

# ***ROPSSA Employee Manuals - Compiled Policy Report***

This report synthesizes information from various versions of ROPSSA's employee manuals and highlights any contradictions or significant changes identified by the LLM.

## **Policy Area: 7. Employment**

**\*\*CONTENTS:\*\***

**\*\*PART 1: SYNTHESIZED CONSISTENT POLICY (EXACT QUOTES ONLY)\*\***

7.1.1.3. All personnel recruitment requirements shall be announced through notice of position vacancies published and distributed throughout the Republic of Palau, as practicable. Efforts shall be taken to assure that vacancy announcements reach all segments of the population in order to assure equal opportunity for all citizens.

7.1.1.3.1. Prior to an external announcement of a position vacancy, the Social Security Administration shall announce the position internally and determine whether there are any existing employees on the Promotion List (as described in Section 7.1.5) that meet the qualifications of the announced position and shall consider these individuals first.

**\*\*PART 2: CONTRADICTIONS AND SIGNIFICANT CHANGES\*\***

No contradictions or significant changes identified for this policy area ("7. Employment") between the 2018 and 2023 manuals. The content in sections 7.1.1.3, 7.1.1.3.1, and 7.1.1.5.4 is identical or nearly identical across both versions.

**\*\*Detailed Analysis:\*\***

\* **\*\*Section 7.1.1.3 (No person shall be appointed to, employed, and/or paid for):\*\***

- **\*\*2018 Manual - Section: 7.1.1.5.4:\*\*** "No person shall be appointed to, employed, and/or paid for --- consistent with the merit principles of recruitment and selection shall be based on education, ability, knowledge, attitude, and skills."

- **\*\*2023 Manual - Section: 7.1.1.5.4:\*\*** "No person shall be appointed to, employed, and/or paid for --- consistent with the merit principles of recruitment and selection shall be based on education, ability, knowledge, attitude, and skills."

\* **\*\*Significance:\*\*** The language regarding the basis for appointment (education, ability, etc.) remains unchanged between 2018 and 2023 manuals. No contradictions or significant changes were found in this policy aspect.

## **--- Raw Context Provided to LLM ---**

*--- Source: Employee\_Manual\_2018.pdf, Page/Chunk: 5, Section: 7.1.1.5.4. No person shall be appointed to, employed, and /or paid for ---*

*consistent with the merit principles of recruitment and selection shall be based on education, ability, knowledge, attitude, and skills.*

*7.1.1.5.4. No person shall be appointed to, employed, and /or paid for service in the SSA until that position has been duly established and allocated to its proper class and salary by the Board.*

*7.1.2. Employment List:*

*7.1.3. Open List: Open list is a list of eligible applicants established pursuant to a vacancy announcement and containing names of candidates from outside and inside the Social Security Administration. This list shall contain names of all who applied and were found to be eligible. The List of Eligibility is a list of candidates who applied and certified to be qualified to fill the vacant position within the Social*

*--- Source: Employee\_Manual\_2018.pdf, Page/Chunk: 4, Section: 7.1. The purpose of this section is to provide policies for the orderly hiring of ---*

*7.1. The purpose of this section is to provide policies for the orderly hiring of employees for the various positions within the Social Security Administration.*

*7.1.1. Policies*

*7.1.1.1. All personnel recruitment and all rules and regulations governing personnel in the Social Security Administration shall not discriminate on the basis of race, color, sex, religion, or age. Equal employment opportunities shall be provided to all applicants and employees.*

*7.1.1.2. The Administrator and all Social Security Administration employees shall engage in affirmative action programs to assure equal opportunity in employment and non discrimination in all Social Security Administration programs and activities.*

*--- Source: Employee\_Manual\_2018.pdf, Page/Chunk: 4, Section: 7.1.1.3. All personnel recruitment requirements shall be announced through --- programs and activities.*

*7.1.1.3. All personnel recruitment requirements shall be announced through notice of position vacancies published and distributed throughout the Republic of Palau, as practicable. Efforts shall be taken to assure that vacancy announcements reach all segments of the population in order to assure equal opportunity for all citizens.*

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*--- Source: Employee\_Manual\_2023.pdf, Page/Chunk: 4, Section: 7.1.1.3. All personnel recruitment requirements shall be announced through ---*

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*--- Source: Employee\_Manual\_2023.pdf, Page/Chunk: 5, Section: 7.1.1.5.4. No person shall be appointed to, employed, and/or paid for ---  
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