



PNG Participants Journal 05-09 May 2008

Mr. Florian Yambilafuan, Director – HR Management, Department of Health
Mrs. Mary Roroi, Principal Advisor – HR Training, Department of Health
Mrs. Lynda Koivi, Principal Advisor – HR Planning, Department of Health

We acknowledge the organization and support from the AAAH team to ensure the preparation and acceptances of the participants was impressive and like to thank the organizing committee.

MONDAY 5 May, 2008

Presentations of the overview of the workshop was a very good idea as it set the scene for the weeks workshop and gave us the insight of what was to happen.

The concept on the Basic Health Planning and Management by Karen Lassner, was a lesson on assurance as it made us see that we all shared many identical issues and that by working in a collaborative manner through a network we will be able to help each other address our HRH issues.

The inclusion of a cultural night was a very good for relaxation and getting to know each other in a different setting.

TUESDAY 6 May, 2008

Situational Analysis:

The situational analysis was an area that we lacked and therefore we gained much from this lesson.

The problem tree was another new idea we gained which will help us in breaking down and classifying problems or the issues we encounter in HRH. It is an interesting approach and thought time was a limiting factor in fully appreciating and understanding this model whilst linking it to others such as the fish-bone and why,why which are used in our country.

Identifying Key Issues and developing KRAs and Strategies were a bit difficult to understand but with the help of the facilitators, we were able to grasp concepts. Through the workshops and application of the concepts we were able to understand. We will however continue to put these concepts in practice as we develop our Master Plan and hope to understand them better.

WEDNESDAY 7 May, 2008

Logical Framework:

Another new tool which will help us develop and operationalise our short term, medium term and long term plans better.

The workforce projection tool was a much needed tool for us as we have not been able to use our data for projections. We hope to provide feedback on the use of this tool in the not too distant future.

THURSDAY 8 May, 2008

Sessions today on Monitoring and Evaluation helped us review and reorganize our work.

The session on the Policy Program Development showed us that when plans are approved by the Parliament, they can be seen as policies. For example we have a current HR Policy which still needs to be passed through Cabinet. However, another way of ensuring that policies regarding HRH are implemented will be through the development of an HRH Master Plan.

The overall presentations were very good and done in sequences followed by activities that further reinforced the content and concepts being taught.

Concepts were applied well and were based on practical experiences; however, the time spent on each concept application was not adequate

Tools which were presented for use by different presenters were good, but we will need time to use and report for further development and use.

Overall:

The Philippine experiences were truly insightful and encouraging as they were similar to those of Papua New Guinea. These experiences and from other participating countries further compliments and clarifies the many HRH issues faced by all managers of human resources in one way or another. We are really not in isolation that if we continue to dialogue and assist one another, we will truly achieve a better Asia- Pacific and a better world for us all.

Thank you.