



Nauru Bulletin

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Signing of new Transfield Deal

The official endorsement of the new terms and conditions of employment for local employees working for Transfield Services Australia (TSA) at the Regional Processing Centre (RPC) got underway at Camp 1 on the 29th of July.

The purpose of this assignment is to assist and ensure that local employees employed with TSA are treated in a manner that recognises and values their work at the Regional Processing Centre.

The official signing of the new contractual terms and conditions between Acting President Honourable Valdón Dowiyogo, MP and TSA Managing Director Graeme Hunt took place in the dining hall where local and expat TSA employees also attended and witnessed.

Following the signing Acting President Dowiyogo encouraged local workers to keep working hard and to make a difference in the workplace.

“We believe that this agreement is a positive start from where we were more than 24 months ago when there was no minimum benefit awarded to employees. This government is committed to ensuring that we continue to develop and harness excellent working relationships with our stakeholders like Transfield. Hence understand also our obligations as responsible employees and employers.

“We urge you all to take pride in your work, keep up the good work you’re doing and contribute positively in making a difference in your workplaces,” A/President Dowiyogo said.

The signing of the new contractual obligations came as a result of a signed petition by local TSA employees which raised concerns over the poor employment terms and conditions currently practiced and applied at RPC.



Acting President Valdón Dowiyogo with Transfield Services Australia Managing Director Graeme Hunt shake hands over the new agreement

Some conditions addressed in the petition included that employees have not been entitled to any mandatory and discretionary leave such as annual leave, sick leave benefit; bereavement leave, maternity leave and their base wage of \$4.00 per hour has not increased. Training for up-skilling of local employees has been deficient and no proper training framework and methodology adopted to assist with employee progression.

Subsequently, a Nauru delegation, headed by the Chief Secretary, Mr Bernard Grundler with the Secretary

of Justice & Border Control Mr Lionel Aingimea and Senior Human Resources Adviser Mr Maritino Nemani met with the executives of Transfield Services Australia (TSA) in Melbourne, Australia in early May 2014 to negotiate a fairer wage rate and working terms and conditions.

Endorsement and approval from Cabinet was reached stemming from these early discussions.

The exercise enabled what is normally a lengthy process in Employment Relations agreement negotiations to be concluded within three months.

The new contractual terms and conditions include a on-off lump sum payment to employees entering into the new contract based on a pro-rata basis and performance and no more than \$1000; base wage rate increase; leave entitlements; uniform and meal entitlements; job training and upskilling opportunities; and allowances for certain jobs.

TSA has been very cooperative and understanding throughout the process and period of negotiations with the Government of Nauru team•

Chief Secretary Department working hard to revive SWP

The Chief Secretary's Department has begun seeking Expressions of Interest (EOI) from the public in hopes of reviving interest in participating in the Seasonal Worker Program (SWP).

An information session was also held late last month (26 July) to further discuss the EOI and also to promote SWP as they have been losing workers since the re-establishment of the Regional Processing Centre (RPC) on Nauru.

Bernard Grundler and SWP Coordinator Ms Miniva Harris are attending an SWP conference which is hosted in Australia this week (4-8 August) with the intention of promoting Nauru SWP workers and hopes to meet several Australian Approved Employers and gain their interest to employ Nauruans.

There are also plans to conduct a three week camp that will be led by Ms Harris to train prospective SWP workers and test their determination to remain in the program. Ms Harris will also meet with Regional Seasonal Employment (RSE) in New Zealand for future collaboration.

The Seasonal Worker Program which started on 1 July 2012 builds on the Pacific Seasonal Worker Pilot Scheme in that it contributes to the economic development of participating countries. It also offers Australian employers in the horticulture industry access to workers from eight Pacific island nations and East Timor when they cannot find enough local labour to satisfy seasonal demand•

The NFRMA finally complete their Fish market



The new Fish Market building located at the Anibare boat harbour

The construction of a new fish market in Anibare was completed last month (July) under grant assistance from the Japanese government's Grant Assistance for Grassroots Human Security Projects (GGP) program.

The grant assistance was signed in March 2013 between Japan and the Nauru Fisheries and Marine Resources Authority (NFRMA).

The fish market will provide a central, safe and hygienic

location for local fishermen to sell their catch as well as provide a central place for consumers to buy seafood.

The contract which provides funding of AUD\$185,000 formalises Japan's assistance for the construction of the fish market.

Local construction company Central Meridian Inc., was awarded the contract and the official opening of the fish market is awaiting final approval from fisheries Minister Hon Valdson Dowiyogo•

Another court staff to receive capacity building training



Ms Irene Quadina is selected for the three week training

The Nauru Judiciary Department strives to further capacity development within the judiciary staff by sending another staff member to undergo three week attachment training in New Zealand.

Court clerk, Ms Irene Quadina will visit different district courts in the main New Zealand cities of Auckland, Hamilton, Manakau, and North Shore. She expects to learn new court skills especially in civil court proceedings such as file processing and transferring of cases.

The New Zealand government-funded training was arranged by Registrar of the Supreme Court of Nauru Graham Leung to up skill junior court staff and promote capacity building.

The registrar hopes the exposure to different court jurisdictions and settings will inspire Ms Quadina to a higher level of work ethics and performance that will ultimately improve the current services of the Nauru court.

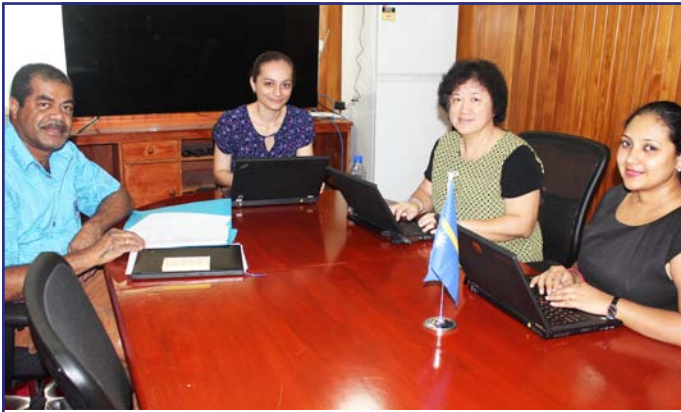
Ms Quadina who is the fourth court staff to undergo

attachment training, hopes to gain better understanding of the court system and plans to apply the skills she obtains to upgrade the current court system in Nauru.

Mr Leung is making training a key priority in the department to devote resources in staff training and development that would motivate harder working staff and provide better services to the public and improve productivity.

Ms Quadina departed for New Zealand on 23 July•

The Nauru Public Service evaluation exercise near completion



The Job Evaluation (JE) steering committee reviewing and evaluating to finalise the Nauru job market and NPS Job Banding and Ratings.

The Chief Secretary's Department in collaboration with PricewaterhouseCoopers (PwC) has undertaken a review of the Nauru Public Service Job Evaluation that will determine the salary structure for the Nauru Public Service (NPS).

CEO of PwC Mrs Jenny Seeto and Human Resource (HR) consultants Mrs Neelta Goundar, and Ms Lonisa Marshall have been on island for three weeks and have conducted interviews and intensive reviews and evaluation to finalise the Nauru job market and NPS Job Banding and Ratings.

They have been working with Senior Human Resources Advisor Mr Maritino Nemani and the Job Evaluation (JE) steering committee.

According to Mr Nemani they had identified the Heads of Department (HODs) to hold discussions and interviews with as well as to take part in this consultative process that will enable PwC to have a good appreciation and understanding of the positions in the Nauru Public Service.

"We had scheduled ten days for these interviews which started from Monday 14 July, including discussions with respective State Owned Enterprises (SOEs) in order to develop a Nauru Job Market," Mr Nemani said.

"PwC had also been in detailed discussions with the JE Steering Committee regarding the job ratings and rankings and have clarified certain positions based on 10 factors."

The final steps will be to release a draft report with PwC recommendations once the exercise is complete to Cabinet for approval and endorsement.

This project started in April 2013 with funding assistance provided by the Australian Department of Foreign Affairs & Trade (formerly AUSAID) and implementation is anticipated to commence in early September.

PwC are a network of firms in 157 countries with more than 184,000 people who are committed to delivering quality in assurance, tax and advisory services.

The PwC consultants arrived early last month (12 July) and departed this week (4 August)•

Celebration of Eid

The celebration of Eid Mubarak in Nauru took place at the Centennial Hall last month (29 July) signaling the end of the month of Ramadan for Muslims around Nauru.

The Muslim population on Nauru comes with the increase in the number of asylum seekers arriving to Nauru and residing at the regional processing centre and refugees that are living in the community.

Acting President Valdon Dowiyogo, MP and Secretary for Justice Lionel Aingimea were among the special guests at the event.



Refugees celebrating Eid Mubarak at the Centennial Hall in Aiwo

The event was well received as members of the refugee community celebrated with dancing and singing. Students from Kayser College also took part in the singing.

An open invitation was also extended to members of the communities around the island to come and participate in the celebrations.

The program was organised by the Australian Department of Immigration and Border Protection in conjunction

with Save the Children, Transfield Services and the Nauru Community Consultative Committee•

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Republic of Nauru

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