



# Papua New Guinea Human Resource Institute

## PNG Country report

March 2015



Picture of the Simbu Warrior from the Central Highlands of Papua New Guinea.

**APFHRM Report: Japan Meeting**

**By Jerry Wemin – President**

**March 2015**

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

## 1. National HR Issue

### • **2015 Economic Future Bright with projected 15.5% GDP**

PNG is now turning 40 years old since its political independence from Australia in 1975. The population is growing at neck break speed of 3%. PNG is now poised to grow by a massive 15.5% this as projected by the Central Bank of PNG while Asian Development Bank projected a growth of around 20%.

PNG has gone through many challenges and the stability of government has provided the security for investment in the country. With one of the most favourable mining and petroleum policies in the world, PNG is experiencing significant increase in exploration and foreign investment. Housing boom and infrastructure activities are among the few across the country.

In July this year, PNG will host the South Pacific Games. Preparation is well in advance and major infrastructure development projects are every where. The wet season is challenging the contractors and some commentators are worried about the completion of these multi million Kina (PNG currency) infrastructure projects in time for the Pacific Games.

### • **Mining Boom slowing down in PNG**

Mining activity in PNG is on a decline due to the drop in the mineral prices globally despite the discovery of significant world class nickel, copper and gold deposits.

### • **TB a major Killer**

TB has become one of the major killers in PNG. International efforts in progressing to combat the spread and prevalence of TB. The government is also looking into this area and will be a new frontier of medical battle in the years ahead. The prevalence of TB has dramatically dropped in 2014.

### • **HIV AIDS a Major threat to PNG**

HIV AIDS continue to be a problem. Papua New Guinea is battling the spread of HIV. Despite report of significant decline in new cases reported. This is one of the country's major social issues and has been of great concern to the successive governments of the country.

With the second year in running with the recent introduction of compulsory free education policy and free basic health services in the country, the country is poised to see dramatic improvement in the quality of life for all citizens

### • **Drug and Alcohol Abuse**

With increasing affluence, many young people are now hooked on to drug and alcohol. The battle ground for the next 40 years has shifted to drugs and alcohol abuse. With the high drop out rate of young people from school and with limited further education opportunities in the country in the technical, vocational and tertiary education level youths are more prone to petty crimes and drug and alcohol abuse. This is our country's number one challenge in the next ten years.

## 2. PNG Human Resource Institute update

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.

- **HR Masters Degree Program**

The University of Papua New Guinea with PNGHRI has introduced the first ever Masters Degree in Human Resources Program in the country and now running into its second year.

- **Professional HR Degree Program**

The University of Papua New Guinea through PNGHRI has introduced the Bachelor Degree in Human Resources Program also and the fourth batch enrolled and attending classes. This program is aimed at the working professionals and is an after hours program.

- **HR Degree Program**

The University of Papua New Guinea through the support of PNGHRI has introduced the first ever degree program in the country in 1992. Over 300 HR Degree students have graduated so far. The HR Course is proving to be very popular.

- **Graduate Mentoring and Coaching**

PNGHRI with a sponsorship of Air Energi has offered scholarships to 20 top HRM graduates and providing professional training and practical experience with pay for 6 months. The third group has commenced development programs since February this year. Successful placement rate is about 95%.

- **Membership**

PNGHRI professional Membership continues to grow. More than 1000 professional members registered. More than 100 corporate members are now active members and supporters. The country has about 5000 HR practitioners. PNGHRI has a turnover of about K4 million per annum (US\$2 million). Strong support from the business community is growing and the profession is gaining significant credence in the country.

- **Continuing Professional Development Programs**

PNGHRI continues to run its professional development programs annually. Interest is high and seeing good return 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. Very Advance/Diploma Level
- PNG HRM Laws Certificate
- PNG HRM Laws Advance Certificate
- Supervisory and Management Development
- Train the Trainer
- OHS

- **Monthly Professional Development Seminars**

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 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 guaranteed. The national body provides annual prize awards and financial grants for student chapter activities from time to time.

- **Annual National HR Conferences.**

PNGHRI traditionally holds the Annual National Conferences to coincide with the annual General Meeting of the Institute. Last years conference had record in excess of 450 attendances. We had over 40 speakers over three day period. We are hosting another conference this coming May 2015 and hope to have over 500 attendees. This is the pinnacle of all our programmes during the year.

- **Governance.**

2015 financial statements are now being audited by independent audit professionals against international financial standards. PNGHRI has always had a qualified audit report for the past ten years. PNGHRI is proud to be one of the few professional bodies in the PNG that has its books audited by independent professional accounting firms annually.

### **3. 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 associated social disturbances
- Ever increasing prices of goods and services
- Human smuggling issues increasing
- Growing refugee concerns in the country



**By Jerry Wemin**

**National President**

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