



## ASF REPORTS TO STAKEHOLDERS ON 2004 ACHIEVEMENTS

Recently, ASF reported to its Management Board (made up of GoPNG and AusAID representatives) on its achievements in the six month period from July to December 2004. This report noted that ASF had managed 51 advisory placements in 20 different central and key line GoPNG agencies during this period – indicating an acceptance of ASF by GoPNG public service leaders as a way of gaining support for capacity building within their agencies.

ASF operated effectively in this period, with a clear strategic direction, closely linked to GoPNG public sector reform plans and actions. In those agencies where ASF Advisers were placed, improved corporate planning processes were in evidence.

Working with their GoPNG colleagues in Finance and Treasury, ASF Advisers supported the capacity of central agencies to develop effective techniques for assessing accountability, compliance and performance. Also, ASF supported the important work being undertaken within NEFC on intergovernmental financing, through the provision of a pool of Advisers to assist NEFC with various studies in 2004.

In the PNG Forest Authority, Advisers assisted with a broad program of reform, while at Provincial and Local Government Affairs, they helped departmental leaders plan the revitalisation of the National Monitoring Authority and two key provincial support programs for 2005. Other achievements by ASF Advisers and their host counterparts are noted within this newsletter and in the full report to stakeholders.

A systematic monitoring and evaluation schedule during this period found that senior GoPNG officers reported a high



degree of satisfaction with ASF Advisers and their work overall. Individual counterpart officers (known as Key Agency Staff in ASF) also noted high levels of satisfaction with the performance and capacity building skills of Advisers, all of whom work in collaboration with nominated GoPNG officers on agreed public sector reform related activities.

The Facility continues to benefit from effective oversight by its Board, which met monthly in 2004 and provided strong leadership and strategic direction. The Board Chairman (Mr Mosilayola Kwayaila) and individual Board members noted their satisfaction with the way in which ASF operated as a partnership facility in 2004, with extensive GoPNG participation and involvement in all activities.

The full *ASF Report to Stakeholders* for this six month period is available from the ASF office or via email.

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## ASF BOARD SETS PRIORITIES FOR 2005

The operation of ASF is guided by a *Strategic Plan*, which is developed by the ASF Board (Facility Management Group) each year. Following the successful operation of ASF in 2004, the Board felt that it did not need to make major changes to its strategic direction for 2005. Earlier this year, it reviewed this Plan and reaffirmed its major priorities. The FMG also decided to add a fourth priority in 2005, to address the growing HIV AIDS problem in PNG.

ASF recognises GoPNG policy priorities relating to the *MTDS*, particularly public sector reform priorities and action based on the *PERR Reports*. Based on these priorities, ASFII proposes to focus on the following four key areas in 2005.

### 1. Setting Clear Directions

While ASF provided substantial support in this area in 2004, some agencies will still need support to develop, or further clarify, their purpose, direction and priorities. In 2005 ASF will continue to support corporate planning within agencies, based on the GoPNG agreed standard model. This process includes the identifica-

tion of service delivery priorities and impediments, the effective linking of planning, budgeting and organisational improvement, and the development of appropriate departmental structures.

### 2. Improving Performance

Some agencies have made progress in establishing appropriate systems related to improving performance, but the need to provide support in this area continues in 2005. ASF will support agencies to develop and manage effective systems for measuring, monitoring and reporting agency performance and improving performance appraisal systems for individual officers.

### 3. Expenditure Management

An important priority for ASF last year was that of improving public expenditure management and this will continue to be supported in 2005. As identified in the *PERR Reports*, individual agencies need support to better control spending, improve cost-effectiveness, strengthen the budget process, improve financial management, implement better control and compliance measures, and



ASF Board Chairman, Mr Mosi Kwayaila

follow agreed procurement practices. While ECP is much involved in this area, it is expected that there will also be opportunities for ASF activity in support of such reforms in 2005.

### 4. Tackling HIV AIDS

Recognising the seriousness of the HIV AIDS threat to PNG, the ASF Board added a new priority for 2005 – Tackling HIV AIDS and its threats within public sector workplaces. ASF will therefore provide support this year to address issues related to HIV AIDS awareness and ongoing action within workplaces. In this area, ASF will work closely with the National AIDS Council and Department of Personnel Management.

## CELEBRATING INTERNATIONAL WOMEN'S DAY

March 8 is an important day for women internationally, a day when we get together in small groups all over the world and spend a few moments thinking about our lives as women – and that we often see issues in a different light based on our experiences. So this year ASF women advisers invited their women counterparts to lunch to celebrate the occasion – altogether about 35 women attended the lunch.

One of the Forestry contingent spoke and said how important it was to be there and that it meant a lot to them to meet so many other women working in the public sector. Other feedback was that

there should be more such networking across agencies, as there were many common issues that were being dealt with. Informal communication can often reduce the sense of isolation and improve the understanding of policy directions. Prior to the lunch, there was a morning tea in the PNG Forestry

Authority Board Room where more than 30 women met under purple, white and green balloons and listened to speakers about common issues.

We did indeed have a happy IWD.

Sue Richards  
Deputy Facility Director ASF





## JUNE SEMINAR ON THE WORKFORCE DEVELOPMENT INITIATIVE

Each year ASF sponsors two workshops for Advisers and their GoPNG colleagues and counterparts. In December 2004, the theme was Monitoring and Evaluation and over 40 GoPNG staff attended. In June this year, ASF will host a workshop where Advisers and GoPNG staff will find out more about the Public Sector Workforce Development Initiative (WDI). Together, participants will plan ways in which ASF Advisers and their GoPNG colleagues can get involved in this major public sector reform initiative.



Participants at the last ASF sponsored seminar at the Holiday Inn – December 2004

## ONGOING SUPPORT FOR BOUGAINVILLE

ASF has a long history of providing support to the Bougainville peace process and constitutional development. **Sir James Fraser** and **Anthony Regan** are continuing to provide advice in these areas but ASF is also now moving to directly support the Bougainville Administration. PA Mr **Peter Tsiamalili** recently chaired selection panels, resulting in the appointment of 3 new ASF Ad-

visers to be based in Buka.

**Ian Ogden** will arrive soon, to take up the position of Senior Planning Officer. **Melanie Baynes** will provide support to Executive Management while **David Hockings** will arrive in July to provide HR advice and support to the administration. Sir James and Tony Regan will continue to provide legal and legislative advice.

AVAILABLE NOW  
FROM THE ASF OFFICE

*ASF STRATEGIC PLAN 2005*

*ASF REPORT TO  
STAKEHOLDERS  
for July-December 2004*

Available in hard copy or electronic format. Contact any ASF Adviser or the ASF office.

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## ASF FORTHCOMING POSITIONS AND NEW ADVISERS

A recent arrival in ASF is **Fiu Williame-Igara**, who is providing support to PSRMU in relation to its work with the Public Sector Right Sizing Working Group. Also **Carla Adami** recently took up a role in

Treasury, under the PNG-Australia Treasury Twinning Scheme, while **Junelyn Veratau** was appointed to support a WDI Working Group.

ASF advisers currently being recruited include two positions focussed on the corporate planning process – assisting the Internal Revenue Commission and the Cocoa and Coconut Institute at Kerevat. There is also a Research Design Adviser position vacancy, to work with National Research Institute senior management to design a public sector/governance research program.

Interviews will be held soon for two finance related positions – a Financial Investigations Adviser within Treasury and a Finance & Procurement Adviser in the Department of

Health. As always with ASF, selection panels for these positions will be chaired by senior GoPNG officers. Also recently advertised was an Economic & Fiscal Adviser with the NEFC, as a part of ASF's ongoing support for the inter-governmental financing reform process.

Arriving soon are new ASF Advisers, **Ian Ogden** and **Melanie Baynes** (Bougainville), **Sylvia Bitter** (HR Adviser in Treasury) and **Tim Conlon** (HR support for DPLGA's PMT initiative).

THE NEXT MEETING OF THE  
ASF BOARD (FMG) WILL BE ON  
25 MAY 2005.

ALL PAPERS DUE ON 13 MAY.



ASF Chairman, Mr Mosi Kwayaila, congratulates Mr Mataitai Saroa after the ASF Board approved the continued funding of an ASF Adviser within Treasury Investigations Branch.

## PLACEMENTS JAN - MARCH 2005

### Department of Treasury

Les Holland	Management Development Adviser
Saba Retnasaba	Budget Management Adviser
Philip van der Eyk	Financial Inspections Adviser

### Department of Finance

Alan Cairns	Expenditure Control Adviser
Daryl Martini	Expenditure Control Adviser

### National Economic and Fiscal Commission

Kathy Whimp	Strategic Management Adviser
Jonathan Gouy	Economic and Fiscal Adviser
Paul Bridgman	Legal Adviser
Felicity Herbert	Legal Adviser
Tony Simonelli	Functional Working Group Adviser
Ricky Kumung	NEFC Special Project Adviser
Nick Cumpston	Costing Study Adviser
Peter Heijkoop	Provincial Expenditure Study Adviser

### Department of Prime Minister and NEC

Peter McCrae	Policy Adviser
Graham Mostyn	PSR Adviser
Doug Keech	PSR Adviser

### National Planning and Rural Development

Cedric Saldanha	Corporate Planning Adviser
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### Department of Community Development

Graeme Stevens	Change Management Adviser
Sharon Riley	Financial Management Adviser

### PNG Forest Authority

Cheryl Holland	Corporate Management Adviser
Wanda Powell	Human Resources Adviser
Rob Collocott	Information Systems Adviser
Roger Bottrall	Asset Management Adviser
Tony Carbry	Financial Management Adviser
Alan Ogle	Monitoring and Evaluation Adviser

### Department of Provincial & Local Government Affairs

Cedric Saldanha	Corporate Planning Adviser
Tom Bell	Policy Adviser
Michael Wright	Legal Adviser
Des Hoban	NMA Adviser
Rob Crittenden	Performance Management Adviser

### Department of Works

Les Holland	Management Development Adviser
Richard Greenfield	Financial Management Adviser
Barry Curry	Information Technology Adviser
Dan McLuskey	Human Resources Adviser

### Department of Transport

Louise Edwards	Management Adviser
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### Bank of PNG

Chris Lee	Life Insurance/Superannuation Adviser
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### Central Supply and Tenders Board

Ian Gormlie	Procurement Adviser
Lawrie Carlson	Procurement Adviser

### Bougainville Administration

Ian Prentice	Bougainville Peace Process Adviser
Sir James Fraser	Legislative Adviser
Anthony Regan	Constitutional Adviser

### National Disaster Centre

Reg Sanday	Prepared Communities Adviser
Brian Mattner	Operations Adviser

### Department of Lands and Physical Planning

Nasser Kaviani	IT Communication Systems Adviser
Brian Martin	Change Management Adviser

### Department of Personnel Management

Gwyn Thompson	Senior Management Adviser
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## ABOUT ASF PHASE II

ASFII is part of Australia's aid program to PNG and is the second phase of a facility established in 1997. It is a three-year initiative designed to support the GoPNG to address identified priority needs within the public sector.

ASFII provides Advisers to work within PNG departments and agencies in ways that help to strengthen the skills of public servants and the capacity of government agencies.

The *goal* of ASFII is to support government agencies of PNG to develop and implement accountable policies, plans and systems and thereby contribute to public sector management and administration improvements and enhanced service delivery.

The *purpose* of ASFII is to support the development of policy, planning, management and technical competencies and capabilities in individuals, groups and organisations within PNG, which will lead to their sustained performance and development.

ASFII Adviser placements vary in duration from a few weeks to two years, depending on the need. Advisers mainly come from Australia, New Zealand and PNG but can be from other countries. They may be assigned to PNG National and Provincial level agencies.



The ASFII Coordination Team – from L to R: Susan Davy [Coordinator], Samson Vartovo [Coordinator], Mike Haino [MIS Data officer], Sue Richards [Deputy Director], Denise Minicus [Assistant Coordinator].

This newsletter is produced in print and PDF format by the ASFII management team. Editorial responsibility is with Dr Alan Pope, FacilityDirector – email: apope@asf.sagric.com