**HWC – Vetting Staff & Volunteers**

The Haku area consists of six main villages in the north of Buka Island. The area is culturally and linguistically distinct. Tribal and kinship connections within Haku are very strong. In this environment HWC is able to use local knowledge and informal networks to determine whether there are issues of concern regarding employees and volunteers and prospective employees and volunteers.

Where information of concern is identified HWC follows this process:

* the individual is stood down by the President, HWC
* if appropriate, the matter is referred to the police or village court if that has not already occurred
* if the person is cleared by the courts (Village, District or National Courts) they are reinstated
* if the person is found to be in the wrong and:
  + the matter is not serious in nature, the person may be reinstated on a gradual basis after suitable restitution or reparations are undertaken. The person will receive close supervision during and after the reinstatement period;
  + the matter is serious and poses a risk to children, the person would be disqualified from working with children and may be dismissed.

Obtaining a police check for staff and volunteers is not considered feasible due to the non-existent resources for AROB and the logistics and cost involved to access PNG services.