



Nauru Bulletin

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To our guests: refugees and asylum seekers

Message from Minister for Multicultural Affairs, Hon David Adeang, MP

To our guests: refugees and asylum seekers,

My name is David Adeang and I am the Minister Assisting the President, entrusted by His Excellency the President and Cabinet, as Minister for Multicultural Affairs to look after your wellbeing whilst you are here with us.

I want to express, on behalf of the Government of Nauru and the Nauruan people, how deeply saddened and concerned we are by the recent tragic incidents.

We want to acknowledge your frustration at where you find yourselves, we are aware that you did not design to come to Nauru and that many of you do not plan to stay here permanently. We understand how distressing it must be for time to pass, with few long term solutions being offered.

I want to assure you that future long term and permanent settlement options are actively being considered and planned for you. But while you are here, we urge you to use your time on Nauru constructively and peacefully. On our part, the Government of Nauru is continuing to provide facilities and services to make your time here as beneficial, as productive and as positive as possible.

We are providing opportunities and micro credit loans for you to establish business, and have employment services to assist you to find a job. We have opened our schools to you. We are working with our schools to ensure that the specific needs of refugee and asylum seeker children are recognized and addressed. The Government is pleased to include refugee children in its Nauru Education

Assistance Trust Scheme which provides financial benefit for school participation.



Minister for Multicultural Affairs, Hon David Adeang sends compassionate message to Nauru's refugee and asylum seeker community

We hope that in this way we can directly contribute to your children's future.

We are pleased that we have some enrolments in the University of the South Pacific and that fees are being subsidized. We will actively assist where we can to ensure that as many of you as possible can complete university degrees or vocational training to set you up for your future.

Nauruans have a strong sense of family and we are well aware that you are far from your families and we understand the pain this must cause you on a daily basis. I wish to assure you that Nauru will welcome your families if they are able to visit you and we will facilitate this to the extent possible. We have also provided a facility to issue refugee travel documents for you.

We are pleased that your accommodation has been significantly improved over time, with air conditioning soon to

be provided to all in the refugee and asylum seeker communities (Note air-conditioning is already provided throughout refugee settlement communities). We trust that this will improve your experience and wellbeing in Nauru.

At various levels we invite you to join us in sports, cultural and fishing activities. Indeed it is our hope that all our families can live and grow together as we help you build your lives for a future beyond Nauru.

We urge you to see your temporary stay in Nauru as a chapter in your lives and to make the most of the opportunities we are able to offer. We are working with Australia on long term settlement options and are aware of the importance of these to your lives.

At the same time, I must ask you to recognise and respect the fact that this is our home, our beloved nation, our Pleasant Island, and that you are our welcome guests. It is our hope and our prayer that we can work together to ensure that we can live safely and harmoniously together in Nauru, not as separate communities but as one community under one God.

May God Bless you and your loved ones, and May God Bless Nauru•

The above statement was televised on Nauru Television on May 3 and broadcast over Radio Nauru in several languages on May 4, 2016.

Human resources launches new payroll solution — Go Live !

[Contributed by HR]

The Government of the Republic of Nauru through the Chief Secretary's department launched its new HR TechnologyOne payroll solution on Thursday 5 May 2016.

Human Resources in collaboration with the finance department released the Nauru Public Service salaries into Bendigo bank after its final test in the production environment to go live.

The HR payroll system project initiation started in July 2015 as part of the HR strategies to improve HR management solutions and increase productivity, effective monitoring of attendance, streamline business processes, better record keeping and audibility and increase financial visibility.



Secretary Corporate Services Peta Gadabu (far left) with team from finance and TechnologyOne in the setup stage of the new payroll system

Australian-based company TechnologyOne is the provider for the government's Financial Management Information System (FMIS). Selecting the HR payroll solution will complement and seamlessly integrate with the existing TechnologyOne FMIS solution.

One of the clear objectives is to ensure that the system is designed, developed and configured to meet the requirements and legislation of the Nauru government, be cost effective, efficient and also be able to be managed and maintained by local HR staff.

This HR payroll solution has replaced the MYOB which has served the government well this far but has simply outgrown due to the growth in the size of the public service.

According to Senior HR Adviser Mr Maritino Nemani, TechnologyOne Human Resource & Payroll solution "will

enable users to more easily and efficiently manage the entire employee lifecycle process."

"Payroll processing, employee safety, employee development, recruitment selection, employee retention and people management are the key aims of our system. The integrated solution will deliver a simplified end-user experience and support it with a rich functional back end," Mr Nemani said.

Phase two of the project will include the solution that supports the management of key processes such as employee hire to on-boarding, management of the new employee transition and development, remuneration and payments, and outplacement. These occur within a security framework designed to allow appropriate back office access and to manage employee and manager self-service so that end users can perform tasks and activities to perform their roles easily.

This solution will provide the Republic of Nauru with:

- Payroll system integrated with the financial system giving greater visibility of real time financial information. Go/NoGo on payments can be controlled by finance;
- Introduction of a timesheet system that will enforce staff to enter and account for their time on a weekly basis – the management of absenteeism has been mentioned as a high priority;
- Elimination of manual processes – no longer will department managers have to review payslips, prepare accounting entries and distribute to staff;
- Elimination of paper – whilst payslips can still be printed centrally, the files can also be emailed to employees or can be accessed via the Employee Self Service Portal;
- More accurate record keeping – at present all records are paper based and never found when needed.
- Better HR management – it is important to identify and nurture good talent, equally it is important to coach and address poor performers

"All payroll administrators in respective departments will need to comply with salary cut-off timelines. It is imperative that all government paid employees including donor funded employees novated into the government payroll system to bring about efficiency, coherence and consistency in the payment of salaries which has been an issue for both HR and finance," Mr Nemani said•

- News in brief -

Australian high commission hold briefing for successful recipients of the 2016 Australian Awards Scholarship

The Australian High Commission held a pre-departure briefing for the four recipients of the 2016 Australian Awards Scholarship on 2 May. The recipients are Ms Gay Uera, Ms Moana Serafica, Ms Moralene Capelle and Mr Rosco Cain. Their chosen fields of study are health, public policy, development economics and international relations•

NAURU BULLETIN



*Scholarship recipients (L-R)
Moralene Capelle, Rosco Cain, Gay Uera*

Election commission opens new office and recommences registrations

The office of the Electoral Commission officially opened this week (4 May) and signalled the recommencement of the registration process and transfers which was temporarily halted for a few weeks.

Elections Commissioner Joseph Cain welcomed guests to the “momentous and historic occasion” announcing that registration policies and regulations are now in place, witnesses appointed and the electoral roll updated.

“Of course the Commission would not have been possible without the foresight of the Waqa Government to approve and enact the Electoral Bill 2016 early this year,” Mr Cain said.

His Excellency President Baron Waqa expressed his appreciation for the work being done by the elections office.

“The Office of the Commissioner of Elections is built for the people and to better serve them in this central location. It will seek to redress matters that lie within the powers of the Commissioner and provide a Q&A or questions and answers for all Nauruan citizens.

“The Commissioner and his staff must be fair, impartial and dedicated in their service to the Nauruan people. They must provide confidence and credibility in the Office of the Commissioner, especially since the eyes of the nation will be on them over the next few months,” President Waqa said.



Electoral Commissioner Joseph Cain proudly welcomes guests to the “historic occasion” of the opening of the new elections office

The office is now ready to receive applications for transfer and registration. The process was temporarily put on hold a month ago to allow for some adjustments to be made including updating of the electoral roll and witness appointments•

Department heads to take stock of revamped public service act

The revamped Public Service Act 2016 has paved the way for disciplinary procedures that are taking stock to shake up performance and delivery of the public service.

His Excellency President Baron Waqa in his capacity as minister for the public service reiterated the significance of the Public Service (Disciplinary Procedures) Regulations 2016 in a meeting with heads of department and directors last month (14 April).

The message was plain and simple – public servants must comply with the regulations and the Act in order to elevate the standard and productivity of the public service.

Communication is key to a productive team and President Waqa encouraged all HODs and their directors to set the pace and standard for their office.

The Chief Secretary Bernard Grundler held a similar meeting with his department section heads the following day (15 April) and again this week (6 May) to discuss problem areas with staff and performance and ways forward to encourage and elevate good work place practises and communication•

Ridge to reef at second stage community consultations

The Ridge to Reef (R2R) team commenced the second stage of community consultations on 28 April with a workshop inviting representatives from five districts to take part in identifying their needs in the areas of biodiversity and degradation.

The district representatives of Anabar, Ijuw, Anetan Buada and Anibare attended the workshop held at the University of the South Pacific donga room.

The aim of the two day workshop was to identify the needs of each district in biodiversity, land degradation and to stock take the natural resources in their districts.

During the workshop, the technical team from environment, fisheries and agriculture presented background information on



Cont pg 4...

CIE showcases model of Nauru and work on integrated island biodiversity

The Department of Commerce, Industry and Environment (CIE) showcased its work to date on the integrated island biodiversity project under GEFPAS this month (16 April) at the civic centre, Aiwo.

CIE, in conjunction with the South Pacific Regional Environment Program (SPREP) and the Government of Samoa hosted a four day training workshop on Participatory Three Dimensional Modelling (P3DM) that resulted in the unveiling of a model of Nauru.

Participants actively took part in the construction of the 3D model of Nauru which is described as a living model hence participants can continually build on. The model has 45 per cent detailing completed.

In his opening remarks His Excellency President Baron Waqa explained that the “P3DM is a community-based mapping

method that integrates local spatial knowledge with data on elevation of the land and depth of the sea to produce a stand-alone, scaled and geo-referenced relief model.”

“The application of P3DM is virtually limitless and will assist greatly with the process for the identification, establishment and management of conservation sites,” President Waqa said.

Participants were trained in theoretical and practical aspects of P3DM and provided an opportunity for participants to discuss, interact and share knowledge of spatial orientation of different features such as housing, infrastructure, utilities, schools and proposed conservation areas•



President Waqa has a closer inspection of the model of Nauru with detailing up to forty per cent complete

R2R to further plans with community

...from pg 3

various works currently being undertaken from their respective agencies on Nauru’s biodiversity. This was followed by group work to identify the terrestrial biodiversity of the districts.

R2R project coordinator Rebecca Amwano said the information collected at the workshop will be used to advise the technical working group as well as other implementing agents for the R2R project.

“With TWG and the implementing agents as well because they will be doing the daily activities and project particularly CIE as the main implementing agent,” Ms Amwano said.

In a previous community consultation, the R2R team requested communities to select six members with particular knowledge and skills that can assist in the resource mapping stage of the project.

Ms Amwano indicated that R2R project plans to further consultations with the five pilot districts in the upcoming months.

“Yes, particularly for resource mapping... but yes there will always be reconfirmation and verification stages,” Ms Amwano said.

Following the workshop, the R2R project team will compile and provide a synthesis report for each of the pilot districts based on the outputs of the workshop. The information captured from this consultation will be included into the formation of the management plans and also into the monitoring and evaluation phases of the projects activities•

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NAURU BULLETIN



Republic of Nauru

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