



DEPT OF PERSONNEL MANAGEMENT
ORGANISATION & METHODS BRANCH
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PUBLIC SERVICE OF PAPUA NEW GUINEA

JOB DESCRIPTION

1. Identification

Department Public Service Commission	Position Number COMPR.006
Division Provincial Review	Designation/Classification Senior Review Officer (Selection) – Provincial Administrations - Grade 14
Branch	Local Designation Senior Review Officer (Selection)
Section	Reporting to: Principal Review Officer (Selection) – Provincial Review Branch.
Location Waigani	Incumbent:

HISTORY OF POSITION

DPM file No.	Date of Variation	Details
O&AS3-2-20	20.10.2000	Retained & Revised Duties
O&AS3-2-20	14.11.2001	J.E. Reclassified from Grade 16. Adopted new concept of J.D & Revised Duties.
O&AS3-2-20	12.9.2003	No Change.
O&AS3-2-20	27.7.2007	

2. Purpose

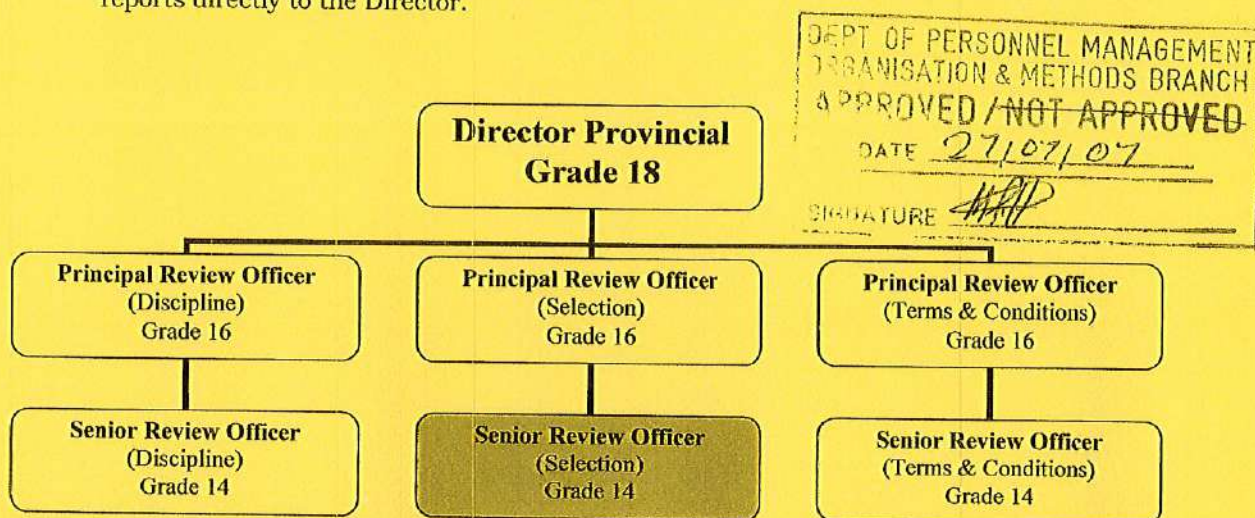
To provide effective back-up support and assistance to Principal Review Officer, and or the Director in the execution of review functions & responsibilities of the Branch.

3. Dimension

Manages an average of 250 review cases in a year. Assist the Principal Review Officer, Director and the Commission in conducting an average of 6 Commission Hearings, both National and Provincial Review.

**4. Nature and Scope
Reporting Relationship**

The Senior Review Officer (Selection) is reporting directly to the Principal Review Officer (Selection). In the absence of the Principal Review Officer, the Senior Review Officer reports directly to the Director.



4.1 Work Environment

Assist the Principal Review Officer (Selection) in the review of personnel matters of aggrieved officers of the Provincial Administrations, in compliance with the Public Services Commission (PSC) vision, mission, capacity building plan (CBP), together with the effective co-ordination and implementation of the Commission's management, corporate and strategic plans.

4.2 Constraints Framework and Boundaries

Logistics and inadequate budget appropriation for provincial travels to carry out review on personnel matters. Lack of co-operation from departmental and provincial staff and the slow processing of travel matters for provincial travels by Department of Finance.

• **Rules/Procedures**

Broad knowledge of Public Service (Management) Act; the General Orders; Public Finance (Management) Act; the Organic Law on Provincial & Local Level Government Act and other relevant legislations.

• **Decision**

Decisions on review matters in the Division with time frame to complete the tasks. Make strategic decisions in consultation with the Principal Review Officer (Selection), and or Director on major review matters.

• **Recommendations**

1. Carry out major/complex reviews into complaints/grievances lodged by aggrieved officers or employees on a decision made by the management on personnel matters.
2. Undertake any special or assigned review cases requiring investigation at the highest level.
3. Ensure to prepare reports and make appropriate recommendations on the analysis and findings thereof, for consideration by the Commission.
4. Implement decisions made by the Commission promptly.
5. Train, provide counselling and assistance to subordinate staff, where applicable.

4.3 Challenges

- All cases are reviewed within the year and no outstanding cases carried over to the preceding year.
- The quality of review is of high standard, which will result in the best decision by the Commission.
- Public servants are made aware of their rights to appeal and the procedures involved.
- Review complex personnel matters affecting public servants.
- Prepare for change to new review techniques and methods.
- Provide sound advice to the public servants.

4.4 Working Relationship

• **Internal**

Principal Review Officer (Selection), Director, Chairman, Commissioner (N) and Commissioner (P), Secretary and staff of the Division, and other Divisions.

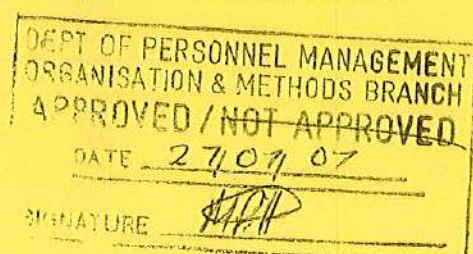
• **External**

All National Departments; all Provincial Administrations; all Statutory Authorities and Non-Government Organizations (NGOs).

5. Qualifications, Experiences and Skills

5.1 Qualifications

Appropriate University degree preferably in Law or Public or Business Administration/HRM disciplines desirable. Or possession of such other academic and/or educational qualifications as may be considered acceptable to the Commission.



5.2 Knowledge

Possesses a proficient level of:-

- (a) Public Services (Management) Act, Public Services General Orders, Public Finance (Management) Act, Organic Law on Provincial & Local Level Governments and their application.
- (b) PSC's Vision, Mission, Functions, Capacity Building Plan (CBP), Corporate and Strategic plans, etc.
- (c) Good knowledge of Public Service Management and Development Policies, procedures & systems, and their application.
- (d) Sound knowledge of corporate planning and implementation.
- (e) Sound knowledge of budget planning & costing.
- (f) 2 – 3 years work experience in a similar environment, and has held senior positions
- (g) Basic knowledge on computing application and use of Windows 95/98/2000 and EXCEL operations.

5.3 Skills

Must have the ability to demonstrate the following:

- Written and oral (presentation) communications in English including good report writing.
- Investigatory work or review of personnel management matters.
- Analytical and research.
- Good management and leadership qualities.
- Good Industrial Relations.
- Good Public Relations & Inter-personal.
- Sound legal or law background.
- Sound staff motivation & supervision.

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6. Principle Accountabilities

- Carry out major/complex reviews into complaints/grievances lodged by aggrieved officers or employees on a decision made by the management on personnel matters.
- Undertake any special or assigned review cases requiring investigation at the highest level.
- Ensure to prepare reports and make appropriate recommendations on the analysis and findings thereof, for consideration by the Commission.
- Implement decisions made by the Commission promptly.

- Train, provide counselling and assistance to subordinate staff, where applicable.
- Ensure that the reviews of personnel matters are executed in a professional and timely manner.
- Provide good advice to appropriate officers of Provincial Administrators agencies, and also to the officers affected aggrieved officers on the Commission's final decision.
- Carry out other duties as directed consistent with the above.

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