline	Angau Memorial Hospital
199	PSC3-11-ANGMH:86/13	Terms & Conditions	Angau Memorial Hospital
200	PSC3-11-ANGMH:86/13	Selection	Angau Memorial Hospital
201	PSC3-03-NONGAGH:54/13	Terms & Conditions	Nonga General Hospital
202	PSC3-17-DAGH:82/13	Terms & Conditions	Daru General Hospital
203	PSC3-17-DAGH:91/13	Selection	Daru General Hospital
204	PSC3-17-DAGH:90/13	Selection	Daru General Hospital
205	PSC3-17-WPA:109/13	Discipline	Western PA
206	PSC3-08-MDPA:69/13	Selection	Madang PA
207	PSC3-08-MDPA:75/13	Selection	Madang PA
208	PSC3-08-MDPA:108/13	Discipline	Madang PA
209	PSC3-08-MDPA:09/2014	Discipline	Madang PA
210	PSC3-03-ENBPA:05/2014	Discipline	East New Britain PA
211	PSC3-16-SHPA:22/12	Selection	Southern Highlands PA
212	PSC3-16-SHPA:25/13	Discipline	Southern Highlands PA

213	PSC3-14-OPA:50/13	Off Payroll	Oro PA
214	PSC3-08-MODGH:10/13	Dismissal	Modilon General Hospital
215	PSC3-11-MOPA:80/12	Entitlement	Milne Bay PA
216	PSC3-11-MOPA:26/13	Off Payroll	Milne Bay PA
217	PSC3-15-KUGH:84/12	Off Payroll	Kundiawa Hospital
218	PSC3-15-KUGH:39/13	Entitlement	Kundiawa Hospital
219	PSC3-05-GOGH:03/13	Entitlement	Goroka Hospital
220	PSC3-06-EPA:52/13	Dismissal	Enga PA
221	PSC3-06-EPA:38/13	Selection	Enga PA
222	PSC3-07-GPA:22/2013	Discipline	Gulf PA
223	PSC3-18-WHPA:68/12	Discipline	Western Highlands PA
224	PSC3-04-ESPA:34/11	Discipline	East Sepik PA
225	PSC3-03:30/11	Discipline	East New Britain PA
226	PSC3-03:31/11	Discipline	East New Britain PA
227	PSC3-05-GOGH:41/12	Terms & Conditions	Goroka Hospital
228	PSC3-04-WGH:41/12	Selection	Wewak General Hospital
229	PSC3-04-WGH:55/12	Selection	Wewak General Hospital
230	PSC3-04-WGH:49/12	Selection	Wewak General Hospital
231	PSC3-04-WGH:47/12	Selection	Wewak General Hospital
232	PSC3-101-KEGH:41/12	Discipline	Kerema General Hospital
233	PSC3-101-KEGH:41/12	Discipline	Kerema General Hospital
234	PSC2-10D-AMH:93/11	Terms & Conditions	Angau Memorial Hospital
235	PSC4-51-PSC:62/11	Selection	Public Services Commission
236	PSC2-101-EPA:355/11	Entitlement	Enga PA
237	PSC2-10-WAGH:64/11	Off Payroll	Wabag General Hospital
238	PSC3-18-WHPA:64/11	Selection	Western Highlands PA

239	PSC3-18-WHPA:64/11	Discipline	Western Highlands PA
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APPENDIX M: ASSESSMENT DIVISION

TABLE ONE (1) – PERMANENT APPOINTMENT OF NATIONAL DEPARTMENTAL HEADS

DEPARTMENT	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of new Public Curator & Official Trustee for the Public Curator & Official Trustees Services	12/11/2012	21/02/2013
Appointment of a new Secretary for the Department of Mineral Policy & Geohazards Management	15/11/2012	05/02-2013
Appointment of a new Secretary for the Department of Transport	15/11/2012	06/02/2013
Appointment of a new Commissioner General for the Internal Revenue Commission	27/11/2012	07/02/2013
Appointment of a new Secretary for the Department of Commerce & Industry	01/03/2013	17/04/2013
Appointment of a new Secretary for the Department of Education	30/05/2013	10/09/2013
Appointment of a new Secretary for the Department of Foreign Affairs & Trade	30/05/2013	12/08/2013
Appointment of a new Secretary for the Department of Environment & Conservation	30/08/2013	12/11/2013
Re-appointment of Secretary for the Department of Justice & Attorney General	09/10/2013	22/10/2013
Appointment of Secretary National Executive Council Secretariat	21/10/2013	Pending

TABLE TWO (2) – ACTING APPOINTMENT OF NATIONAL DEPARTMENTAL HEADS

DEPARTMENT	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of Acting Secretary for the Department of Environment & Conservation	20/12/2012	09/01/2013
Appointment of an Acting Secretary for the Department of Transport	31/01/2013	08/02/2013
Appointment of an Acting Secretary for the Department of Works	04/02/2013	06/02/2013
Appointment of an Acting Secretary for the Department of Labor & Industrial Relations	07/02/2013	18/02/2013
Appointment of an Acting Secretary for the PNG Commission for UNESCO	05/03/2013	15/04/2013
Appointment of an Acting Secretary for the Department of Community Development	07/03/2013	18/03/2013
Appointment of an Acting Secretary for the Department of Foreign Affairs & Trade	08/03/2013	19/03/2013
Appointment of an Acting Secretary for the Department of National Planning and Monitoring	14/03/2013	19/03/2013
Appointment of an Acting Secretary for the Department of Environment & Conservation	09/04/2013	24/04/2013
Appointment of an Acting Secretary for the Department of Finance	21/05/2013	27/05/2013
Appointment of an Acting Secretary for the Department of Agriculture & Livestock	23/05/2013	29/05/2013
Appointment of an Acting Secretary for the Department of Health	24/05/2013	28/05/2013
Appointment of an Acting Secretary for the Department of Education	29/05/2013	05/06/2013

Appointment of an Acting Secretary for the Department of Personnel Management	03/06/2012	05/06/2013
Appointment of an Acting Secretary for the Department of Labor & Industrial Relations	01/07/2013	15/08/2013
Appointment of Acting Secretary for the Department of Treasury	01/07/2013	29/07/2013
Appointment of Acting National Statistician for the National Statistical Office	09/07/2013	14/08/2013
Appointment of an Acting Commissioner of Correctional Service	18/07/2013	22/08/2013
Appointment of an Acting Secretary for the Department of Labor & Industrial Relations	13/08/2013	03/09/2013
Appointment of an Acting Secretary for the Department of Finance	05/09/2013	09/09/2013
Appointment of an Acting Secretary for the Department of Environment and Conservation	17/10/2013	22/10/2013
Appointment of an Acting Secretary for the Department of Personal Management	22/12/2013	06/12/2013
Appointment of an Acting Secretary for the Department of Personal Management	05/12/2013	18/12/2013

TABLE THREE (3) – RE - APPOINTMENT OF NATIONAL DEPARTMENTAL HEADS

STATUTORY BODIES & ORGANIZATIONS	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Secretary for the Department of Justice and Attorney General	17/10/2013	22/10/2013

TABLE FOUR (4) – PERMANENT APPOINTMENT OF PROVINCIAL ADMINISTRATORS

PROVINCIAL ADMINISTRATION	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of a new Provincial Administrator for Eastern Highlands Provincial Administration	18/01/2013	27/02/2013
Appointment of a new Provincial Administrator for Hela Provincial Administration	18/01/2013	18/02/2013
Appointment of a new Provincial Administrator for Central Provincial Administration	08/02/2013	19/03/2013
Appointment of a new Provincial Administrator for Sandaun Provincial Administration	01/03/2013	14/05/2013
Appointment of a new Provincial Administrator for East New Britain Provincial Administration	16/07/2013	13/09/2013
Appointment of a new Provincial Administrator for West New Britain Provincial Administration	19/08/2013	22/10/2013
Appointment of a new Provincial Administrator for Southern Highlands Provincial Administration	05/09/2013	02/12/2013
Appointment of a new Provincial Administrator for West New Britain Provincial Administration	05/09/2013	22/10/2013
Appointment of a new Provincial Administrator for Southern Highlands Provincial Administration	06/09/2013	05/12/2013
Appointment of a new Provincial Administrator for Morobe Provincial Administration	21/10/2013	26/11/2013
Appointment of a new Provincial Administrator for	21/10/2013	22/10/2014

East Sepik Provincial Administration		
Appointment of a new Provincial Administrator for Manus Provincial Administration	21/10/2013	27/10/2013
Appointment of a new Provincial Administrator for Morobe Provincial Administration	22/10/2013	26/11/2013
Appointment of a new Provincial Administrator for East Sepik Provincial Administration	22/10/2013	Pending
Appointment of a new Provincial Administrator for Simbu Provincial Administration	29/10/2013	15/11/2013
Appointment of a new Provincial Administrator for Manus Provincial Administration	22/10/2013	Pending

TABLE FIVE (5) – ACTING APPOINTMENT OF PROVINCIAL ADMINISTRATORS

PROVINCIAL ADMINISTRATION	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of Acting Provincial Administrator for West New Britain Provincial Administration	12/11/2012	05/02/2013
Appointment of Acting Provincial Administrator for Hela Provincial Administration	02/01/2013	08/01/2013
Appointment of Acting Provincial Administrator for Jiwaka Provincial Administration	15/01/2013	24/01/2013
Appointment of Acting Provincial Administrator for East New Britain Provincial Administration	05/02/2013	08/02/2013
Appointment of Acting Provincial Administrator for Morobe Provincial Administration	05/02/2013	08/02/2013
Appointment of Acting Provincial Administrator for	04/03/2013	11/03/2013

Manus Provincial Administration		
Appointment of Acting Provincial Administrator for Eastern Highlands Provincial Administration	04/03/2013	18/03/2013 & 26/03/2013
Appointment of Acting Provincial Administrator for East Sepik Provincial Administration	12/03/2013	18/03/2013
Appointment of Acting Provincial Administrator for Milne Bay Provincial Administration	25/04/2013	01/05/2013
Appointment of Acting Provincial Administrator for East Sepik Provincial Administration	24/05/2013	28/05/2013
Appointment of Acting Provincial Administrator for Eastern Highlands Provincial Administration	22/07/2013	01/08/2013
Appointment of Acting Provincial Administrator for East New Britain Provincial Administration	14/08/2013	14/08/2013
Appointment of Acting Provincial Administrator for East Sepik Provincial Administration	20/10/2013	25/10/2013
Appointment of Acting Provincial Administrator for East Sepik Provincial Administration	21/10/2013	24/10/2013
Appointment of Acting Provincial Administrator for Oro Provincial Administration	31/10/2013	14/11/2013
Appointment of Acting Provincial Administrator for Oro Provincial Administration	05/11/2013	14/11/2013

TABLE SIX (6) – RE-APPOINTMENT OF PROVINCIAL ADMINISTRATORS

STATUTORY BODIES & ORGANIZATIONS	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Provincial Administrator for Simbu Provincial Administration	31/10/2013	15/11/2013

TABLE SEVEN (7) – PERMANENT APPOINTMENT OF HEADS OF STATUTORY BODIES

STATUTORY BODY/ORGANIZATION/OFFICE	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of Chairperson for PNG Research Science & Technology Council	24/09/2012	05/02/2013
Appointment of a new Executive Director for the Office of Climate Change Development	09/11/2012	23/01/2013
Appointment of Director of the National AIDS Council Secretariat	12/11/2012	21/02/2013
Appointment of Director of the Papua New Guinea Institute of Public Administration	06/03/2013	PENDING
Appointment of Executive Director for the Papua New Guinea Sports Foundation	27/03/2013	20/06/2013
Appointment of Director General for the National Institute of Standards and Industrial Technology	08/04/2013	17/06/2013
Appointment of Chairman for Teaching Services Commission	17/05/2013	24/07/2013
Appointment of Chief Executive Officer for National Roads Safety Authority	14/06/2013	05/08/2013
Appointment of Director General National Narcotics Bureau	12/08/2013	30/09/2013
Appointment of Managing Director of Water PNG	14/08/2013	08/01/2014
Appointment of Director General of National Narcotics Bureau	19/08/2013	21/10/2013
Appointment of Chief Censor of the Censorship Board	29/08/2013	Commission provided the advice letter on 12/11/2013

Appointment of Managing Director of Water PNG	30/08/2013	Pending
Appointment of Chief Executive Officer for National Gaming Control Board	10/09/2013	28/10/2013
Appointment of Chief Executive Officer of the National Gaming Control Board	10/09/2013	28/10/2013
Appointment of Director General of the National Agriculture Research Institute	23/09/2013	22/11/2013
Appointment of Director General for National Agriculture Research Institute	24/09/2013	22/11/2013
Appointment of City Manager for National Capital District Commission	11/10/2013	16/12/2013
Appointment of Executive Director of the Office of Coastal Fisheries Development Agency	04/11/2013	Pending

TABLE EIGHT (8) – ACTING APPOINTMENT OF HEADS OF STATUTORY BODIES

STATUTORY BODY/ORGANIZATION/OFFICE	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of Acting Chairman of the Teaching Services Commission	20/11/2012	23/01/2013
Appointment of Acting Director of the Papua New Guinea Institute of Public Administration	14/01/2013	24/01/2013
Appointment of Acting Managing Director for Small Business Development Corporation	04/02/2013	06/02/2013
Appointment of Acting Chief Executive Officer of the National Gaming Control Board	04/02/2013	18/03/2013
Appointment of Acting Chief Executive Officer/Chairman of National Economic Fiscal Commission	06/02/2013	13/02/2013
Appointment of Acting Executive Director of the Papua New Guinea Sports Foundation	07/02/2013	13/02/2013
Appointment of Acting Director of the Papua New Guinea Institute	14/02/2013	21/02/2013

of Public Administration		
Appointment of Acting Director General of the Office of Tourism, Arts & Culture	01/03/2013	11/03/2013
Appointment of Acting City Manager of the National Capital District Commission	06/03/2013	18/03/2013
Appointment of Acting Chief Executive Officer of the National Roads Authority	18/03/2013	21/03/2013
Appointment of Acting Chief Executive Officer for the Coffee Industry Corporation	02/04/2013	10/04/2013
Appointment of Acting Director General for the National Narcotics Bureau	17/04/2013	24/04/2013
Appointment of Acting Chief Executive Officer of the National Gaming Control Board	17/05/2013	06/06/2013
Appointment of Acting Executive Director of the Papua New Guinea Sports Foundation	23/05/2013	05/06/2013
Appointment of Acting Chairman of the Teaching Services Commission	24/05/2013	27/05/2013
Appointment of Acting Commissioner of the National Youth Commission	27/05/2013	28/05/2013
Appointment of Acting Executive Director for the National Cultural Commission	11/06/2013	17/06/2013
Appointment of Acting Managing Director for the National Housing Corporation	12/06/2013	18/06/2013
Appointment of Acting Chief Censor of the PNG Censorship Office	08/07/2013	02/10/2013
Appointment of Acting Director General of National Narcotics Bureau	24/07/2013	05/08/2013
Appointment of Acting Managing Director of Industrial Centers Development Corporations	31/07/2013	14/10/2013
Appointment of Acting Executive Director for the Office of the Coastal Fisheries Development Agency	16/08/2013	02/09/2013

Appointment of Acting Chief Censor of the Censorship Board of PNG	16/08/2013	03/10/2013
Appointment of Acting Chief Executive Officer for National Gaming Control Board	20/08/2013	04/09/2013
Appointment of Acting Executive Director for Papua New Guinea Sports Foundation	30/08/2013	04/09/2013
Appointment of Acting National Statistician of the National Statistical Office	20/09/2013	03/10/2013
Appointment of Acting Director General of the National Agriculture Research Institute	07/10/2013	09/10/2013
Appointment of Acting Insurance Commissioner of the Office of Insurance Commission	21/11/2013	09/12/2013
Appointment of Acting Insurance Commissioner of the Office of Insurance Commission	25/11/2013	09/12/2013

TABLE NINE (9) – PERMANENT APPOINTMENT OF CHIEF EXECUTIVE OFFICERS OF PUBLIC HOSPITALS

HOSPITALS	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of Chief Executive Officer for Sir Joseph Nombri Memorial-Kundiawa General Hospital	05/02/2013	10/04/2013
Appointment of Chief Executive Officer for Eastern Highlands Provincial Health Authority	11/04/2013	28/05/2013
Appointment of Chief Executive Officer of Port Moresby General Hospital	07/05/2013	13/05/2013
Appointment of Chief Executive Officer of Angau Memorial Hospital	12/06/2013	05/08/2013

TABLE TEN (10) – ACTING APPOINTMENT OF CHIEF EXECUTIVE OFFICERS OF PUBLIC HOSPITALS

HOSPITALS	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of Acting Chief Executive Officer of Kerema General Hospital	31/08/2012	25/02/2013
Appointment of Acting Chief Executive Officer of Daru General Hospital	08/02/2013	16/04/2013
Appointment of Acting Chief Executive Officer of Angau Memorial General Hospital	14/02/2013	07/03/2013
Appointment of Acting Chief Executive Officer of Wabag General Hospital	24/05/2013	29/05/2013
Appointment of Acting Chief Executive Officer of Port Moresby General Hospital	03/06/2013	06/06/2013
Appointment of Acting Chief Executive Officer of Kimbe General Hospital	31/10/2013	14/11/2013
Appointment of Acting Chief Executive Officer of Kerema General Hospital	14/10/2013	28/11/2013
Appointment of Acting Chief Executive Officer of Kimbe General Hospital	01/11/2013	14/11/2013
Appointment of Acting Chief Executive Officer of Kerema General Hospital	06/11/2013	28/11/2013

TABLE ELEVEN (11) – PERMANENT APPOINTMENT OF BOARD MEMBERS OF STATUTORY BODIES

STATUTORY BODIES & ORGANIZATIONS	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
Appointment of National Maritime Safety Authority Board Members	11/10/2012 & 19/12/2012	29/01/2013
Appointment of National Research Institute Council Board Members	15/10/2012	PENDING

Appointment of National Housing Corporation Board Members	28/10/2012	18/06/2013
Appointment of PNG Land Board Members	22/11/2012; 24/01/2013; 05/03/2013 & 11/03/2013	02/04/2013
Appointment of National Road Safety Council Board Members	08/01/2013	23/01/2013
Appointment of National Airports Corporation Board Members	08/01/2013	23/01/2013
Appointment of Oil Palm Industry Corporation Board Members	16/01/2013 & 19/02/2013	25/02/2013
Appointment of National Airports Corporation Board Members	05/02/2013	08/02/2013
Appointment of National Airports Corporation Board Members	08/04/2013	09/04/2013
Appointment of National Gaming Control Board Members	23/04/2013	24/04/2013
Appointment of PNG Land Board Members	23/04/2013	24/04/2013
Appointment of Small Business Development Corporation Board Members	24/04/2013	21/05/2013
Appointment of Central Supply Tenders Board Members	02/05/2013	20/06/2013
Appointment of Board Members of Coffee Industry Corporation	18/07/2013	19/08/2013
Appointment of Board Members of the Mineral Resource Authority	08/08/2013	19/08/2013
Appointment of Chairman of the National Gaming Control Board	22/08/2013	05/12/2013
Appointment of National Gaming Control Board Members	22/08/2013	05/12/2013
Appointment of Small Business Development Corporation Board Members	27/08/2013	09/09/2013
Appointment of Investment Promotion Authority Board	30/08/2013	30/09/2013

Members		
Appointment of Board Members of the PNG Lands Board	08/10/2013	09/10/2013
Appointment of Chairman of National Gaming Control Board	11/10/2013	05/12/2013

TABLE TWELVE (12) – ACTING APPOINTMENT OF BOARD MEMBERS OF STATUTORY BODIES

STATUTORY BODIES & ORGANIZATIONS	DATE OF CONSULTATION <i>(Date on the letter received)</i>	DATE OF PSC RESPONSE <i>(Final submission date)</i>
None	-	-

APPENDIX N: REGISTRY SECTION

KEY:



DISCIPLINE



SELECTION



ENTITLEMENT

The tables are only for the closed files that were submitted by the both the National and Provincial Review Divisions to be archived.

REGISTRY SECTION: TABLE ONE (1) - NATIONAL REVIEW DIVISION CLOSED FILES 2013

DEPT. OR AGENCIES	NATURE OF COMPLAINT	CASE NUMBER
Dept. of Works-NCD	DISCIPLINE	PSC2-23-DOW:03/2013
Dept. of Foreign Affairs	DISCIPLINE	PSC2-28-FOAT:07/2013
Dept. of Agriculture & Livestock	DISCIPLINE	PSC2-2-DAL:10/2013
Dept. of Transport	SELECTION	PSC2-22-TRAN:16/2013
Dept. of Commerce & Industry	DISCIPLINE	PSC2-21-CIND:19/2013

Dept. of National Planning & Monitoring	DISCIPLINE	PSC2-15-NPM:21/2013
Dept. of Commerce & Industry	DISCIPLINE	PSC2-21-CIND:22/2013
Dept. of Personnel Management	DISCIPLINE	PSC2-17-DPM:26/2013
Dept. of National Planning & Monitoring	DISCIPLINE	PSC2-15-NPM:27/2013
NAQIA	DISCIPLINE	PSC4-17-NAQIA:30/2013
Dept. of Personnel Management	DISCIPLINE	PSC2-17-DPM:31/2013
Dept. of Commerce & Industry	DISCIPLINE	PSC2-21-CIND:32/2013
Dept. of Education	ENTITLEMENT	PSC2-6-EDU:44/2013
University of PNG	DISCIPLINE	PSC4-55-UPNG:48/2013
Dept. of Commerce & Industry	ENTITLEMENT	PSC2-21-CIND:49/2013
Dept. of Finance	DISCIPLINE	PSC2-8-FIN:FIN/2013
Dept. of Works-NCD	DISCIPLINE	PSC2-23-DOW:52/2013
Dept. of Justice & Attorney General	DISCIPLINE	PSC2-11J-CCRS:56/2013
Dept. of Finance	DISCIPLINE	PSC2-08-FIN:57/2013
Dept. of Works-NCD	DISCIPLINE	PSC2-23-DOW:60/2013
Dept. of Works-NCD	ENTITLEMENT	PSC2-23-DOW:62/2013
Dept. of Agriculture & Livestock	DISCIPLINE	PSC2-2-DAL:63/2013
Dept. of PM & NEC	DISCIPLINE	PSC2-19-PMNEC:64/2013
Dept. of National Planning & Monitoring	SELECTION	PSC2-15-NPM:65/2013
Dept. of Agriculture & Livestock	DISCIPLINE	PSC2-2DAL:72/2013
Dept. of Works-NCD	DISCIPLINE	PSC2-23-DOW:74/2013
National Youth Commission	DISCIPLINE	PSC4-34-NYC:76/2013
Dept. of Commerce & Industry	DISCIPLINE	PSC2-21-CIND:78/2013
Dept. of Works-NCD	DISCIPLINE	PSC2-23-DOW:80/2013
Dept. of Finance	SELECTION	PSC2-08-FIN:82/2013

National Youth Commission	DISCIPLINE	PSC4-34-NYC:86/2013
Dept. of Labor & Industrial Relations	DISCIPLINE	PSC2-12-LIR:87/2013
Dept. of Labor & Industrial Relations	DISCIPLINE	PSC2-12-LIR:88/2013
Dept. of Commerce & Industry	ENTITLEMENT	PSC3-16-SHPA:91/2013
Dept. of Works-NCD	DISCIPLINE	PSC2-23-DOW:92/2013
PNG Fire Service	DISCIPLINE	PSC4-09-FSPNG:93/2013
National Broadcasting Corporation	DISCIPLINE	PSC4-20-NBC:94/2013
National Broadcasting Corporation	DISCIPLINE	PSC4-20-NBC:95/2013
National Maritime Safety Authority	DISCIPLINE	PSC2-22A-TRAN:97/2013
Dept. of Commerce & Industry	DISCIPLINE	PSC2-21-CIND:102/2013
Internal Revenue Commission	DISCIPLINE	PSC4-40-PNGIRC:113/2013
University of Technology-Lae	DISCIPLINE	PSC4-45-UNITECH:114/2013
Dept. of Environment & Conservation	DISCIPLINE	PSC2-7-ENVC:115/2013
University of PNG	DISCIPLINE	PSC4-55-UPNGNR:122/2013
Dept. of Mineral Policy & Geohazards Management	DISCIPLINE	PSC2-25-MPGM:124/2013
Internal Revenue Commission	DISCIPLINE	PSC4-40-PNGIRC:127/2013
Internal Revenue Commission	DISCIPLINE	PSC4-40-PNGIRC:128/2013
PNG Correctional Service	DISCIPLINE	PSC2-4-CIS:132/2013
NAQIA	DISCIPLINE	PSC4-17-NAQIA:139/2013
National Fisheries Authority	DISCIPLINE	PSC4-24-NFA:140/2013
Dept. of Health	ENTITLEMENT	PSC2-10-HEA:141/2013
Dept. of Health	ENTITLEMENT	PSC2-10-HEA:142/2013
NAQIA	DISCIPLINE	PSC4-7-NAQIA:150/2013
University of PNG	DISCIPLINE	PSC4-55-UPNG:154/2013
National Institute of Standard &	DISCIPLINE	PSC4-26-PNGNISIT:160/2013

Industrial Technology		
Goroka General Hospital	SELECTION	PSC2-10-GHSGBH:162/2013

REGISTRY SECTION: TABLE TWO (2) - PROVINCIAL REVIEW DIVISION CLOSED FILES 2013

DEPT. OR AGENCIES	NATURE OF COMPLAINT	CASE NUMBER
Modilon General Hospital	DISCIPLINE	PSC3-08-MODGH:10/2013
Enga Provincial Administration	DISCIPLINE	PSC3-14-06:17/2013
Gulf Provincial Administration	DISCIPLINE	PSC3-07-GPA:22/2013
Morobe Provincial Administration	DISCIPLINE	PSC3-11-MOPA:26/2013
Enga Provincial Administration	SELECTION	PSC3-06-EPA:38/2013
Enga Provincial Administration	DISCIPLINE	PSC3-06-EPA:52/2013