



## MINISTER LAUNCHES DEPARTMENT OF LANDS WEB-SITE

Recently the Hon. Puka Temu, CMG, MP, Minister for Lands, launched a 'website with a difference' developed within the Department of Lands and Physical Planning [DL&PP]. Rather than being developed by an outside contractor, the new Lands website was developed 'in-house' this year by a team of departmental officers, led by Project Manager, Ms Lucy Gimas and supported closely by IT Manager, Mr Eric Kua.

ASF was involved in this successful project through the provision of an IT and Communications Systems Adviser (Nasser Kaviani) to DL&PP. His role is to help build capacity within the IT Division and across the Department and this project showed just how successful a capacity-building approach can be. Under Lucy's leadership, 12 DL&PP officers worked long and hard to learn the skills and apply them, to themselves develop the content for the website and design the website pages. The result was a web-site that is not only truly 'owned' by the departmental staff but also sustainable as all the pages are controlled directly by the nominated officers within each Division and Branch across the Department.

In his opening address, Minister Temu congratulated the team members on their efforts, noting that many had given up their weekends to complete the project. He stated that it 'cannot not be overemphasised that



Minister Temu prepares to press the button to launch the DL&PP website. With him are Lucy Gimas, Manager of the website development project and Nasser Kaviani, the ASF Adviser who provided training for all 12 officers involved and advice on the design and operation of the site.

PNG must have sustainable development' and that this project was a good example of sustainability. He commended DL&PP Secretary Kimas for opting for a 'home-grown' solution, whereby skills were transferred to officers through the partnership with ASF.

Secretary Kimas, in his address, also noted that this was an 'in-house solution', one that was based on building the skills of many officers through the efforts of one Adviser. Not only was the result more sustainable, but this approach made the website affordable for the Department. He thanked ASF for providing the services of Nasser Kaviani and for encouraging an approach based on the active participation of key officers across all Divisions and Branches within the Department.

The launch ended on a particularly bright note, with all the team introducing themselves and reflecting on what being involved in the web project had meant to them. In short – ASF capacity building at its best!



### PNG ADVISORY SUPPORT FACILITY Phase II 2003-2006

Level 2, Ela Beach Tower  
Port Moresby [PO Box 776]

Phone: 320 1926  
Fax: 321 1602  
Email: [asf@asf.sagric.com](mailto:asf@asf.sagric.com)  
Web: [www.asf.sagric.com](http://www.asf.sagric.com)

## SUCCESSFUL ASF CONFERENCE ON PUBLIC SECTOR REFORM



The recent ASF Conference was well attended and successful. Attracted by speakers on public sector reform, several Departmental Secretaries were in attendance, along with other senior GoPNG officers, ASF Advisers and their counterpart colleagues (or, as they are known in ASF, Key Agency Staff or KAS).

The key-note speakers were **Mr Bill Kua MBE**, Director General of the Public Sector Reform Management Unit [see photo above] and **Mr**

**Gei Ilagi MBE**, Secretary of the Department of Provincial and Local Government Affairs.

**Mr** Kua spoke on the progress made in public sector reform in recent years, and outlined ongoing work in this area. The full text of Mr Kua's speech is available from ASF or PSRMU.

**S**ecretary Ilagi provided an analysis of the reforms that DPLGA had undertaken over the past 12 months and outlined the future directions for the Department's work with provinces. See the opposite page for further information on these.

**I**n other sessions, Dr Nao Badu gave participants an outline of progress with the National Economic and Fiscal Commission's review of

intergovernmental financing, while Secretary Niggins outlined the reforms achieved within Department of Works over the past two years.

**A**s usual with ASF workshops, a highlight of the day was the informal sharing of views and information during the morning tea and lunch breaks. The next ASF Workshop is planned for August, with the focus being on tackling HIV AIDS in the Workplace.



## HIGHLIGHTING ASF ACHIEVEMENTS – JANUARY TO JUNE 2005

**A**t the end of each six month period, the ASF Team reviews its performance and reports to the ASF Board and to its major stakeholders (AusAID and GoPNG). This is done through Advisers' reports, evaluation feedback and survey input from client agencies and individual Key Agency Staff. Here are some of the highlights from the period January-June 2005. The full report to stakeholders will be distributed widely later.

- Strengthened strategic linkages between Advisers' outputs and GoPNG high-level plans to achieve public sector reform.
- Improved linkages in Agencies with ASF advisers, thus improving information and success stories within corporate and operational planning, budgeting and reporting, performance management and compliance with GoPNG systems.
- Recruited 9 new Advisers, inducted 17 new advisers and man-

- aged 61 ASF placements in 17 central and key line agencies (and Bougainville).
- Increased the level of contact with key decision-makers in the GoPNG Departments resulting in more constructive relationships and a greater understanding of the depth of issues faced by GoPNG agencies.
- Further strengthened the Adviser monitoring schedule, including monitoring of monthly reports, providing feedback to Advisers, and receiving informal and formal feedback from Key Agency Staff through an increased presence of ASF Management Team in Agencies.
- Received more feedback from Agencies about achievements and capacity building activities undertaken with ASF Advisers.
- Organised two large seminars and three smaller workshops to provide professional support to Advisers as well as improve awareness in GoPNG agencies re issues related to public sector reform.

### ASF SUPPORTS IT CAPACITY BUILDING



Above: PNG National Forestry Authority has a new IT Branch, led by Ms Rogana Ranu and supported by ASF's Rob Collocott. Team members are Grainger Tau, Tom Matambuai, Jason Sigamata and Ricky Pake.

Below: The Lands and Physical Planning Department's IT Manager, Eric Ako, approves the workplan agreement for ASF Adviser, Nasser Kaviani. Eric and Nasser work closely on improving IT systems and staff training.





## DPLGA REFORM MOVES STARTING TO DELIVER RESULTS



Secretary Ilagi MBE hands a report on progress of initiatives within DPLGA to ASF Chairman, Mr James Melegepa

Recently Mr Gei Ilagi MBE, the Secretary of the Dept. of Provincial Affairs and Local Level Government, discussed progress of reforms in DPLGA with the ASF Board. When Secretary Ilagi took over as head of DPLGA in 2003 he recognised the need to revitalise the department so that it could effectively take on its

critical role in respect of provincial performance. Approaching ASF for support in this quest, Secretary Ilagi initially focused on corporate planning, leading to a major restructuring of his Department.

Two key initiatives arose from the Corporate Plan – reviving the National Monitoring Authority [NMA] and start-up of the Provincial Performance Improvement Initiative [PPII], initially in 3 provinces (Central, Eastern Highlands and East New Britain). The NMA revitalisation process has proceeded well, with *Operating Guidelines* being finalised, meetings held, an *Action Plan* developed and a *Service Delivery Standards Document* well underway, through a consultative process involving all stake-holders.

DPLGA is now moving to support the capacity strengthening of the provincial governments and LLGs, mainly through the PPII – which will strengthen and empower Provincial Management Teams to better coordinate and guide the development process in their province.



Deputy Secretaries of DPLGA (Mr Tau Vali and Mr Russel Ikosi) lead the two 'wings' of the restructured Department.

## NEW ASF ADVISERS RECRUITED TO ASSIST PNG AGENCIES

Several new ASF Advisers have been mobilised since our last newsletter. The Bougainville Administration support team is now in place, with **Ian Ogden** (Planning), **Melanie Baynes** (Executive Support) and **David Hockings** (HR) joining the longer-standing team of Sir James Fraser and Anthony Regan. In Treasury, **Sylvia Bitter** recently took up an advisory HR post while over at NEFC **Jonathan Gouy** was confirmed as the Economic and Fiscal Policy Adviser. Meanwhile, **Todd Clewett** commenced an assignment with the Internal Revenue Commis-

sion, working with staff there on corporate planning.

At DPLGA two new Advisers arrived to support Provincial Management Teams in the areas of budgeting (**Saba Retnsasba**) and HR (**Tim Conlon**). Within PSRMU, a team of short-term advisers are assisting with a functional and expenditure review of the Department of Agriculture and Livestock. Led by **Ricky Kumung**, team members are **Tony Keket**, **Lorna Brew**, **Martin Brash**, **Francis Foo** and **David McFarlane**.

ASF is also assisting the GoPNG's Public Sector Workforce Development Initiative [PSWDI] by providing two short-term Advisers – **Penelope Murphy** to assist with PSWDI on design and **Sorariba Nash** with Communications. Recently Professor **Ron May** arrived to work with National Research Institute staff on designing a research program related to governance and public sector reform – a field of special interest to ASF.

New ASF advisers due to arrive in August/September are **Bala Balakrishnadas** (Financial Management Adviser with Health Department), **Peter Bell** (Financial Investigations Division, Treasury) and **Andrew Hodgson**, who will assist with the corporate planning process underway at the Cocoa and Coconut Institute, Kerevat.



Treasury Secretary, Mr Simon Tosali, welcomes Sylvia Bitter – Sylvia will work with the Treasury HR team.



THE NEXT MEETING OF THE ASF BOARD (FMG) WILL BE ON 14 SEPTEMBER 2005 PAPERS DUE ON 1 SEPTEMBER

## CURRENT ASF PLACEMENTS

### Department of Treasury

Les Holland Senior Adviser – Management Development  
Sylvia Bitter Human Resources Adviser

### Department of Finance

Alan Cairns Expenditure Control Adviser

### National Economic and Fiscal Commission

Kathy Whimp Senior Adviser – Strategic Management  
Jonathan Gouy Economic and Fiscal Adviser  
Felicity Herbert Legal Adviser  
Nick Cumpston Costing Study Adviser  
Peter Heijkoop Provincial Expenditure Study Adviser  
Bill Furse Cost of Services Study Adviser

### Department of Prime Minister and NEC

Peter McCrae Policy Adviser  
Graham Mostyn Public Sector Reform Adviser  
Doug Keech Public Sector Reform Adviser  
Fiu Igara PS Rightsizing and Action Adviser  
Ricky Kumung DAL FER Team Leader  
Tony Keket DAL FER Adviser  
Martin Brash DAL FER Adviser  
Lorna Brew DAL FER Adviser  
Francis Foo DAL FER Adviser  
David McFarlane DAL FER Adviser

### National Planning and Rural Development

Cedric Saldanha Corporate Planning Adviser

### Department of Community Development

Graeme Stevens Change Management Adviser

### PNG Forest Authority

Cheryl Holland Senior Adviser – Corporate Management  
Wanda Powell Human Resources Adviser  
Rob Collocott Information Systems Adviser  
Roger Bottrall Asset Management Adviser  
Tony Carbry Financial Management Adviser

### Department of Provincial & Local Government Affairs

Cedric Saldanha Senior Adviser – DPLGA Team  
Tom Bell Policy Adviser  
Michael Wright Legal Adviser  
Christine Stewart Legal Adviser  
Rob Crittenden Performance Management Adviser  
Saba Retnasaba Finance and Budgets  
Tim Conlon Human Resources Adviser

### Department of Works

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

### Department of Transport

Louise Edwards Strategic Management Adviser

### Bank of PNG

Chris Lee Life Insurance/Superannuation Adviser

### Central Supply and Tenders Board

Ian Gormlie Procurement Adviser  
Lawrie Carlson Procurement Adviser

### Bougainville Administration

Ian Ogden Senior Adviser – Planning  
Sir James Fraser Legislative Adviser  
Anthony Regan Constitutional Adviser  
David Hockings Human Resources Adviser  
Melanie Baynes Executive Office Management Adviser

### National Disaster Centre

Reg Sanday Prepared Communities 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

Below: The ASFII Office Finance Team led by Finance Manager John Melvin



## ABOUT ASFII 2003-2006

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.



Above: The ASF Office Logistics Team with the ASF Facility Director, Dr Alan Pope, on a recent 'Tuana Day'.

This newsletter is produced in print and PDF format by the ASFII management team. Editorial responsibility is with Dr Alan Pope, Facility Director – email: [apope@asf.sagric.com](mailto:apope@asf.sagric.com)