



HUMAN RESOURCE REQUIREMENTS FOR THE ELECTRICITY SECTOR - PUBLIC UTILITIES BOARD

"PUB Where Cleanliness, Safety & Conservation Truly Matters"

Background Information – Public Utilities Board (PUB)

- PUB is a state owned enterprises
- Establish under a Cap 79 Ordinance
- First set up 1st July 1977
- Core services – Electricity, Water & Sewerage Disposal Services
- Total Staff of 142
- Source of Revenue – Income generated from electricity and water bill

Vision & Mission

- Vision:- “Most professional SOE in sustainable, quality service provision for Kiribati”
- Mission: To commercially provide and maintain quality, reliable electricity, water and sewerage disposal services to meet stakeholder needs

Values

- **OUR VALUES**

- **Customer Satisfaction**

- Customer and stakeholders are central to our growth so they are the priority in our daily innovative business. We will strive for excellence in our operation and service delivery to exceed our customer's expectation and satisfaction. We will do business in an ethical and decent manner.

- **Economic Viability**

- As a commercial entity entrusted with the large scale of assets, we value believing in economic growth. We will deliver our services through the use of advanced technology in our management information system to provide timely and accurate data to the satisfaction of our stakeholders.

- **Team Spirit with Conducive Working Environment**

- We value team work and encourage a collaborative culture, sharing of our limited resources across all division, sharing knowledge and skills, synchronising our approach to achieve common objectives.
- We will provide a safe working environment together with training opportunities and good code of conduct and remuneration packages to our employees to allow for efficiency and high productivity.

- **Social Responsibility**

- We value our work in serving the nation's people in the three essential services, Electricity, Water and Sewerage Disposal services while building and upholding good governance and corporate credibility.

PILLARS OF PUB

A diagram illustrating the 'Pillars of PUB'. It features a large yellow triangle at the top with a green and blue border. Inside the triangle, the text 'PILLARS OF PUB' is written in bold black letters. Below the triangle are three vertical cylinders: a blue one on the left labeled 'Cleanliness', a red one in the center labeled 'Safety', and a yellow one on the right labeled 'Conservation'. The cylinders are positioned on a grey shadowed base, and thin green lines connect the top of each cylinder to the base of the triangle.

Cleanliness

Safety

Conservation

Power Engineering Department

- **Main Functions/Roles** – responsible for the efficient operation of power stations for the prudent and efficient operation and maintenance of the PUB power electricity distribution systems.

LEVEL of KNOWLEDGE & SKILLS Required

JOB TITLE	REQUIREMENTS
• Power Engineering Manager	Post Grad or Bachelor of Mechanical & Electrical Engineering with 5 years practical experiences
• Network Engineer	Bachelor Degree in Electrical Engineering With 3 years practical experiences
• Network Supervisor	Diploma in Electrical Engineering With 2 years practical experiences
• PV & Instrument Supervisor	Diploma in Electrical Engineering with 2 years practical experiences
• Electricians (Network, Generation & Solar)	Certificates in Electrical Engineering with 2 years practical experiences

Current Status of Workforce – Electrical Field

- 17 Staff
- Bachelor Degree in Electrical Engineering – 2
- APTC & FNU -
- KIT Certificate in Electrical Engineering - 14

TRAINING PROGRAMMES

- In House Training Programmes
- Overseas Trainings work relatively with Public Service Office
- APTC
- Scholarships
- Provide supports to staff for trainings

Conclusions

- **On attainment of the above academic knowledge and skills of our staff we anticipate:-**
 - Most efficient operations
 - Cost effective power generations
 - Offer a most affordable electrical rates