

## HISTORY

### A Teaching Service for Independence - 1970 to 1975

The Teaching Service was born on the 1<sup>st</sup> July 1970.

This followed the recommendation of the Weedon Report

#### Why was the Teaching Service needed?

Before the Teaching Service was formed, teachers were employed by many different agencies, missions and the Government.

The salaries and conditions of teachers varied greatly from one employer to another employer. Teachers found it difficult to transfer from one system to another and teachers who were trained by one agency worked for that agency only. Teachers trained by the government expected to receive the same pay as public servants at the time. Other teachers employed by missions only got paid a stipend by their agencies. The conditions of teachers varied considerably from agency to agency. In general government teachers were paid better than mission teachers and also lived and worked under better conditions than their mission counterparts.

#### What was the job of the Teaching Service 1970?

Originally the Teaching Service was to unite the teachers of the Territory of Papua New Guinea under one umbrella and make the salaries and conditions of all teachers equitable. Prior to the development of the teaching service there were about 2300 teachers employed by the Public Service Board and about 4300 were employed by the various church agencies, which had their own schools and colleges. The Teaching Service was formed on the 1<sup>st</sup> July 1970. On that date all the registered teachers, 2300 Public Service teachers transferred to the newly formed Teaching Service while the 4300 employees of the various churches (except the Seventh Day Adventist Church) were recruited into the Teaching Service.

#### What was the role of the Teaching Service Commission in 1970?

The Weedon Report envisaged that the Teaching Service Commission would be concerned primarily with the general rules and conditions within which the Teaching Service would operate.

The Teaching Service Commission was to have one Commissioner and an associate commissioner plus a small administrative/clerical group to service the staff appeals system and various industrial commitments.

#### Functions:

- 1) to be an employing authority for all teachers within the system but not to be concerned with clerical, administrative, inspectorial and executive level officers who will remain within the Public Service;
- 2) to determine the staff establishment of various types of educational institutions;
- 3) to record salary scales for teachers;
- 4) after consultation with the Territory Education Board to determine conditions for entry to the Territory Teaching Service, advancement, promotion, discipline and dismissal;
- 5) to arrange conduct of promotional appeals tribunals;
- 6) to determine conditions governing allowances, leave, holidays, furlough, retirement and resignation, etc.

Special note: Special action to be taken to preserve in full all rights, including seniority, currently enjoyed by serving Administrative personnel.

In 1970 the first role of the new Teaching Service Commission was to ensure the development of the necessary legislation which resulted in the Teaching Service Ordinance 1971. For a short period (July 1970 to December 1971) the Teaching Service Commission operated under a temporary legislation while proper legislation was being prepared. However by the time the legislation was ready it had become apparent that self-government and Independence would soon occur. The legislation therefore had to be designed for a National Teaching Service and include necessary amendments to safeguard the interests of expatriate teachers.

The Teaching Service Commission also had to see that all teachers met the standards required to be teachers in the Teaching Service. In 1970 when the 4300 church agency teachers were recruited into the teaching service they gained membership without complying with the requirements of the teaching service. Between July 1974 and June 1975 all those teachers were requested to fulfill these requirements. Since then all teachers entering the service have to meet these requirements

#### Chronology of the Teaching Service

1880	The Roman Catholic, Methodist and LMS Churches established schools in German New Guinea and British New Guinea.
1890	The Lutheran and Anglican Churches established schools in their respective protectorates.
1913	The German Administration in New Guinea try to establish a National education system base on that in use in the German West African Colony of Cameroon.

## Post World War I

Churches continued to be the main provider of education for Papua New Guineans. In Rabaul a multi-racial school was established for the benefit of the European, Asian and mixed race community. On Woodlark Island and Samarai Schools were provided by the government for the European Community.

## Post World War II

The Government under the direction of the United Nation Trusteeship started to provide Education at the Primary Level for Papua New Guineans. The increased economic development which attracted many Europeans lead to the development of a dual education system of Australian and Territory Curriculum Schools. Multi-Racial Schools were established at Port Moresby, Rabaul and Lae. However most of the education of Papuan New Guineans still remained with the churches. By this time the SDA church and the Papuan Ekalesia and as well as numerous missions in the Highlands had also started to develop their own schools. The standard varied greatly. Administration teachers received much better pay and having better conditions than the majority of mission teachers who worked for a small stipend under very poor conditions, conditions that were barely better than village.

**1969** The Weedon Report recommended the introduction of the National Teaching Service and the Teaching Service Commission.

**1 July 1970** The National Teaching Service and the Teaching Service Commission came in to existence.

The first Commissioner was **Mr. Alkan To Lolo** for the period from July 1970 to July 1973. He was assisted in succession by Associate Commissioners **Mr. Sid Nielson**, **Mr. Frank Daveson** and **Mr. Kevin Rogan**. **Mr. Kevin Rogan's** term as associate overlapping into 1974

**Nov 1971** Passing of the Teaching Service Ordinance 1971.

**July 1973** **Mr. Alkan To Lolo** becomes Director of Education.

**Oct 1973** **Mr. Tau Boga** was appointed the Second Commissioner. He was assisted in succession by Associate Commissioners **Mr. Kevin Rogan** and **Mr. Nathenial Sigeala**.

**1975** All old mission teachers were required to meet the entry requirements to be certificated teachers and members of the teaching service.

**Oct 1975** **Mr. Tau Boga** retired in ill health in 1975 before completing his full term as Commissioner.

**Nov 1975** **Mr. Taina Dai** was appointed Commissioner. **Mr. Taina Dai** succeeded in getting a second associate commissioner's position approved. His Associate Commissioner was **Mr. John Yamai**, who was joined **Mr. Gordon Mamis** as the second Associate Commissioner.

**March 1978** **Mr. Timothy Poesi** replaced **Mr. John Yamai** as Associate Commissioner when his term expired.

**Nov 1978** **Mr. Taina Dai** term as Commissioner Expired and he was moved to the position of Assistant Secretary Teacher Education.

**March 1979** **Miss Rose Kekedo** was appointed Commissioner. She was assisted by Associate Commissioners **Mr. Gordon Mamis** and **Mr. Timothy Poesi**.

**June 1980** After serving for just over a year **Miss Rose Kekedo** was required to take up the position as Secretary for the newly formed Department of Youth and Home Affairs.

**July 1980** **Mr. Gordon Mamis** was appointed Commissioner and continued to serve as Commissioner and Chairman until June 1997. He was assisted by Associate Commissioners **Mr. Toby Davis**, (July 1980 onwards) **Mr. P Lawton** (October 1980 to April 1981), **Mr. Pat Ila'ava** (August 1981 to December 1986), **Mr. Sport Varage** (December 1986 onwards)

**Dec 1986** **Mr. Sport Varage** became the first secondary division teacher to become an associate Commissioner.

**1988** Passing of the Teaching Service Act (12 of 1988). The Structure of the Commission was raised to have 3 Commissioners with the Former Commissioner becoming the Chairman and the two Associate Commissioners becoming Commissioners.

**1994** Special Education is amalgamated with the National Education System and Special Education Teachers become members of the Teaching Service.

**1995** Passing of the Teaching Service (Amendment) Act 1995

June 1997	<b>Mr. Gordon Mamis'</b> term as Chairman was not extended.
July 1997	<b>Mr. Toby Davis</b> took over as Chairman from <b>Mr. Gordon Mamis</b> . <b>Mr. Sport Varage</b> continued as a Commissioner and <b>Mr. Alan Jogioba</b> becomes a Commissioner.
July 2000	<b>The Teaching Service and the Teaching Service Commission Celebrated their 30<sup>th</sup> Anniversary.</b>
July 2000	<b>Mr. Alan Jogioba</b> was appointed as Chairman after the term of <b>Mr. Toby Davis</b> expired. The term of <b>Mr. Sport Varage</b> as Commissioner also expired. <b>Mr. Jerry Kuhena</b> replaced <b>Mr. Alan Jogioba</b> who was elevated to Chairman. <b>Mr. Michael Pearson</b> replaced <b>Mr. Sport Varage</b> .
July 2004	All the Commissioners positions were advertised under the Heads of Statutory Organisations Act. They continued to act in their previous positions for almost 3 years.
Nov 2005	The NEB approve the Seventh Day Adventist School to become part of the Teaching Service and National Education System effective 1/1/2006
Feb 2007	<b>Mr. Alan Jogioba</b> was not reappointed as Chairman. <b>Mr. Alan Jogioba</b> was the last Primary Division Teacher to be a Commissioner. <b>Mr. Michael Pearson</b> was appointed Chairman, <b>Mr. Jerry Kuhena</b> remained Commissioner Policy. <b>Mrs. Rose August</b> was appointed Commissioner Operations to replace <b>Mr. Michael Pearson</b> . <b>Mrs. Rose August</b> is the first female Commissioner after <b>Ms Rose Kekedo</b> (1979-1980). <b>Mr. Michael Pearson</b> is the second Secondary division teacher to be a Commissioner while <b>Mr. Jerry Kuhena</b> and <b>Mrs. Rose August</b> are the 1 <sup>st</sup> and 2 <sup>nd</sup> Technical Division teachers, respectively, to be Commissioners.

#### **The Present Teaching Service Commission – 2010** **TSC staff and their jobs**

The Teaching Service Commission consists of 3 Commissioners, one of whom is Chairman; 3 Principal Advisors; 4 Regional Advisors; and 21 support staff - a total of 31 staff. They deal with the appeals, complaints, queries and all service and welfare conditions of the 42,000 plus teachers in the Teaching Service. This small staff is centralized in Waigani to administer the functioning of the whole Teaching Service in the 20 provinces. Because of its small size, it's reliant on teachers, parents, agencies, educational authorities and the general public to alert it to problems and injustice in the system against teachers. It also depends for the most part on parents, agencies and education authorities to advise if teachers are cheating on their responsibility to perform their teaching duties and follow the PNGTA Code of Ethics. TSC can then take the appropriate action to deal with such problems.

#### **The current TSC staff**

**Chairman – Michael R. Pearson**  
Administrative Assistant to Chairman – Ms. Ikirobu Mugagata

**Commissioner: Policy – Mr. Jerry Kuhena**  
Admin Assistant to Commissioner: Policy – Mrs. Bonnie Naime

**Advisors**  
Regional Advisor Highlands – Mr. Jacob Tumala  
Regional Advisor Momase – Mr. Joseph Ouyoumb  
a/Regional Advisor Islands – Mr. Anthony Tsora  
a/Regional Advisor Southern – Mr. Leonard Kinminja

**Legal Section**  
a/Principal Legal Advisor – Mr. Joel Nava  
a/Senior Research Officer – Mr. Marcus Nandape  
Research Officer Legal – Vacant  
Investigator Legal – Ms. Michiko Rai

**Industrial & General Section**  
a/Principal Advisor Industrial & General – Mr. Harley Kila  
Senior Industrial Officer – Mr. Leua Gavuri  
Investigator Industrial & General – Mr. Godu Gotch Mou  
Industrial Officer – Ms. Maria Martin  
Unattached Clerical Assistant – Mrs. Kaiser Gei

**Commissioner: Operations – Mrs. Rose K. August**  
Admin Assistant to Commissioner: Operations – Ms. Linda Simiri

**Appointments Section**  
Principal Advisor Appointments – Vacant  
a/Senior Appointments Officer – Mrs. Julie K. Homoka  
Investigator Appointments – Vacant  
Admission Officer – Mr. Maini Ugaia  
Appointments Officer – Ms. Lucy Philip

**Information Section**  
Manager Information Systems – Vacant  
Information Officer – Mrs. Martha K. Vegofi  
Assistant Information Officer – Mr. Alfred Kwara

**Administration Section**  
Executive Officer – Mrs. Neilo Dobunaba  
Administration & Finance Officer – Mr. Areni Haren Kana  
Finance & Enquiries Clerk – Mr. Samson Leva  
General Clerk – Mr. Tony Tom  
a/Driver / Cleaner – Mr. Ojano Inomea

## **Admin Assistants**

When you call TSC, the voices at the end of the phones are **Ms. Ikirobu Mugagata** and **Ms. Linda Simiri**. They provide stenographic and secretarial services to the Commissioners.

## **The Commissioners**

The 3 Commissioners are the final decision makers. They are **Mr. Michael Pearson** – Chairman, **Mr. Jerry Kuhena** – Commissioner: Policy; and **Mrs. Rose August** – Commissioner: Operations. Apart from dealing with the most difficult of teacher's cases, they are also involved in controlling the operations of the Teaching Service Commission. They are especially implicated in policy making, industrial and arbitration matters with the various players within the teaching service which includes the Papua New Guinea Teachers Association, National Department of Education, agencies, churches and other bodies that have an impact on the terms and conditions of teachers.

## **Regional Advisors**

TSC has four (4) Regional Advisors in the regions namely: **Mr. Anthony Tsora** (NGI); **Mr. Joseph Ouyoumb** (Momase); **Mr. Jacob Tumala** (Highlands) and **Mr. Leonard Kinminja** (Southern). The advisors are based in their region capitals and are the face of the Teaching Service Commission in their respective regions. Their roles include advising provincial authorities on TSC matters and advising TSC on provincial matters. They may also visit schools to find out about teachers who have appeals with TSC or to find evidence to support teachers' claims.

## **Teaching Service Commission's dealings with other government and non government organisations**

### **National Education Board (NEB)**

The NEB has, along with other functions, advice the Teaching Service Commission on matters relating to the education system, the efficiency of school or the welfare of teachers. They oversee the appointment, promotion, transfer and discipline of members of the teaching service in national institutions in accordance with the teaching Service Act. The teaching Service Commission is not a member of the NEB but has the right to be an observer at NEB meetings. The Teaching Service Commission consults the NEB on its Policy Administration.

### **National Department of Education**

TSC consults with the NDOE to determine conditions of employment for members of the Teaching Service and on policy formulation. TSC advises the NDOE on the standard and special allowances that might be paid to teachers. The National Education Boards in consultation with the Governing Councils of their institutions determine the appointments, discipline charges and many other related issues of their teachers. All teachers' have a right of appeal to the TSC.

### **Provincial Education Boards**

The PEB's advise the TSC on matters relating to the provincial education service and the welfare of teacher in the province. In consultation with TSC they determine the selection, appointment, discipline, retrenchment, and resignation retirement etc of teachers in provincial institutions. Provincial Education Boards in consultation with their High School boards determine the appointments, and other related issues. Most of the governing bodies of community and primary schools are not actively involved in the appointment and disciplining of teachers. Teachers have the right of appeal to the TSC.

### **All Provincial Departments**

They are responsible for the consultation and negotiation on the transfer of TSC functions, eg Teachers Salary Provincial divisions of education. TSC advises on the entitlements and approved allowances that are required to be paid to teachers.

### **Churches and NGO**

TSC provides advice on teacher's rights and obligations and if necessary gives direction to these organisations in their dealings with teachers and the obligations and rights the organisation has under the act. Where necessary the TSC enforces these right and or obligations.

### **Papua New Guinea Teachers Association (PNGTA)**

TSC consults on industrial matters affecting members of the Teaching Service. PNGTA and TSC negotiate conditions of teachers from time to time when these are under review.

### **Department of Personnel Management (Salaries & Conditions Monitoring Committee)**

TSC consults to determine the employment conditions and salaries of teachers.

### **Ombudsman Commission**

The Ombudsman commission receives complaints from teachers and investigates the dealings of Education Authorities with teachers as a result of these complaints. The TSC acts as a sister commission to assist the Ombudsman Commission in investigation into teachers' complaints.



The Teaching Service Commission staff advises and helps teachers with their concerns and appeals. The commission is ready to advise teachers about their rights but the commission doesn't do the job of other education authorities. Before a teacher comes to the commission, they should first approach their respective education authority or provincial education authority to have them deal with the matter at provincial level. The matter should only come to the TSC if there is a dispute about the action of the appropriate authority. Teachers should always try to solve their problem at the closest level (i.e. school, agency, district or province) before bringing it to the attention of the TSC.

#### **TSC at a glance**

##### **Industrial and General**

**Mr. Harley Kila** is assisted by **Mr. Leua Gavuri**, **Mr. Godu Mou** and **Ms. Maria Martin** in dealing with all matters relating to teachers conditions, salaries, allowances, leaves, resignations and retirements.

##### **Appointments**

Currently the Appointments section Principal Advisor position is vacant. As such **Mrs. Julie Homoka** oversees this section and is assisted by **Mr. Maini Ugaia** and **Ms. Lucy Philip**. Their duties include the admission/readmission of teachers, creation and abolishing of teaching positions, appeals related to the appointments of teachers, right of tenure, acting appointment appeals, reserving the right of tenure and checking that selections and appointments have been carried out properly.

##### **Legal**

**Mr. Joel Nava** – a/Principal Legal Advisor is assisted by **Ms. Michiko Rai** and **Mr. Marcus Nandape** in dealing with all legal and legislative matters relating to the commission. This includes amendments to the Teaching Service Act and carrying out legal action against teachers and others and defending the commission in court matters.

##### **Information Management**

**Mrs. Martha Vegofi** and **Mr. Alfred Kwara** deal with the collection, processing and timely dissemination of TSC information to the National Department of Education, Division of Education in all provinces, other government departments and also for public consumption.

##### **Administration**

**Mrs. Neilo Dobunaba** is assisted by **Mr. Areni Haren Kana**, **Mr. Samson Leva**, **Mr. Tony Tom** and **Mr. Ojano Inomea** to run and maintain the operational activities of the commission.

**Office of the Legislative Counsel**

This office does drafting of all legislation and legislative changes and amendments. This office also assists in preparing the various instruments of delegation, appointments, etc.

**Department of the Attorney General**

This department assists the commission by providing expert advice on many matters. They involve institutions such as the Solicitor General's Office to defend the TSC in all court cases affecting the members of the Teaching Service at National Court, Supreme Court and District Courts. The State Solicitors Office provides legal services and assistance to the commission in the likes of advising and interpretations of the act, etc.

**Teaching Council**

The Teaching Council was established under Section 18 of the Teaching Service Act No: 12 of 1988. The functions of the Council are usually any matter that is seen as part of or all functions of the Teaching Service which provide an opportunity for discussions or consultation whether with or without notice and all members are free to raise matters relating to the Teaching Service and its functions.

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