

2024 Annual Report

PNG Centre for Judicial Excellence



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Abbreviations

APMF	Asia Pacific Mediation Forum
BMST	Basic Mediation Skills Training
DJAG	Department of Justice and Attorney General
F2F	Face to Face
GBV	Gender-based Violence
GESI	Gender Equity and Social Inclusion
HR	Human Resource
IECMS	Integrated Electronic Case Management System
IRC	Internal Revenue Commission
IT	Information Technology
LJSA	Law and Justice Sector Agencies
MoU	Memorandum of Understanding
NCD	National Capital District
NJSS	National Judicial Staff Services
NMSA	National Maritime Safety Authority
PCJE	Pacific Centre for Judicial Excellence
PNGCJE	Papua New Guinea Centre for Judicial Excellence
RFD	Reserve Force Decoration
ToT	Training of Trainer
UK	United Kingdom
UNDP	United Nations Development Program
UNODC	United Nations Office on Drugs and Crime
UPNG	University of Papua New Guinea
UPNGSOL	University of Papua New Guinea School of Law

Foreword by the Chief Justice



The Courts have a duty to ensure that everyone has access to justice, achieved through fair interpretation of the law and timely, effective administration of justice. For the Courts to function effectively and efficiently, it is imperative that Judges, Magistrates, Court Staff, and members of the Law and Justice Sector undergo continuous training and development.

The workshops and training sessions have focused on pertinent topics that contribute to the overall effectiveness of the Papua New Guinea Judiciary and Magistracy. The PNGCJE has a mandate to design and deliver professional judicial education and training programs for Judicial officers, court personnel, lawyers and other officers involved in the court system.

The aim is to keep them abreast of new developments and enable them to carry out their duties effectively, thereby ensuring that justice is accessible to all. Continuing judicial education and training are crucial for the growth and improvement of legal and judicial proficiency.

This aids the Courts in their role of resolving legal conflicts and guarantees the delivery of justice.

I am grateful for the support of other agencies that collaborated with the PNGCJE in executing its 2024 programs, including the Pacific Judicial Integrity Program and the Commonwealth Secretariate.

We also extend our appreciation to other important organizations that have partnered with the PNGCJE/PCJE in the successful implementation of some of its key initiatives in 2024.

To conclude, I commend the PNGCJE management and staff for their relentless efforts in producing greater results this year, and I eagerly anticipate an optimistic 2025 with many more responsive and stimulating programs for both the Papua New Guinea and Pacific Island Courts, and stakeholders.

Chief Justice Sir Gibuma Gibbs Salika
GCL, KBE, CSM, OBE
Chief Justice of Papua New Guinea and
Chairman of the PNGCJE



About the PNG Centre for Judicial Excellence

THE Papua New Guinea Centre for Judicial Excellence (PNGCJE) coordinates judicial education and training for Papua New Guinea Judiciary, Magisterial Services, and Law and Justice Sector agencies.

The purpose of the Centre is to facilitate and coordinate structured professional training to all judicial officers, court officers, and officers of the law and justice sector to help improve the delivery of judicial services to the people.

The PNGCJE has been involved in various activities and programs in 2023 aimed at promoting court excellence and improving access to justice. The Centre also offered a variety of programs including Protocol training, Ethics and Integrity workshops, Access to Justice Awareness, Judicial Orientation, Financial Literacy, and Training of Trainers.

The PNGCJE was established in 2010 under a Memorandum of Understanding (MoU) entered between the Chief Justice of the PNG Supreme and National Courts, the Chief Magistrate and the Secretary for the Department of Justice and Attorney General.

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.



2024 Judicial Education and Training Programs

A) Judge and Magistrates – National and Regional Judicial Officers

Judicial education and training for judges and magistrates involve a variety of components aimed at ensuring they are well-equipped to perform their judicial duties. The training programs aim to enhance the professional skills of judicial officers, improve management and technical skills, promote knowledge of substantive law, strengthen judicial integrity, address contemporary challenges, and identify potential conflicts to justice operators.

B) Court Officers – National Judicial Staff Services (NJSS) and Magisterial Services (MS)

Training programs in this category focused on equipping officers with the necessary skills needed to oversee court proceedings and ensure there is compliance with judicial and government protocols. Key result outcomes for these programs include increase sense of professionalism, good communication skills and improved aptitude for various administrative duties.

C) Law and Justice Sector Agencies

Training for officers in the law and justice sector is crucial for a multitude of reasons. It not only equips officers with the necessary skills and knowledge to perform their duties effectively and ethically but helps improve the overall function of law and justice

agencies. These training programs target priorities, enhance efficiency, and improve operational performance. These efforts contribute to the maintenance of the rule of law and the delivery of improved judicial services to the people.

D) Lay Judicial Officers

In Papua New Guinea, lay judicial officers play a crucial role in the judicial system. They are often involved in village courts, which provide access to the legal system to rural populations in their own languages in accordance with local custom, where appropriate. The Papua New Guinea Centre for Judicial Excellence (PNGCJE) conducts training and awareness programs for Village Court Officials, including lay judicial officers. These programs aim to promote access to justice and strengthen the ability of Village Courts to build stronger communities.

E) Community Awareness on Access to Justice

The purpose of this program is to create a basic understanding of what the laws mean, to make people aware of their basic legal rights and legal services available to assist in resolving grievances and settle issues. The Community Awareness Program further aims to promote and educate basic understanding of Law and Order and Justice. In addition the court functions with a long-term goal of improving “Access to Justice” in Papua New Guinea.

1. PNG CENTRE FOR JUDICIAL EXCELLENCE (PNGCJE)

Judges and Magistrates (PNGCJE)

Program	Location	Delivery	Dates
1. Cybercrime and Electronic Evidence Symposium for Judges & Magistrates	Port Moresby, NCD	F2F	12-13 February
2. BMST # 1	Port Moresby, NCD	F2F	22-26 February
3. BMST # 2	Port Moresby, NCD	F2F	29 Feb-03 May
4. Judicial Integrity & Anti Corruption	Port Moresby, NCD	F2F	1-2 May
5. Induction for newly appointed Judges	Port Moresby, NCD	F2F	14 May
6. Judicial Orientation for Judges	Port Moresby, NCD	F2F	20-22 May
7. National Goals & Directive Principles & Basic Social Obligations	Port Moresby, NCD	F2F	23 May
8. Induction for Judge Karen Carmody	Port Moresby, NCD	F2F	28 June
9. Judicial Wellness	Port Moresby, NCD	F2F	15-18 July
10. Three tier Court System	Port Moresby, NCD	Online	8 October
11. Advanced Mediation Skills	Port Moresby, NCD	F2F	14-15 August
12. National Mediators Conference	Port Moresby, NCD	F2F	16 August
13. APMF	Port Moresby, NCD	F2F	19-21 August
14. IRC Income Tax Awareness	Port Moresby, NCD	F2F	20 November
15. IECMS for Judges	Port Moresby, NCD	F2F	20 November
16. PngLIN for Judges	Port Moresby, NCD	F2F	20 November
17. PngLIN for Associates	Port Moresby, NCD	F2F	21 November

National Judicial Staff Services (NJSS)

Program	Location	Delivery	Dates
1. Customer Service	Lorengau, Manus	F2F	8-9 February
2. Customer Service	Alotau, Milne Bay	F2F	27-28 February
3. Gender Equity & Social Inclusion Awareness (GESI) - Batch 1	Alotau, Milne Bay	F2F	29 February
4. Customer Service Training	Madang	F2F	25-26 March
5. IT Skills Training	Madang	F2F	27-28 March
6. IT Skills Training	Lae, Morobe	F2F	2-3 April
7. Protocol Training - Batch I	Port Moresby, NCD	F2F	2-3 April
8. Protocol Training - Batch II	Port Moresby, NCD	F2F	15-16 April
9. Customer Service Training	Daru, Western	F2F	6 May
10. GESI Awareness	Daru, Western	F2F	7 May
11. Protocol Training Batch III	Port Moresby, NCD	F2F	9-10 May
12. Protocol Training Refresher Batch I	Port Moresby, NCD	F2F	14-15 May
13. Protocol Training Refresher Batch II	Port Moresby, NCD	F2F	16-17 May
14. Protocol Training Refresher Batch III	Port Moresby, NCD	F2F	23-24 May
15. Customer Service	Popondetta, Oro	F2F	28-29 May
16. Ethics and Integrity	Port Moresby, NCD	F2F	3 June
17. GESI Awareness	Mendi, Southern Highlands	F2F	5 June
18. Basic IT Skills Training	Mendi, Southern Highlands	F2F	6-7 June
19. GESI	Mt. Hagen, Western Highlands	F2F	7 June
20. Basic IT Skills	Mt. Hagen, Western Highlands	F2F	10-11 June
21. GESI	Wabag, Enga	F2F	11 June
22. Basic IT Skills	Wabag, Enga	F2F	13-14 June
23. GESI	Kundiawa, Chimbu	F2F	17 June
24. Basic IT Skills	Kundiawa, Chimbu	F2F	18-19 June
25. GESI	Goroka, Eastern Highlands	F2F	18 June
26. Basic IT Skills	Kundiawa, Chimbu	F2F	20-21 June
27. Protocol Training Refresher Batch IIII	Port Moresby, NCD	F2F	20-21 June
28. Customer Service	Kokopo, East New Britain	F2F	24-25 October

Magisterial Services

Program	Location	Delivery	Dates
1. Commonwealth Judges & Magistrates Symposium	Port Moresby, NCD	F2F	12-13 February
2. Customer Service	Lorengau, Manus	F2F	19-20 February
3. Customer Service	Alotau, Milne Bay	F2F	26-27 February
4. GESI	Alotau, Milne Bay	F2F	28 February
5. Financial Literacy	Mt. Hagen, Western Highlands	F2F	4 March
6. IT Skills	Madang, Madang	F2F	25-27 March

Program	Location	Delivery	Dates
7. Customer Service	Madang, Madang	F2F	28-29 March
8. IT Skills	Lae, Morobe	F2F	2-4 April
9. BMST #1	Port Moresby, NCD	F2F	22-26 April & 29 April 4 May
10. GESI	Daru, Western	F2F	6 May
11. Customer Service	Daru, Western	F2F	7-8 May
12. BMST Assessments	Port Moresby, NCD	F2F	6-9 May
13. Customer Service	Popondetta, Oro	F2F	28-29 May
14. GESI	Mendi, Southern Highlands	F2F	3 June
15. IT Skills	Mendi, Southern Highlands	F2F	4-5 June
16. LLG Election Petition Workshop	Port Moresby, NCD	F2F	10-12 June
17. GESI	Mt. Hagen, Western Highlands	F2F	5 June
18. IT Skills	Mt. Hagen, Western Highlands	F2F	27-28 June
19. IT Skills	Wabag, Enga	F2F	1-2 July
20. 21. GESI	Wabag, Enga	F2F	3 July
21. GESI	Goroka, Eastern Highlands	F2F	5 July
22. IT Skills	Goroka, Eastern Highlands	F2F	8-9 July
23. APMF	Port Moresby, NCD	F2F	19-21 August
24. Customer Service	Kokopo, ENB	F2F	24-25 October

Law and Justice Sector Agencies

Program	Location	Delivery	Dates
1. Sir Buri Kidu Lecture Series I	UPNG, Port Moresby, NCD	F2F	24 April
2. Criminal Law & Practice & Juvenile Justice	Port Moresby, NCD	F2F	19 April
3. Criminal Law & Practice	Port Moresby, NCD	F2F	26 April
4. Criminal Law & Practice	Port Moresby, NCD	F2F	3 May
5. Anti-Corruption Legislation for Legal Practitioners			
6. Ethical Practice for Lawyers	Port Moresby, NCD	F2F	25 June
7. Sir Buri Kidu Lecture Series II	Port Moresby, NCD	F2F	26 June
8. Core Legal Skills Training	Port Moresby, NCD	F2F	1-3 July
9. Public Speaking & Presentation Skills	Port Moresby, NCD	F2F	4-5 July
10. Outreach Program	Port Moresby, NCD	F2F	17 July
11. Outreach Program	Port Moresby, NCD	F2F	7 August
12. LTI Seminar on Rule of Law	Port Moresby, NCD	F2F	21 August
13. Rule of Law	Port Moresby, NCD	F2F	3 September
14. CLE for Senior Legal Officers	Port Moresby, NCD	F2F	30 September-4 October
15. CLE for Women Lawyers	Port Moresby, NCD	F2F	10 October
16. Outreach Program	Port Moresby, NCD	F2F	17 December

2. PACIFIC CENTRE FOR JUDICIAL EXCELLENCE (PCJE)

Regional Judges and Magistrates

Program	Location	Delivery	Dates
1. Commonwealth Judges & Magistrates Symposium	Port Moresby, NCD	F2F	12-13 February
2. Issues & Emerging Challenges Fraud and Corruption	Port Moresby, NCD	F2F	6 June
3. Victorian Bar Advocacy Program	Melbourne, Australia	F2F	29 July-09 August
4. Women Judicial Office Conference	Port Moresby, NCD	F2F	23-24 September
5. Women in Judicial Leadership	Port Moresby, NCD	Online	8 October
6. Anti-Corruption, Legislation, Ethics & Integrity Workshop	Port Moresby, NCD	F2F	23-24 October
7. International Organisation of Judicial Training Conference	Korea, Seoul	F2F	1-10 November
8. Judicial Training on Cybercrime & Electronic Evidence	Suva, Fiji	F2F	4-8 November
9. Introductory Advanced Judicial Officers Fraud & Corruption	Samoa	F2F	2-6 December

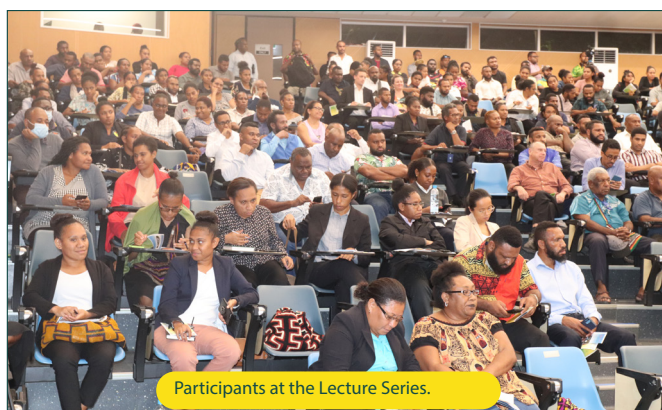
Regional Court Officers

Program	Location	Delivery	Dates
1. Advanced Managing & Reporting on Fraud & Corruption Cases	Honiara	F2F	17-20 June
2. Advanced Managing & Reporting on Fraud & Corruption Cases Online	Port Moresby	Online	1, 8, 15 & 22 August
3. Introductory & Advanced Managing & Reporting on Fraud & Corruption	Nukualofa, Tonga	F2F	5-8 November



Participants at the Lecture Series.

Sir Buri Kidu Lecture Series



Participants at the Lecture Series.



Chief Sir Gibuma Gibbs Salika, Chief Justice of Papua New Guinea, and Hon. Susan Kiefel, Chief Justice of the High Court of Australia

The Sir Buri Kidu lecture series is an annual event which is hosted by the PNG Centre for Judicial Excellence at the University of Papua New Guinea main Lecture Theatre (MLT).

The University of Papua New Guinea's School of Law introduced the contextualized learning collaboration with the Papua New Guinea Center for Judicial Excellence (PNGCJE) in 2015. This introduction produced a new lecture series which was launched under the auspices of the Chief Justice of Papua New Guinea and became known as the Sir Buri Kidu Lecture Series. The Lecture Series was named after the Chief Justice at that time.

There are two lectures held each year and guest speakers are invited to present lectures on various topics. The lectures focus on a range of topics which have relevance

for the Judiciary, Academia, and the legal fraternity.

This year's lecture series, PNGCJE invited the Deputy President of the Industrial Court of Queensland Catherine Hartigan who spoke on the topic "The changing landscape of employment contracts in Australia and Papua New Guinea".

The lecture series is open to both Law and Justice Sector professionals and the general public to attend. It enables attendees to gain information and understanding of the subject matter and benefit from the presenter's expertise.

The event also allows participants to interact directly with the keynote speaker and provides the opportunity for networking.

Trainer of Trainers (ToT)

The Trainer of trainers (TOT) workshop was an important one-week intensive course delivered by the PNGCJE team of Program Officers with the assistance of Mr. Kapa Darima NJSS Training Manager and Mr. George Raka Registry Training Manager.

The workshop comprised of both theory and practical aspects of training. The training activities included preparing session plans and understanding the importance of session planning. Participants were asked to make presentations incorporating those skills and were given constructive feedback.

The training focused on enhancing the participants ability to effectively train and mentor other court personnel, ensuring consistent and high-quality training across the judicial system. Participants acquired techniques to engage adult learners, develop training materials and evaluate training effectiveness, enabling them to become strong leaders in court staff development activities.



IT Skills Training

IT Skills training for court officers provides knowledge and practical skills on how to effectively use technology in the courtroom and practice administrative tasks.

The training covered key areas:

1. Managing case management systems;
2. Using digital tools for document handling;
3. Understanding cybersecurity basics; and
4. Navigating online legal database.

This ensures court officers are proficient in utilizing technology to enhance efficiency, accuracy and security in their daily responsibilities.

Ethics and Integrity

Training on ethics and integrity for court staff focuses on fostering a deep understanding of professional conduct, impartiality, and accountability within the judicial system. This training was facilitated to equip and educate staff of the judiciary to maintain integrity and uphold ethical values in their line of work. The course is designed to train staff on how to maintain good ethics and conduct that leads to better decision making and improved court performances to facilitate access to justice for the people. Additionally, the training emphasizes the importance of maintaining integrity in interactions with judges, lawyers, and the public, reinforcing ethical standards in all aspects of their roles.



Justice John Carey speaking to the participants of the Ethics and Integrity Training.



Participants of the Ethics and Integrity training that was hosted at the PNGCJE.



Justice John Carey (third from right) with court staff from the Waigani Supreme and National Courts who attended the Ethics and Integrity training.



Participants of the National and District Courts in Kokopo, East New Britain Province who attended the Customer Service training.

Customer Service

Customer Service Training for court officers focuses on enhancing communication, professionalism, and problem-solving skills. The training equips officers with the tools to manage interactions with the public, lawyers, and other court personnel effectively.

The training also emphasizes conflict resolution, empathy and understanding of legal processes to ensure a positive experience for all individuals involved in court proceedings.

In 2024, training sessions on customer service were conducted across provinces to equip court staff with the necessary skills to effectively handle interactions with both customers and colleagues in their daily work.

Protocol Training

The Protocol training was undertaken by court staff in preparation for the Asia Pacific Mediation forum which was hosted by the PNG Judiciary at the APEC Haus in Port Moresby.

The training prepared staff to conduct their tasks with professionalism and focused on the etiquette, communication and protocol procedures for events.

Other key protocol areas included;

1. Managing security protocols; and
2. Handling media presence.



Cybercrime and Electronic Evidence

Cybercrime and Electronic Evidence workshop for Chief Justices and Judges focused on understanding the growing impact of digital crimes and the role of electronic evidence in modern legal proceedings.

This year the Cybercrime and Electronic Evidence workshop was hosted in Fiji. The workshop covered topics such as identifying and evaluating digital evidence, integrity and understanding the legal complexities of cybercrime.

The training aimed to equip judges with knowledge to address technology-related cases and make informed decisions in an increasingly digital world.



Participants of the Managing and Reporting of Fraud and Corruption Cases in Apia-Samoa.

Managing and Reporting of Fraud and Corruption Cases

Managing and Reporting on Fraud and Corruption Cases workshop for court officers focused on equipping staff with the skills to identify, and report instances of fraud and corruption within the judicial system.

The workshop covered legal frameworks, investigative techniques, maintaining confidentiality and ensuring integrity in case management. It also helped court officers understand their roles especially in preventing misconduct and ensuring that fraudulent or corrupt activities are reported and addressed effectively, upholding the credibility and trust in the judicial process.

The workshop was hosted by the Pacific Judicial Integrity Program in partnership with PNG Centre for Judicial Excellence.

The workshop was designed to assist Registrars, Judges' Associates and other court officers who directly support the Judges to manage Fraud and Corruption related cases.

Gender Equality and Social Inclusion

Gender Equality and Social Inclusion training for the court staff focused on fostering an inclusive and fair Judicial environment.

The training addressed the importance of understanding and applying gender-sensitive practices and ensuring equal access to justice for all individuals, irrespective of their background.

Topics covered include recognizing biases, promoting diversity, and creating a supportive atmosphere that respects the rights and dignity of all court users, assisting staff to uphold principles of equality and social justice in their daily work.



(From left to right) Justice Iova Geita, PNG Judge; Chief Justice Moses Cuthbert Bhekie Maphalala, Chief Justice of Eswatini; Hon. James Marape, Prime Minister of PNG; Justice Ambeng Kandakasi, Deputy Chief Justice of PNG and APMF President; Chief Sir Gibuma Gibbs Salika, Chief Justice of PNG and Chairman of the PNGCJE; Professor Dr. Dale Bagshaw, Former APMF President; and Hon. Pila Niningi, PNG Minister for Justice, with participants of the APMF Forum.

Asia Pacific Mediation Forum

The APMF brought together Judicial officers and court officers from around the globe to explore the role of mediation in resolving disputes within the courts. In attendance were Chief Justices, Judges, Magistrates, officers from the Law and Justice sector, students from the Legal Training Institute and the University of PNG School of Law.

The forum focused on sharing best practices, enhancing mediation skills, and discussing the integration of ADR methods in the judicial processes.

Mediation skill provides court officials with valuable skills to promote peaceful resolutions, improving case management, and fostering cooperation between parties through effective mediation techniques.



Participants at the APMF conference.



Participants at the APMF conference.

Pacific Women in the Judiciary

The Pacific Centre for Judicial Excellence (PCJE) in collaboration with the Pacific Judicial Sector Program based in New Zealand (PJSP) successfully hosted a two-day workshop on the theme “Empowering Women in Justice” and was held in Port Moresby from the 23rd – 24th of September, 2024.

The aim of the workshop was to strengthen access to justice and empower women in the Pacific judiciaries. The two-day workshop provided participants with the opportunity to interact and discuss the challenges and share their

experiences at the judicial level and it brought together 40 women judges in the Pacific.

These countries include:

1. Australia;
2. Cook Islands;
3. Kiribati;
4. Marshall Islands;
5. Nauru;
6. Niue;
7. Palau;
8. New Zealand;
9. Samoa;
10. Solomon Islands;
11. Tonga;
12. Tuvalu; and
13. Vanuatu;

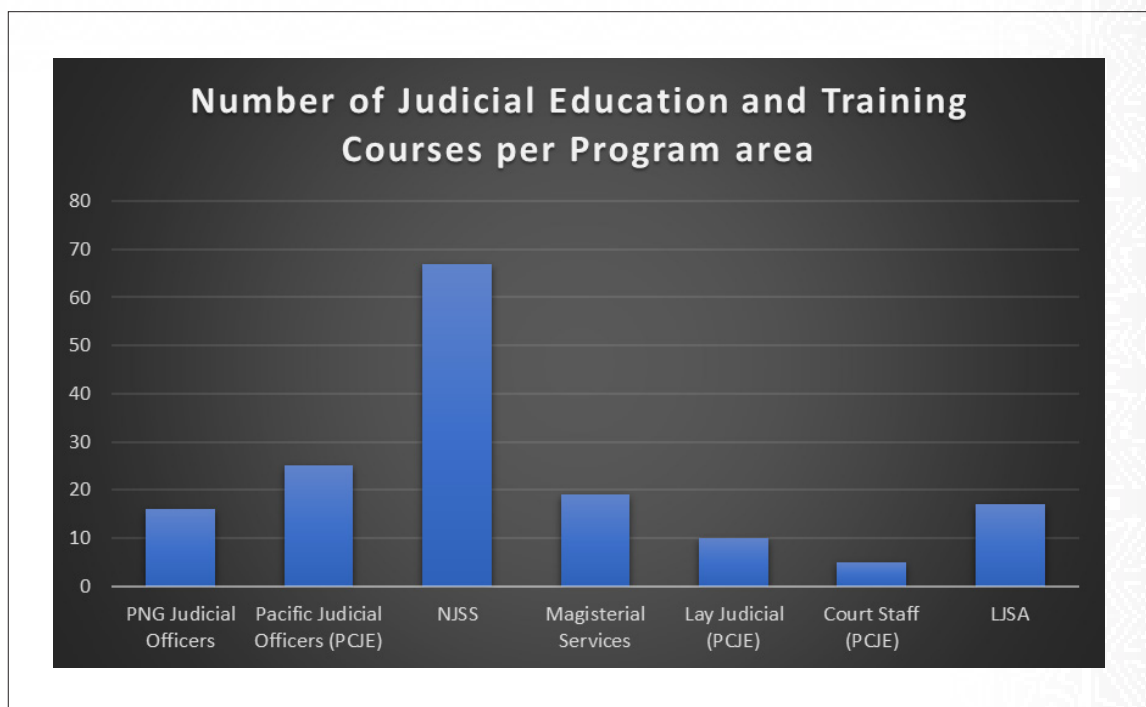


Participants during the conference.



Chief Sir Gibuma Gibbs Salika, Chief Justice of Papua New Guinea (middle) with participants of the Pacific Women in the Judiciary.

Summary of 2023 Judicial Education and Training Programs



Conclusion

The Papua New Guinea Centre for Judicial Excellence (PNGCJE) has made significant strides in 2024 towards enhancing the knowledge, skills, and attributes of Judicial officers, Court personnel, and officers of law and justice sector agencies involved in the Court processes.

From February 2024, the Centre has facilitated a tailored curriculum, delivered both face-to-face and online training programs which total up to 147. These courses were designed to equip judicial officers, court personnel and officers involved in the Court system to undertake their duties effectively and with competence.

The PNGCJE places emphasis on the professional integrity and competence of Judicial and Court officers, and continues to strengthen its commitment to promoting judicial excellence and good judicial administration. This commitment is evident in the breadth and depth of the programs offered and the ongoing efforts to reach even the most remote areas of the country.

For more detailed information about the judicial education and training programs conducted in 2024 and other proposed activities visit our website (<https://pngcje.gov.pg>).