



## NEWSLETTER OF THE ADVISORY SUPPORT FACILITY JUNE 2006

### ASF EXTENDED FOR A FURTHER TWO YEARS

After a review in late 2005 reported favourably on the operation of ASF over the past two and a half years, AusAID and GoPNG recently agreed to extend ASF for a further two years. The facility will now remain in operation until March 2008, providing ongoing opportunities for government agencies to request advisory support in their quest to further improve their operations, performance and service delivery.

In the first three years of operation, ASF Phase II has recruited and mobilised 133 Advisers to work alongside PNG counterparts, for terms of between 2 months to 2 years. The focus of these appointments has been on supporting GoPNG agencies to develop and implement accountable policies, plans and systems so that service delivery to the people of PNG can be improved. Advisers have worked collaboratively with divisions, groups and individuals within departments to help put these improvements in place and to make them sustainable.

One of the key factors in ASF's success has been that it is overseen and strategically directed by a Board of Management. This



**ASF Board of Management 2006**

Denise Minicus (Minute Secretary), Karl Sopol (DNPM, Chairman), Tracey Johnson (SAGRIC proxy), Alan Pope (Facility Director, SAGRIC), James Melegepa (DPM&NEC), Esther Poloat (DNPM proxy), Debbie Reschke (AusAID), Rachel Painap (DPM), Moale Vagikapi (AusAID)

Board is made up of GoPNG and AusAID representatives and has, over the past 3 years, met regularly and worked hard to set the direction for ASF operations. This has been a very active Board, not only involving itself in policy-making but also taking a 'hands-on' approach to the decision-making regarding ASF placements and the extension of Adviser terms.

Looking back on the past 3 years, we can see the trends in ASF advisory support. A major focus has been on supporting reform and improvements in public sector management and administration. While there have been a few appointments

in more specialist areas, most ASF Advisers have assisted in the following areas – human resources, financial administration, public sector reform, corporate and strategic planning, policy development and information systems. All are involved in building and developing capacity – of individuals, groups, systems and processes.

ASF is now well into its final two years and currently has 45 Advisers placed in 19 departments or agencies, mainly at the national level. The ASF Board of Management welcomes new requests for advisory support, within the scope of its 2006 *Strategic Plan*.

### INTRODUCING OUR NEW ASF CHAIRMAN 2006



ASF is directed and coordinated by a Board of Management, made up of representatives of key GoPNG agencies, AusAID and the managing contractor [SAGRIC]. This Board is chaired by the nominee of the Department of National Planning and Monitoring. In 2006, the DNPM nominated a new chair-

person – Mr Karl Sopol, Acting Director of the Aid Policy and Coordination Directorate. Given that this division is responsible for overall GoPNG development planning and coordinating donor aid programs, having Mr Sopol as chair of ASF links the Facility closely with GoPNG plans and priorities.

**PNG ADVISORY SUPPORT FACILITY PHASE II 2003-2008**



A PARTNERSHIP DEVELOPMENT PROGRAM OF THE AUSTRALIAN & PAPUA  
NEW GUINEAN GOVERNMENTS – MANAGED BY SAGRIC INTERNATIONAL



## ASF ADVISERS AND AGENCY STAFF SUPPORT AUSAID INITIATIVE



This program has already had an impact on those who attended, with some advisers reporting at the second workshop that they tried new approaches and that what they had learned had helped them to strengthen their relationships with counterpart colleagues. Similarly, some of the GoPNG participants noted that they were already using some of the skills/approaches learned or honed during the development program, at times even on a day-to-day basis.

This partnership between AusAID, ASF and GoPNG officers is just the beginning, of course. The AusAID team will take what was learned to further develop a structured professional development program and resources, while ASF will look more closely at its own induction and development processes and materials, with a view to enhancing these. The organisers of this program, both within AusAID and ASF, express their thanks and appreciation to all those who took advantage of this learning opportunity and made the workshops so successful.



Jan Morgan and Michael Prince discuss approaches at one of the workshops.

ASF was pleased to be invited to participate in an AusAID pilot program designed to develop new approaches to the professional development of advisers working within AusAID programs. As this has ‘capacity development’ as its primary focus, ASF felt that it was particularly appropriate for ASF Advisers and their agency counterparts to be involved – capacity building has been the cornerstone of ASF operations over the past 3 years.

This development is being led by Patricia Lyon, AusAID’s Senior Capacity Development Adviser, who was assisted by two consultants (Michael Prince and Jan Morgan) during the initial two Port Moresby based workshops. This team facilitated an initial 3-day workshop for Advisers and Agency officers, followed by a 6 week program of action learning, leading up

to a second 2-day workshop. A critical element of this program was the involvement of both advisers and their key counterparts.

The first workshop focused on capacity development at the individual level (specifically approaches to ‘structured coaching’) while the second looked more closely at capacity development approaches within groups and organisations (especially ‘partnership consulting’). Participants felt that the strengths of this program was its facilitation of a common understanding of capacity development, the roles and responsibilities of advisers and counterparts, and that it provided some specific, practical approaches to coaching and ‘partnership consulting’. As one participant noted: ‘It gets advisers and counterparts on the same wavelength’.

## ASF ADVISORY SUPPORT FOR BOUGAINVILLE TO CONTINUE



The ASF Board recently approved extensions to the current advisory placements assisting the Autonomous Bougainville Government. Sir James Fraser will continue his assistance with legislative advice and drafting, Melanie Baynes will stay on in the Administrator’s Office and David Hockings was extended to continue his work in the HR area.

## NEW ASF POSITIONS IN PLACE ... AND IN THE PIPELINE

Several new positions have been approved by the ASF Board recently. Interviews are under way for:

- an IT and Communication Systems Adviser at Department of Works
- an Insurance Adviser for Bank PNG
- a Monitoring Adviser for the Public Sector Workforce Development Initiative

- a Research Coordination Adviser at National Research Institute
- a Corporate Planner for NAQIA.

Recent Adviser arrivals are:

- David Nicholson – Financial management support at Department for Community Development
- Alan Cairns – supporting NEFC
- Penny Cole – HR Adviser at IRC

- Joeena Simpson and Cannon Maniot to assist in Finance Training Branch, Department of Finance.

Soon to arrive are Steve Baker (NEFC), Eric Blackburn (CSTB Operations), Chey Scovell (CSTB Training Support) and two more advisers to complete the Finance Training Branch team.

## INTERNATIONAL WOMENS' DAY AT DEPARTMENT OF TRANSPORT

The Department of Transport [DoT] recognised International Women's Day this year by focussing on raising awareness of HIV/AIDS. DoT's HIV/AIDS Committee, established in 2005, saw the link between the IWD principles and the epidemic – particularly that respecting women and protecting them from physical and sexual violence is a key aspect of preventing the spread of HIV/AIDS within PNG.

About 100 officers attended the event, which was opened by Secretary Parakei. The Minister, Hon. Don Polye, was represented by his wife, Mrs Sharon Polye. Secretary Parakei welcomed both women and men, remind-



ing them of the significance of IWD. Several speakers from DoT then outlined their careers, the challenges they have faced and the importance of recognising and addressing HIV/AIDS. Speeches were followed by a 'sausage sizzle' and participants were able to further share their own experiences and discuss the threat of HIV/AIDS and what the DoT could do to fight it.

DoT's HIV/AIDS Committee is very ac-

tive and has installed notice Boards and condom dispensers in the four Port Moresby offices, organised an event for World AIDS Day 2005, distributed the HAMP Act principles to all staff, developed an action plan, run awareness raising sessions at regional offices in Mt Hagen, Wewak, and Madang. It is now developing a workplace policy and later in 2006 will run awareness sessions in Rabaul, Alotau, Lae and at DoT offices at 7 Mile, Jackson's Airport and Hohola.



## ASF WOMEN CELEBRATE WOMENS' DAY

Women associated with ASF also marked IWD 2006 by organising a celebratory breakfast meeting on the day. Forty women attended, including officers from GoPNG agencies, ASF Advisers, AusAID representatives and women from the ASF and ECP support teams. Special guests were Dr Evelyn Lavu, Dr Helen Polume and Dr Nora Dia from the PNG Womens' Doctors Association (WDA).

Dr Lavu gave a presentation on the cancers that affect women, specifically breast and cervical cancer – two diseases that are on the increase in



Dr Evelyn Lavu speaks with Lady Judith Bona after her talk on IWD.

PNG. She stressed the importance of regular health checks and the need for women to take responsibility for their own health, particularly as these cancers are treatable if caught early.



One of the ways in which cancer is treated is using radiotherapy. PNG has had no radiotherapy capability since the radiotherapy unit at the Port Moresby General Hospital was closed. Since then, the only means of receiving this type of treatment is for patients to travel overseas. Clearly this is not a realistic option for most women in PNG. The WDA is therefore working to raise funds to establish a new radiotherapy unit and have already raised K180,000. If you would like to support this important initiative, then please contact Dr Lavu direct, through the WDA.



The women of ASF would like to thank AusAID for their generous support for this event.

## CURRENT ASF PLACEMENTS

### Department of Prime Minister and NEC

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

### Department of Treasury

Sylvia Bitter Management/HR Adviser  
Peter Bell Financial Inspections Adviser

### Department of Finance

Joena Simpson Instructional Design Adviser  
Cannon Maniot Training Coordination Adviser

### National Planning and Rural Development

Cedric Saldanha Corporate Planning Adviser

### National Research Institute

Ron May Governance Research 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  
Alan Cairns Grants Impact Adviser

### Internal Revenue Commission

Penny Cole Human Resources Adviser

### Department of Provincial & Local Government Affairs

Cedric Saldanha Senior Adviser – DPLGA Team  
Tom Bell Policy Adviser  
Michael Wright Legal Adviser  
Saba Retnasaba Finance and Budgets  
Tim Conlon Human Resources Adviser  
Ricky Kumung National Monitoring Authority Adviser

### PNG Forest Authority

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

### Department of Works

Richard Greenfield Financial Management Adviser  
Barry Curry Information Technology Adviser  
Patricia Dear 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

Michael Anderson Policy Adviser (Work Permits)  
Kevin Pullen Customer Service Adviser

### Department of Health

Bala Balakrishnadas Financial Management Adviser

### Department for Community Development

David Nicholson Financial Management Adviser

### Bank of PNG

Under recruitment Insurance 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

### GoPNG Public Sector Workforce Development Initiative

Angori Wewerang PSWDI Manager  
Junelyn Veretau Administration Officer  
Hiap Kila Working Groups Coordinator

### PNG Gas Coordination Project

Mark Walker Senior Planning Adviser  
Mark Essex Policy Support Officer



## 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.



Above: The ASF Support Team



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