

ADMINISTRATIVE DIRECTIVE NO 01 -94

To implement Part 10 (Financial Incentive Awards) of the Palau Public Service System Rules and Regulations

WHEREAS, the Public Service System, also known as the Civil Service System, was established based on merit principles free from coercion, discrimination, reprisal, or political influence, and such system was designed to attract, select, and retain the most qualified individuals available; and

WHEREAS, there exists in the Public Service System Rules and Regulations a mechanism to identify and financially reward employees for the purpose of improving government operations and recognizing employees with outstanding performance but due to fiscal constraints, there is a limited amount of funds that may be so used; and

WHEREAS, some ministries have given financial incentive awards to employees in the past while other ministries have been unable to do so due to financial constraints creating an appearance of unfairness;

NOW, THEREFORE, by virtue of the authority vested in me as President of the Republic of Palau, pursuant to the Constitution and applicable laws of the Republic, it is hereby directed that:

1. The President, Vice President, and each Minister shall follow the established criteria to identify employees who deserve to be recognized through financial incentive awards and shall begin to make a written quarterly evaluation of same.
2. By December 20, 1994 the President, Vice President and each Minister shall recommend one employee from their office or ministry or appropriate board, authority or commission (collectively "Boards") for such a financial incentive award not to exceed \$500 along with a written justification for said recommendation (in future years such recommendations shall be made by November 20th).
3. Each Minister will be responsible for including in his evaluation of employees within his Ministry employees of Boards as follows:

Ministry of Administration--COFA Trust Fund Advisory Board, Social Security Board, Pension Fund Board, National Development Bank Board of Trustees, National Civil Service Board, Palau Board of Accounting;

Ministry of State--Palau Election Commission, Palau Public Land Authority;

Ministry of Education--Board of Education, National Scholarship Board,

PCC Board of Trustees;

Ministry of Commerce and Trade--Water Safety Board, PNCC Board of Directors, Foreign Investment Board, Palau Visitor Authority;

Ministry of Resources & Development--EQPB, Palau Maritime Authority, Palau Fishing Authority, Palau Housing Authority, PUC Board of Directors;

Ministry of Health--ABTPC Board; and

Ministry of Justice--Parole Board.

4. No Financial Incentive Awards other than in accordance with this Administrative Directive shall be awarded.

IN WITNESS WHEREOF, I have hereunder set my hand and affixed my official seal this 8th day of December, 1994, in Koror State, Republic of Palau.

/s/

Kuniwo Nakamura
President of the Republic of Palau