

TSSP Summary of Recruitment as at 31 December 2008

Annex 10

Notes:

- Planned completion dates for each activity indicated in black.
- Actual completion dates for each activity indicated in blue.
- All interviews took place in Port Moresby.

• 32 Adviser Positions

Position	Agency	ToR & Direct Appoint Proposa Completed	Direct Appointment ¹	Name of Appointee	Anticipated Adviser Start Date
Direct Appointments					
HR Adviser	DoT	20 Nov 2007 22 Nov 2007	29 Nov 2007 29 Nov 2007	Brad McMahon	1 Feb 2008 1 Feb 2008
Information Technology & Communications Adviser	DoT	20 Nov 2007 22 Nov 2007	29 Nov 2007 29 Nov 2007	Nasser Kaviani	1 Feb 2008 1 Feb 2008
Strategic Management Adviser ²	DoT	20 Nov 2007 22 Nov 2007	29 Nov 2007 29 Nov 2007	David Meehan (Resigned 4 July 2008)	1 Feb 2008 1 Feb 2008
Policy Development Adviser	DoT	20 Nov 2007 22 Nov 2007	29 Nov 2007 29 Nov 2007	Manfred Ruzsicska	1 Feb 2008 1 Feb 2008
Maritime Safety Adviser	NMSA	20 Nov 2007 20 Nov 2007	29 Nov 2007 29 Nov 2007	Tim Harris	1 March 2008 - Revised to 5 May 2008 5 May 2008

¹ Approved by TSCMIC, 29 November 2007

² Ongoing need for position to be discussed with Secretary, DoT early 2009.

Position	Position Advertised	Applications Closed	Short Listing Completed	Interviews Planned and Conducted	Selection Panel Report Approved	Successful applicant	Anticipated Adviser Start Date
Department of Works							
Contracts Administration Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	1 Feb 2008 6 Feb 2008	29 Feb 2008 29 Feb 2008	14 Mar 2008 4 March 2008	Salvatore Garilli	14 April 2008 Revised to 5 May 2008 22 May 2008
Financial Management Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	1 Feb 2008 29 Jan 2008	29 Feb 2008 21 Feb 2008	14 Mar 2008 26 Feb 2008	David Whitehead	14 April 2008 Revised to 28 April 2008 30 April 2008
HR Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	1 Feb 2008 29 Jan 2008	29 Feb 2008 25 Feb 2008	14 Mar 2008 26 Feb 2008	Mark MacNamara	14 April 2008 Revised to 7 April 2008 14 April 2008
Information Technology & Communications Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	1 Feb 2008 29 Jan 2008	29 Feb 2008 29 Feb 2008	14 Mar 2008 4 March 2008	Kam Khademazad	14 April 2008 Revised to 28 April 2008 7 May 2008
Bridge Design Engineer Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	15 Feb 2008 29 Jan 2008	No suitable applicants - Re-advertise			
	9 Feb 2008 9 Feb 2008	22 Feb 2008 22 Feb 2008	14 March 2008 29 Feb 2008	No suitable applicants – Explore other options with DoW			
	5 July 2008 5 July 2008	25 July 2008 25 July 2008	30 July 2008	No applications received – Explore other options with DoW			
	13 Sept 2008 13 Sept 2008	10 October 2008 10 October 2008	15 October 2008 15 October 2008	No suitable applications – EOI received from SMEC to provide Bridge Design Services endorsed by AusAID – subject to contract variation approval			

Position	Position Advertised	Applications Closed	Short Listing Completed	Interviews Planned and Conducted	Selection Panel Report Approved	Successful applicant	Anticipated Adviser Start Date
2 X Road Construction Engineer Advisers (Roving)	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	15 Feb 2008 6 Feb 2008	14 Mar 2008 29 Feb 2008	28 Mar 2008 4 March 2008	Patrick Mannix (appointed to Senior Road maintenance Engineer Adviser position on 1 Dec 2008) Wickramarate Kanankege-Hemasiri	28 April 2008 30 April 2008 7 May 2008
	13 Sept 2008 13 Sept 2008	10 October 2008 10 October 2008	22 October 2008 28 Nov 2008	14 November 2008 N/A	18 Nov 2008 N/A	Roy Abetgonawardana (interviewed for Senior Road Maintenance Engineer Adviser – considered suitable for appointment to the RCEA position - approved by Secretary, DoW on 21 Nov 2008)	3 March 2009
Roads Asset Maintenance System Adviser	9 Feb 2008 9 Feb 2008	22 Feb 2008 22 Feb 2008	No suitable applicants – Re-advertise				
	9 Feb 2008 9 Feb 2008	22 Feb 2008 22 Feb 2008	14 March 2008 29 Feb 2008	11 April 2008 14 March 2008	No suitable/compliant applicants – Other options/strategies to be examined in collaboration with DoW. Decision taken to re-advertise		
	3 May 2008 3 May 2008	25 May 2008 25 May 2008	13 June 2008 29 May 2008	4 July 2008 4 July 2008	11 July 2008 4 July 2008	Kevin Barry	25 Aug 2008 8 Sept 2008

Position	Position Advertised	Applications Closed	Short Listing Completed	Interviews Planned and Conducted	Selection Panel Report Approved	Successful applicant	Anticipated Adviser Start Date
Policy & Planning Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	15 Feb 2008 22 Jan 2008	14 Mar 2008 5 Feb 2008	28 Mar 2008 7 Feb 2008	Geoff Sheridan (resigned 8 August 2008)	28 April 2008 – Revised to 7 April 2008 13 April 2008
	12 July 2008 12 July 2008	2 August 2008 2 August 2008	12 August 2008 1 Sept 2008	27 August 2008 N/A	No suitable applications received – Re-advertise		
	13 Sept 2008 13 Sept 2008	10 October 2008 10 October 2008	15 October 2008 6 Nov 2008	31 October 2008 N/A	No suitable applications received – Re-advertise		
	6 Dec 2008 6 Dec 2008	16 Jan 2009	30 Jan 2009	27 Feb 2009	6 March 2009		11 May 2009
Materials Testing Feasibility Study	SMEC's proposal for a short term adviser (4 weeks) to undertake this study approved by PD					Andrew Houghton	30 April 2008 6 May 2008
Quality Control/Materials Testing Adviser	Deferred until 2009						
Roads Design Engineer	6 Dec 2008 6 Dec 2008	16 Jan 2009	30 Jan 2009	27 Feb 2009	6 March 2009		11 May 2009
Senior Road Maintenance Engineer Adviser	12 July 2008 12 July 2008	2 August 2008 2 August 2008	12 August 2008 6 August 2008	27 August 2008 N/A	No suitable applications received – Re-advertise		
	13 Sept 2008 13 Sept 2008	10 October 2008 10 October 2008	22 October 2008 27 October 2008	14 November 2008 21 November 2008	No suitable applicants – Secretary DoW approved direct appointment of Pat Mannix, Road Construction Engineer Adviser and the back-filling of his position with an applicant for the senior position who was considered suitable for appointment to the RCEA position.		1 Dec 2008 1 Dec 2008

Position	Position Advertised	Applications Closed	Short Listing Completed	Interviews Planned and Conducted	Selection Panel Report Approved	Successful applicant	Anticipated Adviser Start Date
Department of Transport							
Legal Adviser	18 Jan 2008 12 Jan 2008	8 Feb 2008 8 Feb 2008	7 March 2008 22 Feb 2008	4 April 2008 11 March 2008	18 April 2008 17 March 2008	Anthony Lawson	19 May 2008 Revised to 5 May 2008 16 June 2008
Financial Management Adviser	18 Jan 2008 12 Jan 2008	8 Feb 2008 8 Feb 2008	7 March 2008 15 Feb 2008	4 April 2008 21 Feb 2008	18 April 2008 27 Feb 2008	David Nicholson (Deceased 19 Sept 2008)	19 May 2008 Revised to 28 April 2008 16 April 2008
	11 Oct 2008 11 Oct 2008	7 Nov 2008 7 Nov 2008	14 Nov 2008 12 Nov 2008	26 Nov 2008 28 Nov 2008	2 Dec 2008	Janette Sinclair	3 March 2009
Provincial Policy & Planning Adviser	18 Jan 2008 12 Jan 2008	8 Feb 2008 8 Feb 2008	7 March 2008 18 Feb 2008	4 April 2008 6 March 2008	18 April 2008 10 March 2008	Anthony Partridge	19 May 2008 Revised to 28 April 2008 3 May 2008
Civil Aviation Authority							
HR/Organisation Change Adviser	25 Jan 2008 19 Jan 2008	15 Feb 2008 15 Feb 2008	14 March 2008 22 Feb 2008	14 April 2008 13 March 2008	28 April 2008 17 March 2008	Andrew Goodwin	26 May 2008 Revised to 5 May 2008 25 June 2008
Financial Management Adviser	25 Jan 2008 19 Jan 2008	15 Feb 2008 15 Feb 2008	14 March 2008 3 March 2008	14 April 2008 17 & 31 March 2008	28 April 2008 31 March 2008	Andrew Watson (Resigned 3 August 2008)	26 May 2008 Revise to 19 May 2008 26 May 2008
	12 July 2008 12 July 2008	2 August 2008 2 August 2008	12 August 2008 12 August 2008	27 August 2008 4 Sept 2008	29 August 2008 4 Sept 2008	Graham Barnes	3 Nov 2008 3 Nov 2008

Position	Position Advertised	Applications Closed	Short Listing Completed	Interviews Planned and Conducted	Selection Panel Report Approved	Successful applicant	Anticipated Adviser Start Date
Information Technology & Communications Adviser	25 Jan 2008 19 Jan 2008	15 Feb 2008 15 Feb 2008	14 March 2008 29 Feb 2008	14 April 2008 14 March 2008	No suitable applicants - Re-advertise		
	29 March 2008 29 March 2008	18 April 2008 18 April 2008	16 May 2008 16 May 2008	30 May 2008 4 June 2008	6 June 2008 10 June 2008	L J Cvetanovski	7 July 2008 4 August 2008
Aviation Audit & Safety Systems Adviser	25 Jan 2008 19 Jan 2008	15 Feb 2008 15 Feb 2008	14 March 2008 26 Feb 2008	14 April 2008 18 March 2008	28 April 2008 19 May 2008	Barbara Cole	26 May 2008 26 May 2008
PNG Air Services Ltd							
Project Manager, ISS	25 Oct 2008 25 Oct 2008	14 Nov 2008 14 Nov 2008	20 Nov 2008 19 Nov 2008	3 Dec 2008 1 Dec 2008	4 Dec 2008	Graeme Hills	3 March 2009
PNG Ports Corp Ltd							
Lae Port Operations Adviser	8 Feb 2008 2 Feb 2008	29 Feb 2008 29 Feb 2008	28 March 2008 18 March 2008	28 April 2008 2 April 2008	9 May 2008 2 April 2008	Frank Kaleveld – Offer withdrawn and position offered to Cesar Dewindt	9 June 2008 Revised to 19 May 2008 29 June 2008
Port Engineer Adviser	8 Feb 2008 2 Feb 2008	29 Feb 2008 29 Feb 2008	28 March 2008 18 March 2008	No suitable applicants – Re-advertise			
	29 March 2008 29 March 2008	18 April 2008 18 April 2008	16 May 2008 9 May 2008	30 May 2008	No suitable applicants – Re-advertise		
	5 July 2008 5 July 2008	25 July 2008 25 July 2008	5 Aug 2008 5 Aug 2008	19 Aug 2008 N/A	No applications received – Re-advertise		
	4 Oct 2008 4 Oct 2008	31 Oct 2008 31 Oct 2008	7 Nov 2008 6 Nov 2008	21 Nov 2008 19 Nov 2008	25 Nov 2008 20 Nov 2008	Larry Hore	3 March 2009

Position	Position Advertised	Applications Closed	Short Listing Completed	Interviews Planned and Conducted	Selection Panel Report Approved	Successful applicant	Anticipated Adviser Start Date
Financial Management Adviser	8 Feb 2008 2 Feb 2008	29 Feb 2008 29 Feb 2008	28 March 2008 18 March 2008	28 April 2008 1 April 2008	9 May 2008 2 April 2008	Len Bayliss (dismissed 13 October 2008)	9 June 2008 Revised to 19 May 2008 14 June 2009
	18 Oct 2008 18 Oct 2008	14 Nov 2008 14 Nov 2008	20 Nov 2008 17 Nov 2008	3 Dec 2008 27 Nov 2008	4 Dec 2008	Robert Hanmer	3 March 2009
HR Adviser	8 Feb 2008 2 Feb 2008	29 Feb 2008 29 Feb 2008	28 March 2008 7 March 2008	28 April 2008 25 March 2008	9 May 2008 25 March 2008	John Fotheringham	9 June 2008 Revised to 19 May 2008 26 May 2008
Strategic Management and Business Development Adviser	19 July 2008 19 July 2008	8 August 2008 8 August 2008	20 Aug 2008 15 August 2008	3 Sept 2008 3 Sept 2008	4 Sept 2008 3 Sept 2008	Ken Karpinski	3 Nov 2008 3 Nov 2008
NP&M-Recruitment Plan							
Policy & Planning Adviser	14 Dec 2007 8 Dec 2007	11 Jan 2008 11 Jan 2008	15 Feb 2008 22 Jan 2008	14 Mar 2008 5 Feb 2008	28 Mar 2008 7 Feb 2008	William (Bill) Flaherty	28 April 2008 Revised to 31 March 2008 17 March 2008

CAA – 3 X In-Line Positions

Position	Comments	Successful applicant	Anticipated Start Date
General Manager, Projects	50/50 funding arrangement - Funding of Position ceased from 1 October 2008 with the appointment of the occupant to the CEO's position	John Cappelletti (appointed as CEO on 1 Oct 2008)	August 2007
Project Manager, Certification & Maintenance, Airports Group	Position advertised in July 2007 – funding of position approved on a 50/50 basis by AusAID in October 2007	Peter Michael	November 2007 7 Jan 2008
Project Manager, Certification, Regulators Group	Position to be totally funded from TAIA – CAA advertised position in February 2008 – interviews held in June and contract negotiations finalised in October 2008	Paul Bryant	1 Dec 2008 (subject to issue of work visa)

- **5 x Staff positions**

Agency	Position/Contract	Date
DoW	Bank Reconciliation Clerks x 4	The scope of work that remains outstanding, and the output anticipated is currently still under consideration – option to engage CPA being considered.
Bougainville	Finance Officer (0.5 EFT)	The need for this position has been reviewed; with agreement reached that existing financial arrangements do not require the position in Bougainville at this time. This decision will be reviewed as local capacity grows.

- **3 x Contractor positions**

Agency	Position/Contract	Details/Comments
DoW	Internal Audit contractor	Report received from the Financial Management Adviser recommending the establishment of a co-sourcing arrangement – scoping of work, calling of tenders etc to be undertaken in first half of 2009
Cardo-Acil	Six week contract extending TSSP-IP financial responsibilities to complete reconciliation of the TSSP-IP imprest and drawing accounts and formal financial records to TSSP.	Records and reports handed to TSSP on 13 March 2008.
Bougainville	Project Management Unit	Three month interim contract commenced on 1 January 2008. A second 2 year contract will commence in April 2008

- **3 x Consultant positions**

Agency	Position/Contract	Details/Comments
DoT	Database Consultant	12 week consultancy awarded to Stuart McLachlan – first input undertaken in October to December 2008 – second 2 week input scheduled for quarter 3 2009.
PNG Ports Corp Ltd	IT Consultancy	Tenders advertised by PNGPC in October – tender evaluation panel assessed tenders in November 2008 – tenders received far in excess of estimate and scope of work to be undertaken being considered. PNGPC also considering funding the gap of roundlyK160,000 – awaiting further advice from PNGPC and a request for the issue of a “letter of no objection” from AusAID.
	Strategic Ports Review and Development Plan Consultancy	Tenders advertised by PNGPC in October – tender evaluation panel scheduled to assess tenders in December 2008 – awaiting further advice from PNGPC and a request for the issue of a “letter of no objection” from AusAID.

- **1 X Additional Initiative Approved by AusAID**

Agency	Position/Contract	Details/Comments
DoW/TSSP	Finnroad, to establish baseline household data, from which the impact of road maintenance activities can be measured in future. (Contract approved by AusAID and is an addition to the 40 positions approved by TSCMIC in November 2007)	<p>The first phase of the baseline commenced on 31 March 2008 and is proceeding through until the end of July 2008.</p> <p>The second stage of the study will primarily be an impact assessment and is scheduled to commence November/December 2009.</p>