



Nauru Bulletin

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New public service salaries rolled out following job evaluation

The Nauru Job Evaluation Steering Committee (JE) and PricewaterhouseCoopers (PwC) concluded the first job evaluation exercise for the Nauru Public Service (NPS) last month before the roll out of new salaries.

The Human Resources & Labour section took charge of the implementation of the new salary structure which took effect on 1st September.

The government approved the increase of salary points between 80-120 per cent for all government employees depending on the job evaluation exercise conducted by the JE steering committee and PwC.

The parliament sitting on 9th September approved the Supplementary Appropriation Bill No.2 2014-15 which included an allocation of \$3.5-million for NPS salary increases.

PwC had completed the Nauru Public Service (NPS) job evaluation exercise

which determined the salary structure for the NPS.

The PwC and JE steering committee



*Marcus Aremwa and Monsheree Dageago
Members of the HR payroll team that worked round the clock to complete the job evaluation process to meet the deadline for the rollout of new salaries*

underwent a process of benchmarking external organisations such as Transfield Services, the University of the South Pacific (USP), and various state owned entities (SoE) to compare their salary scales to the NPS.

Job positions were analysed and discussions conducted with Heads of Departments (HODs) to confirm that positions within their departments were correctly labeled. This gave the PwC consultants a better understanding of the positions and to establish proper job ratings and rankings.

The PwC provided a report that included recommendations on the job evaluation exercise which was approved and endorsed by Cabinet.

The Steering Committee is comprised of PwC consultants, Chief Secretary Bernard Grundler, Senior HR Adviser Maritino Nemani, Director HRL Peta Gadabu, and representatives from education, health and finance.

The project began in April 2013 with funding assistance provided by the Australian Department of Foreign Affairs & Trade (formerly AUSAID)•



CJ Madraiwiwi and Justice Jane Hamilton-White presiding over the first Supreme Court sitting after several months. Acting Registrar Graham Leung and court clerk Irene Quadina seated in the lower bench

Nauru supreme court resumes proceedings

The first formal sitting of the Supreme Court of Nauru comprising its newly appointed CJ and justices got underway last week (12 Sept) prior to the call over of cases.

This is a historic event for Nauru as the Supreme Court of Nauru is now comprised of a bench of three judges with Chief Justice Ratu Joni Madraiwiwi from Fiji and the first female judge for Nauru, Justice Jane Hamilton-White of Australia. The third member of the bench, Justice Mohammed Shafiullah Khan also from Fiji was not present for personal reasons.

Acting Registrar Graham Leung announced the order of the day's proceedings before statements were made.

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Backlog of cases is priority - CJ

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In his opening statement CJ Madraiwiwi said “the courts’ first priority is the resumption of proceedings after a hiatus of six months,” and the disposing of the “backlog of cases that have accumulated.”

“In relation to constitutional cases and complex legal matters, the court has decided it will constitute a bench of two or three judges dependent on availability to determine them. In this manner, issues can be given the consideration and reflection of three legal minds and assist further in the development of the legal jurisprudence of Nauru,” CJ Madraiwiwi said.

His Lordship is also “hopeful Nauruans will join the bench in future to serve their own people and provide the national perspective that is their right.”

The CJ also stated that another tier above the Supreme Court – a Court of Appeal, may be considered in the future. However presently, the need of additional court rooms is an urgent matter and the court is already considering realistic solutions of temporary structures or use of schools during the holidays.

Secretary for Justice Lionel Aingimea, President of the Nauru Law Society Vinci Clodumar and Director of Public Prosecutions Wilisoni Kurisaqila each expressed their congratulations to CJ Madraiwiwi, Justice Hamilton-White and Justice Khan and conveyed similar sentiments of the monumental task ahead that is to expedite the back log of cases, support for additional court rooms and the need for additional qualified legal personnel.

The call over of cases commenced shortly after the delivery of statements.

The trials for asylum seekers charged with riot and unlawful assembly from a disturbance at the Regional Processing Centre on Nauru in July 2013 may continue to be heard in to next year.

The Nauru Bulletin spoke to CJ Madraiwiwi a few days after the swearing in ceremony about what he hoped to achieve for Nauru’s justice system. Apart from the need to address the backlog of cases and an additional court room, the CJ says going forward he sees a need to revisit and overhaul the Nauru legislation.

“It’s quite obvious that a lot of the legislation are at least over a decade or more in terms of when they were last enacted or amended. And they probably need to be looked at.

“Presently the ministry of justice and other concerned parties are looking at updating the pleaders’ course.

The CJ is hopeful that he will be able to sign off on the recommendations of the committee that will be looking at updating the pleaders’ course which court clerks will be required to enroll in.

The CJ, the two judges and the magistrate are aware of the constraints and sensitivities of a small community such as Nauru.

“I think that we take some comfort in the fact that we will be expected to administer laws and a legal system in which we are all familiar.

“It’s the context and the circumstances that we’ll need some guidance on and also are aware of the community sensitivities about issues particularly in areas of human rights and the



(L-R) Chief Justice Joni Madraiwiwi, Justice Jane Hamilton-White and Justice Mohammed Khan at the swearing in ceremony (8 Sept). Justice Hamilton-White is the first female judge in the Nauru court.



Ms Emma Garo from the Solomon Islands is the second female resident magistrate for Nauru

Nauruan context. It’s always a balancing act,” the CJ said.

Justice Hamilton-White is the first female judge for Nauru and Emma Garo of the Solomon Islands is the second female Resident Magistrate after Mrs I.V. Helu-Mocelutu in 1990.

Both women hope their appointments will inspire more Nauruan women to aspire to roles in the judiciary and other senior roles in the public service.

“I don’t see it [first female judge in Nauru] as a challenge but it would be wonderful breaking that barrier that more women in Nauru saw careers in the judicial fields and basically the law and justice sector. It would be something that one would aspire to leave that kind of legacy,” Judge Hamilton-White said.

“A woman on the bench brings another perspective, it’s not better than any other perspective, it’s just another alternative.”

Judge Hamilton-White echoes the CJ’s sentiments of being “acutely aware of the sensitivities and the local way and in a small community there are different ways of doing things which need to be respected.”

CJ Madraiwiwi, Justice Hamilton-White and Justice Khan were sworn in to office before President Baron Waqa in an official ceremony outside the government office on Monday 8 September. Resident Magistrate Garo took her oath before Justice Minister David Adeang in the minister’s office on Tuesday 9 September•

3rd International UN Conference on SIDS - Apia, Samoa



(Centre) H.E President Baron Waqa, and to photo right, UN Secretary General Ban Ki-moon and Samoa Prime Minister Tuilaepa with other AOSIS leaders after the AOSIS Leaders' breakfast meeting

The International UN Conference on Small Island Developing States (SIDS) is held every ten years and the Independent State of Samoa was host to the third international conference from 1-4 September.

Delegates from member countries of the three SIDS regions gathered in the capital Apia for meetings and side events centring on the theme "the sustainable development of small island developing States through genuine and durable partnerships."

His Excellency President Baron Waqa led a delegation from Nauru as well as a team from Nauru's UN Office based in New York.

Pre-conference events included a renewable energy forum hosted by the Governments of New Zealand and Samoa and the International Renewable Energy Agency (IRENA) on 30 August. At the event President Waqa delivered a statement underscoring the Nauru Government's ambitious goal of "generating fifty percent (50%) of our electricity from renewable energy by 2020," emphasising that Nauru takes its "obligation to be part of the international effort to address climate change very seriously."

Another pre-conference event was the opening of the SIDS Art Exhibition to celebrate the International Year of SIDS.

Permanent Representative of Nauru to the United Nations Ambassador Marlene Moses delivered remarks at the event on Sunday 31st August stating that art is an expression of the culture, identities and traditions of island people but also likening its slow disappearance to the struggle for survival of small island nations.

"Art has the unique power to remind us where we came from and where we still must go. I am so grateful that the talented artists whose works are displayed here have so powerfully demonstrated that the loss of our artistic and cultural heritage is as unthinkable as the prospect of losing our homes to rising seas," Ambassador Moses said.

Prior to the start of the opening of the SIDS conference on Monday 1 September, President Baron Waqa hosted an AOSIS Leaders' breakfast meeting as chair of the Alliance of Small Island Developing States (AOSIS).

In his opening address President Waqa thanked Samoa's Prime Minister Tuilaepa Aiono Sailele Malielegaoi for "his gracious hospitality and the remarkable preparations made for this important meeting," before moving on to the important issue of adopting the AOSIS Leaders' Declaration.

The meeting was well attended with over thirty Heads of

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State and Government and foreign ministers including the UN Secretary General Ban Ki-moon.

The AOSIS leaders discussed and deliberated before endorsing the AOSIS Leader's Declaration that outlines the leaders' priorities for achieving sustainable development moving forward and reflecting on the lessons learnt on the journey from the first SIDS conference in Barbados to the second in Mauritius and through to the Samoa conference this year.

The Declaration also emphasises the need for a new level of discipline in the implementation of sustainable development initiatives.

Afterwards the leaders made their way to the Upolu Plenary Hall for the formal opening and first plenary meeting of the Third International UN Conference on SIDS.

At the opening President Baron Waqa also delivered a statement as Chair of AOSIS in which he highlighted how the first two summits in Barbados and Mauritius have identified some of the unique challenges faced in achieving sustainable development in the face of a global financial crisis and tightened aid budgets against the ever increasing price of basic commodities in the islands.

"At the same time, climate change has intensified our challenges and created new ones. Left unaddressed, it threatens to reverse the modest progress we have made. Sustainable development is not easy; nor is it a short-term endeavour. Success demands genuine commitment that endures long past the fleeting whims of partners and international politics," President Waqa said.

The SIDS Conference includes six multi-stakeholder partnership dialogues, held in parallel with the plenary meetings and side events.

Nauru hosted a side event titled "Our Fish, Our Future." The event drew attention to and highlighted the successful, important and significant work of the Parties to the Nauru Agreement (PNA).

Ambassador Moses moderated the event with a panel including Minister for Education, Internal Affairs and Land Management Charmaine Scotty. The panel called on distant water fishing nations to support the PNA's management and conservation efforts and to respect the sustainability of the fish stock.

The PNA is a treaty between the Federated States of Micronesia, Kiribati, Marshall Islands, Nauru, Palau, Papua New Guinea, Solomon Islands and Tuvalu.

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The S.A.M.O.A Pathway reaffirms leaders' commitments to the sustainable development of SIDS

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H.E. President Baron Waqa and Ambassador Marlene Moses at the AOSIS Leaders' meeting at the Orator hotel

“Between these eight countries, over half of the world’s skipjack tuna is caught every year, providing a critical source of protein to people all over the world and generating significant revenues for all of our members which in turn fund schools, hospitals and other critical infrastructure,” Minister Scotty said.

The PNA enforces fishing licensing fees to foreign fishing vessels to both protect and monitor fish catches to ensure the sustainability of Pacific tuna fish stocks.

On the margins of the SIDS conference President Waqa, Minister Scotty, Minister Aaron Cook and the senior members of the Nauru delegation engaged in several bi-lateral meetings.

President Waqa also took part in a signing ceremony of the European Union European Development Fund (EDF) 11 in which Nauru will benefit through development projects and capacity building.

President Waqa also attended the signing of the International Telecommunications Union (ITU) cooperation agreements between ITU and partners for satellite connectivity projects and participated in the discussion panel moderated by United Nations Development Program (UNDP) administrator Helen Clark.

The panel spoke about broadband and internet availability and challenges in the islands. The ITU agreement will benefit Nauru in projects that will provide communications equipment like a satellite dish for emergency services and educational purposes.

On the third day of the conference, 3rd September, Nauru entered another significant milestone when President Baron Waqa signed the SIDS Dock (Small Island Developing States Dock) statute joining other member states in elevating SIDS Dock as an international organisation.

SIDS Dock is a body committed to addressing climate change adaptation for the member states. Signing the statute is the first stage to obtaining UN recognition as an international organisation; hence enable SIDS to enter into contractual agreements in regards to climate change adaptation initiatives.

It is the first SIDS-SIDS cooperation initiative in the S.A.M.O.A Pathway to be signed at the Conference and therefore a milestone event for SIDS and especially Nauru given that it is happening during Nauru’s chairmanship of AOSIS.

The statute provides the mechanism to funnel international support – technical, institutional and financial – for SIDS, as a means of implementation to address climate change adaptation to the provision of renewable energy and energy technology, efficiency and capacity building.

Currently the World Bank and the United Nations Development Program (UNDP) are its custodians. When it becomes an international organisation it will be able to manage its own operations.

There is already a number of governments and organisations offering financial and technical support to SIDS Dock.

The conference outcome document, the S.A.M.O.A Pathway, and the report of the conference were adopted at the conclusion of the conference on the afternoon of Thursday 4th September.

The preamble of the S.A.M.O.A Pathway (Small Island Developing States Accelerated Modalities of Action) states: “We, the Heads of State and Government and high-level representatives, having met in Apia from 1 to 4 September 2014 at the third International Conference on Small Island Developing States, with the full participation of civil society and relevant stakeholders, reaffirm our commitment to the sustainable development of small island developing States. This can be achieved only with a broad alliance of people, governments, civil society and the private sector all working together to achieve the future we want for present and future generations.”

The S.A.M.O.A Pathway outcome document can be found on www.sids2014.org

The AOSIS Leaders’ Declaration has been circulated in a separate email. If you would like a copy please email aleysha.tamakin@naurugov.nr

Government and Nauru surf club combines effort for swim safety

The Nauru Government has signed a one year contract with the Nauru Surf Club to provide lifeguard services at the two most popular swimming sites - Gabab channel in Boe and Anibare boat harbour.

The surf club is now working under the Nauru Police Force (NPF) and will post two lifeguards at each of the designated sites to patrol the beaches and monitor swimmers from 11am to 7pm.

The life guards are qualified and have undergone intensive training prior to their posts. Training included a 400 metre swim in less than nine minutes and learning first - aid.

The Nauru Surf Club plan to extend their services by obtaining a vehicle that can transport their lifeguard equipment to enable swift deployment in emergency situations



100 years since landing of Australian forces landing

September 9 signifies the 100th anniversary of the day Australian forces landed on Nauru and expelled the German occupation.

One hundred years ago on 4 August, the British Empire declared war on Imperial Germany and Austro-Hungary, and the British War Office had requested that Australia seize the German colonies in Nauru, the Caroline Islands and New Guinea.

The primary reason for this request was to prevent enemy wireless stations from passing information to the German East Asiatic Squadron of the Imperial German Navy, that might hinder British efforts to bring to battle.

The Royal Australian Navy (RAN) responded to the request to eliminate the enemy threat to the Empire's shipping and began

their coalition operations in the Pacific with the aide of New Zealand forces on August 29, 1914.

On 9 September of the same year cruiser HMAS Melbourne landed a party on Nauru to destroy the wireless station, whereupon Germany who had occupied Nauru since 1888 promptly surrendered.

In the last five months of 1914 Australian forces, particularly the RAN participated in a series of successful actions and assisted in sweeping the Indian and Pacific Oceans clear of enemy warships and seizing all German colonies in the South Pacific.

At the sitting of the Nauru Parliament on Tuesday 9 September, His Excellency President Baron Waqa acknowledged the 100th anniversary on the landing of Australian forces to eject Germany occupation from Nauru•

Corrections officers engage in additional capacity building training

The Nauru Correctional Services is taking full advantage of training initiatives with the latest program funded by the government of New Zealand.

Five officers recently departed for New Zealand for the 10-week training in capacity building while another two officers recently returned to Nauru from a conference in Papua New Guinea.

Mr Mutima Dake, Delton Aboubo, Max Kamtaura, Dona Quadina, and Miss Jerusha Mau departed this month (7 Sept) and are the first to participate in the ongoing New Zealand funded Short Term Training Awards (STTA).

Their training began this week (15 Sept) and look forward to gaining valuable knowledge and skills relating to inmate assessment and management, security classification, and record keeping.

Last month (11-15 August), Lydia Tagamoun and Sandy Angabate attended the fourth Pacific Islands Regional Correctional Women's Conference (PIRCWC) where they met 11 other pacific island participants and shared issues, experiences, and challenges faced by women correctional officers.



(L-R) Correctional officers Dake, Quadina, Mau, Kamtaura and Aboubo are the first group to participate in the ongoing NZ funded short term training awards

The women are now using what they have learnt to develop a model that is achievable and sustainable for the Nauru correctional centre which employs eight women officers.

Chief Correctional Officer David Detageouwa is positive about his staff training and hopes they will use the training and knowledge for the betterment of the correctional services and government•

ICT educates government employees on internet safety and security

The Department of Information, Communication, and Technology (ICT) held a two day workshop at the parliament conference room on email security last month (28-29 Aug).

ICT network administrator Mr Isireli Guivalu and systems administrator Mr Joel Waqa lead the presentation for the workshop where they clarified to government employees on the proper use of the internet and stressed the importance of email and the do's and don'ts of both email and internet usage such as prohibiting the sharing of passwords and sending inappropriate material.

The workshop came about following complaints from government employees regarding email security and hacking. A request was made to ICT for a workshop to inform and educate users of the safety and risks of email and internet use.

ICT is also working on deploying wireless internet within the departments.

Representatives from various departments such as Audit, Justice and Border control, Women's Affairs, Nauru Police Force (NPF), and Department of Commerce, Industry, and Environment (CIE) attended the workshop•



ICT systems administrator Joel Waqa explaining the proper use and importance of internet security

EHC launches mastercard services

Eigigu Holdings Corporation (EHC) launched its master card service that will provide additional shopping benefits for local consumers.

Earlier this month (4 September) Acting President and Minister for Eigigu Holdings Corp., Hon David Adeang received the first master card from EHC Chairman David Aingimea at the Civic Centre headquarters.

There are two types of master cards - a travel card which can hold up to US\$1,400 and the other which can hold up to \$US50,000.

The Speaker of Parliament Ludwig Scotty, cabinet ministers and several members for parliament (MPs) were also present for the occasion.

For more information regarding the service, contact 557 8030•

Runway - security restricted area

The public is reminded that the Airport Runway is a restricted area. Serious penalties apply.
The restriction was enforced on 1st August 2014.

- 1) The Airport Runway is a security restricted area at all times.
- 2) Any unauthorized person attempting to access, cross or conduct any sporting and other activities on the Runway will be reported to the relevant authorities and subsequently fined.
- 3) Any person fined under the Act may be liable to a maximum fine of \$10,000 and a 12 month imprisonment term•

Vehicle registration 15 Aug-1 Oct

The public is reminded that registration for motor vehicles (cars and motorbikes), boat trailers, heavy machinery vehicles and boat trailers is now open.

Registration commenced this week (Monday 15 September) and will close on Wednesday 1 October.

The registration and inspection service is being carried out by Eigigu Transport Services (ETS) at their workshop in Denig District.

The inspection fee for most vehicles is \$25. Other fees apply.

Vehicle owners are advised that if your vehicle does not pass inspection and it leaves the ETS garage, the same fee will be charged for a second inspection.

For more information and a list of the fees, please call 5578030•

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Republic of Nauru

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