



Papua New Guinea Human Resource Institute

PNG Country report March 2017



Recent Graduates of the Level 1 focussed on 23 Topic HRM training in March 2017

APFHRM Report: Philipines Meeting By Jerry Wemin - President March 2017

This report is from the Human Resources Institute of Papua New Guinea.

National HR Issue

- Economic challenging

Papua New Guinea's economy has been greatly affected by the low price of crude oil and minerals. PNG's petroleum and mining related income has dropped with the low commodity price for export, many up coming world class mines and gas and oil projects have generally cut costs and generally scaled down their operations. However the giant French Company, Total is leading the development of the next world class gas project which should come into operation in 4-5 years time. This will be a major boost to the country's economy. The National government since 2015 have now embarked on a tighter fiscal management policy to control expenditure and budget blow outs.

- TB a major Killer

TB continuous to be one of the major killers in PNG. However, the prevalence of TB has dramatically dropped since 2013.

- HIV AIDS a Major threat to PNG

HIV AIDS control is a major success story in PNG. Reports out now have confirmed the significant decline in new cases or HIV AIDS in the country.

- PNG Hosting APEC 2018

PNG will also be hosting the APEC leaders meeting in 2018 and preparation is well under way with new convention and hotels plus road infrastructure to host this event. This will be PNG's most significant international meeting.

- High Level of School Drop Out due to Fewer Tertiary Institutions

With the introduction of free and universal education policy under the government's educational reform introduced in recent years, the country still has a very high school drop out rate. There are not enough tertiary institutions in the country to cater for the significant increase in school leavers. There are more school leavers compared to number of jobs being created thus posing high risk of social instability.

- Decline in Employment

Employment in the country has declined by 3.5%. PNG's need is self employment as 80% of the population live in rural informal sector. Governments need to focus on self employment rather than employment is being discussed. 80% of the population have land access and resources. What they need is the competence and capital to develop it.

- Corruption generally contained in many sectors

Corruption has become an industry in itself, through various governance and anticorruption initiatives of government, the level of corruption in government can be said to be greatly declined and citizens are beginning to see a higher level of government service delivery through out the country.

- 2017 The National Election Year.

This year is the election year and all aspiring and current politicians are gearing up for the current election. Already 4000 have registered for the 111 seat parliament.

The Papua New Guinea Human Resource Institute was incorporated formally in 1999 after being informally established as a society since the early 1970's. The institute is independent of government and its operation is supervised by independent professional members of the council. PNGHRI is comparatively very small compared to all our other colleagues in the region. We have a long way to go and look forward to learning from the experiences from our neighbours.

- HR Masters Degree Program

The University of Papua New Guinea through PNGHRI has introduced the first ever Masters Degree in Human Resources Program in the country since independence in 1975. In July this year the fourth batch of Masters in HRM Program students will be graduating and is a proud moment of the institute and the country. PNGHRI will be graduating over 100 Masters in HRM Graduates by July 2017.

- Professional HR Degree Program

The University of Papua New Guinea through PNGHRI has introduced an after hours Professional Students after hours Bachelor Degree in Human Resources Program a sixth batch will be graduating from our national university also in July this year, another significant achievement. About 200 graduates so far with Bachelors degree in HRM.

- HR Undergraduate Degree Program

The University of Papua New Guinea through the support of PNGHRI has introduced the first ever degree program in the country since 1992. Over 800 HR Degree students have graduated so far. The HR Course is proving to be very popular. The demand is so high that the GPA cut off mark to undertake the HRM degree program is now 3.0 and over while the entry GPA requirement is 2.5.

- HR undergraduate Graduate Internship Program

PNGHRI now has a partnership arrangement with the country's largest university to run the six months internship program for undergraduates for over five years now. The internship program takes in 15-20 students annually post graduation and assist with formal and informal training and development activities. Employment success rate for these group of graduate trainees has been 99%. This program is sponsored by Air Swift who support trainees with allowance, super and training subsidies.

- HR undergraduate Graduate Degree Program for School Leavers

PNGHRI is now considering partnership arrangement with the country's largest university to run the school leaver degree program. Proposal has been forwarded to the university and if all work out, the program could commence this year. The program belongs to the University of PNG while PNGHRI is accredited to host it outside the university campus under agreement.

- Membership

Membership continuous to grow. More than 1000 professional members are registered. More than 100 corporate members are now active members and supporters. The country has about 5000 HR practitioners country wide. PNGHRI has a turnover of about K4 million per annum (US\$1.5 mill). Strong support from the business community is growing. HR as a profession is gaining momentum. There is significant growth in the number of members across all sectors of the country.

- Continuing Professional Development Programs

PNGHRI has now got eight professional development programs running. Interest is high and seeing good returns to the institute. PNGHRI has strategic alliances with other third parties to provide training and other services to its members. Professional development programs include the following; HRM

level 1. Certificate HRM Level 2. Advance Certificate HRM Level 3. PNG HRM Laws Certificate and PNG HRM Laws Advance Certificate and Supervisory and Management Development and lastly Train the Trainer and OHS Training.

- Monthly Professional Development Seminars

The recently introduced monthly seminars on topical subjects and core HR competency areas have proven successful. These are short 4 to 8 hour sessions. Outreach activities out of the capital city has commenced with some programs running out of Lae, our industrial capital and second largest city in the country.

- Student Chapter

PNGHRI has four active student chapters in the country now associated with the four major universities in the country. With over 200 student membership, the future development of the HR professionals in the country is now assured. The national body provides annual prize awards and financial grants for student chapter activities from time to time.

- 2017 Annual National HR Conferences.

PNGHRI will again host its 2017 Annual Conference in May this year. Last years conference had record in excess of 400 participants. We had over many speakers over a period of three days. This is the pinnacle of all our national annual programmes during the year.

Our Prime Minister is invited to be our guest of Honour. The conference highlights the following each year:

- a. Best employer Awards
- b. Best HRM professional Awards
- c. Fellowship Awards to senior members of the Fraternity
- d. Graduation of HRM Graduate Internship Program
- e. Introduction of Masters and Bachelors Degree Students
- f. AGM and election of new office bearers

- Governance.

2016 financial statements is now being audited. The books are audited by independent and certified professionals against the IFS standards. PNGHRI has been fortunate to have no qualification for many years now. PNGHRI is proud to be one of the few professional bodies in the country that has its books audited by independent professional accounting firms annually.

Greatest HR Challenge in Papua New Guinea

- HIV AIDS and TB continuous to be a major threat.
- Lack of skilled professionals for the major mining and petroleum projects
- Law and order issues in some parts of the country
- High percentage of school push-outs after secondary level education as tertiary and vocational institutions are limited
- Growing problem of drug abuse and alcohol abuse and related social disturbances
- Ever increasing prices of goods and services
- Human smuggling issues continue to increase in PNG
- Government cash flow tight after increasing debt