

RELEASE: 168-66

CONFERENCE STRESS DEVELOPMENT OF
PUBLIC SERVICE IN TRUST TERRITORY

aipan, Mariana Islands, Trust Territory of the Pacific Islands, Oct. 20 . . . The first Trust Territory Personnel Administration Conference concluded its one-week meeting in Koror, Palau, on October 14, with representatives from all districts and Headquarters present.

In the keynote speech of the Conference, Trust Territory Personnel Officer Richard Kanost stressed the importance of developing a first rate, professional public service in Micronesia. Mr. Kanost said the way to accomplish this is to "put great emphasis on increasing both the demands and rewards of public service." He indicated that while much emphasis has been placed on the rewards for public service, both tangible and intangible, relatively little attention has been focused on the demands. The time has come to demand more of our public servants, he said. "Though it may sound strange to you, I believe that increasing the demands is as necessary to good morale as increasing the rewards."

The Personnel Officer also emphasized that "a public office is a public trust....There is no place in a public service, worthy

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of the name, for an individual who regards his position as a privilege to be exploited for all it is worth."

Recommendations of the Conference, whose main theme was the role and development of the district personnel administrator, were mainly concerned with need for training, grievance procedures and establishment of better communications between administration and employees.

The personnel officers present proposed that procedure for disciplinary action and grievances established by the new Merit System Act, Public Law 2-2, be implemented promptly. The Conference felt that this procedure, which meets the requirements of the U.S. Civil Service Commission, should be extended to cover every category of full-time employee of the executive branch.

As a means for improving communications, the conferees were particularly interested in the operations of the Palau District Employees Council. The Council, chaired by Fumio Rengiil, gives the administration an easy mechanism for communicating and gives employees a chance to be heard. The Conference recommended that each district establish such a council and that their representatives be present at the next personnel conference to be held in May 1967 in the Marshalls.

Participants in the Conference included: Headquarters: Richard Kanost, Lazarus Salii, Gideon Doone, Podis Pedrus, Herbert Ambrosius,

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Louise Jackson, Recorder; Marianas:N. Santos; Marshalls:Samuel
Tibrikrik; Palau:Takeo A. Yano, Filomeno J. Abalos, Larry Ierago,
Obadiah Iyaar, members of Employees Council; Ponape: Leo Falcam,
Leo DelaRosa; Truk: Ray Setik, Nick Bossy; Yap: Josephine White.

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