



PngCJE Updates

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Papua New Guinea Centre for Judicial Excellence

"Delivering effective and responsive Judicial Education for a competent and efficient Judiciary"

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Abbreviations

CJEI	Commonwealth Judicial Education Institute
DPM	Department of Personnel Management
GESI	Gender Equity and Social Inclusion
IOM	International Organization for Migration
LJSA	Law and Justice Sector Agencies
NAHTC	National Anti-Human Trafficking Committee
NJSS	National Judicial Staff Service
PicCJE	Pacific Island Countries Centre for Judicial Excellence
PILAG	Pacific Institute of Leadership and Governance
PJSI	Pacific Judicial Strengthening Initiative
PngCJE	Papua New Guinea Centre for Judicial Excellence
PNGHRI	Papua New Guinea Human Resource Institute
PNGMS	Papua New Guinea Magisterial Service
SOE	State of Emergency
TIP	Trafficking in Persons
ToT	Training of Trainers

Executive Director's Foreword



THE pedagogy of Judicial Education continues to evolve due in large part to the impact of the global pandemic. The Papua New Guinea Centre for Judicial Excellence (**PngCJE**) is moving closer to implementing its Learning Management System (**LMS**) which when functioning will allow stakeholders to embrace learning asynchronously. Adult education by its nature involves a certain level of discipline. In this regard, the LMS will complement our efforts to enhance our program offering for Papua New Guinea and the Pacific Islands Judiciaries.

We anticipate having our full team in place within the next few months who will support our Pacific Islands Centre for Judicial Excellence (**PicCJE**). This has been a work in progress over the past three years that is now coming to fruition. We are enthusiastic about this opportunity to share judicial education and training programs with Judges, Magistrates and Court Staff across the Pacific.

Access to Justice is the underlying theme of judicial education. Within the context of the Pacific Islands, ensuring that programs meet the needs of learners in a way that is bespoke underpins our development as an institution. The commitment of our faculty and support team who are from the Pacific Islands adds this nuance that gives a wonderful opportunity for contributing to a thematic approach that is unique.

We are approaching the end of the year. More particularly, we are in the holiday season despite the realities of covid-19. It follows that we are all admonished to continue to observe the public health protocols which include wearing face masks, social distancing and washing hands or sanitizing regularly. Your safety and health will firmly assist you in being able to access the judicial education programs that are planned and developed by our institution.

It is my hope that you have a happy and enjoyable festive season.

With my absolute best wishes,

John Carey, JP
Executive Director
PngCJE

The Editorial

Greetings,

Welcome to the third issue of the PngCJE Updates, the Judicial Education Newsletter that provides news and updates on the latest happenings within the Papua New Guinea Centre for Judicial Excellence and the PNG Judiciary.

For this issue, our highlights will be a number of training programs conducted by the PngCJE within the period from late August to early October 2020. A total of six training programs were successfully completed after the uplift of the COVID-19 State of Emergency in PNG. Our appreciation and gratitude go out to our partners who took the lead in facilitating some of those key programs, namely, the International Organization for Migration, the Papua New Guinea Human Resource Institute, the Papua New Guinea Magisterial Services, and the Pacific Judicial Strengthening Initiative.

A sincere appreciation to the training facilitators who had made time available to impart their professional knowledge and skills. Also, to the PngCJE team for ensuring the smooth coordination of the programs and in facilitating the workshops. You people are the best!

In our last issue of the newsletter, we invited professionals from the legal and judicial environments plus other stakeholders to contribute articles because PngCJE postponed most of its training programs and activities towards the end of the year. For this issue, there is more to be read about.

Six training programs covered! The Online Training of Trainers workshop by PJSI and PngCJE, the ToT workshop by IOM and PngCJE, the Leadership, Professionalism and Personal Effectiveness course by PngCJE and PNGHRI, the Financial Literacy Trainings by PngCJE, the Microsoft Excel Workshop by PNGMS and PngCJE, and the Gender Equity and Social Inclusion training by PngCJE.

To conclude, this year's journey was a tough one with so many disruptions caused by the COVID-19 pandemic. Despite that, we were able to pull through towards the end of the year and executed most of our programs, due in no small measure to our state of the art IT system.

We highly acknowledge our stakeholders, partners and the leadership of the Judiciary consisting of the Chief Justice Hon. Sir Gibbs Salika, CGL, KBE, CSM, OBE, the Deputy Chief Justice Hon. Ambeng Kandakasi, CBE, the NJSS Secretary Mr Jack Kariko, the National and Supreme Court Registrar Mr Ian Augerea for their continuous support for PngCJE's work and for this publication.

We wish all our readers a safe three-months until our next Volume for 2021 as the last issue for this year has been combined into this issue as most of our programs have already held and no further trainings will be held towards the end of the year.

In the meantime, do expect the publication of our "SPECIAL EDITION" newsletter which also be published early next year. The Special Edition will feature our recent developments towards transitioning to the Pacific Island Countries Centre for Judicial Excellence, plus interview segments of the PNG Judiciary leadership.

Sincerely,

Debbie Laudiwana
Editor in Chief

Editorial



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First Virtual Training by PngCJE!

By OLIVIA PARU

THE Papua New Guinea Centre for Judicial Excellence has successfully executed its first workshop via online learning mode. A five-day Training of Trainers workshop for judges, magistrates and the court staff was conducted with participants and facilitators from different parts of the world attending and participating online.

In collaboration with the Pacific Judicial Strengthening Initiative, the training focused on capacity building on how to design, deliver and evaluate trainings on knowledge, skills and attitudes. Training of trainers is a vital training program for judicial educators where knowledge is passed on to new facilitators to continue carry out training for Judges, Magistrates, Court Staff and the Law and Justice Sector Agencies.

The training was held from 17 to 21 August at the new PngCJE Training Room at the Waigani Supreme and National Courts in Port Moresby. Taking into account COVID-19 preventive measures, the training was delivered online via Zoom. There were four facilitators who participated from overseas – three in Australia and PngCJE Executive Director Mr John Carey who was in the Bahamas. The online training was conducted successfully and in line with COVID-19 preventive measures, which is a milestone achievement for PngCJE.

Facilitating live from Australia, PJSI Technical Director Dr Livingston Armytage was the lead facilitator of the workshop. Dr Armytage has significant experience in judicial education in the Pacific. Co-facilitators were PJSI Human Rights Advisor, Dr Carolyn Graydon in Sydney, PJSI Gender and Family Violence

Advisor Ms Margaret Baron in Melbourne, Mr John Carey, JP, in The Bahamas, and PngCJE Deputy Executive Director Mr Sam Kaipu, OBE, who attended in person.

The workshop was officially opened by 2018 CJEI fellow and Justice Collin Makail. There were 17 participants with each given full opportunity to take part equally in the informative and interactive sessions. The workshop was a success with the participants being issued an Advanced ToT Certificate on Remote Delivery of Trainings.

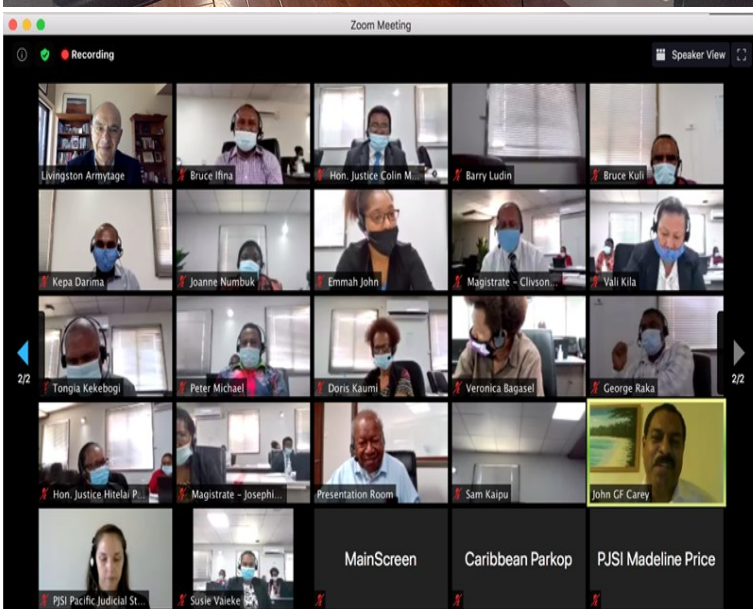


Above: Justice Collin Makail giving a speech during the ToT Training in the PngCJE Training Room. *Picture by CARIBBEAN PARKOP.*

Top Left: Participants undergoing the virtual ToT training. *Picture by CARIBBEAN PARKOP.*

Bottom Left: A screenshot of the virtual training using Zoom.

Below: A screenshot of the facilitator, PJSI Technical Director Dr Livingston Armytage during the workshop. *Screenshot pictures supplied by JOHN CAREY.*



New trainers equipped to carry on Human Trafficking training

By GIDEON KINDIWA

TRAFFICKING in persons, often referred to as “modern day slavery” is a serious crime affecting millions of men, women and children globally each year, according to the International Organization for Migration.

As part of the development towards identifying and prosecuting human trafficking cases, the IOM in partnership with the Papua New Guinea Centre for Judicial Excellence had conducted a two-day Training of Trainers workshop from 3 to 4 September.

Eighteen members of the PNG Judiciary (9 men and 9 women) participated in the workshop facilitated by Ms Sharon James and coordinated by PngCJE Program Officer Ms Vali Kila.

The main aim of the workshop was to train and equip staff members of the judiciary to go out and run similar training activities in their respective workplaces so that everyone is educated and skilled in identifying and dealing with trafficking cases.

“We believe that IOM doesn’t have to be the only organization to run these trainings. We think that you can be equipped to actually conduct and run these trainings yourself,” said Ms James during one of her presentations.

PngCJE Deputy Executive Director Mr Sam Kaipu, OBE, gave the opening remarks and reminded the participants to take the course seriously as people’s lives are greatly affected by this illegal practice.

“This workshop is not just a mere intellectual activity. There are men, women and children suffering from this horrendous criminal activity. Spare a moment to think of them during the course of the training,” he said.

The workshop was part of a three-year IOM project to raise awareness on human trafficking, strengthen capacity of participants to identify cases and refer victims to specialized support services. The program has been provided by the US Department of State Office to combat and monitor Trafficking in Persons in seven different provinces in PNG. IOM is a founding member of the PNG National Anti-Human Trafficking Committee, working closely with various government agencies, international and non-governmental organizations to support assistance and protection of victims of trafficking in PNG.



Participants of the ToT workshop on Human Trafficking with Ms Sharon James (standing third from right) outside the PngCJE Training Room. Picture by GIDEON KINDIWA.

POETRY CORNER

Insights and Motivational Nuggets

By SAGAL BOSKI

Every dream has its own unique and predestined pathway for its fulfillment... including yours.

Based on how you develop it, your mind can either become an asset or a liability, or a cross-breed of both.

Soar like the eagle you are, but keep your feet firmly on the ground—to avoid crashing down.

Knowledge expands your mind, Understanding makes you privy to the undercurrents of issues, and Wisdom weaves them beautifully together to use for your benefit at the right time and right place, every time.

We prefer you bring the best version of yourself every morning to work with us, rather than the second best version, please.

When failure strikes while you are already steaming 10,000 steps ahead with Sir Success, his momentum will overshadow that blot like Mt. Wilhelm towers over the ravines around it.

Humility is a shining star residing within you. Sooner or later it must return to its original abode among its peers in the sky, exultantly bringing you along with it.

Unbeknown to it, height is the destroyer of a bloated ego. When it bursts, the impact from the fall can be pretty devastating.

When you smile, you light up the whole room... so please keep smiling all day, and we won't be needing PPL anymore.

Pride is powerless against its arch enemy: The law of gravity. Every time she goes up, gravity pulls her down unceremoniously.

Your life's vision is like a telescope – it brushes aside your present scenario to zero in on your desired future, before you can start making adjustments to your lifestyle in order to achieve it.

When you fall down, let it happen when you are already lying down on the cushion of grace and meekness. That's the grandest way to do it, since it entails no bruises, no hurts, no fuss.

The finishing touches in shaping you into the shiniest jewel you can be can come from the hands of those around you—relatives, family members, friends, foes, colleagues, bosses, and sundry.

You are a special and unique person, just as you are – minus the inherent foolishness, of course.

It takes time and pain to build character, but the resultant finesse with which your life will be forever adorned cannot simply be measured in this age.

Senior officers given important tools to be competent and efficient at the personal and managerial level

By GIDEON KINDIWA

EFFECTIVE leadership and management are an important part of court administration and the delivery of justice. The Papua New Guinea Centre for Judicial Excellence has continued playing a vital role in making sure that leadership and management in the PNG Judiciary is always effective and efficient.

The PngCJE facilitated a three-day certificate course called “Leadership, Professionalism and Personal Effectiveness” which was delivered by the Papua New Guinea Human Resource Institute. Specifically designed for managers and senior officers, the program spanned from 22 to 24 September, covering significant areas of personal and organizational management.

A total of 44 topics were covered under five headings – The Science Behind Management, Performance Planning, Leadership and Management Competencies, Professional Excellence and Personal Viability.

Attended by 24 managers and senior officers from the National Judicial Staff Service, the sessions were interactive and dynamic as

just got to do right,” Mr Wemin said.

All participants were intrigued, inspired and empowered to maintain integrity, competence, efficiency and perform to the best of their abilities.

“We are very thankful for the very informative sessions. We are very fortunate to sit and absorb all this information coming from a person with so much experience, knowledge and skills. I thought it was going to be another supervisory training but it’s just way beyond,” said NJSS Court Reporting Services Director Mrs Pavora Marupi.

NJSS Building Manager Mr Eddie Levi added saying people matter more than the systems and processes and the training really dug into that concept.

“In any organization, you can have systems, processes, infrastructure, etc., but it’s the people that drive the organization,” said Mr Levi.

“Thank you Mr Wemin, the PNGHRI, PngCJE Deputy



Photo: Participants of the Leadership, Professionalism and Personal Effectiveness course posing for a group photo outside the PngCJE Training Room at the end of the intensive three days. *Picture by KORI TOLPARI*

every participant had their share of two topics to present on.

While the course is focused on effective management, most of the lessons were focused at the personal level of discipline, integrity and other important aspects of the individual self.

“There is no secret to success. Success is the consequence of doing the right thing over time,” said the training facilitator Mr Jerry Wemin.

Being both an academic and a bureaucrat with a huge wealth of experience in senior management roles, human resource consultation, and sitting on the boards of various departments and business houses, Mr Wemin imparted so much into the participants.

Most of the examples and cases used were from Mr Wemin’s own experience and success, which was inspiring and added motivation to the sessions.

“The future is limited by your own aspirations. It is possible if you really want it to be possible. There’s only a few things that you

Executive Director Mr Sam Kaipu OBE, and the PngCJE team for facilitating this training. Just like the Pareto Law where twenty percent impacts eighty percent, I believe, with what we gained here, we will change the Judiciary.”

"Time is the essence of God. We can't expand or compress it. We only have to live within it."

- Jerry Wemin

Efficient financial management is vital for all

By GIDEON KINDIWA

APART from judicial education and training, the Papua New Guinea Centre for Judicial Excellence also pays attention to staff wellbeing, health and hygiene, mental health, and financial welfare.

Finance is a very important part of life. Efficient management of financial resources sustains one's livelihood and creates better opportunities for growth and development. PngCJE recognizes that financial stability at home reduces unnecessary stress and places an employee in a position to perform better at work. Seeing this as a pivotal part of life, the PngCJE facilitated a Financial Literacy Training for the National Judicial Staff Service. The course came in two parts, first on 22 July and second on 6 October, 2020.

"Learn to save and not to borrow. But if you borrow, invest it to generate income and repay the loan," said PngCJE Finance Manager Mr Gitu Lago.

Mr Lago, who was the training facilitator, covered various vital topics on financial management, including understanding different

A total of 26 participants from various divisions within the NJSS attended the workshop, all giving positive feedbacks about the content and presentation of the program.

The Financial Literacy training comes in two parts, which Mr Lago has been planning to develop into a full certificate course for working professionals.

Magisterial Services Officers upskilled on Excel

By OLIVIA PARU

OFFICERS of the Papua New Guinea Magisterial Services have been dispensed with an important device to enhance their knowledge on the use of Microsoft Excel. With the aim of moving to a paperless court system, the three-day intensive workshop facilitated by the Papua New Guinea Centre for Judicial Excellence was designed to refresh participants on the different features of Excel. The workshop covered areas of workbook management and daily record keeping systems.

PngCJE Deputy Executive Director Mr Sam Kaipu, OBE, opened the workshop spelling out the importance of the usage of the software and encouraged the participants to keep expanding their skillsets and put their knowledge into practice.

"It is important to learn about the basics of the Microsoft Excel Software as it is an essential tool in our day-to-day work for data entry and record keeping purposes," said Mr Kaipu.

The 16 participants included clerks of courts, registry clerks, key board operators, secretaries and dispatch officers.

The training was held from 9 to 11 September at the PngCJE Training Room at the Waigani Supreme and National Courts in Port Moresby.

There were five facilitators from Magisterial Services Finance Division who were initially chosen to facilitate the workshop, however, they were unable to attend due to their tight schedules. PngCJE Program Officer for Magisterial Services, Ms Emmah John led in facilitating the training on 9 September, with assistance from PngCJE Information and Communication Technology Manager Mr Barry Ludin.

For the remaining two days, Ms Joanne Numbuk took the lead in running the training and was assisted by Ms John. Ms Numbuk is the Information Technology Trainer for the Human Resource Division of the National Judicial Staff Services.

The workshop was successfully completed with positive feedbacks from the participants. A majority of the participants were mature citizens, who found that most of what was taught was new but very essential to their jobs and careers. They expressed their gratitude for having the opportunity to add value to their knowledge and skills.



Top: Mr Gitu Lago speaking to participants during the Financial Literacy Training at the PngCJE Training Room.

Above: Participants paying close attention to Mr Lago's life lessons during one of those training sessions. *Pictures by PETER MICHAEL*

types of loans and how it affects people; budgeting resources such as fortnightly income; exploring the six words of financial intelligence; and using debt to generate income without financial stress.

Being a business man himself with a wealth of knowledge and experience in accounting and finance management, Mr Lago not only taught, but inspired and motivated the participants to start taking action and turn their lives around through better management of their finances.

PngCJE runs in-house awareness on the National Public Service GESI Policy

By GIDEON KINDIWA

THE concept of gender equality, equity and social inclusion has been a hot topic of discussion and is becoming an important part of the social and professional environment over the last few decades.

In Papua New Guinea, the Department of Personnel Management created the Gender Equity and Social Inclusion (GESI) Policy which has been adopted into government departments, non-government organizations and companies to promote equal opportunities and inclusive environments for all.

In light of its significance, the PngCJE facilitated an in-house GESI training for its staff to raise awareness about the importance of the policy and to promote its implementation in PngCJE and the National Judicial Staff Service.

“Gender Equity and Social Inclusion is all about maintaining a respectful and inclusive working environment where people, especially public service officers – including NJSS and PngCJE employees – feel supported and confident in carrying out their duties,” said PngCJE Research and Publications Manager Ms Debbie Laudiwana.

Ms Laudiwana was the facilitator who successfully delivered the one-day training on two separate occasions for the PngCJE staff. The first was conducted on August for nine staff members and second on September 15 for eight staff members. This was due to

issues such as sexual harassment, bullying, people living with disabilities, and HIV and AIDS.

Ms Laudiwana also used illustrations to clarify the difference between equality and equity — equality is when you give the same chances or opportunities to everyone, and equity is when you give more support to those who need it most and push them to the same level of opportunities as everyone else.

Through the course of the interactive sessions, the participants were able to identify and explain the significance of the GESI Policy and how it contributes to developing and maintaining a positive and respectful work culture that ensures equality, equity and diversity for all staff.



Diagram: An illustration of the difference between “equality” and “equity”. Equality means “Sameness”, and Equity means “Fairness”. *Diagram taken from 16 DAYS ACTIVIST CHALLENGE website.*

the COVID-19 lockdown where the staff worked on rotation, so the training was done twice for those who missed out while on lockdown in their homes.

Topics covered in the training included; “What is GESI”, “GESI Policy Overview”, “GESI Principles and Values”, “GESI Terms”, “Mainstreaming GESI” and “Importance of GESI in the Workplace”. The aim of the training was to create awareness about GESI in the workplace and why PngCJE should take into consideration key principles for maintaining a healthy, respectful and inclusive work environment.

Other vital discussions include how to deal with and cater for

DID YOU KNOW?

- Papua New Guinea is one of the few regions close to the equator that experiences snowfall, which occurs in the most elevated parts of the mainland.
- Unless food is mixed with saliva you can't taste it.
- A lobster's blood is colorless but when exposed to oxygen it turns blue.
- Money is the number one thing that couples argue about.
- Along with having laws against spitting and urinating anywhere but in a toilet, Singapore has also banned chewing gum in an effort to keep the city clean and orderly.
- The 1939 novel *Gadsby* is the longest book ever published that doesn't contain the letter 'e.' Back in 1939, American author Ernest Vincent Wright published *Gadsby*, a 50,000-word novel that doesn't use the letter 'e' once. That's so astounding when you consider that 'e' is the most commonly used letter in the English language.
- If you ever dreamt of being a ninja, now might be the time to make it a reality. The Japanese city of Iga, which has a rich history of martial arts masters and claims to be the birthplace of the ninja, suffered from a ninja shortage in 2018, despite the fact that they're willing to pay salaries as high as \$85,000 for the performative ninjas willing to take on the job of staffing their annual ninja festival.

Magisterial Services staff finally inducted to the Public Service

By GIDEON KINDIWA

SIXTEEN officers of the Papua New Guinea Magisterial Services have been equipped with vital knowledge and understanding of their roles and duties as public servants.

The Public Servants Induction Course which was held in Lae, Morobe Province on 24 to 28 August had the objective of improving the performance of public administration and its ability to deliver basic services effectively to the citizens.

The outcomes of the of the workshop were to:

- Demonstrate an understanding of the PNG system of government at National, Provincial and Local Level and the public service,
- Demonstrate commitment to support the roles, functions and services of the department, administration or agency,
- Demonstrate commitment and acceptance of the roles and responsibilities performance and expectations on the job as a public servant,
- Apply ethical behavior consistent with the Code of Ethics for public servants,
- Work within the general conditions and benefits of employment as public servants, and
- Undertake work according to job descriptions / roles and responsibilities.

The program was conducted by the PNGMS in partnership with the Pacific Institute of Leadership and Governance and the PngCJE and was attended by 16 staff (12 females and 4 males) from the PNGMS Corporate Services and Registry in Port Moresby as well as other provincial centers.

PngCJE Program Officer Ms Emmah John, who attended as an observer, said the participants appreciated the training and were ready to impart the knowledge they gained in their respective workplaces.

“I had discussions with the participants and they were mostly happy and satisfied that they were given the opportunity to attend the training,” said Ms John.

“They felt appreciated and happy that the course outline clearly stated the do’s and don’ts.

“They also understood the role of the General Orders in the Public Service and appreciated how it was linked to their daily work schedules and were ready to take the knowledge learnt back to their respective work stations, with the drive of imparting the knowledge on to their fellow work colleagues.”

Facilitators of the program include PILAG Facilitator Ms Susan Mimiko, PNGMS HR Manager Mr Steven Wak, PNGMS Training and Development Officer Ms Elling Namean, PNGMS M & E Officer Melvina Wagi, PNGMS Internal Auditor Ms Melissa Mafung and PngCJE Research and Publications Manager Ms Debbie Laudiwana.

At the end of the week the participants made the Public Service Oaths or Affirmation and witnessed by Magistrate Josephine Nidue. Some of them have been serving the PNGMS for more than 20 years and were satisfied that they were finally recognized as public servants.



Hi readers!

Be informed about the work PngCJE is doing in contributing to create efficient court systems and better access to justice for everyone in Papua New Guinea.

We wish you Happy Holidays and our Special Edition publication will be released in the first quarter of 2021.

Cheers!



PngCJE Updates - Quarterly Newsletter

Volume 2: Issue 3

July—October, 2020

PAPUA NEW GUINEA CENTRE FOR JUDICIAL EXCELLENCE

About Us

The PngCJE was established in 2010 under a Memorandum of Understanding entered into between the Chief Justice of the Supreme and National Courts, the Chief Magistrate and the Secretary for the Department of Justice and Attorney General. The Centre is primarily responsible for the delivery of professional continuing judicial trainings and development activities for Judges, Magistrates, Court Staff and other officers of the Law and Justice Sector Agencies in PNG as well as other Pacific Island Countries.

Key Objectives for the Establishment of PngCJE

- Promote Judicial Excellence;
- Promote professional development and training; and
- Foster an awareness of judicial administration, developments in the law and social and community issues.

Our Core Values

The core values that underpin the professional development activities of PngCJE are:

- Excellence in the professional integrity and competence of Judicial Officers and Court Staff;
- Excellence in dispensation of justice by the courts according to international best practices;
- High level of competency, skills and experiences of Judicial Officers and Court Staff;
- Maintenance of democracy, good governance and the Rule of Law by the Judiciary.

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