

TACKLING HIV AIDS IN THE PUBLIC SECTOR



Minister for Intergovernmental Relations Sir Peter Barter addresses the gathering at the launch of the Treasury HIVAIDS in the Workplace policy.

This year has been a significant one for the public sector, in terms of awareness and action related to the threat of HIV/AIDS. Under the leadership of the Department of Personnel Management, a government-wide Workplace Policy on HIV/AIDS has been developed and a number of individual PNG government departments and agencies have taken up the challenge to develop their own specific workplace policies.

Early in 2005, the ASF Board took a decision to support this GoPNG action and asked all ASF Advisers to find ways to assist their host department to focus on the issue of tackling HIV/AIDS in the workplace. Along with their other tasks, ASF Advisers and their GoPNG colleagues worked on this issue during the year. Together they are making a difference by increasing understanding about HIV/AIDS and how it will impact on the economy and the public sector, if left unchecked.

A major conference for Advisers and Key Agency Staff was held in August, with SAGRIC International funding **Dr Elizabeth Reid** as the facilitator. The focus of that workshop was on the likely impact of the pandemic on the public sector and ways to alleviate these. Dr Reid gave participants the benefit of her experience in 20 African countries over the past two decades, but did so in a way that allowed the PNG participants to look at the threat from the PNG perspective (see photos below).

A number of government departments have completed their own Workplace Policies relating to HIV/AIDS. In late November, the Department of Treasury launched its *Policy for Managing HIV and AIDS in the Workplace*. In introducing the policy, HR Assistant Secretary **Mrs Nama Polum** noted that prevention and awareness strategies were already well under way within Vulupindi House. Treasury Secretary, **Mr Simon Tosali**, pointed out how critical this policy is for Treasury and for PNG – the consequences of not effectively tackling HIV/AIDS will be severe.

When **Sir Peter Barter** officially launched the Treasury policy, he pointed out that HIV/AIDS was a 'national health, social and economic problem, with the capacity to place enormous strain on PNG' if not brought under control. He affirmed the PNG Government's commitment to fighting the HIV/AIDS threat and reminisced that the launch was being held in the same conference room that had seen the birth of the National AIDS Council a decade ago.



PNG ADVISORY SUPPORT FACILITY PHASE II





FROM DISASTER RELIEF TO PREPARATION AND MITIGATION

PNG is highly vulnerable to natural disasters and over the years millions of kina have been spent by the GoPNG and donors on disaster relief. Until recently GoPNG efforts focussed on disaster relief and rehabilitation but it is now well understood that such an 'after-the-event' approach is not effective, in terms of the high cost and impact on peoples' lives. The GoPNG has shifted more of its efforts to preparing communities well before the onset of disasters. The result will be less money needed for disaster relief in the future – and so more money available for essential government services.

To assist with this approach, AusAID has provided funds to establish a new grants scheme, to be administered by the National Disaster Centre. Known as the **Prepared Communities Grant Account (PCGA)**, it is working to improve disaster awareness and preparedness at the community level. A Management Board has been established and applications received from disaster-vulnerable communities and provinces. ASF has been providing advisory support (**Reg Sanday**) to work with NDC on setting up and managing the fund, and to build the capacity of NDC officers to manage it effectively in the longer term.



Tau Vali [Deputy Secretary DPLGA] and Col Eric Ani [Director NDC] sign grant agreements for release of PCGA funds.

The Board is chaired by **Ms Ulato Avei** (Acting Deputy Secretary DNPRD) and members are **Colonel Rauka Eric Ani CBE** (NDC Director) and an AusAID representative. The Board meets quarterly to review proposals and monitor implementation of existing projects. A number of proposals have already been considered, with approvals being granted to:

- WNB Provincial Disaster Management Office for disaster awareness and community-based planning;
- Rabaul Volcano Observatory for awareness activities in areas at risk of volcanic eruptions;
- Milne Bay Provincial Disaster Office for disaster preparedness activities in the four most drought-prone islands in the Trobriands;
- Mahonia Na Dori Research and

Conservation Centre, West New Britain, to prepare for any eruption of Mt Garbuna.

Reg Sanday, working closely with **Col. Ani** and his deputy **Martin Mose**, has established a competency-based capacity building program within NDC to support implementation and monitoring work by NDC. The NDC is also working with a local NGO, Community Development Services Inc. (CDS) to enable communities living in disaster-prone areas to also benefit from the fund by using CDS' extensive network of field workers. The field workers help groups to identify their community needs and to develop project plans. They also help the groups to carry out, monitor and complete their projects.



At the launch of the PCG Scheme were DPLGA Secretary Gei Ilagi MBE, PCGA Board Chair Ms Ulato Avei, NDC Director Col. Ani OBE, AusAID's Ms Hannah Birdsey, Reg Sanday and NDC Deputy Director, Mr Martin Mose.

NEFC HOSTS SPECIAL GOVERNORS' CONFERENCE IN MT. HAGEN

The National Economic and Fiscal Commission hosted a meeting of Provincial Governors in Mt Hagen in October. This conference was called to present Governors with the Commission's proposals for reform of the present system of funding for Provinces and LLGs. CEO and Chairman, Dr Nao Badu, made a detailed and

well-received presentation to the 16 Governors, highlighting the problems of the current system and putting forward detailed proposals for its reform. These proposals are the product of significant research, deliberation and consultation into PNG's intergovernmental financial system, undertaken over the past 2½ years.

The conference was a well-attended and high-profile event, attracting national media coverage. Importantly, the conference put the inherently difficult trade-offs and dilemmas in appropriately and fairly funding both the National Government and all of the 312 Sub-national governments before the Governors. It has been nearly two decades since these policy issues were substantively considered by Heads of Provincial Governments.

Overall, Governors reacted positively to the depth and comprehensiveness of the NEFC's work, and provided clear views and formal resolutions for consideration. Going forward, these views will be critical inputs to the design of a saleable package of reforms for the National Executive Council to consider.

ASF has had a significant and lengthy involvement throughout this challenging policy process within NEFC. ASF Advisers have focussed on building the capacity of Commission staff on fiscal decentralisation issues. Led by Kathy Whimp, they have also brought significant strategic management, economic and legal expertise to NEFC.



Pictured at the the Governors' Conference: Erue Morea, Nick Cumpston, Kathy Whimp, Francis Kore, Jacob Ekinye, Idaui Iairi and Jonathan Gouy.

PASSING THE BATON AS ASF FACILITY COORDINATOR



Sue Davy (left) has been Facility Coordinator with ASFI and ASFII for over 7 years but is leaving PNG this month. Susan will be much missed in ASF but, in the tradition of 'ASF being all about capacity building', she has made sure that she has transferred her skills and knowledge to someone who can carry on the work of supporting ASF Advisers. Over the past 12 months, Sue has worked closely with **Denise Minicus** (right), who will take on the role of managing adviser contracting and mobilisation (and heaps of other tasks) in 2006. Well done, Sue and congratulations Denise!



KAS PROFILE – PETRA PALA, LANDS DEPARTMENT

ASF is focused very much on building the capacity of GoPNG departments and the individuals who work within them. In this profile, we feature **Petra Pala**, Technical Support Officer with the Department of Lands and Physical Planning (DLPP). Petra, originally from Abau District, Central Province, joined DLPP as an Administrative Officer and after a few years took on the challenge of supporting his DLPP colleagues in their quest to improve their effectiveness through IT-

based solutions and systems. Not that he just waited for opportunity to come along – Petra studied at night to complete a Diploma in Computing, no easy task for a man with a young family.

Petra is keen to learn more, both through formal study and on-the-job training at DLPP. In these efforts, he is being supported by both **Erik Ako** (IT Manager) and Erik's ASF counterpart, **Nasser Kaviani**. But what Petra learns, he shares: *Training is an inte-*

gral part of my work and our ASF Adviser has encouraged and helped me with this – I recently ran a series of learning sessions for staff on Excel spreadsheets and their use within DLPP. I was a bit hesitant at first but have built my confidence up, to the point where I am looking forward to getting a few more 'training hits' soon.



ASF SUPPORTS AUTONOMOUS BOUGAINVILLE GOVERNMENT



ASF is providing advisory support to the Autonomous Bougainville Government. **Anthony Regan** provides ongoing legal and policy advice – he is pictured left introducing newly elected Assembly members to a manual of ABG processes and procedures earlier this year. **Sir James Fraser** (pictured right) is giving ABG the benefit of his long experience in legislative drafting in PNG. The ASF Board has extended Sir James' tenure through to June 2006 to allow him to pass on his knowledge to Bougainville legal team members.

David Hockings is working with the Administration on Human Resource issues, assisting Administrator **Mr Peter Tsiamalili** to develop the right public service structure and approach to carry Bougainville forward. **Ms Melanie Baynes**, no newcomer to Bougainville (having been a volunteer there before joining ASF) is ASF Management Adviser in the Administration's Executive Office.



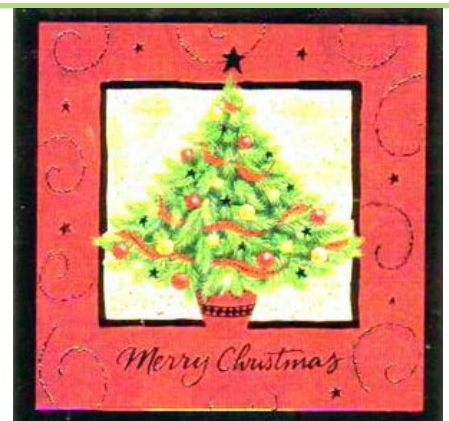
ASF ADVISORY POSITIONS IN THE PIPELINE

The ASF team at Department of Works will be complete in early 2006, with the arrival of **Dr Nicola Watts**. She will take up the vacant position of Human Resources Adviser in the team led by **Dr Les Hol-**

land. Interviews are being held in December for two advisory positions in the Department of Labour and Industry, both focussing on assisting the department to improve its administration of the Foreign Work Permit scheme. **Dr Rona Nadile** from DLIR is chairing the selection panel, which is interviewing in PNG and Australia for these positions. In 2006 ASF will also be providing assistance to the Bank of PNG in the area of superannuation, and also a Financial Management Adviser to Department for Community Development.



DFCD officers at an ASF financial management training session in 2005



The ASF Support Team wish all our stakeholders a Merry Christmas and a Happy New Year. We look forward to working with you in 2006.

CURRENT ASF PLACEMENTS

Department of Prime Minister and NEC

Peter McCrae Policy Adviser
Graham Mostyn Public Sector Reform Adviser
Fiu Igara PS Rightsizing and Action Adviser

Department of Treasury

Les Holland Senior Adviser – Management Development
Sylvia Bitter Human Resources Adviser
Peter Bell Financial Inspections Adviser

National Planning and Rural Development

Cedric Saldanha Corporate Planning Adviser

Department of Personnel Management

Gwyn Thompson Senior Management 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

Department of Provincial & Local Government Affairs

Cedric Saldanha Senior Adviser – DPLGA Team
Tom Bell Policy Adviser
Michael Wright Legal Adviser
Rob Crittenden Performance Management Adviser
Saba Retnasaba Finance and Budgets
Tim Conlon Human Resources Adviser
Vacant Natiobnal Monitoring Authority 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 Works

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

Department of Transport

Louise Edwards Strategic Management Adviser

Department of Lands and Physical Planning

Nasser Kaviani IT Communication Systems Adviser
Brian Martin Change Management Adviser

Department of Labour and Industrial Relations

Under recruitment Policy Adviser (Work Permits)
Under recruitment Customer Service Adviser

Department of Health

Bala Balakrishnadas Financial Management Adviser

Department for Community Development

Under recruitment Financial Management Adviser

Bank of PNG

Under recruitment Superannuation Adviser

Central Supply and Tenders Board

Ian Gormlie Procurement Adviser
Lawrie Carlson Procurement Adviser

Autonomous Bougainville Government

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

Cocoa and Coconut Institute of PNG

Andrew Hodgson Corporate Planning Adviser

GoPNG Public Sector Workforce Development Initiative

Junelyn Veretau Administration Officer

Below: Receptionist Elise Marjen (seated) and PA/Assets Officer Eli Wari at the ASF front counter



ABOUT ASF PHASE II

ASFII is an AusAID-funded 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.



ASF provides logistical and administrative support to ECP officers within several central agencies. Pictured above are Lisa Koi (Finance Officer), Pala Raula (ECP Procurement) and Judith Bona (ECP Coordination).

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