

220 Department of Personnel Management

(in Millions of Kina)

PIP No.	Project Title	5 Year Total	2010	2011	2012	2013	2014
2618	PSWDP	6.5	2.2	1.7	1.2	.7	.7
2829	D	2.0	.6	.5	.4	.3	.2
TOTAL CAPACITY BUILDING PROJECTS		8.5	2.8	2.2	1.6	1.0	.9
2178	WAIGANI OFFICE DEVEL	49.0	15.0	10.0	9.0	8.0	7.0
2348	Public Housing	49.0	15.0	10.0	9.0	8.0	7.0
TOTAL CAPITAL PROJECTS		98.0	30.0	20.0	18.0	16.0	14.0
TOTAL		106.5	32.8	22.2	19.6	17.0	14.9

220 Department of Personnel Management

AGENCY SUMMARY OF ALL PROJECTS

EXPENDITURE PROJECTIONS AND FINANCING REQUIREMENTS (K Millions)

PROJECT COST		2008 Actual	2009	5 Year Total	2010	2011	2012	2013	2014
DIRECT PROJECT COST									
Current Expenditure									
Personal Emoluments				1.0	.2	.2	.2	.2	.2
Current Transfers			2.5						
Goods and Other Services				7.5	2.6	2.0	1.4	.8	.7
Sub-Total			2.5	8.5	2.8	2.2	1.6	1.0	.9
Capital Expenditure									
Capital Transfers									
Acquisition of Existing Assets									
Capital Formation			50.0	98.0	30.0	20.0	18.0	16.0	14.0
Sub-Total			50.0	98.0	30.0	20.0	18.0	16.0	14.0
A TOT DIRECT PROJECT COST			52.5	106.5	32.8	22.2	19.6	17.0	14.9
Technical Assistance									
Project Preparation									
Equipment									
Advisory									
Training									
B TOT TECHNICAL ASSISTANCE									
TOTAL PROJECT COST (A+B)			52.5	106.5	32.8	22.2	19.6	17.0	14.9
FINANCING SOURCES									
IDENTIFIED FINANCING									
Direct Project Financing:									
Government Contributions:									
Loan									
Grant									
b) Self Generating Revenue									
a) Government Input			52.5	106.5	32.8	22.2	19.6	17.0	14.9
C TOTAL DIRECT FINANCING			52.5	106.5	32.8	22.2	19.6	17.0	14.9
Technical Assistance									
D TOTAL FINANCING (C+D)			52.5	106.5	32.8	22.2	19.6	17.0	14.9
FINANCING SOUGHT									
Direct Project Cost (A-C)									
Technical Assistance (B-D)									
TOTAL FINANCING SOUGHT									

PIP NUMBER: 2178

PROJECT NAME: WAIGANI OFFICE DEVELOPMENT

EXECUTING AGENCY: Department of Personnel Management

PROJECT STATUS:

The contract to refurbish the Marea Haus and CGO was awarded to IMC (contractor). However, due to IMC's failure in service delivery, the contract was terminated in 2007 with the contract fees fully paid to IMC. In 2008, DPM/CSTB went to tender to continue work but was halted due to a restraining order taken out by IMC against state for breaches of contract and damages. In August 2009, the Solicitor General's Office requested substantial evidence from DPM/CSTB to pursue the matter in court in which the information is now being put together.

PROJECT COMPONENTS:

The project has three (3) main components: (1) Refurbishment of Marea Haus which includes: testing, design and approval, tender process, contract awarding and refurbishment. (2) Review of Government Office allocation and management. (3) Contemporary master plan.

PROJECT LOCATION:

The sites chosen for refurbishment are the old Pineapple Building and the Central Government Offices at Waigani, National Capital District.

PROJECT JUSTIFICATION:

The project aims to rehabilitate state assets as well as addressing capacity issues of the public service and a cost cutting measure taken by the Government to save millions of kina solely for private office rental.

PROJECT CAPACITY:

Department of Personnel Management has the capacity to implement the project. A project Steering Committee has been established to coordinate the project.

PROJECT BENEFICIARIES:

This project would benefit the government and the general public in both the short and long term. It will be of benefit to the government as it anticipated to house all public servants in those government owned buildings to save cost on rental properties.

PROJECT SUSTAINABILITY

The project can be financed and maintained by the National Government through the Department of Personnel Management and relevant supporting agencies.

2178 WAIGANI OFFICE DEVELOPMENT

ESTIMATED TOTAL PROJECT COST 2,000.0 ESTIMATED DURATION OF THE PROJECT 2.0 Years

EXPENDITURE PROJECTION AND FINANCING REQUIREMENTS (K'000)

PROJECT COST		2008 Actual	2009 Budget	5 Year Total	2010	2011	2012	2013	2014
	DIRECT PROJECT COST								
	Current Expenditure								
	Personal Emoluments								
	Goods and Other Services								
	Current Transfers								
	Sub-Total								
	Capital Expenditure								
	Acquisition of Existing Assets								
	Capital Formation		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
	Capital Transfers								
	Sub-Total		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
A	TOT DIRECT PROJECT COST		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
	Technical Assistance								
	Project Preparation								
	Advisory								
	Training								
	Equipment								
B	TOT TECHNICAL ASSISTANCE								
	TOTAL PROJECT COST (A+B)		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
FINANCING SOURCES									
	IDENTIFIED FINANCING								
	Direct Project Financing:								
	Government Contributions:								
	a) Government Input		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
	b) Self Generating Revenue								
	Loan								
	Grant								
C	TOTAL DIRECT FINANCING		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
	Technical Assistance								
	TOTAL FINANCING (C+D)		50,000.0	49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
FINANCING SOUGHT									
	Direct Project Cost (A-C)								
	Technical Assistance (B-D)								
	TOTAL FINANCING SOUGHT								

CURRENT DONOR INVOLVEMENT

Nil.

POTENTIAL DONOR INVOLVEMENT**2010 Budget Votes for this PIP are :-**

22015017201 WAIGANI OFFICE DEVELOPMENT PROJECT

PIP NUMBER: 2348

PROJECT NAME: PUBLIC SECTOR HOUSING SCHEME

EXECUTING AGENCY: Department of Personnel Management

PROJECT OBJECTIVIES:

The objective of the project is to provide adequate housing for Public Servants through both the affordable home ownership scheme and institutional housing; lift the morale of workers for better performance and output in the delivery of public services.

PROJECT COMPONENTS:

The component of the project include construction of houses for the Public Servants.

PROJECT LOCATION:

The project will be coordinated through the Department of Personnel Management and it will be implemented in Port Moresby, NCD.

PROJECT JUSTIFICATION:

The project will address public servants housing issues and thereby improve the performance of the public service machinery towards effective and efficient service delivery in PNG.

PROJECT CAPACITY:

The Department of Personnel Management has the capacity to implement and coordinate this program.

PROJECT BENEFICIARIES:

The project will benefit the public servants in the Public Sector and the Government of PNG.

PROJECT SUSTAINABILITY

Sustainability and retaining of the project will depend on the Department of Personnel Management.

2348 PUBLIC SECTOR HOUSING SCHEME

ESTIMATED TOTAL PROJECT COST 9,000.0 ESTIMATED DURATION OF THE PROJECT 3.0 Years

EXPENDITURE PROJECTION AND FINANCING REQUIREMENTS (K'000)

PROJECT COST		2008 Actual	2009 Budget	5 Year Total	2010	2011	2012	2013	2014
DIRECT PROJECT COST									
Current Expenditure									
Personal Emoluments									
Goods and Other Services									
Current Transfers									
Sub-Total									
Capital Expenditure									
Acquisition of Existing Assets									
Capital Formation				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
Capital Transfers									
Sub-Total				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
TOT DIRECT PROJECT COST				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
Technical Assistance									
Project Preparation									
Advisory									
Training									
Equipment									
TOT TECHNICAL ASSISTANCE									
TOTAL PROJECT COST (A+B)				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
FINANCING SOURCES									
IDENTIFIED FINANCING									
Direct Project Financing:									
Government Contributions:									
a) Government Input				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
b) Self Generating Revenue									
Loan									
Grant									
TOTAL DIRECT FINANCING				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
Technical Assistance									
TOTAL FINANCING (C+D)				49,000.0	15,000.0	10,000.0	9,000.0	8,000.0	7,000.0
FINANCING SOUGHT									
Direct Project Cost (A-C)									
Technical Assistance (B-D)									
TOTAL FINANCING SOUGHT									

CURRENT DONOR INVOLVEMENT

Nil.

POTENTIAL DONOR INVOLVEMENT

2010 Budget Votes for this PIP are :-

22015017210 PUBLIC SECTOR HOUSING

PIP NUMBER: 2618

PROJECT NAME: PUBLIC SECTOR WORKFORCE DEVELOPMENT PROGRAM

EXECUTING AGENCY: Department of Personnel Management

PROJECT OBJECTIVIES:

The objectives of the project are (1) To re-establish an efficient , effective and ethical public administration and delivery of its services to citizens of PNG; and (2) To re-invigorate the PNG public service systems and workforce as it aims to increase the capabilities of individual staff so that they can contribute effectively to the pbulic sector throughout their working life.

PROJECT STATUS:

The major progress and achievements to date include (1) Central agency HR Manager Network provisionally has been established; (2) ASF approved technical experts to assist raise (a) the Financial Management capacity of PNGIPA, (b) the Strategic management and curriculam development capacity of PNGIPA, and (c) the Human Resource Management capacity of PNGIPA. (4) Collecting of training priorities from private and public sector organizations is complete; (5) Completion of the design and piloting of induction course for Public Service, Supervising of people and teams, Supervising Performance, Routine Workplace Communication and Time Management plus over 18 workplace trainers have been trained (11 from PNGIPA); (6) Awareness conducted with departmental heads, PLLSMA, SCIMC, PSRMU, NTC and PNGIPA (7) 19 Graduate Trainees have completed training.

PROJECT COMPONENTS:

The project has five components and they are: (1) Strengthening Lead agencies by building their capacities to fulfill their mandates and leadership functions; (2) Executive Development by developing executive leadership and management capabilities; (3) Providing New Basics through provision of basic training for public servants on core competencies essential for public administration; (4) Develop ing the Next Generation or future leaders; and (5) Management and Coordination by providing a single point of contact for stakeholders.

PROJECT LOCATION:

The project is located at the Department of Personnel Management. However the Secretariat for PSWDP is housed at the PNG Institute of Public Administration.

PROJECT JUSTIFICATION:

This is a whole of government initiative supported from the highest level and that it is also a commitment under the PNG/Australia Partnership for Development. This is a more contemporary strategy to re-invigorate the public service system and workforce.

PROJECT CAPACITY:

The Department of Personnel Management has the capacity to implement the project. Furthermore, the PSWDI Secretariat has been established to ensure the effective implementation of this project.

PROJECT BENEFICIARIES:

This project will benefit all of government agencies and their staff as well as new graduates in terms of encouraging them to become career public servants.

PROJECT SUSTAINABILITY

Implementation of this project is through the staff of the Department of Personnel Management whereby the activities are absorbed by the department. As such, the Department will continue to sustain the project activities through the recurrent budget. HR Managers and their staff in each of the agencies and the training and learning institutions of government will manage their responsibilities well.

2618 PUBLIC SECTOR WORKFORCE DEVELOPMENT PROGRAM

ESTIMATED TOTAL PROJECT COST 5,000.0 ESTIMATED DURATION OF THE PROJECT 3.0 Years

EXPENDITURE PROJECTION AND FINANCING REQUIREMENTS (K'000)

PROJECT COST		2008 Actual	2009 Bugdet	5 Year Total	2010	2011	2012	2013	2014
DIRECT PROJECT COST									
Current Expenditure									
Personal Emoluments				1,000.0	200.0	200.0	200.0	200.0	200.0
Goods and Other Services				5,500.0	2,000.0	1,500.0	1,000.0	500.0	500.0
Current Transfers			2,000.0						
Sub-Total			2,000.0	6,500.0	2,200.0	1,700.0	1,200.0	700.0	700.0
Capital Expenditure									
Acquisition of Existing Assets									
Capital Formation									
Capital Transfers									
Sub-Total									
A	TOT DIRECT PROJECT COST		2,000.0	6,500.0	2,200.0	1,700.0	1,200.0	700.0	700.0
Technical Assistance									
Project Preparation									
Advisory									
Training									
Equipment									
B	TOT TECHNICAL ASSISTANCE								
TOTAL PROJECT COST (A+B)			2,000.0	6,500.0	2,200.0	1,700.0	1,200.0	700.0	700.0
FINANCING SOURCES									
IDENTIFIED FINANCING									
Direct Project Financing:									
Government Contributions:									
a) Government Input			2,000.0	6,500.0	2,200.0	1,700.0	1,200.0	700.0	700.0
b) Self Generating Revenue									
Loan									
Grant									
C	TOTAL DIRECT FINANCING		2,000.0	6,500.0	2,200.0	1,700.0	1,200.0	700.0	700.0
Technical Assistance									
D	TOTAL FINANCING (C+D)		2,000.0	6,500.0	2,200.0	1,700.0	1,200.0	700.0	700.0
FINANCING SOUGHT									
Direct Project Cost (A-C)									
Technical Assistance (B-D)									
TOTAL FINANCING SOUGHT									

CURRENT DONOR INVOLVEMENT

GoPNG is fully funding this project.

POTENTIAL DONOR INVOLVEMENT

2010 Budget Votes for this PIP are :-

22015017206 PUBLIC SECTOR WORKFORCE DEVELOPMENT INIT:

PIP NUMBER: 2829

PROJECT NAME: DEVOLUTION

EXECUTING AGENCY: Department of Personnel Management

PROJECT OBJECTIVIES:

To decentralize of some of the powers and functions of the Department of Personnel Management to the Heads of all government departments and agencies.

PROJECT STATUS:

The project is into its 2nd year of implementation. The Devolution Policy completed and submitted to SEM for deliberation and endorsement; Development of Legislative Amendments to the PS Management Act 1995 signed off for issuance of Certificate of Necessity in November 2007; Review of General Order. Generally, the project has achieved what it has been intended, as most of the Departmental Heads have exercised some of the powers and functions for the betterment of its organisations.

PROJECT COMPONENTS:

The project has three (3) main components; 1). Review of Legislative Amendments; 2). Review of the Organic Law; and 3). Training of Human Resource Unit staff of all government agencies with regards to transfer of powers and functions.

PROJECT LOCATION:

The project will be located at the Department of Personnel Management however, it will be implemented at the selected national departments and agencies.

PROJECT CAPACITY:

The executing agency has the capacity to implemented the project in collaboration with the pilot agencies.

PROJECT BENEFICIARIES:

All agencies within the Public Sector as matters will be dealt with faster than usual.

PROJECT SUSTAINABILITY

The project will be sustained by having all government agencies exercising the transferred powers and functions and contributing to effective and efficient service delivery.

2829 DEVOLUTION

ESTIMATED TOTAL PROJECT COST 0.5 ESTIMATED DURATION OF THE PROJECT 1.0 Years

EXPENDITURE PROJECTION AND FINANCING REQUIREMENTS (K'000)

PROJECT COST		2008 Actual	2009 Budget	5 Year Total	2010	2011	2012	2013	2014
A	DIRECT PROJECT COST								
	Current Expenditure								
	Personal Emoluments								
	Goods and Other Services			2,000.0	600.0	500.0	400.0	300.0	200.0
	Current Transfers		500.0						
	Sub-Total		500.0	2,000.0	600.0	500.0	400.0	300.0	200.0
	Capital Expenditure								
	Acquisition of Existing Assets								
	Capital Formation								
	Capital Transfers								
	Sub-Total								
TOT DIRECT PROJECT COST			500.0	2,000.0	600.0	500.0	400.0	300.0	200.0
B	Technical Assistance								
	Project Preparation								
	Advisory								
	Training								
	Equipment								
TOT TECHNICAL ASSISTANCE									
TOTAL PROJECT COST (A+B)			500.0	2,000.0	600.0	500.0	400.0	300.0	200.0
FINANCING SOURCES									
C	IDENTIFIED FINANCING								
	Direct Project Financing:								
	Government Contributions:								
	a) Government Input		500.0	2,000.0	600.0	500.0	400.0	300.0	200.0
	b) Self Generating Revenue								
	Loan								
	Grant								
	TOTAL DIRECT FINANCING		500.0	2,000.0	600.0	500.0	400.0	300.0	200.0
	Technical Assistance								
	TOTAL FINANCING (C+D)		500.0	2,000.0	600.0	500.0	400.0	300.0	200.0
FINANCING SOUGHT									
D	Direct Project Cost (A-C)								
	Technical Assistance (B-D)								
	TOTAL FINANCING SOUGHT								

CURRENT DONOR INVOLVEMENT

Nil.

POTENTIAL DONOR INVOLVEMENT

2010 Budget Votes for this PIP are :-

22015011206 DEVOLUTION