

PETITION

Date: 19th February, 2019

**Papua New Guinea (PNG) National Paladin Employees Transition and Benefits To Be Paid
Under the Paladin's Policy Framework**

A Petition from: All PNG National Manus and Local Paladin & Pomwan Employees

Addressed to: Paladin Management

**Copies: PNGICA, HA, Provincial Labour Division, Provincial Police Commander, Lorengau
Town Urban LLG President, POMWAN Security Director, Office of the Open Member-MPG,
Office of the Governor -MPG**

OVERVIEW

Paladin Solutions PNG as we now understand is responsible for security, IT, local transport and some site management at the East Lorengau Centre, Hillside, West side. Since start of August 2017, the company we understand went through a very challenging growth period associated with the New Manus Contract. There had been significant uncertainty, operational complexity and not to mention multitude uncertainties within the political arena.

The transition period from Broadspectrum over to Paladin Solutions PNG on the 31st of October, 2017 placed a significant strain on everyone in the organization as we the employees aim to fulfil the contractual objectives with limited management and technical capacity on the ground.

During such time, we were promised the transition would be soft with all roles and positions we currently hold from the former employer would be sustained and rates paid accordingly. We understand they did this on trust given, the company required the manpower and the expertise for smooth flow of operations. This was done on trust and on the understanding that our loyalty and dedication will be honoured and the company will remain true to it's word.

We were also promised that any commitments made by the company or it's senior personnel to individuals during this time of the transition phase will be honoured 100%.

Paladin has expected commitment and loyalty from us to which we have shown dedication since then. This company will not have become a large bureaucratic organization if there were no dedication and loyalty by it's employees. We have worked towards what has been expected for this whole period of time.

Therefore, all the PNG National and Manus Local Paladin Employees would like to bring to your attention the following problems, with demands:

1.0 PROBLEM

The PNG National and Manus Local Paladin Employees understand that there were media speculations on the current Paladin Financial review currently in the spotlight. But that does not mean that we cannot be sitting down to adhere and accept all these allegations made against the company and it's people. It is human nature to express frustrations and or concerns by way of bringing this as a documented request for the concerned parties to look into and provide a positive outcome.

We are the rightful citizens of this island nation being affected. Whether it be true or not, the expectations of us the locals were deemed satisfactory that we are truly being underpaid and

being overworked and not compensated fairly. Not only that, but the living lifestyle have changed overtime, a lot of social problems have arose bringing us into the limelight of social media and international media attention.

We also understand and it's common knowledge that huge amounts of money are injected into such big operations dealing with humans seeking asylum. A lot of risks are involved, and if these operations is been in a developed nation, there would be strategies put into place by their government to have all it's resources especially the human citizens to be compensated well before anything could come to phase. If Paladin's approach is built on a foundation of fairness and respect and providing an opportunity for local development, we see that the below issues is contradictory to the statement.

Our major problems are outlined below that we would like that Paladin look into and action accordingly;

- Guards are not compensated fairly; these guards deal or interact directly with the residents, they can be easily attacked, harassed, insulted, assaulted and even killed depending on a situation. No risks allowances added to their \$2-\$3p/h rates that they have on average right across.
- The transition team from Boroadspectrum Lombrum have had their pays dropped to around \$3-5 \$ in average every fortnight. Wages dropped and no increments paid overtime. We have dedicated our time and efforts put into the transition period till now with no proper wage scale to measure experience, merit and risks involved in working in this complex project.
- Hours of Work are not compensated well; overtimes are not paid. Work hours start as early at 7am, meaning we arrive at work before 7am and finish at 5pm in the afternoon for non-shift workers with an hour lunch that is not sufficient enough to avoid fatigue and risks of easily getting ill due to the changing weather patterns and current conditions of work.
- Only a small packed lunch an individual for a day; we are not provided meals in between especially when a lot of technical work is being carried out all through the day.
- No HSE department in place. Workplace, Health and Safety is a concern. We have the Transport and the Logistics department working at the hardstand, working inside hot containers for hours, in the rapid heat. We've had issues of employees feeling fainted and sick. There are limited supply of water supplied for use.

Grounds for Argument 1:

We are not paid on a proper pay scale. The standard rates used are very low right across both Paladin Solutions PNG and general POMWAN Security.

1.1 Equal Pay/Compensation Discrimination

By law that employees in the same workplace be given equal pay for equal work. The jobs need not be identical, but they must be substantially equal. Job content (not job titles) determines whether jobs are substantially equal. All forms of pay are covered by our Labour Law, including salary, overtime pay, bonuses, life insurance, vacation and holiday pay and

benefits. If there is an inequality in wages between employees, employers may not reduce the wages to equalize their pay.

During the transition from Lombrum to Lorengau, we were compensated well in terms of our wages/salaries. This move over required manpower and the current expertise; however, wages were dropped and till now, no increments were implemented to help with the added burden of working long hours. This operation is no different to the former service provider BRS. However, wages seemed drastically unfair.

The security guards are paid on average \$2-\$3. They sit on guard post for long hours manning sites. They can only be provided finger foods during the duration of their 12 hour shift.

1.2 OVERTIME PAYMENTS/INCREMENTS

As the PNG Labour Law stipulates on the Conditions of Employment Division 2 / Hours of Work and Overtime on Overtime payments

In respect of an employee other than an employee employed on shift work means—

- all time worked in excess of eight hours in any one day other than a Saturday, Sunday or public holiday; and
- all time worked on a Saturday after 12 noon; and
- all time worked on a Sunday or public holiday; and
- in respect of an employee employed on shift work—
- all time worked in excess of eight hours in any one day; and
- all time worked in excess of 44 hours in any period of seven days;

So far, after one year of operations and being dropped down on rates. There are no increments so far.

1.3 SUPPLY OF FOOD RATIONS.

Food rations supplied by the employer to the employee are not sufficient enough to cater for an employee working a 10/12 hours. The one meal a day packed in a small foam container is little or less expected for a grown human being who does a lot of technical work and uses high capacity of energy daily been provided a small pack of one meal without any drinks better still water.

Grounds for Argument 2:

The PNG National and Local Employees believe that we all have signed employment contracts with the company in which it is a standard one used right across from the security operations to the garrison services. Both shift and non-shift workers work a total of 120 to 144 hours with no overtimes as per our Labour Act on overtimes.

The PNG National and Manus local Paladin employees also believe that local Manus people are good, loving and caring people and the Manus Island was a peaceful island long before the establishment of the Detention Centres. We also believe that once peaceful Manus Island and it's people has been a centre of attention for media propagandas, political gimmick and negative image portrayal in the face of the domestic, national and international community at large whilst playing host to the Asylum Seekers since 2012.

We therefore believe that a good deed in the form of compensation to the Paladin waged employees will gain and restore some lost pride and also portray a positive image of Paladin at the domestic, national and international front.

SUMMARY

The PNG National and Local Employees believe that we abide and are guided by the Paladin Policies, standards and procedures while employed by Paladin, hence any benefits and penalties forthwith, we are subjected to.

1. DEMANDS

1. Paladin Solutions PNG Ltd compensate all PNG National and local employees with an increase to our rates that is suitable as a token of appreciation and as set out by modern awards reflecting the kind of operations and or underpinned by the National Employment Standards. Risks, Shift allowances etc. can be looked into and a positive outcome is sought for the betterment of your employee's welfare, dedications and commitment to work. The provision of other benefits as 3 meals a day and overtimes paid as per our labour Act.

We, all the PNG National and Local Employees (undersigned) are giving the management of Paladin Solutions PNG Ltd a 3-day response ultimatum in which we will take further planned actions if our demands are not being met.

[illegible]