

## COMMISSIONERS SWORN INTO OFFICE

### Inside this issue:

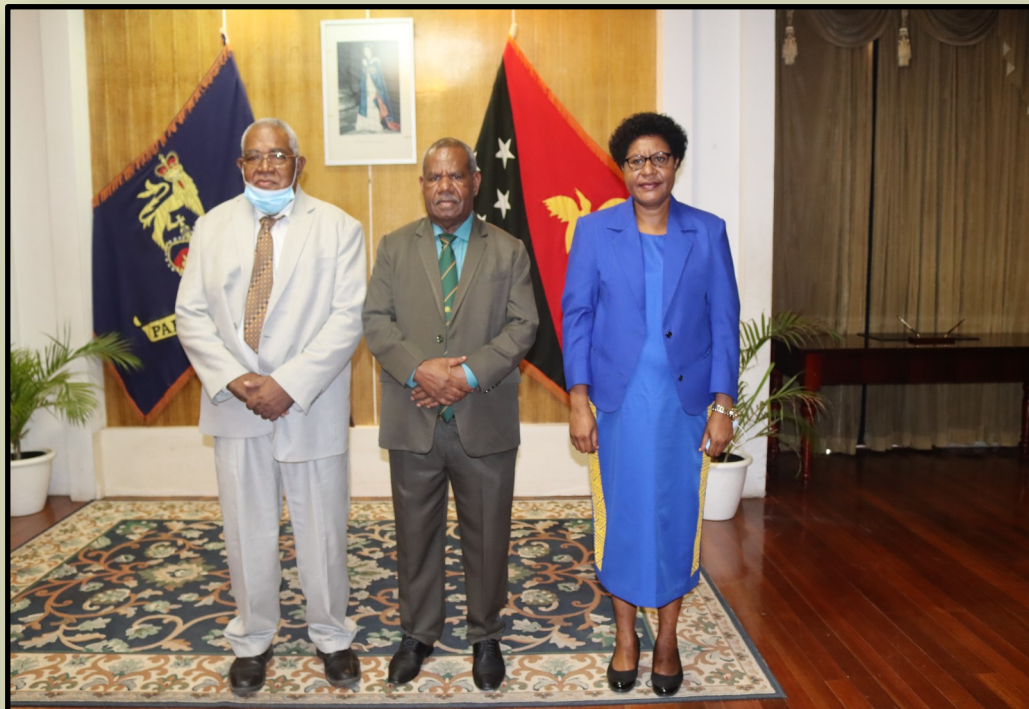
Chairmans Corner. 2

PSC Hosts Dedication Service. 3

National Archives assists PSC with proper records management. 4

Joseph Aka is appointed Commissioner Provincial. 6

Sema achieves dream through commitment and perseverance. 7



Commissioner Provincial Mr. Joseph Aka, Governor General Sir Bob Dadae and Commissioner National Ms. Judith Stenis after the swearing in ceremony at Government House.

### By Dorah Gawi

THE Public Services Commission has welcomed the appointment of two (2) new Commissioners into office.

Ms. Judith Stenis, MBA and Mr. Joseph Aka were both sworn into office as Commissioner National and Commissioner Provincial respectively at Government House by Governor General His Excellency, Grand Chief Sir Bob Bofeng Dadae, GCL, GCMG, KStJ on the 17<sup>th</sup> of February, 2022.

Chairman of the Public Services Commission Mr. Apeo Fuata Sione, LM, M. PP congratulated the new Commissioners saying that the appointment of the two Commissioners completes the composition of the Commissions' Membership and he thanked the Public Services Commission Appointment Committee (PSCAC) for their commitment on the appointments.

"The full membership of the Commission is of vital importance to ensure continuity and stability in the Commissions' decision-making process, to enable the Commission to satisfactorily fulfill its Constitutional roles, responsibilities and mandate with confidence", said Mr. Sione.

Commissioner National Ms. Judith Stenis has served the National Public Services for twenty-two (22) years and was Acting Commissioner National upon her appointment on the 26<sup>th</sup> of January, 2022.

Ms. Stenis said she sees this appointment to this esteemed office as an achievement for herself, for the women of Papua New Guinea and her family as well.

Ms. Stenis is a career public servant having worked her way up the ranks from Principal Review Officer with the Provincial Review Division to assume the Director of the Provincial Review Division position in 2014. On the 16<sup>th</sup> of October, 2019 Ms. Stenis was appointed Acting Commissioner National, the position she held until her confirmation to the position in January, 2022.

Commissioner Provincial Mr. Joseph Aka is not new to the public service having served for twenty-two (22) years with the National Statistics Office; five (5) of those years as National Statistician.

....continued on page 3

# MESSAGE FROM THE CHAIRMAN

*Apeo Fuata Sione, LM, M. PP*



Welcome to this edition of the PSC Today Newsletter. Firstly, I would like to welcome the appointments of two (2) new PSC Commissioners; Ms. Judith Stenis – Commissioner National, and Mr. Joseph Aka – Commissioner Provincial, who were both sworn into office by His Excellency the Governor General of Papua New Guinea, Grand Chief Sir Bob Bofeng Dadae, GCL,

GCMG, KStJ, on the 17<sup>th</sup> of February, 2022, at Government House. The appointment of the two Commissioners completed the composition of the Commission Membership and I would like to sincerely thank the Public Service Commission Appointments Commission (PSCAC) for making these appointments.

The full membership of the Commission is considered vital importance to ensure continuity and stability in the Commission's decision-making process to enable the Commission to satisfactorily fulfill its Constitutional roles, responsibilities, and mandate with confidence.

Secondly, a technical team from the Office of Library and Archives has been working closely with the Registry and Human Resource Branches to put in place a proper records management system. PSC has never had a proper records management system in place to keep safe all decisions and activities of the Commission. It is important that we need to efficiently manage our records throughout their life cycle and preserve same for the purpose of public records which will be of significant value in the future. So after four months of hard work, we now have in place for the first time, a proper 'PSC Records Management System' that will serve the Commission going forward.

And thirdly, I would like to take this opportunity to congratulate our two (2) female officers, namely Ms. Dorothy Memafu – Acting Review Officer Provincial Review and Mrs. Geraldine Sema – Acting Senior HR Officer who both graduated from the Divine Word University in March, 2022 with their Bachelors Degree in Management.

I have always encouraged staff to take advantage of study opportunities provided by PSC and by international partners such as Australia, New Zealand and other countries through existing bilateral arrangements. Human resource development is always important for all organizations as it helps enhance individual performance and improve organizational effectiveness and productivity. I believe that continuous staff development and training to enhance the skills and competencies of our staff in line with our

PSC Staff Training and Development Policy 2021 – 2023 and will lead to improvements in service delivery to our people.

PNG enters 2022, having navigated the COVID-19 pandemic in its own way. Without the big government and resources for major lockdowns and mass vaccination campaigns, its focus has been on preserving the formal sector and keeping the economy going as much as possible. This has largely been achieved.

As COVID-19 is still present in our nation, I encourage all Commission Members, Directors and staff to wear masks at all times and continue to practice safe healthy hygiene, in compliance with the governments sanctioned COVID-19 protocols.

To date, the main challenges facing our nation has been the ongoing COVID-19 pandemic and the very slow economic recovery. This has put a continuous strain on proper funding for all government departments and agencies, including PSC. Lack of adequate funding as per our 2022 PSC Budget Appropriation, continues to hamper the Commissions' ability to fully carry out its mandated roles and functions.

The funding issues has greatly hindered the Commission from traveling into provinces to conduct proper hearings and to undertake other Commission business. I hope that this issue will be rectified to allow us to perform our roles effectively.

To the Commission Members, Directors, Staff and our valued clients, it's important to note that despite the current financial issues that the Commission is facing, we will continue to do our best to promote and maintain the Commissions' Vision, which is '*To transform the National Public Service into a vibrant, effective and efficient service delivery machinery*'.

Keep reading 'PSC Today' and I'll see you in the next issue.

**Apeo Fuata Sione, LM, M. PP**  
**Chairman**



....continued from page 1

Commissioner Aka joined the National Statistics Office in 1992 after completing his Economics Degree at the University of Papua New Guinea. He rose up the ranks to Staff Development & Training Officer and in the year 2000 was appointed Deputy National Statistician (Economics). Mr. Aka was appointed National Statistician in 2009. Prior to his appointment to the Commissioner Provincial's position, Mr. Aka was a consultant to Madang Governor Peter Yama.

Mr. Aka said he believes in team work; and to play as a team everyone has a part to play. He urged officers in PSC to exercise the principals of justice at all times.

"I am so grateful to be apart of this professional organization and I am looking forward to working with PSC as part of the team to achieve good results", said Commissioner Aka.

Meantime, PSC Chairman added that he has complete trust in the appointments of the Commission Members and he looks forward to working along side them to make this year a successful one through the roles and



PSC Chairman (c ) flanked by the two newly appointed Commissioners, and staff of the PSC Secretariat welcoming the Commissioners into Office.

responsibilities the Commission Members perform in the organization.

## PSC HOSTS DEDICATION SERVICE FOR STAFF



Pastor Nathan Pomaleu speaking to staff during the PSC Dedication Service. Looking on is Commissioner Provincial Mr. Joseph Aka and Chairman Mr. Apeo Sione.

### By Cecilia Miolol—UPNG Student Trainee

'WHEN you make decisions, you must consult the one person who gives wisdom and knowledge to do the work; you must consult God'.

That was the message from Pastor Nathan Pomaleu of the Seventh – Day Adventist Church who was speaking at a Dedication Service organized by the Public Services Commission for its staff.

Pastor Pomaleu when reading from the Book of Nehemiah chapters 1 and 2 spoke of how much officers can accomplish when they align themselves and all their plans with the Will and Plan of God.

"One of the greatest gift God offers us is the privilege of being led by the Spirit of God. As children of God, we can expect to be led by the Holy Spirit who will provide us with the wisdom of God to make the right decisions", said Pastor Pomaleu.

He also highlighted the importance of Philippians 2:15 challenging all staff to continue to devote our lives to doing Gods' will and obeying his commandments to remain harmless, innocent and morally pure to be the beacon of light in this sinful world.

PSC Chairman Mr. Apeo Fuata Sione, LM, M. PP thanked Pastor Pomaleu for the inspirational message he delivered to the staff and said that everyone in the Commission is blessed with Gods' potential to make a difference this year with His divine help.

The mass concluded with a dedication prayer for the Chairman, the two (2) newly appointed Commissioners and the management and staff of the PSC Secretariat.

## GOVERNMENT AGENCIES LACK PROPER MANAGEMENT OF RECORDS



Acting Senior HR Officer Mrs. Geraldine Sema indicating all the boxes in the PSC Archive Room that houses most of the Commission's records to the officers of the Office of Libraries and Archives. Looking on is Assistant Director of Public Records Management Division Ms. Vicky Puipui and Assistant Director Provincial Archives Services Division Mr. Mou Sisima.

**By Dorah Gawi**

There is no proper management of records kept by all government departments and agencies in Papua New Guinea.

That was the result of an assessment that is currently being undertaken by the Office of Libraries and Archives, whose officers are visiting government departments and agencies in NCD to identify for themselves how government files and records are stored.

Four officers from the National Archives led by Assistant Director of Public Records Management Division Ms. Vicky Puipui paid a visit to the Public Services Commission today to assess for themselves how our case files and other records are stored and archived.

Archivist Mr. Simon Gula said that they have visited eighteen (18) organizations so far and have found that all government agencies and departments are not properly preserving and storing records in the manner that they are suppose to and PSC also falls into that category.

"Our initial assessments have revealed that there are no proper record management systems in place in most government institutions that we visited and this is a major concern for the National Archives as we are the official custodians of the governments corporate memory", said Mr. Gulu.

Assistant Director Ms. Vicky Puipui added that records are the decisions and activities of the government or private institution and serve as a benchmark by which decisions and future activities are measured and therefore it is vital that this information be properly recorded and preserved.

"The basis for these assessments is to identify how records or documents are stored and to assist organizations to efficiently manage their records throughout their life-cycle and to preserve these items for public records which is of significant value for the future that can be used by the government and its citizens", said Ms. Puipui.

She added that there are government records dating back to 1888 stored and preserved at the National Archives which can be accessed by those wishing to conduct research.

The visit from the team from the National Archives will culminate into a Plan of Action that officers will undertake to assist Government agencies and departments with proper recording techniques for storing, archiving and disposal of old files and records.



## IMPROVE YOUR CAREER OPTIONS BY ACQUIRING NEW SKILL SETS



Ms Dorothy Memafu graduated with a Bachelor's Degree in Management from the Divine Word University in Madang.

**By Nadia Marai**

Upskilling is great for personal development as Officers can improve themselves by constantly learning new things, and it also provides a pathway for career growth within the organization.

That is the belief of Ms. Dorothy Memafu who serves as the Acting Review Officer in the Provincial Review Division of the Public Services Commission.

"After serving PSC that long and knowing the functions of the Organization it motivated me to improve myself and my career to become a senior officer. It was always hard for me as many times I would apply for senior roles, but my applications were always unsuccessful. I decided I must go for further studies so that I may be able to climb higher. I have done it now and I'm looking forward to the climb", said Dorothy.

Dorothy joined the public service in the year 2000 armed with a Grade 10 Certificate from Malalaua Secondary School and a Certificate from a Secretarial College, and was employed as a Personal Assistant to Director Health within the Division of Rural Health Services in Kerema, Gulf Province. A year later she joined the Public Services Commission on a promotional transfer as the Admin Assistant to the Director of the Legal, Advisory and Litigation Division. The following year she was appointed as

Acting Admin Assistant to Commissioner (Provincial) and was confirmed to the position in 2010.

In 2016, she decided to undertake further studies and applied to take up a Diploma in Human Resource course from the Divine Word University's Flexible Learning Centre. With the financial support from the Public Services Commission, Dorothy was able to complete the program and graduated in 2018.

Three years later, Dorothy's hard work and commitment to her work, did not go unrecognized, which saw her promoted to be the Personal Assistant to the Office of the Chairman of the Public Services Commission.

Juggling work and family commitments, Dorothy was still adamant and was determined to go further in her career, and so in 2020 with the financial support from the Kerema District Administration and PSC, she undertook a Bachelor's Degree in Management, again from the Divine Word University, and graduated on the 11<sup>th</sup> of March 2022..

"After leaving school and working for 22 years and when I decided to go back for studies, it was quite a big challenge especially when working and attending classes at the same time," said Dorothy.

Ms Memafu also highlighted other challenges she faced, one being that funding for training every year in PSC was always limited, but she is grateful to the good Lord in providing and seeing her through to finally graduate with a degree.

"My advice to other Public Servants going for studies is that the key to success in your career path is through upskilling. When you lack the qualification, you may not be recognized. You may have the experience but qualification also adds value as per the selection process outlined in General Order 3," she said.

Dorothy further added that she would not have attained her degree without the support of her employer and she sincerely thanked the Public Services Commission, and she also thanked the Member for Kerema Open Late Hon. Richard Mandani for his vision in developing a Training Scheme to offer training support to the people of Gulf Province.

## JOSEPH AKA TAKES OFFICE AS COMMISSIONER PROVINCIAL



Commissioner Provincial, Mr. Joseph Aka

**By Dorah Gawi**

Mr. Joseph Aka is not a new face to the Public Service. His name is synonymous with the National Statistical Office (NSO) where he has served for twenty-three (23) years; five of those years as the head of the organization.

Mr. Aka joined NSO in 1992 as a Statistical Officer after graduating with a Bachelor of Economics Degree from the University of Papua New Guinea. His role was to compile Crime Statistics; a tedious task from which he excelled in. After four years in that role, he was promoted to Staff Development & Training Officer within the organization. In 1997, Mr. Aka applied for a Post-Graduate Diploma studies in Applied Economics at the University of Queensland in Australia in which he was successful, and after completing the program he went on to gain his Masters in Economics from the same institution.

His return in the year 1999 from studies overseas, saw him elevated to head the National Accounts section in NSO in which he performed with distinction and was further promoted to Deputy National Statistician (Economics) the following year, the position he held for nine (9) years until he was appointed National Statistician in 2009.

Mr Aka has a wealth of experience that he brings to the Public Services Commission after he was appointed Commissioner Provincial by the Public Services Commission Appointments Committee (PSCAC) on the 26<sup>th</sup> of January, 2022. When asked about his plans as Commission Provincial he said he is focused on strengthening the Review Process and appointment process to ensure it is compliant

with other relevant regulations and laws.

"The core function of PSC is to deal with complaints from aggrieved public servants' issues. It is paramount that the Commissions' decisions are in line with the Public Services (Management) Act 1995 (as amended) and Public Service General Orders because we do not want to see matters ending up in court, where at times the compliance aspect and functions of the PSC are questioned, therefore we need to tighten the business process," said Commissioner Aka.

Commissioner Aka further stated that complacency has crept into the public service, affecting the delivery of much needed services to the people of this nation and that is not what he wants to see happening.

"As public servants we need to do things properly in line with the Public Services (Management) Act and the General Orders, there are other laws and regulations also within the public service that requires us to be compliant, therefore, we must pull our socks up and perform better. We have issues of nepotism in various government Departments and Provincial Administrations, this is not what we want to see, it is killing the system," said Commissioner Aka.

He further added that there is a lot of political influence in the public service system and it is setting this country back. Politicians he said should be concerned with policies and legislation and let the public servants do their job and execute those policies.

"The public service must operate independently, there must be no political inference or influence in any way, we see this happening in the National and Provincial levels, and I want to change that kind of perception. Appointments made by PSC are always on merit-based process and are not influenced in anyway by politicians, and therefore the onus is on those appointed to head organizations to deliver services to the people of Papua New Guinea and that is my goal and what I want to see in the public service", stressed Commissioner Aka.

Commissioner Aka and his fellow colleague Commissioner National Ms. Judith Stenis were officially sworn into office by the Governor General, His Excellency, Grand Chief Sir Bob Bofeng Dadae, GCL, GCMG, KStJ on the 17<sup>th</sup> of February, 2022.

# SEMA ACHIEVES DREAM THROUGH COMMITMENT AND PERSISTENCE

By Nadia Marai

Geraldine Wagi Sema is a cheerful, humble, God-fearing woman who has encountered many challenges to achieve her dream of attaining a Bachelor's Degree.

Geraldine hails from Domora village in the Abau District of Central Province and completed Grade 10 at the Mt. Diamond Adventist High School in 1988. She may have missed out on an offer to continue her studies, but that did not in any way deflect her from achieving her dream.

The following year, Geraldine enrolled at a Typing School in Konedobu for six (6) months, after which she was lucky to land a job with Guina Construction Company and worked in her capacity as a Typist for three (3) years.

In 1991, Geraldine joined the Department of Labour & Industrial Relations as the Staff and Salaries Clerk and was on a casual basis for three (3) years until she was made permanent, and worked for a further ten (10) years, gaining valuable experience in admin and finance work.

In 1993 Geraldine found the love of her life, Late. Pastor Benaiah Sema of the Seventh-Day Adventist Church. His vocation in the ministry would lead her into a life supporting her husband minister about the Word of God. Her late husband was soon posted to Goroka, Eastern Highlands Province, and sure enough Geraldine was keen to accompany him. She was transferred to work as the Employment Officer in the Department of Labour's office in Goroka, but she served as an unattached officer until she was made redundant in the year 2000.

In 2001, Geraldine came across positions that were advertised by the Public Services Commission, she applied for the Paymaster's position and was recruited. She worked in that capacity for two (2) years and then applied for the Human Resource Officers position also within PSC and was successful.

Geraldine's dream however, never took a back seat during those years of employment, she still wanted to pursue further studies, as she was armed with only a Grade Ten certificate, but had lots of experience in the admin and salaries field. She was determined as ever to up-skill herself and put a qualification to the experience under her sleeves.

However, in 2017, her dream was almost snuffed out when she lost her biggest supporter and companion, her husband. It was not an easy road for her as she recalls, but with her intrinsic character of self-determination, she came back harder the following year to pursue this dream for not only herself, but for her late husband and their four (4) children.

In 2018, Geraldine applied for the Bachelor in Management program through the Divine Word University's Flexible Learning Centre (FLC) and sponsored herself for the first semester. However, due to



Mrs. Sema in her graduation gown in preparation for the graduation ceremony.

work commitments, she was recalled back from studies.

In 2020, Geraldine reapplied for the same program at the FLC and this time the Public Services Commission through its Training & Development Policy sponsored Geraldine to complete her studies.

March 11<sup>th</sup>, 2022 will go down as one of the most memorable days for Geraldine Wagi Sema, because that was the day, she graduated with a Bachelor in Management Degree from the Divine Word University.

Geraldine recounted how emotional she was when she went up to the podium to receive her Degree, stating that she would not have achieved her dream without the support of her family, further attributing her determination and desire to pursue on because of her late husband who was the one who encouraged her and motivated her to always keep persevering on to be a better person in life and to not give up regardless of the situation.

'My late husband wanted to see me excel, that's the kind of caring person he was. He was someone who motivates people in the ministry and he would always encourage me to pursue my studies,' said Geraldine.

When asked what would be her advice to those who have left school early, this is what Geraldine had to say. "Comparing our time of education in the late 70's and 80's it was tough, because when you don't make it, you go back to the village and get on with life. However, with the changing education system we have now in place, you can always go back and find opportunities and avenues to improve or up skill yourself, especially through flexible learning as well as other learning options now available", she added.

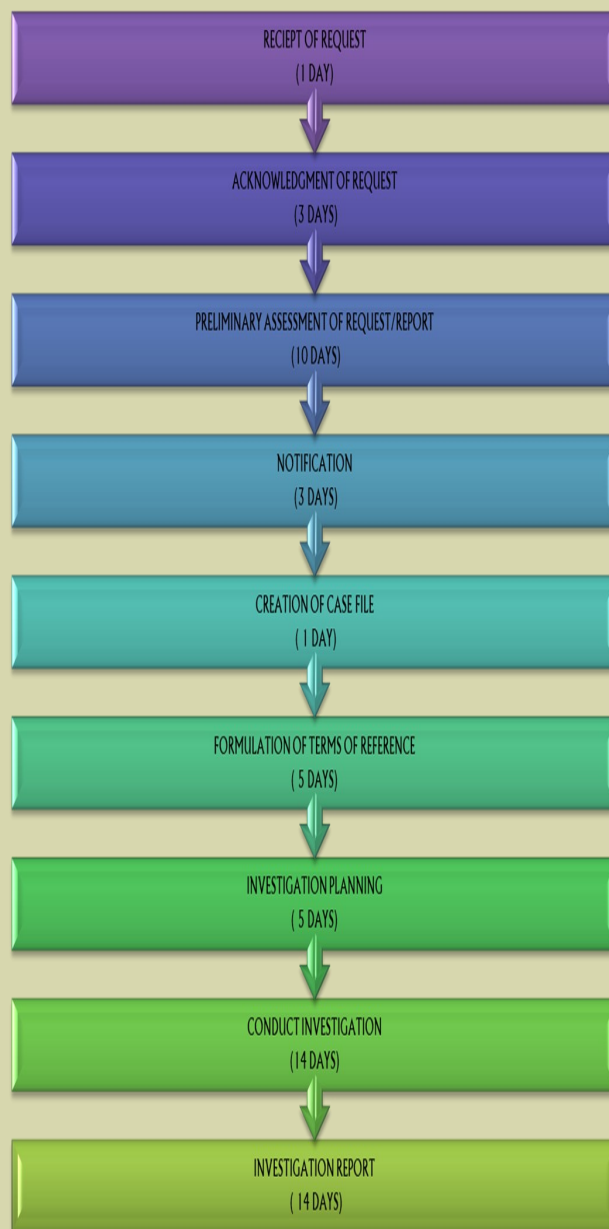
Geraldine is currently serving as the Acting Senior Human Resource Officer with the Public Services Commission which she has diligently served for eleven (11) years. PSC commends her for her determination and for putting in the work to finally attaining her Degree.



## ROLE OF THE INVESTIGATION DIVISION

- The role of the Investigation Division is to conduct investigations into allegations and circumstances relating to the revocation of appointment and suspension of a Departmental Head or Provincial Administrator.
- The Division also conducts investigations into the conduct, activities or performances of the Chief Executive Officer (CEO) in relation to the revocation of appointment of the CEO.
- The appropriate bodies that by law, can request PSC to undertake an investigation includes; National Executive Council, Minister for Public Service, Provincial Executive Council and Boards of Regulatory Statutory Authorities (RSA).
- PSC can conduct its own investigations when it learns or obtains credible information about misconduct, or serious allegations have been raised against Departmental Heads or Provincial Administrators.
- The Division manages all investigation and reports to the Commission and offer appropriate recommendations resulting for the investigation conducted.
- A request for an investigation is submitted in writing by way of a letter to PSC, specifying the grounds for investigation.
- However, PSC WILL NOT investigate requests that are not eligible for an investigation and may be referred to the appropriate authorities or rejected by PSC.
- If you have any queries in relation to the investigation function, we are more than happy to answer them. Please contact us on 325 7722 or email [enquiries@psc.gov.pg](mailto:enquiries@psc.gov.pg).

### INVESTIGATION PROCESS



The Public Services Commission as part of its obligation to safe guard the health and safety of its staff and clients is strictly adhering to the Niupla Pasin protocols. Therefore, we ask that ALL our clients, service providers and stakeholders wear a mask and sanitize your hands upon entering the PSC office. We are learning to adapt to this 'new normal' and therefore sincerely ask that you also play your part in reducing the spread of COVID in PNG.

If you would like to get in touch with the Public Services Commission you can do so by:  
Ph: 323 9000

Email: [enquiries@psc.gov.pg](mailto:enquiries@psc.gov.pg)

Website: [www.psc.gov.pg](http://www.psc.gov.pg)

We are also on:



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## Niupela Pasin

New Normal in the time of the COVID-19 Pandemic  
Protect yourself, your family and community from COVID-19.

Keep at least 1.5 meters distance between you and others. Limit social gathering and time spent in crowded places.



Greet each other without touching-- no handshake, no fist or elbow bumps. Greet with the smile, bow, nod or a simple hello.



Wear a face mask or face covering in all public places to protect yourself and others.



Clean and disinfect frequently touched objects and surfaces.



Clean hands frequently-- wash with soap and water or alcohol-based sanitizer.



Cough or sneeze into your bent elbow -- not your hands. Avoid touching your mouth, eyes and nose.



If you have COVID-19 symptoms such as fever, cough, sore throat or shortness of breath, call the COVID-19 toll-free hotline 1-800200 immediately.

Fighting COVID-19 is our shared responsibility. Let us all be vigilant and look after each other.



10