

**John Bosco's Presentation Speech to the 12th
Association of Parliamentary Librarians of
Asia and the Pacific [APLAP] Conference
31st October-2nd November 2018
Tokyo
Japan**

Conference Theme: “Developing Human
Resource for Parliamentary Libraries and
Research Services”

Presentation Topic: Personal Experience:
“Problems, Challenges and Future Human
Resource Development Plans for the Library
Service of the Bougainville House of
Representatives”

Introduction of Topic [Slide 2]

Greetings to you all. It is a great opportunity for me to stand here before you to present my presentation on the topic: ***“Personal Experience: The Problems, Challenges and Future Human Resource Development Plans for the Library Service of the Bougainville House of Representatives”***

John Bosco is my name. I am the Parliamentary Librarian of the Bougainville House of Representatives.

My presentation is based on personal experiences gained from working as an only officer in the

Library section of the Bougainville House of Representatives.

In this presentation, I will highlight some problems and challenges that I come across in my work.

I will also highlight recruitment and employment process which is currently practiced to employ parliamentary officers at Bougainville House of Representatives. Towards the end of my presentation, I will highlight some plans to develop human resource in our Library section.

I will also highlight some ways in which we can follow to make appointments of parliamentary officers in an appropriate manner.

But before I continue with my presentation; I would like to take this time to acknowledge the following people.

Acknowledgment [Slide 3]

I would like to take this time to thank Dr. Sawako Hanyu, Librarian of the National Diet Library of Japan to host this important conference for us to come and share our experiences to develop our own human resource in our respective institutions.

I also take this time to thank Dr. Kazuko Sakata, President of APLAP and Organizing Committee to successfully organize this Conference.

I also would like to express my word of thank you to the APLAP and NDL to make it possible for me to attend this Conference.

Lastly, I would like to thank the Clerk of the Bougainville of Representatives who encouraged me to attend this Conference.

Brief Background [Slide 4]

Before I continue with my presentation, I would like to give a brief background of where I come from; and the institution which I represent.

I come from Bougainville Island. Bougainville is an autonomous region within the Independent

State of Papua New Guinea. It is an isolated island located in the eastern part of the country.

I come here representing a small Library in the Bougainville House of Representatives.

The Bougainville House of Representatives comprise 41 Members including Speaker who is elected outside of the House by elected Members.

We are preparing to vote in the Referendum for Independence on the 15th June 2019 to decide on our future political status.

The working relationship between the National Government of Papua New Guinea and

Autonomous Bougainville Government is still intact.

Just a short information about the Bougainville House of Representative Library Service.

The Bougainville House of Representatives Library Service is a small library with more than 2, 000 document holdings of: reference books, parliamentary papers, political books and a special document holding of Bougainville and PNG collections.

The Library Service also stores digital information which is retrieved, printed and disseminated to our clients when required.

Our main library clients are Members, parliamentary officers, students and others who wish to have access to our parliamentary related information.

Staffing in the Library Service is limited to one Officer.

Relevancy of the Conference Theme [Slide 5]

Developing Human Resources for Parliamentary Libraries and Research is an important theme to build human capacity in the libraries and research services in order to deliver efficient information service to the Members of the House, parliamentary staff and members of the public.

When I relate Conference Theme to my personal experience and feel that I am lucky; I am going to gain positive results out of this Conference to build human capacity in our Library.

Lack of library support staff is one the problems in our Library Service. This Conference is of great help me to address lack of support staff in our Library. And I am very much keen to learn from other presenters so I can use their ideas and expertise to develop human resource in my Library.

I have been expected to perform to the expected standard but sometimes I did not meet these expectations. I find it hard to cope with lots of work.

Once again, this conference is important to me personally. I am beginning to realize importance of building human capacity in our respective libraries and research institutions.

Current Employment Process and Procedure

[Slide 6]

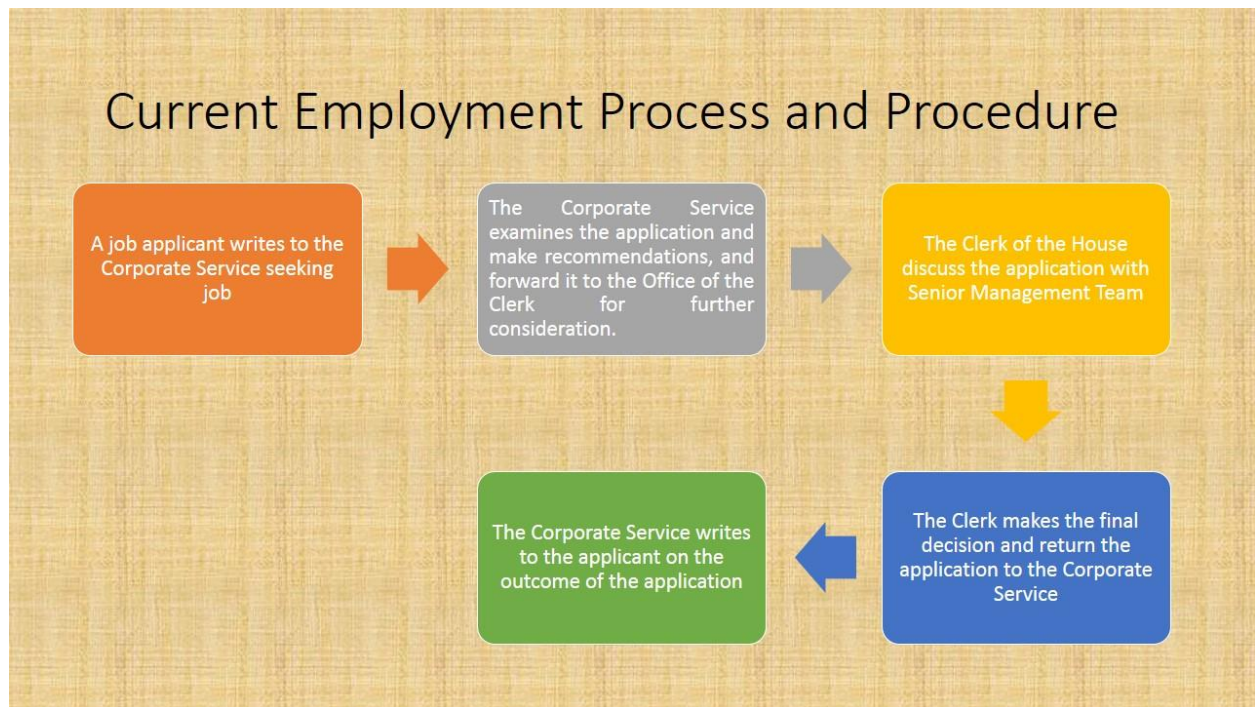
Now I would like to briefly explain current employment process which being practiced at the Bougainville House of Representatives.

I can say this process of employment is inappropriate. Why?

This is because there is no transparency and accountability in the process of recruiting and employing officers to the Bougainville House of Representatives. Nepotism is most common in the employment of parliamentary officers. It is common to us Papua New Guineans to employ our own relatives.

As you can see from the diagram, it is a ‘whom you know’ process of recruitment and employment. There is no transparency and accountability in this process.

Current Employment Process and Procedure



Because of this current employment structure, employment of library support is not made due to various excuses such as financial constraints.

And because of these excuses I always come across problems relating to my work.

Problems Encountered [Slide 7]

There are number of problems that I encountered in the Library section as follows:-

- **Lack of support library officers**

This is a main problem that I faced with. No support staff to assist me in running our small library service.

- **Lack of financial support**

Our Finance Section provides little funding each year to support operation of the Library Service

- **Lack of Training**

Lack of training for the parliamentary librarian on how to manage library and the use of digital resources.

- Incomplete library activities and programs

This is one of the problems that I come face to face more often.

- Small Library

I personally always suspect that the Senior Management Team who is responsible for making appointments of parliamentary officers does not consider appointment of library staff due to its size. But they do not see its importance of keeping records and disseminating of information.

- Inaccessibility to library information

Inaccessibility to Library information is one problem that challenges me. Only few Members of the House visit Library Service when they required information.

On the other positive side, the Parliamentary staff do have easy access to the library information.

- Library resource

Library resources especially in terms of equipment are limited.

Challenges [Slide 8]

There are number of challenging factors that confront me in my job as an only Parliamentary Library Officer. Some of these challenges are:

- Workload

The primary functions of the Library are to collect, organize and provide access to information. Each of these functions comes

with different responsibilities.

Responsibilities mean too much work to be done.

Workload occurs, for instance if I concentrate too much on a specific activity; and overlook another activity; that is when another work is added.

- Level of Library usage

The level of using library information is good. Only few Members of the House never mind to access Library information.

How can I motivate such Members to show interest in the library service?

Educational awareness on the importance of library information may be a best option.

- Confronting Factors such as

a.to conduct research on a particular issue raised in the meeting of the House and provide information in relation to that particular issue in a short period of time given

b.research on parliamentary matters is limited due to no appointment of a Research Officer. For this matter, I sometimes act as the Research Officer.

- Lack of training

Lack of knowledge in library management and also lack of practical library skills is a challenging experience.

The Parliamentary Librarian has no access to further training.

I educate myself on how to manage our small library through the use of online information about library management.

How do I manage these challenges?

- I manage my time to work on each responsibilities in order of their priorities and importance.

I manage to work extra hours and sometimes I work at my house especially during the weekends.

- I also set short-term goals aimed at overcoming these challenges.

Now I would like to present Future Human Resource Development Plans for the

Bougainville House of Representatives including our Library.

Future Human Resource Development Plans

[Slide 9]

The Bougainville House of Representatives Standard Terms and Conditions of Employment outlines procedures to follow when making appointments of job applicants.

Before I came here I had a discussion with our Clerk, HR Officer and our Finance Officer about developing human resource in the Library.

I proposed in our discussion to consider creating two positions within the Library Service in 2019. These two positions are Parliamentary Assistant Librarian and Research Officer.

Two important proposed plans for 2019 Corporate Service Activity Plans are:

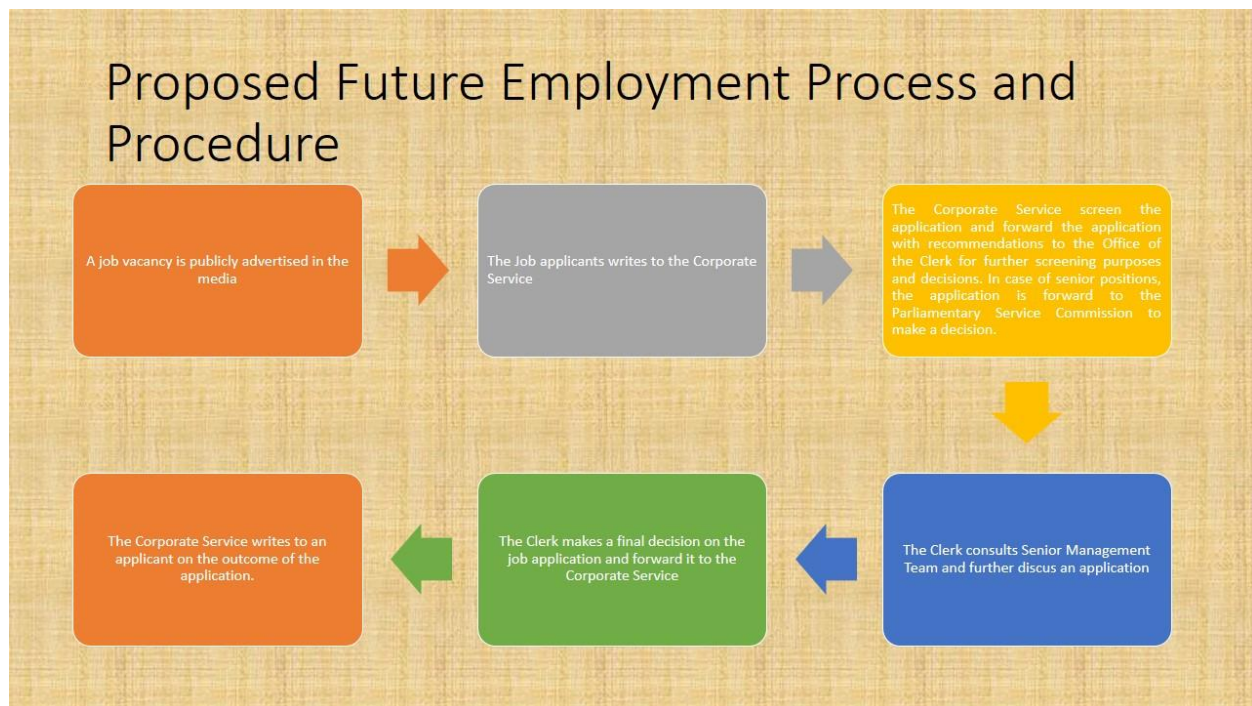
- Recruitment exercise for Library Service 2019
- Training Programs for the current Parliamentary Librarian and new library support staff

These two Plans are proposed based on the need in the Library Service.

Future Recruitment and Employment Process

[Slide 10]

The diagram shows proposed procedure to follow when making appointments of the Bougainville House of Representatives including our Library Service.



Conclusion [Slide 11]

Shortage of Library support staff is a major problem that hold back progress for development.

Financial constraints may be blamed to cause shortage of human resource in the Library Service.

Workload is a major challenging factor that is faced due to lack of support staff in the Library Service.

Transparency and accountability must take into consideration when making appointment of Library officers.

Train Library staff to be multi-skillful to perform diverse duties in the Library.

The proposed Plan for the Recruitment and Employment of officers is transparent and reliable.

Thank you.