

# ***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**

### **\*\*PART 1 (Synthesized Policy):\*\***

\*Section 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. 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 that meet the qualifications of the announced position and shall consider these individuals first."

\*Section 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. The evaluation will consist of various combinations as appropriate to the position, as follows: (a) practical written examination, (b) performance test and/or work sample, (c) oral examination (interview), (d) rating of training and experience, (e) background and reference check, and (f) physical examination."

\*Section 7.1.5:\* "The employment 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."

### **\*\*PART 2 (Contradictions & Changes):\*\***

#### **\*Contradiction/Change in Eligibility Requirements:\***

\*2018 Manual - Section 7.1.1.3:\* "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."

\*2023 Manual - Section 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."

\*Significance:\* Both manuals require the Social Security Administration to consider existing employees on the Promotion List before announcing a position externally. However, the 2023 manual does not explicitly state that this consideration is prior to the external announcement, which could be

interpreted as a change from the 2018 manual.

**\*Contradiction/Change in Evaluation Process:\***

**\*2023 Manual - Section 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."

**\*Significance:\*** This statement implies that the Board is responsible for establishing the class and salary of a position, which could be a change from the 2018 manual where this responsibility might not have been explicitly stated.

**\*Contradiction/Change in Employment List:\***

**\*2023 Manual - Section 7.1.5:\*** "The employment 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."

**\*Significance:\*** The term "employment list" is used in both manuals, but the 2023 manual adds the phrase "established pursuant to a vacancy announcement," which could be interpreted as a change in the definition of an employment list.

**--- 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 / --- 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.*

*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.*

*--- Source: Employee\_Manual\_2018.pdf, Page/Chunk: 5, Section: 7.1.1.5.1. The evaluation --- shall be job related in nature designed to reveal the capacity of the applicant to successfully perform the duties of the position for which the individual is applying.*

*7.1.1.5.1. The evaluation will consist of various combinations as appropriate to the position, as follows: (a) practical written examination, (b) performance test and/or work sample, (c) oral examination (interview), (d) rating of training and experience, (e) background and reference check, and (f) physical examination.*

*7.1.1.5.2. All eligible applicants shall be certified, ranked, and placed on an eligible list. Selections shall be made from eligible list.*

*7.1.1.5.3. Selection of eligible applicants shall be accomplished consistent with the merit principles of recruitment and selection*

*--- Source: Employee\_Manual\_2023.pdf, Page/Chunk: 4, Section: 7.1.1.3. All personnel recruitment requirements shall be announced through --- employment and nondiscrimination in all Social Security Administration programs and activities.*

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

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--- Source: Employee\_Manual\_2023.pdf, Page/Chunk: 5, Section: 7.1.4. A probationary employee is not 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 Security Administration.

7.1.4. A probationary employee has not attained permanent employment status and is thus not eligible to be on the list.

--- Source: Employee\_Manual\_2023.pdf, Page/Chunk: 5, Section: 7.1.1.5.1. The evaluation shall be job related in nature designed to reveal the capacity of the applicant to successfully perform the duties of the position for which the individual is applying.

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