



EDUCATION Pipeline

QUARTERLY NEWSLETTER



"QUALITY EDUCATION AND TRAINING FOR ALL"

VOLUME 3, ISSUE 2

APRIL—JUNE 2016

Father of the Nation turns 80

GRAND Chief Sir Michael Thomas Somare, the founding father of Papua New Guinea celebrated his 80th birthday on the 9th of April 2016.

Close associates, friends, relatives, political allies, fellow knights and the people of East Sepik revelled with him on this special occasion in Wewak.

The Prime Minister Peter O'Neill sent his congratulatory message to the elder statesman and former prime minister of the country on behalf of the Government and his family.

"From my family and I, we extend best wishes to Grand Chief, Sir Michael Somare on the occasion of his 80th birthday" O'Neill said.

"Our nation forever holds great respect for the Grand Chief and his achievements throughout his life. As one of the founding fathers of our nations, he worked hard to deliver Independence and the first Government of Papua New Guinea. Though to his 80s he has seen and been a part of enormous change the country has gone through."

"May our Grand Chief have time to reflect upon on his achievements on this auspicious day."

Grand Chief began his career as a teacher then as a radio broadcaster before venturing into politics. He led PNG to Independence in 1975 as Pangu Pati founder and leader.

He later formed the National Alliance Party which he remains a member.

He has spent 48 years of his life in politics representing East Sepik since 1968.

Sir Michael said his contribution to the nation



Congratulation, Sir

"I've completed nine parliaments—that's a history in Papua New Guinea. No one else can claim that."

was coming to an end. "It is now time for the new generation to carry the baton. I'm going to go back to the village."

The Grand Chief will not contest in the 2017 general election. ***

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GRAND Chief Sir Michael Somare with Pacific Education Ministers at the 8th Forum Education Ministers' Meeting 2010 in Port Moresby on Sustaining Pacific Education through Regionalism.




PUBLIC HOLIDAY


EVENTS	DATES
National Remembrance Day	23rd July
National Repentance Day	26th Aug
Independence Day	16th Sept
Christmas Day	25th Dec
Boxing Day	26th Dec

DAYS OF OBSERVATION

EVENTS	DATES
World Population Day	11th July
Provincial Government Day	19th July
International Literacy Day	8th Sept
International World Teachers Day	5th Oct
United Nations Day	24th Oct
Universal Children's Day	20th Nov
World Aids Day	1st Dec
International Day of Disabled Persons	3rd Dec
Human Rights Day	10th Dec
Anniversary of UNICEF	11th Dec

STOP! SCHOOL RELATED GENDER VIOLENCE IN PAPUA NEW GUINEA




Provide care, counselling & support for students

TEXTBOOK PROJECT TO SUPPORT SBE

P RIMARY schools in the country will benefit from a joint partnership project between the Government of PNG and Japan with the development of quality mathematics and science textbooks.

Chief Advisor for Mathematics and Science Education Project Mr. Akinori Ito said during the launching of the project at Port Moresby in March.

He said the Japanese Government has pledged to help Papua New Guinea develop quality mathematics and science textbooks for primary schools to sustain the Standards Based Education system currently being implemented.

The former team leader for Japanese International Agency Co-operation Agency (JICA) and Education Department's EQUITV Phase 2 Project, Mr. Ito said since 2005 JICA has been supporting the TV program on improving classroom teaching and learning in partnership with the Education Department under EQUITV project phase 1 and 2 that is being viewed on EMTV television.

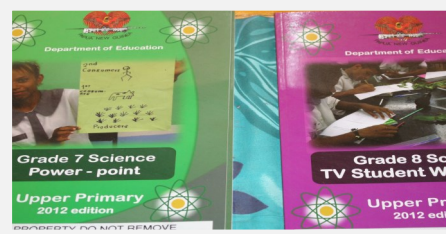
The EQUITV Phase 2 Project ended at the end of in 2015. By then, the Education Department had developed an e-Learning Division which had enough capacity to implement the TV program.

"Education sector is one of the important sectors in JICA which is now focused on supporting the development of textbooks for Grade 3 to Grade 6 in science and mathematics to improve quality teaching and learning," said Mr. Ito.

The Government had abolished the Outcomes-Based Education in 2014 because of the drop in education standards and introduced the Standards Based Education in the same year and set English, mathematics and science as the priority subjects.

The National Education Plan 2015-2019 directs that the standards based education can be implemented in all schools and that textbooks

should be developed and distributed to the schools. In order for this to happen, the Government had requested help from the Government of Japan.



In response, JICA conducted a study in consultation with the Education Department in 2015, following a memorandum of understanding signed by the Government of PNG and Japan which paved the way for the start of the mathematics and science education project.

JICA had committed K14 million for the three-year project while awaiting for counterpart funding from the PNG Government.

Meanwhile, Mr. Ito said JICA has been supporting the development of science and mathematics textbooks in primary school in many countries and this experience and expertise, including technology for developing textbook online will be of benefit to PNG.

JICA experts will also be conducting capacity training programs for PNG so that together with their counterparts, the textbooks developed are of best quality to improve the learning standards of PNG children. ***



BIOMETRIC SYSTEM ROLLS OUT TO PROVINCES

The roll out of the Time-In-Attendance Management System to schools in the country should address the chronic issue of teacher absenteeism.

The launching of the System was officiated by Minister for Public Service Sir Puka Temu and Minister for Education Nick Kuman on behalf of the Prime Minister Mr. Peter O'Neill.

The occasion was held at the Parliament State function room on Thursday 2nd June 2016.

The system was trialled in 3 NCD schools earlier which revealed that teacher absenteeism was a great concern when the O'Neill-Dion Government has placed education as the top priority to achieve quality outcomes in education for the children of Papua New Guinea.

The launch will now see the extension of the program to four more provinces. Exactly 190 schools in five provinces will use the system in their schools.

Over 3,000 teachers in NCD, Central, Western Highlands, East New Britain and Morobe will be monitored and tracked for attendance through the biometric system.

That information will then be transmitted to the Education Department for record purposes.

The time-in-attendance management system is a smart technology that simply uses a person's hand shape for 100 per cent identification (ID).

It operates using both mains and solar power sources.

This system physically registers and audits public servants with photos and biometric identity capture at schools.

The system has also been installed at the Education Head Office in Waigani for departmental



RIGHT: Education Minister Nick Kuman, Public Service Minister Sir Puka Temu and Acting Education Secretary Dr Uke Kombra officially launch the time-in-attendance management system while students from Waigani Primary School looks on.

staff, the Teaching Service Commission and Office of Library and Archives personnel.

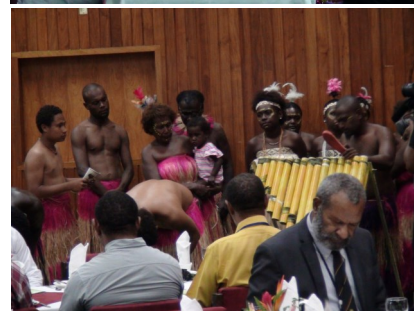
This system will be linked to the ALESCO payroll system and will identify potential 'ghosts' names in the public service.

Overall the system monitors daily attendance of teachers.

The managing director for Time & Access System Ltd, Harry Simpson gave a brief of the system and its functions.

He also explained the positive outcomes of the system. Some of these include timely and centralized attendance and management reporting, and equitable salary payments.

Dr Temu acknowledged those involved in driving the public sector reform mechanism that includes the introduction of the biometric system to schools to report on public servants time management which he said was crucial. ***



NATIONAL LIBRARY GETS HELP FOR BOOK WEEK

BRADWIN Publishers donated K5000 to the National Library to host the 2016 National Book Week from 1st to 5th August this year.

Speaking at the presentation, National Library & Archives Director General, Kakaito Kasi acknowledged and commended the company for being supportive to the entity over the years.

He said the partnership was significant as it produces good positive outcomes.

"When one partners with people or organizations you benefit positively, however when you tend to work alone, you struggle," he said.

He also announced that the library is now in the process of producing a 10-year development plan and encouraged publishing houses and authors to be part of the plan.

"We want to work with you as partners because delivering library and archives services is not easy in the country," he stressed.

"Papua New Guinea has many geographical barriers, where we cannot go, you can. By working together we can be able to deliver quality service to our children and the country as a whole," Kasi added.

The Managing Director for Bradwin Publisher, Fegsley Rasepi said they wanted to promote literature and to ensure that whatever was written are read and understood well.

"This donation is to enhance the work of the National Library especially the National Book Week's quiz competition because in order to answer a series of questions from a quiz master, a child has to read a book to get the information," he said.

Mr. Rasepi added, "When we work together, we are able to avow some of the hindrances."

This year's National Book Week slogan is 'Read, Educate, Advance and Develop' which stands for READ. The book week will consist of activities such as storytelling, school visits, library tours and quiz competition. ***



AUTO SUSPENSION OF TEACHERS FROM PAYROLL

Acting Secretary for Education, Dr Uke Kombra, has announced that the auto suspension of teachers from the payroll system will commence on Pay No. 10 or Pay Day of 11th May, 2016.

After the suspension, teachers affected will be restored back on the payroll upon receipt of copies of Resumption of Duty Summary Sheets (RoDSS) by the Provincial Education Advisors.

In addition, he said that new graduates from Primary Schools' Teachers' Colleges, University of Goroka and the Pacific Adventist University will be placed on the payroll upon receipt of the following documents:

1. Copies of qualification;
2. Copy of teacher registration certificate;
3. Duly Completed Teacher Record of Appointments (TROA); and
4. Resumption of Duty Summary Sheet (RoDSS).

He said that the relevant authorities in the provinces have been advised about the deferment of the auto suspension of teachers from the Alesco payroll system to the end of April.

The extension of the deadline should have

given them ample time to have all the necessary documents signed, received and stamped and forwarded to Education Head Office at Waigani.

Further, Dr Kombra said that, the Department has the resumption data for this year which indicated that 56,273 registered teachers were expected to have resumed duties at the beginning of 2016.

During the resumption exercise, 48,332 teachers resumed duties based on the RoDSS received at Waigani at the end of April.

The data showed that 7,941 teachers will be suspended from the payroll on Pay No. 10 on the 11th of May, 2016.

Dr. Kombra called on the provincial authorities to assist those teachers who have been affected by the suspension and are currently teaching the children at the schools to meet the requirements quickly so that they can be restored on the payroll.

Meanwhile, he said the Department will work closely with the provinces to ensure that the remaining 7,941 suspended teachers are put back on the payroll as soon as possible. ***

TEACHERS' SALARY AGREEMENT HONOURED

The National Government and the PNG Teachers Association has fulfilled its obligation since the signing of the 2014-2016 Salary Fixation Agreement.

The Teaching Service Commission (TSC) Chairman Baran Sori in revealing this said all teacher's pay and other allowances were paid as scheduled.

However, if teachers suspected that they were not paid at the correct level, they should communicate through their provincial education office and not travel to Port Moresby.

Mr. Sori said primary, high schools and secondary school, technical institutions and teachers colleges base levels were all increased in line with the agreement.

"We have elevated the base levels for primary schools from TSO1 to TSO2, for high schools and secondary schools the teaching commission has agreed to elevate it from TSO3 to TSO4 and for technical institutions and teachers college the base level moved up from TSO5

to TSO6. Each of the school level system has being elevated up one level."

"The issue was that the base level has moved up but it doesn't mean all other positions above the base level have moved up, that is where the misunderstanding was," Mr. Sori highlighted.

TSC commissioner Policy Mr. Samson Wangihomie added that teachers were paid on their acting positions through to the last day of school calendar and during Christmas holidays they were paid for on their base position.

"We now appeal to the Education Department through the General Education Services Division to advertise the vacant positions in all institutions so that the teachers can apply and win positions on substantive level, to be consisted with the reclassified based levels of the institutions. That is the solution," He said. ***

WHAT IS A QUALITY SCHOOL?

School is a place of learning, and to be effective, quality learning environments are essential for academic success.

There are 5 pillars to consider for a quality school:

Pillar 1: Inclusiveness

- Provides education that is free and compulsory, affordable and accessible, especially to families and children at risk;
- Does not exclude, discriminate, or stereotype on the basis of difference, meeting the needs for children.

Pillar 2: Effectiveness

- Provides structural content and good quality materials and resources, teaching children how to learn;
- Enhances teacher capacity, moral, commitment, status and income.

Pillar 3: Health & Safety

- Ensures a healthy, hygienic and safe learning environment with adequate water and sanitation facilities and healthy classrooms;
- Promotes both the physical and psychological health of teachers, learners and protect all children from abuse and harm.

Pillar 4: Gender Sensitive

- Promotes gender equality and eliminates gender stereotypes, respecting the rights and dignity of all;
- Guarantees friendly facilities, curricula, textbooks, and teaching-learning processes.

Pillar 5: Participation

- Is child-centred, promoting child participation in all aspects of school life;
- Is family-focused and community-based, working to strengthen families and encourage local partnerships to establish harmonious relationship.

Schools can use their School Learning Improvement Plans (SLIP) to create a quality school. There are 6 foundations to SLIP.

Foundation 1: Curriculum & Assessment

- Relevant curriculum — Do students have practical experience such as school clubs?

- Purposeful teacher — Do all subjects have clear outlines and outcomes?

Foundation 2: Staff Professional Development

- Teachers as leaders — Is there an appraisal and feedback system?
- Knowledge & skills — Are there Professional development plans?

Foundation 3: Management and Administration

- Policies and procedures — Is there a Behavior Management Policy?
- Good governance — Are there active SRC and P&C?

Foundation 4: Infrastructure Development

- Conclusive learning environments — Are there enough classrooms and desks?
- Quality facilities — Is there adequate water and sanitation?

Foundation 5: Budget & Finance

- Transparency of accounts — Do parents have access to financial records?
- Regular reporting — Are accounts reported at P&C meeting?

Foundation 6: Community Relationships

- Parent involvement in school — Do parents participate in school activities?
- Community outreach — Does the school foster community cooperation?

A quality school can be achieved when all stakeholders work together. Students, parents, teachers, the community and education officials are all part of the solution to creating quality teaching and learning environments.



TOP 40 PERFORMING SCHOOLS OUT OF 146 SCHOOLS IN PNG FROM 2015 EXAMINATIONS

GRADE 12 RESULTS BASED ON MRI* 2015

NO	SCHOOL NAME
1	PNG PARADISE SECONDARY
2	PORT MORESBY NATIONAL HIGH
3	ST JOSEPH 'S INTERNATIONAL CATHOLIC COLLEGE
4	WAWIN NATIONAL HIGH
5	KERAVAT NATIONAL HIGH
6	MARIANVILLE SECONDARY
7	MT. HAGEN SECONDARY
8	MENDI SECONDARY
9	SOGERI NATIONAL HIGH
10	AIYURA NATIONAL HIGH
11	WABAG SECONDARY
12	ST. IGNATIUS SECONDARY
13	KOPEN SECONDARY
14	HIGHLANDS LUTHERAN INTERNATIONAL
15	CAMERON SECONDARY
16	JUBILEE CATHOLIC SECONDARY
17	LAE CHRISTIAN ACADEMY
18	MAGARIMA SECONDARY
19	ST. PAUL'S LUTHERAN SECONDARY
20	MALALA CATHOLIC SECONDARY
21	GORDON SECONDARY
22	IALIBU SECONDARY
23	GOROKA GRAMMAR
24	KIMBE INTERNATIONAL
25	PORT MORESBY INTERNATIONAL
26	GOROKA SECONDARY
27	PORT MORESBY GRAMMAR
28	SACRED HEART (HAGITA) SECONDARY
29	NOTRE DAME SECONDARY
30	HAGEN PARK SECONDARY
31	KUTUBU SECONDARY
32	KITIP SECONDARY
33	LAE SECONDARY
34	KABIUFA ADVENTIST SECONDARY
35	WESLEY (SALAMO) SECONDARY
36	DE LA SALLE (BOMANA) SECONDARY
37	OLSH INTERNATIONAL
38	ST MICHAEL'S (BRAHMAN) SECONDARY
39	FR. PETER (FATIMA) SECONDARY
40	ASAROKA LUTHERAN SECONDARY

MRI* = Mean Rating Index

Data from Measurement Services Division

"Quality Learning for All"



SECONDARY SCHOOLS TO BENEFIT FROM SSQIP GRANT

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NCEDES Assistant Secretary Mr. Sam Lora signing the MOA while First Assistant Secretary Policy & Research Mr. Joseph Logha and AID Coordination & Education Project Officer Mr. Okera Rumena looks on.

The O'Neill/Dion government through the Department of Education (DoE) and Department of Finance (DoF) has remitted an education grant of K27.5 million to the 38 Districts under the Secondary Schools Quality Improvement Programme (SSQIP).

The grant complies with the National Executive Council (NEC) Decision 228/2014 - Special Meeting 20/2014. During this meeting a resolution was passed that certain Members of Parliament would receive special grants as part of the TFF to assist them with any school

infrastructures of their choice in their nominated schools in the districts through the signed Memorandum of Agreement (MOA).

NEC approved the use of 2012 and 2013 unused Tuition Free Fee (TFF) for Schools Quality Improvement and Infrastructure Program particularly for classrooms in High/Secondary Schools. The funding supports the Minister for Education – Hon. Nick Kuman's vision to lead a number of major initiatives to provide access to quality education for better future for all children.

The main objective of the programme is to provide the opportunity for schools to have access to much needed infrastructure; train administrators of institutions to develop sustainable mechanism in infrastructure development and maintenance; and to establish data base on appropriate infrastructure models (classrooms, teachers' houses, dormitories and libraries).

Funds remitted to District Treasuries cannot be accessed without the signing of the MOA's and clearance from the office of the Secretary for Education. The selected districts will be informed of the date and time for the signing of the MOA by the District Administrators and chosen school representatives.

The District JDP&BPC/DDA will be the Project's 'Steering Committee.' The District Administrator will be responsible for implementing and will be



District Administrator for Sohe signing the MOA witnessed by a/Assistant Secretary Policy & Planning Mr. John Kawage and Mr. Jeffrey Motamoata, a/Director Aid Coordination and Education Project.

totally accountable for the funds allocated to these projects.

The Provincial Treasurers have been instructed to ensure that the District Administrators and Treasurers follow the full compliance of the Public Finance procurement processes and achieve the maximum outcome.

The DoE Project Unit and the Department of Finance officials will monitor the project's implementation. Districts will be required to provide the full acquittal of the funds during and after the completion of the project and are also required to provide the Provincial Administrator quarterly progressive reports and the completion report.

It is anticipated that the implementation of the SSQIP should see improvement in existing resources including classrooms, teachers' houses, students' dormitories and libraries; introduction of new initiatives including new developments to meet the new standard infrastructure required; and easing of students' overcrowding in schools throughout the country. ***



District Administrator for Abau signing the MOA while Mr. John Kawage, Mr. Jeffrey Motamoata and Abau school representative observe the proceeding.



Department of Education

**EDUCATION INFRASTRUCTURE
DEVELOPMENT**



**"Providing conducive teaching
& learning environment"**

TEACHER ENTITLEMENT

INTRODUCTION

Teachers terms and conditions of employment have been changed since the amendments of PNG Teaching Service Act as of 1988.

Teachers terms and conditions of employment are governed by the Teaching Service Act, Education Act with regulations made and instructions made under these Acts.


Teaching Service Commission on behalf of the State is the prime employer of all teachers in member schools in PNG.

REGISTRATION AS A TEACHER

- ◆ Must be registered as a teacher by the Secretary for Education to become a member of the Teaching Service to teach in PNG schools.
- ◆ Provisional Registration is granted upon graduation and other qualifications as determined by the Secretary for Education.
- ◆ Full registration is granted with one satisfactory inspection report.
- ◆ Three consecutive or cumulative unsatisfactory reports means Provisional Registration cancelled and termination from Teaching Service.

SALARIES

- ◆ Salaries payable as of January 01st each year but if resumption is late then payment from when started.



Learn WITH your Child

draw with me play with me talk with me read with me

Children learn better when parents learn WITH them

unicef

- ◆ Completion of Teacher Record of Appointment and Resumption of Duty Summary Sheet (RoDSS) a must to be paid.
- ◆ Salary increase every year for teacher if a year of service is completed.

LEAVE WITHOUT PAY (LWOP)

- ◆ Granted if member wishes to be education secretary of an agency.
- ◆ Takes up full time employment with PNGTA.
- ◆ Employed outside of Teaching service but is of educational value to PNG citizens.
- ◆ Must apply to TSC for release.
- ◆ Period of absence must exceed two years but extensions wanted, apply to TSC.
- ◆ Member to apply for LWOP through to Payroll through Head Teacher to PEO/AS then to TSC.

COMPASSIONATE LEAVE

- ◆ Must apply for such leave before or after taking it.
- ◆ Clearly state reason for leave not "personal reasons."
- ◆ Must be endorsed by Head Teacher then to Education Advisor.
- ◆ 10 working days are allowed.

SICK LEAVE

- ◆ 10 days sick leave credits on commencement of duty on full pay.
- ◆ Granted only if teacher clearly states nature of illness.
- ◆ Medical Certificate must be attached.
- ◆ If prolonged for 3 months or more then medical check is a must.

MATERNITY LEAVE

- ◆ This leave is for 12 weeks: first six weeks before delivery if there are leave credits and six weeks after



delivery with pay so produce birth certificate.

- ◆ If complications, additional leave may be granted but a separate medical certificate required.
- ◆ Must apply for Maternity Leave.

LEAVE FOR BREAST FEEDING & CARE OF ADOPTED CHILD

- ◆ One hour each day is granted for breast feeding: 30 minutes in the morning and 30 minutes in the afternoon.
- ◆ Leave to care for adopted child is granted but Certificate of Adoption be certified by medical practitioner.
- ◆ Complete a Statutory Declaration declaring the adoption of infant.

FURLOUGH LEAVE

- ◆ Granted to members after 15 years of service.
- ◆ If furlough, retirement or death, salaries are paid equivalent to salaries for a period of furlough.
- ◆ If death before furlough TSC authorizes payment to relatives of deceased.

ACCIDENT LEAVE

- ◆ If on official duties and sustains injuries TSC may grant the member leave for a period of 3 months.
- ◆ TSC may pay transport, medical and hospital expenses if accident during official duties but member is not entitled to receive compensation.

LEAVE TO SERVE UNDER OTHER ACTS

- ◆ May grant to members to serve under other Acts other than TSC Act.
- ◆ Member must apply to TSC for release.
- ◆ Member's position becomes vacant but upon return member is appointed to level of equal classification.
- ◆ Period of absence is LWOP but counted as par of their service.

SCHOOL VACATION (TSC Act, Section 96)

- ◆ Teachers entitled to 9 school vacations each year. Dates can be seen on the School Calendar.
- ◆ Teachers must resume on time after vacations.
- ◆ Teachers must not leave early for vacations.
- ◆ Penalties are imposed for late resumption and early departures and is seen as LWOP.
- ◆ Requests for early departure and last resumption must be made to TSC.

LEAVE FARES (TSC Act, Section 130)

- ◆ Both married and single members and members of family (children) of Teaching Service are entitled to Leave Fares to their home district.
- ◆ Member must serve a continuous period of two years outside home district.
- ◆ Must be granted at the end of a school year.
- ◆ Half fares may be granted under urgent circumstances.
- ◆ Can be deferred if approved by TSC.
- ◆ Children under the age of 16 are eligible for leave fares.
- ◆ Children over the age of 16 and are school children or unemployed are the responsibility of the member if they want them to travel with them.

CONDITIONS FOR MARRIED WOMEN

- ◆ Married women have the same right as single women and male counterparts to be members of the Teaching Service (Section 135).
- ◆ TSC may grant Head of Family Status to married women if:
 - (a) Husband is unemployed,

- (b) Husband is employed in a private organization,
- (c) Husband is a full time student on Natschol,
- (d) is single with or without custody of children,
- (e) is divorced or widowed with or without custody of children,
- (f) Has a medically confined spouse,
- (g) Children under 16 years of age wholly dependent on and maintained by the member,
- (h) Relatives who are wholly dependent and maintained by the member if approved by TSC.

- ◆ Public Servant/Teaching Spouse is where a TS member whose spouse is a public servant that husband shall/will claim leave entitlements under Section 130 of the TSC Act.
- ◆ Teaching in Home District of husband who is a Teacher/Public Servant then husband who is a teacher can apply to the wife's home district after every four (4) years.
- ◆ Public Servant husband applies for leave to wife's home District after every four years.

OVERPAYMENT

- ◆ Overpayment of salaries & allowances occur due to:
 - 1) Clerical error
 - 2) When higher duties allowances are not ceased on time
 - 3) Prolonged LWOP and SLWOP and Payroll not advised
 - 4) Teachers taking unapproved leave (AWOL)
 - 5) Leave granted when there is insufficient leave credits
 - 6) When a teacher dies or retires and is not put off payroll
 - 7) When superannuation and other arrears are not deducted on time.

Over payments are recovered without causing hardships to members.

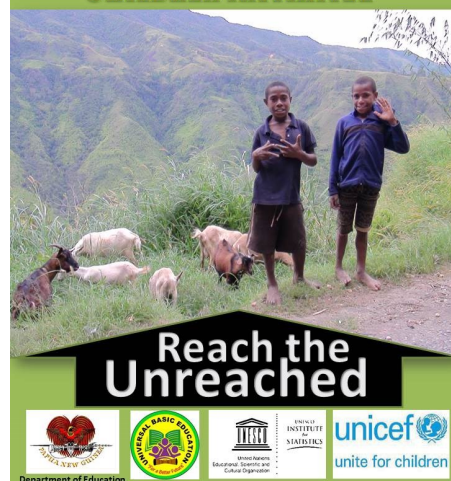
ALLOWANCES

- ◆ A teacher may be paid an allowances for possessing special qualifications assisting in teacher training extra duties or performing duties of a more senior position.
- ◆ The most common allowances are:
 - 1) Boarding Duties

- 2) Disadvantaged Schools
- 3) Caretaker Duties
- 4) Demonstration School
- 5) Teacher-In-Charge
- 6) Multi-grade Teaching
- 7) One Teacher/Head teacher
- 8) Domestic Market Allowance
- 9) Responsibility Allowance
- 10) Mining Enclave
- 11) Higher Duties Allowance

- ◆ Boarding Duties Allowances is paid to members who performs 5 & 6 hours a week doing boarding duties at Boarding institutions.
- ◆ Disadvantaged Schools Allowances is paid to teachers who teach in remote isolated schools where there is inadequate government services (Approved by TSC).
- ◆ Caretaker Allowances are paid to teachers who remain at boarding institutions during Christmas vacation to look after them.
- ◆ Demonstration School Allowances is paid to teacher who teach in approved Demonstration Schools who demonstrate lessons to trainee. This is to be approved by TSC in consultation with NDoE. Not payable to College lecturers.
- ◆ Teacher-in Charge Allowances is paid to base level teachers who are in charge of a subject in a Secondary or a High School.
- ◆ Multi-Grade Teaching Allowances is paid to teachers who teach a class of

FREE EDUCATION THROUGH OUT-OF-SCHOOL CHILDREN INITIATIVE



Reach the Unreached



students who are of different age and grades.

- ◆ Domestic Market Allowances is paid to members of TS who are substantively on levels 7 to 12 in all schools and colleges.
- ◆ Head Teacher Responsibility Allowances is paid to all Head Teachers of Schools including Elementary Schools Heads.
- ◆ Mining Enclavement Allowances is paid to teachers teaching in a mining operations and TSC determines which schools are eligible.
- ◆ Higher Duties Allowances is paid to teachers who perform duties at a high level than their substantive levels. It ceases during Christmas holidays, LWO and Furlough Leave.

DEDUCTIONS

- ◆ Income tax is paid on all salaries earned to a total of K10,000 and over per year. 35% is deducted from all salaries and allowances.
- ◆ Insurance is a personal matter and deductions will be made if a teacher wishes to take out an insurance cover.
- ◆ Teachers may become members of PNG-TA and are eligible for fortnightly contributions.

RENTS

- ◆ Those who occupy government houses a rental fee is deducted every fortnight from salaries.
- ◆ Teachers pay rent to institutional houses owned by the College, schools or Education Department and to P&C and BOG houses.
- ◆ Deductions and cessation of rentals com-

mences on submission of Tenancy Variation Advice.

TRANSFER (APPOINTMENTS)

- ◆ A release authority is required if teachers are to transfer from one Province to another and it must be submitted to Payroll.
- ◆ Method of salary payment may change if transfer is to take place from a rural location to an urban school.
- ◆ A teacher loses their tenure when they transfer or the appointing authority may appoint the teacher to a higher or lower substantive level.



NAMBAWAN SUPA LTD

- ◆ Teachers are eligible to contribute to Nambawan Supa when they become members of the Teaching Service.
- ◆ Contribution to Nambawan Supa is 6% of teachers substantive salaries.
- ◆ It ceases when teacher is put off payroll.

RETIREMENT

- ◆ Maximum retirement age is currently 60 years of age.
- ◆ Retirement benefits are Money in lieu of Furlough and Money in Lieu of Leave (only where applicable), Repatriation fares (one way only) and Refund of Super-

annuation contributions.

- ◆ When an unmarried teacher dies, or widower with no children dies, benefits are paid to elected beneficiaries.

SEPARATIONS AND TERMINATIONS

- ◆ Resignation —When a member decides to leave teaching for personal reason.
- ◆ Automatic Termination —This is where unauthorized leave is taken without informing TSC so is deemed resigned (after 12 months).
- ◆ Dismissal — Separated from teaching due to disciplinary reasons.
- ◆ Death — When a teacher dies so services cease.
- ◆ Retrenchment where the service of a teacher are no longer required. (NOT EXERCISED BY TSC)

STUDY LEAVE (TSC Act, Section 108)

- ◆ Granted by TSC for purposes —Study of professional experiences.
- ◆ Unless determined in a particular or special case leave granted shall not exceed 3 years.
- ◆ Leave of absence shall be granted on such conditions as determined by the Commission generally or in a particular case. ***



MARIA Elementary school teachers & children prepare for morning assembly, Hela Province.



NEW NCD EDUCATION BOARD NAMED

THE National Capital District Education Service has a new board.

The new 14-member board was sworn into office on the 15th April 2016 and will serve for a term of three years.

In addition, 13 alternative members also took oath.

The swearing in took place two days after the signing of a memorandum of understanding by Education Minister Hon. Nick Kuman and NCD Governor Hon. Powes Parkop.

The signing of instructions paved the way for the transfer of core administrative functions and powers of National Capital District Education Services Division (NCDES) from the Education Ministry to National Capital District Commission.

The signing by both parties will now allow for a NEC submission to seek legislative empowerment for NCDC to manage the Division of Education in the city.

From the legislation the Government will ensure that the funding component which is the key strategy to roll out the transfer of NCDES Powers and Function from NDoE to NCDC is funded under the recurrent budget activity.

Apart from the Education Act, the Organic Law on Provincial Governments and Local-level Governments, the Medium Term Development Plan, the National Education Plan and the Universal Basic Education Plan, are significant drivers of the Department policies, priorities and programs.

The Organic Law strictly limits National Department functions and resources to determining national policies and standards, and coordinating their implementation through support and advisory services to the provinces in areas such as planning,

research, training and staff development.

The National Department of Education is also responsible for the operation and development of the national component of the National Education System namely, teachers' colleges, technical colleges, national high schools, Flexible Open Distance Education and schools in the National Capital District.

The provincial component includes all the registered elementary, primary, and secondary level (including vocational) schools in each province. These institutions come under the responsibility of Provincial and Local-level Governments and their Provincial and District administrations and Provincial Education Boards.

Currently there are five provinces yet to receive the education functions from the ministry.

The NCD board members are: Sam Lora as chairman and Provincial Education Advisor, Walipe Wingi, Kini Puele, Charles Tipi, Ennio Kuble, Raymond Ray, Joanne Chanei, Rotana Girana, Boio Navuru, Laka Arere, Danny Kepui, Andrew Solomon and Reverend Oika Gabutu.



TFF FUNDS TO BE PAID QUARTERLY

Payments of the tuition fee free subsidies to schools will be made quarterly and not in a lump sum as in previous years, says acting Secretary for Education Dr Uke Kombra.

He said that the Government has allocated K602 million this year with K150.5 million to be paid in each quarter.

"The allocation for Quarter One was paid out to schools in January and March this year," Dr Kombra said.

"The second quarter of K150.5 was paid out in two batches of which the final payment of K75.4 was released at the end of June. The latest payment brings the total TFF emitted to K301."

Dr Kombra said the payments were disbursed to schools around the country according to the 3 components — administration (40%), infrastructure (30%), teaching and learning (30%).

He called on governing boards of schools to ensure funds are used prudently, transparency, and also account with proper reports to parents and education authorities to improve the quality of teaching and learning. ***



SIMBU Polytechnic institution located in Dirima, Gumine District, Simbu Province.

FODE STUDENT INFORMATION MANAGEMENT SYSTEM DATABASE TRAINING

The Flexible Open and Distance Education (FODE) organized a workshop on 'Student Information Management System Database' from 14th to 17th June, 2016.

The FODE is an open distance college that facilitates student progressive learning from Grade 7 to Grade 12.

The workshop was funded by the World Bank to complement the installation of internet connectivity that was carried earlier this year throughout the country.

The training venue was held at the FODE Head Office and was attended by 22 provincial FODE Officers and FODE Head Office Registry Officers.

The workshop was opened by Mr. Maxton Essy, the First Assistant Secretary for Provincial Services.

The purpose of the training was to improve FODE data management through remodeling and upgrading of the existing Student Information Management System (SIMS).

Over the years, FODE lacked capacity to properly manage students' records sent from all the Provincial Centres in the country to FODE Head Office at Waigani.

The FODE Provincial Centres often experience the following challenges when the records are done manually; tedious work which is time consuming, very costly exercise to airfreight and keeping the students registration forms in a secure place.

In light of all these constraints, FODE secured funding from the World Bank and Government of PNG to implement these reform initiatives: capacity building curriculum development and upgrading of the existing student database system.

The Student Information Management System (SIMS) Database has been running since 2007. The Provincial Centres have been collecting the students' information on two Forms called: Application For Pre-Enrollment Test Form (EXI) and Enroll-



ment Form (ENI), sent to Registry FODE Head Office by mail where the data is entered into the system.

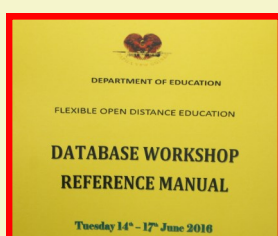
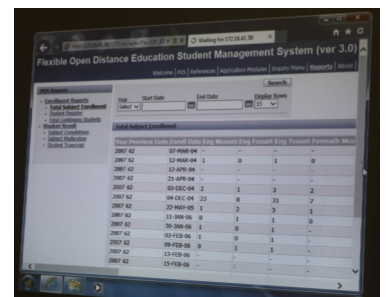
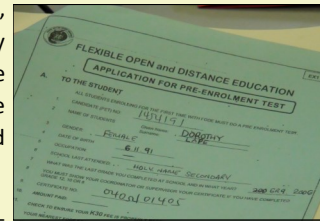
The SIMS is designed to capture all important operational and management reports that are currently being used by FODE which will slowly depart from manual to computerized based system.

The system will replace manual registration and enrolment forms, and will adopt the digitalized solution that promotes decentralized management system that optimizes delivery time and minimized operational and administrative costs.

The participants were introduced to the new system of recording the students' information, including study programmes which are currently done manually on the Student Record Cards and Subject Record Cards (SRCs) compiled on Roll-Checks.

Mr. Essy thanked the World Bank for the funding and called on the participants to embrace the changes in technology and impart what they learn back in their respective provinces.

He said the training should now enable the FODE Head Office and provinces to keep accurate updated information and data of the students and will also use the Education EDNET network system to share files, communicate using e-mail and access internet for research purposes. ***



Education in Brief.... Education in Brief... Education in Brief...

In 2015 there were a total of 11,224 schools in operation in the National Education System with 52,00 teachers and 1.9 million students.

A total of 10,600 school were paid TFF last year with more than 2000 schools missing out due to bank accounts and data problems.

The proper management and compliance of data collection is very critical when it comes to national examinations and TFF disbursement. Data do not come in time at the Education Head Office and also data received are not always correct. PEAs urged to work closely with standard officers and schools to improve data management system in their respective provinces.

District Development Authorities (DDA) will now take care of school projects and this means they will also be responsible for the infrastructure component of the TFF.

Examination Dates for Grade 8, 10 and 12

- ◆ Monday, August 8 — Upper Secondary School English Exams for Grade 12 students.
- ◆ Monday, October 10 to Friday, October 14 — Lower Secondary School Certificate Exams for Grade 10 students.
- ◆ Monday, October 17 to Friday, October 21— Upper Secondary School Certificate Exams

for Grade 12.

- ◆ Monday, October 24 to Thursday, October 27— Certificate of Basic Examinations for Grade 8 students.

More than 63,000 students sat for the Grade 10 Written Expression Examinations on Thursday June 9, this year.

Team Education are the champions in Division 6 for 2015/2016 Season Public Servants Netball Competition and are now elevated to play in the Division 5 for the coming season.

The Education Team defeated PNG customs to a score line of 22pts to 8pts and received the Public Servants Netball Competition 2015/2016 Season Grand Final Premier's Trophy.

Individual awards were also given to:

- Priscilla Rasehei (Best Goal Defender)
- Mary Kula Age (Best Goal shooter)
- Henao Peruka (Best mid court)

West New Britain Provincial Government has allocated K1.5 million for EQUITV programmes to be viewed by 174 schools in the province.

Grade 12 Business & TCT students at Our Lady of the Sacred Heart Secondary School (OLSH) in ENB now have access to free internet ser-

vices courtesy of a local company HB Stationery Store which should enable students to increase their skills and knowledge.

The Education Department has established a national steering committee on Water Sanitation and Hygiene (WaSH) in schools in the country.

The department has been involved with the relevant line Government departments, UNICE and other key partners and stakeholders in implementing the strategies of the 2015-2030 WaSH policy to achieving:

- reduction of morbidity and mortality caused by water-related diseases;
- improving livelihood opportunities and education growth through improved health and reduce education & financial losses; and,
- Increase equity of service between rural, peri-urban and urban areas, and to disadvantaged groups.



PNG-EU EDUCATION PARTNERSHIP

PAPUA NEW GUINEA — European Union partnership in education sector development targets primary education through the Human Resources Development Programme Phase 1 (HRDP1) and technical vocational education and training at lower secondary level through the Human Resources Development Programme Phase 2. (HRDP2)

The HRDP1 (K50 million) overall objectives is to support access to and enhances the quality of primary education as well as improving the management of the sector.

More specifically, the project is supporting infrastructure development (building of classrooms and dormitories) in 3 teachers training colleges,

providing scholarships for the training of some 900 primary school teachers originating from rural remote areas and is building the capacity of teacher training lecturers and education managers for improved education system management.

The HRDP2 (K78 million) overall objective is to support the development of a skilled labour force adapted to the needs of the country through improving access to and enhancing the quality of technical vocational education and training (TVET) as well as improving education system management.

More specifically the programme is supporting infrastructure development in 10

vocational education and training institutions and the equipment of workshops, classrooms and dormitories; providing training and skills development of technical schools teachers; supporting students on-the-job practices; and building the management capacities of some 150 school managers.

The program is also supporting curriculum and policy review. ***



2016 EDUCATION CALENDAR ACTIVITIES FOR 3rd QUARTER

JULY

DATE	TASKS
1	Heads of institutions from elementary to high/secondary, NHS & FODE to forward Students Quarterly Returns to GESD.
1	Heads of institution to complete and forward monthly staffing returns for June to PDoE & NDoE, GESD.
1	TERM 2 ends for all schools and vocational centres, PNGEI, PTCs, BCs and TCs (See TED and TVETD circulars for details).
11-15	Guidance Officers Conference/ Workshop.
18	TERM 3 commences for all schools and vocational centres except for those that have NIST Week adjoining the midyear break. PNGEI, PTCs, BCs and TCs (See TED and TVETD circulars for details).
18	School Registration Committee (SRC) meeting No. 2 to process EDA 212 application forms for 2017.
22	All teacher's colleges and UOG submit graduate list to DoE (HROD) who will send updated MPRs to provinces.
22	Names of caretaker duties and other TSC approved allowances from all relevant institutions to be with PEO (PI) or respective Superintendent, NDoE (NI) by July 17.
23	NATIONAL REMEMBRANCE DAY
29	All request for teachers leave fares due at relevant PEO or NDoE division.
29	Deadline for all PEA, DoE A/S (teaching divisions) & permitted school agencies to submit annual national staffing and enrolment returns to Manager, EMIS & Statistics.

29	Provincial institutions submit programs for National Education Week to PEB for approval; Principals (NI) submit programs to relevant NDoE Assistant Secretaries.
29	Progress of EDA 212 for 2017 schools by PARS in ALESCO payroll for generation of school codes and position numbers.

AUGUST

DATE	TASKS
1	Heads of institutions to complete and forward monthly staff returns for July to PDoE and NDoE GESD.
1-5	NATIONAL BOOK WEEK
2-6	Competency Based Training facilitated by TVET Division for selected provinces.
8	UPPER SECONDARY SCHOOL WRITTEN EXPRESSION EXAMINATIONS (GRADE 12)
1-12	NEB/PEB through their Appointment Officer is to schedule Provincial Central Sorting, Teacher appointment committee meeting and endorsement/approval of confirmation of Teacher appointment of 2017 through the Advertised Vacancy Gazette.
10-12	Implementation Training facilitated by TVET Division for the selected provinces.
11-12	NEB MEETING NO. 193
15-19	Inspections commences for all elementary, primary and secondary schools.
15-19	HROD distribute teachers leave circulars for 2016-2017 and resumption circulars for 2017 to provincial education divisions.
22	GESD notifies PEB/PEAs/Divisions/ TSC and stakeholders of the 2017 school registration/amendments through the Instrument of Approval.

1-25	NDoE officers (GESD, TSC) are in provinces to begin Central Sorting exercises in all provinces and sit in the PEB teacher appointment committee meeting. All NEB/PEB order of preference form, endorsement decisions are brought to Central Sorting Unit, NDoE for compilation of Tenure Confirmation Gazette.
26	NATIONAL REPENTANCE DAY
29	NEB/PEB order of reference form to Central Sorting Unit, NDoE from NEB/PEB.
30-31	TVET Annual Principal's Consultative Forum.

SEPTEMBER

DATE	TASKS
1	Heads of institutions to complete and forward monthly staff returns for August to PDoE and NDoE, GESD.
5-9	NATIONAL LITERACY WEEK
16	41ST INDEPENDENCE DAY ANNIVERSARY
19	Central Sorting Results to be completed and dispatched to appointing authorities—NEB/PEB by EO National Coordinator Appointment. Appeals open.
19	Deadline for all Grade 10 SLF to be with chairperson for Grade 11 selections.
12-23	Inspection fortnight. All reports to be written by Head Teachers are written at this time.
23	Applications for Diploma Courses through TVET close.
23	Teachers wishing to retire or resign at the close of the year must submit request forms.
23	TERM 3 ends for all schools and vocational centres, PNGEI & PTCs. TCs and BCs (See TED and TVETD circulars respectively).



ACTING SECRETARY'S MESSAGE

On behalf of the Education Department I like to thank and acknowledge the tireless effort and time put in by the Departmental staffs during the hosting of special programmes by the Ministry since the start of the year.

Your display of enthusiasm, work and commitment shown during the Ministry's Annual Dedication Service, the funeral of late Michael Menri, the Signing of MOU between DoE and NCD, the welcome of Professor McKinnon, the Opening of the NERC and others proved without doubt that the Department is ready to go beyond the call of duty to exhibit our passion to bring change to benefit our education system.

Special recognition must also go to the many participating schools, cultural groups and stakeholders for your presence in gracing these occasions.

Let me simply say: Thank you all and let us embrace this spirit of oneness to continue blossoming into the future.

DoE Vision, Goals, Values & Principles

Our vision is to provide "Quality Education for All". Our existence is to serve our students, our teachers and schools so that every Papua New Guinean is given a fair opportunity to education and achieve a better future.

Our guiding values and principles - A healthy, happy and strong organization is built on strong Values and Principles that are upheld in practice, these can be achieved through the following:

Partnership — working together with partners to achieve a high standard of education for all children and citizens that is globally compatible.

Commitment — to deliver high standard of education services to the students, teachers, schools and stakeholders.

Professionalism — to develop human capacity, resulting in professionally trained and competent citizens.

Integrity — maintains Christian principles and is committed to honesty, transparency, accountability and fairness in our actions and decisions.

Focus on Priority Areas

I like to thank everyone for re-strategizing your respective plans due to the current economic situation by focusing on the five (5) priority areas.

1. Tuition Fee-Free (TFF)
2. Standards Based Curriculum/Standard Based Education
3. Improving Education Standards and Service Delivery
4. Education Infrastructure
5. Alternative Pathways

As you may have noticed, the second slice of this year's budget allocation has yet to be received by the department.

A total of K953 million was allocated for this year, of which we had received K440.4 million. This also includes the K75.4 million just released for TFF at the end of this quarter.

It's about 46 per cent we've received already and are halfway through the year. We've spent K409.4 million of which we've received — we've spent about 92 per cent which means we've now only got 8 per cent in our system.

We have K512.6 million still outstanding, it's about 54 per cent that we have yet to receive.

Of what we've received so far, K301 million was emitted on tuition fee-free education.

I am calling on governing boards of schools and principals to ensure that there is fairness, transparency and accountability of funds and use them wisely for their intended purposes to improve teaching and learning in the classroom for both teachers and the students.

Conclusion

I once again thank and acknowledge the commitment and hard work from our teachers, public servants, and the parents for the successful completion of the second half of this year.

I also like to encourage the departmental staffs to apply and fill the vacancy positions advertised internally recently.

Lastly, on behalf of the Ministry of Education we salute our Grand Chief Sir Michael Somare for celebrating his 80th Birthday early this year.

Congratulation, Sir. We acknowledge your distinguished career starting as a teacher and then onto becoming a politician. We thank you for your enormous contribution to the education sector and the nation.

God Bless Papua New Guinea.


DR UKE KOMBRA, PhD

ACTING SECRETARY FOR EDUCATION



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