Topic: Annual Report

Question 1

Outcome 1: Output 1.1
Senator Ludwig asked in writing
With regard to each agency (and the department itself) that fall inside the department's portfolio, could the department indicate

1. What date the agency's 2005-06 Annual Report was tabled before Parliament?
2. If the annual report was not tabled by 31 October 2006, could the department indicate:
    a. When the report was tabled, or if it remains untabled what date the report is expected to be tabled by.
    b. Whether the agency's own legislation provides an alternative timeframe for its annual report. If so, could the department provide:
        i. A description and reference to the relevant provision and legislation.
        ii. An explanation of why the agency cannot meet the general timeframe set out in the Department of Prime Minister and Cabinet's Requirements for Annual Reports, and so requires an alternative timeframe?
    c. Whether the agency was granted an extension under section subsections 34C (4) (7) of the *Acts Interpretation Act 1901*? If so, could the department provide:
        i. The date for finalizing the report as set out in the extension.
        ii. The reason given for granting the extension.
        iii. The date that the Minister tabled in Parliament a statement explaining why an extension was granted.
        iv. A copy of the Minister's statement.
    d. Where the agency's legislation doesn't provide for an alternative timeframe (as per question b) nor was the agency granted an extension (as per question c) could the department provide:
        i. Explanation for why the Annual Report was tabled outside the timeframe set by DPM&C despite there being no provision alternative timeframe set out in the agency's legislation nor there being any formal extension granted.
        ii. Details of any other arrangement in place for the tabling the agency's

Answer

1. The AusAID Annual Report, which is part of the DFAT Annual Report (volume 1 DFAT proper and volume 2 AusAID), was presented out-of-sitting to the President of the Senate on 25 October 2006.

2. Question does not apply.

Topic: DAC

Question 2

Outcome 1: Output 1.1
Senator Hogg asked in writing
Can AusAID finally provide an answer (with an update for 2006–07) to Question No 92 asked by Senator Hogg at Budget Estimates 2006–07? (p 119)
http://www.aph.gov.au/Senate/committee/fadt_ctte/estimates/bud_0607/fat/ans_ausaid_may06.pdf
The question related to details of water and sanitation, health and education projects along with DAC sector codes.

Answer
Changes to AusAID's information management systems to produce the specific data required to answer this question are in the process of being finalised. These changes are expected to be completed by the end of January 2007 and a response will be provided soon after.

Topic: Disability Programs

Question 3

Outcome 1: Output 1.1
Senator Hogg asked in writing
Given Australia's world class expertise in the design and delivery of disability-related programs, why has the government decided not to develop a substantive disability program in Australia's expanding aid program?

Answer
The aid priorities identified by both the White Paper and the Health Policy are the result of extensive consultation with experts and stakeholders. The Health Policy recognises the importance of addressing high-burden health problems and will focus on these where prioritised by our aid partners, and where cost-effective interventions exist. Assistance for disability can be considered through this process.

Topic: Environment and Climate Change

Question 4

Outcome 1: Output 1.1
Senator Nettle asked in writing
I notice that climate change is only mentioned 4 times in your annual report. Which seems surprising given the catastrophic threat of climate change to the world's poor. Can you outline what priority or significance AUSAID gives to the problem of climate change?

Answer
Climate change has been identified in the White Paper Australian Aid: Promoting Growth and Stability as a key focus for AusAID's Environment Strategy to be released in 2007.

Question 5

Outcome 1: Output 1.1
Senator Nettle asked in writing
Has AusAID done any evaluations of how climate change will affect Australia's aid program? If yes, when were they done and what were their recommendations?

Answer
AusAID is well aware of the global debate on climate change and engages in that debate through our participation in the Council of the Global Environment Facility and through the Conference of the Parties for the United Nations Framework Convention on Climate Change. The importance of climate change for developing countries is recognised in the White Paper in which the Government commits to the development of an environment strategy in which climate change will be one of the three key themes.

Question 6

Outcome 1: Output 1.1
Senator Nettle asked in writing
Page 27 of the Annual Report claims the "aid program helps partner countries … adapt to climate change."

a. What specific projects of the aid program help countries adapt to climate change? How do these help them adapt?
b. Do any bilateral projects seek to address the causes of climate change, rather than just adapting to climate change?

Answer

a. The following aid program projects have a climate change adaptation focus.

South Pacific Sea Level and Climate Monitoring Project	To provide an accurate long term record of sea levels in the South Pacific to assist the region to understand and plan for the potential implications of climate change.
Enhanced Climate Predictions Project	To upgrade the national Meteorological Services of participating island countries to enable better climate prediction support to industry, government and the people of the Pacific Islands region.
Vulnerability and Adaptation Initiative	To provide planning and capacity building assistance to Pacific Island countries to adapt to sea level rise.
World Bank Kirabati Adaptation Project Phase II	To reduce Kiribati's vulnerability to climate change, climate variability and sea level rise.

b. At this stage AusAID has not funded mitigation through individual bilateral programs. Given the enormous scale of the resources needed to mitigate the causes of climate change, limited aid funds and the need for coordinated regional and global responses, the aid program has funded mitigation through contributions to regional and multilateral organizations, in particular the Global Environment Facility.

Question 7

Outcome 1: Output 1.1
Senator Nettle asked in writing
Page 101 of the Annual Report claims that "Australia's multilateral environment programs provide support to multilateral agencies to address key environmental issues such as climate change…"

a. Apart from contributing funding to the Global Environment Facility (GEF) are there any other multilateral programs addressing climate change?
b. What proportion of the GEF goes to addressing the causes of climate change?

Answer

a. Australian contributions channelled through the GEF fund the United Nations Framework Convention on Climate Change (UNFCCC) and climate change projects managed by the World Bank and the United Nations Environment Program.
b. The Australian Government recently pledged $59.8 million to the GEF 4th Replenishment. It is anticipated that 33 per cent of the USD3.13 billion replenishment will go to the climate change focal area which is one of six focal areas under the facility.

Question 8

Outcome 1: Output 1.1
Senator Hogg asked in writing
When will a draft of the AusAID Environment Strategy be made available for comment? Why has the development of this document been shrouded in secrecy? How will this Strategy be able to reconcile Australia's weak position on climate change with the likely overwhelming impact of global warming on our developing country neighbours?

Answer

Very preliminary work has started on the aid program's Environment Strategy which will be completed in 2007, following broad ranging consultations with relevant departments and agencies. Similar to other strategies which have been developed as part of the White Paper implementation process, the development of the environment strategy will be supported by an external reference group. Climate change will be a key focus of the strategy.

Topic: Office of Development Effectiveness

Question 9

Outcome 1: Output 1.1
Senator Nettle asked in writing
What is the progress to date with the development of the Office of Development effectiveness?

Answer: Asked and answered during hearing. (Hansard FAD&T page 104)

Question 10

Outcome 1: Output 1.1
Senator Nettle asked in writing
Has it got operations staffing? If so what are the staffing levels and what are the responsibilities of staff?

Answer: Asked and answered during hearing. (Hansard FAD&T pages 104 & 105).

Question 11

Outcome 1: Output 1.1
Senator Nettle asked in writing
When will the 'enhanced performance assessment' strategy be available and in what key areas will it differ from current performance assessment?

Answer
The performance orientation of the aid program will be strengthened at all levels. This will build on advances already undertaken by AusAID and cover adherence to quality processes during activity design and implementation, monitoring or activity inputs, evaluation of outputs and outcomes, and overall country performance assessments.

The enhanced strategy will be operational from July 2007.

Question 12

Outcome 1: Output 1.1
Senator Nettle asked in writing
Will AusAID abolish the '75% or more of funded projects with an overall rating of more than satisfactory' system—in light of Australian National Audit Office recommendations—in order for such a rating system to give a more detailed appraisal of projects.

Answer
The ANAO's recent AIPRD report has not recommended abolishing the 75 per cent quality indicator. At this stage there are no plans to abolish the quality target of 75% agreed between the Department of Finance and AusAID.

Question 13

Outcome 1: Output 1.1
Senator Nettle asked in writing
Will the five point quality rating also be changed to reflect a more complex appraisal of aid activities and outputs—in accordance with recommendations in the recent ANAO report?

Answer
An enhanced Performance Assessment Framework is being developed and will come into effect on 1 July 2007—this will provide more rigorous and comprehensive information on the impact and quality of the aid program. The five point quality rating is being considered as part of this exercise.

Question 14

Outcome 1: Output 1.1
Senator Nettle asked in writing
Does AusAID believe that its statement of less than 300 words on page 19 of its 05/06 Annual report pertaining to the overall quality its total administered expenses over all countries and sectors is adequate?

Answer: Yes.

Question 15

Outcome 1: Output 1.1
Senator Nettle asked in writing
The 05/06 Annual report describes that role of the new Office of Development Effectiveness as a rolling program of in-depth evaluations of policies, country strategies, and aid activities—building capacity within the development program to apply sound management principles. What level of the Office of Development Effectiveness evaluations will be publicly available?

Answer
As stated in the White Paper, the Office of Development Effectiveness (ODE) will evaluate the implementation of country strategies, policies and programs and, as a general rule, publicise the results and any management responses.

The ODE will also publish an Annual Review of Development Effectiveness, drawing on the breadth of its work.

Question 16

Outcome 1: Output 1.1
Senator Hogg asked Hansard FAD&T Page 105
Has the Terms of Reference and guidelines for the Office of Development Effectiveness been published?"

Answer
The role and functions of the Office of Development Effectiveness are outlined in the White Paper on the Australian Aid Program (see page 60), which is available on the AusAID

Topic: Contractor—Charles Tapp

Questions 17 to 21

Outcome 1: Output 1.1
Senator Hogg asked Hansard (FAD&T Pages 94 to 97) questions related to Mr Charles Tapp's contractual relationship with AusAID.

These questions were:

17) What was the period of time from when Mr Tapp resigned to when he was engaged as a contractor?
18) What was the value of Mr Tapp's contract subsequent to his resignation and what was his salary before leaving AusAID?
19) There is a difference between an earlier answer to a question in writing (Senator Bob Brown, November 2005) regarding the value of Mr Tapp's contract and the value of a contract with Mr Tapp registered on AusTender. Is this difference explained by GST and superannuation contributions?
20) How was Mr Tapp's contract for the period 22 April 2005-30 June 2006 reported in AusAID's annual reports?
21) Was Mr Tapp working as a consultant for the Agency from 7 April 2006?

Answer to questions 17 to 21
Mr Charles Tapp tendered his resignation from AusAID in March 2005 for extenuating family reasons in order to take up work as a consultant with other international aid organisations. Subsequent to Mr Tapp's resignation, the challenges facing AusAID increased significantly, both in terms of substance and urgency: this included the development of the first ever White Paper on Australia's aid program, whole of government demands around PNG and the Pacific and implementing the new $1 billion Australia Indonesia Partnership for Reconstruction and Development (AIPRD). At the same time, another senior temporary transfer out of AusAID created a significant hole in AusAID's executive structure, reducing it by half. As such it was crucial for AusAID to have continued access to Mr Tapp's skills and expertise to ensure that the agency was able to meet the challenges then confronting it. Mr Tapp subsequently agreed to AusAID's request to enter into a temporary employee contract on 28 April 2005 to undertake a range of high level executive tasks while AusAID sought a permanent replacement.

Under this contract, Mr Tapp had the authority to act under the Financial Management Act but not under the Public Service Act. AusAID sought advice from the Public Service Commission in the preparation of the contract and throughout followed proper processes and met the requirements of the Commonwealth procurement Guidelines. The Public Service Commission confirmed that AusAID was abiding by the requirements of the Public Service Act in the way the contract was defined and the authorities allocated under it. Mr Tapp's responsibilities included directing the development of the White Paper on Australia's aid program and the parallel strategic reform

within AusAID; oversight of important international analytical work on "Fragile States" in partnership with the OECD DAC and French Government; engagement in the preparation of 2006/07 Budget initiatives; oversight of the scoping, development and introduction of AusAID's new Management information system; and leadership of the PNG and Pacific programs including the implementation of the Enhanced Co-operation Program.

The value of this contract from 28 April 2005 to 7 April 2006 was $288,000. This figure did not include GST or the compulsory superannuation contribution. This remuneration was based on value-for-money and reflected competitive rates in the prevailing human resources market. The initial estimate reported on Austender for this contract of $340,000 included GST and compulsory superannuation contributions.

All Senior Executives in AusAID are on AWAs and as such details of their remuneration and conditions are private and confidential. However, the remuneration package for an SES Band 2 at AusAID is up to $271,000 which is around the middle of the range of SES Band 2 packages offered by APS agencies. Determination of these salary packages takes into account the security of tenure and superannuation benefits which permanent public servants enjoy.

On the expiry of the contract in April 2006, AusAID was highly satisfied that Mr Tapp's output had met the value for money criterion well above expectations. However, with a number of high level strategic tasks still to be completed and confronted by a significant delay before permanent replacements could commence, AusAID contracted Mr Tapp as a consultant to undertake specific advisory tasks on a part time basis. These tasks included: advising on the finalisation and implementation of the Aid White Paper; finalisation and launch of the agency's Business Plan; relationship management with the International Financial Institutions; corporate reform; and external membership of the agency's Information Management Advisory Group.

Inclusion of contract details in annual reports depends on whether the contract is with a consultant or a contractor. The requirements of the Department of the Prime Minister and Cabinet for annual reports stipulate that the details of consultancy contracts over $10,000 are to be published. As Mr Tapp was classed as a contractor and not a consultant from 28 April 2005 to 7 April 2006, contract no. 13746 was not listed in the 2004-2005 Annual Report. However in the period covered by Annual Report 2005-2006, Mr Tapp was a consultant and consequently the details of the consulting contract were included. The difference between a contractor and a consultant is that consultants provide independent advisory services while contractors are required to undertake clearly defined tasks. (PM&C Guidelines state "a consultant is an individual, a partnership or a corporation engaged to provide professional, independent and expert advice or services.") AusAID ensures transparency of information on contractors through Austender.

Question 22

Outcome 1: Output 1.1
Senator Hogg asked at hearings how many consultants have access to office facilities at AusAID and how many do not?

Answer
All 87 contractors and consultants currently working on AusAID premises have access to office facilities, including computer systems, stationery and telecommunications and if appropriate, access to support staff.

Contractors and consultants who do not work on AusAID premises do not have access to AusAID-provided office facilities. As of November 2006, there were 2045 of these contractors and consultants on contract to AusAID.

Topic: Contractor Performance Reviews

Question 23

Outcome 1: Output 1.1
Senator Nettle asked in writing
Under the 'contractor performance system', can you name the Australian contractors that are currently subject to Annual Reviews and provide details of the terms of reference for these reviews?

Answer
The seven major Australian contractors currently subject to Annual Reviews are:

1. Cardno;
2. ACIL;
3. Coffey International Development;
4. GRM International;
5. Hassall and Associates International;
6. Jane Thomason and Associates International;
7. Melbourne Development Institute International; and
8. URS Australia

For each current contract worth in excess of $1 million being managed by the respective Contractor, AusAID examines the following key assessment criteria:

Organisation
In-Australia Management and Administrative Support In-Country Management and Administrative Support Relationship with AusAID Quality of Requested Activity Financial Information

Approach
Pro-activeness in Responding to Activity Risks, Issues and Problems Quality of Communication with Activity Stakeholders Efforts to Engage in Continuous Improvement Quality of Key Planning Documentation e.g. Activity Annual Plan Attention to AusAID's Policy on Gender and Development Attention to AusAID's Policy on Environment
Personnel
Performance of Team Leader Performance of Other Key Activity Personnel Ability to Maintain Quality Project Personnel Timeliness in Relacing Activity Personnel
Project Management
Management of Activity Budget Quality and Timeliness of Activity Milestones and Deliverables Relationship with Activity Counterparts Responsiveness to AusAID Requests and Instructions

Topic: Possible Parliamentary Questions

Question 24

Outcome 1: Output 1.1
Senator Ludwig asked in writing
With regard to the preparation of Possible Parliament Questions briefs or other such documents intended to brief Minister's on an issue specifically for Question Time, could the department/agency provide:

1. The number of such briefs prepared in each of the last three financial years (2003–04, 2004–05, 2005–06).
2. The number of staff who are responsible for coordinating such briefs and the salary level they are engaged at.
3. The name of internal unit/team that those staff belong to and a description of its other responsibilities.
4. The total budget associated with the unit/team referred to in response to part 3.

Answer

1. Historical statistics for such briefs are not recorded. As of 23 November 2006, there were 24 aid briefs current in AusAID's Possible Parliamentary Questions (PPQs) database.
2. 0.25 full-time equivalent (FTE) at Executive Office Level 1. The average annual salary for 1.0 FTE in 05/06 was $68,499 (including superannuation, other accruals and on-costs—0.25% of this total cost is $17,124.83). This position is responsible for managing the PPQ database which includes the coordination and distribution of PPQs. Canberra-based

AusAID officers have access to the PPQ database and are responsible for the preparation, editing and clearing of PPQs relevant to their policy and/or program area.

3. Ministerial and Parliamentary Services Unit (MPSU) is responsible for:
   - the management and coordination of departmental appearances before parliamentary committees, enquiries and hearings including senate estimates,
   - the coordination and processing of responses to Questions on Notice,
   - recording and distribution of ministerial submissions, and Cabinet and meeting briefings,
   - registration and coordination of ministerial correspondence,
   - the coordination and distribution of PPQs,
   - coordination of all departmental Cabinet documents including submissions
   - coordination of departmental input into Cabinet Coordination Comments
   - providing training to the Agency in the use of the PPQ database
   - coordination of briefings for the Minister and Parliamentary Secretary
   - processing of Freedom of Information applications
4. The total budget for MPSU in 2005-06 FY was $316,747.

Topic: White Paper

Question 25

Outcome 1: Output 1.1
Senator Hogg asked in writing
The Aid White Paper foreshadowed increasing use of NGO partners to address issues such as promoting good governance at a local level, *but NGO programs fell significantly in the last budget* as a proportion of overall aid. Is there any intention to reverse this situation in the forthcoming budget?

Answer
Funding to NGO programs did not fall significantly as a proportion of the 2006–07 budget. Funding to NGOs has remained steady at around 2% as a proportion of ODA since 2004–05, and has grown in dollar terms, from $43.5 million in 2004–05 to at least $60.8 million in 2006–07 (figures are still to be finalised). The growth in NGO funding reflects increased partnership with NGOs in areas of priority to the aid program.

The White Paper clearly supports the role of NGOs in the aid program where that role supports aid program objectives. Future opportunities will depend on where NGO expertise intersects with bilateral program objectives, and where the NGO community clearly offers value.

Question 26

Outcome 1: Output 1.1
Senator Hogg asked in writing
Why is the Government comfortable to continue *to rank near the bottom of the OECD donor group in the proportion of its funding used in partnership with NGOs* given the prominence in the White paper on measures to build civil society pressure for accountability?

Answer
The Government does not set expenditure targets for work in particular sectors or by particular partners in development, on the basis that such targets reduce flexibility for the Government to respond to emerging priorities. NGOs are, and will continue to be valued partners in the Australian aid program, but future funding opportunities will depend on where NGO expertise intersects with bilateral program objectives, and where the NGO community clearly offers value. AusAID continues to conduct productive discussions with the Australian NGO community on how best to partner in the areas of Building Demand for Better Governance and Anti-corruption. Other approaches with international and indigenous non-government organisations are also under consideration.

Topic: Administered Expenses

Question 27

Outcome 1: Output 1.2
Senator Nettle asked in writing
What accounts for the drop in administered expenses in AusAID from 2.16 billion in FY 04/05 to 1.59 Billion in 05/06 (pg 130 Annual Report) in a period where total aid rose to 2.9 billion?

Answer
AusAID administered expenses were lower in 2005–06 than in 2004–05 primarily as no large new multilateral replenishments to the International Financial Institutions IDA and ADF, which are recorded as an expense at the time of the agreement, were entered into in 2005–06.

The International Financial Institutions are key multilateral partners who are able to leverage very significant financial resources and expertise for sustainable development and poverty reduction.

Total Official Development Assistance is measured in cash, rather than expenses, and includes AusAID ODA, ACIAR ODA and ODA from Other Government Departments.

Aid rose to $2.9 billion during this period.

Topic: Afghanistan

Question 28

Outcome 1: Output 1.2
Senator Hogg asked in writing
Please provide (and/or coordinate response) a detailed breakdown of AusAIDs ODA and ODA eligible expenditure by OGDs in Afghanistan since 2002.

Answer

AusAID Expenditure

Activity name	2002–03	2003–04	2004–05	2005–06	Total
Mine Action	$3,413,043	$1,300,000			$4,713,043
Civil Society Capacity Building Program	$528,475	$295,140			$823,615
Capacity Building for Afghan NGOs	$592,213				$592,213
Seeds of Strength Project	$1,000,000	$167,000	$166,500	$166,500	$1,500,000
UNICEF Assistance in Basic Education	$3,100,760				$3,100,760
NGO Program Funding	$8,633				$8,633
Aust. Volunteers International	$24,399				$24,399
Aust. Volunteers International	$11,007				$11,007
Aust. Volunteers International	$11,007				$11,007
Aust. Volunteers International	$8,329				$8,329
Program Monitoring		$17,037	$9,239		$26,276
Capacity Development of the Central Bank	$250,000				$250,000
Technical assistance to the Ministry of Finance	$250,000	$93,500	$250,000		$593,500
Reintegration assistance to Afghans	$3,000,000				$3,000,000
Support Afghan refugees in Pakistan	$1,700,680				$1,700,680
Afghanistan Reconstruction Trust Fund	$4,000,000	$9,000,000	$5,000,000	$5,000,071	$23,000,071
UNICEF Safe Motherhood Program	$600,000				$600,000
UNICEF Safe Motherhood Program	$260,168	$1,202,338			$1,462,506
Legal Capacity Building Program		$750			$750
Health Education & Nutrition project		$48,090			$48,090
Aust. Volunteers International		$140,000			$140,000

Activity name	2002–03	2003–04	2004–05	2005–06	Total
South Asia Integrated Development Plan		$5,000			$5,000
Blindness and Disability Program		$64,742			$64,742
Afghanistan Scholarships		$6,499	$133	$19,314	$25,946
UNDP Voter Registration Project		$2,000,000	$4,000,000	$3,000,000	$9,000,000
CARE Education Project		$500,000	$124,736	$785,233	$1,409,969
Australian Red Cross Activities		$500,000			$500,000
Integrated Food Security Program		$500,000		$214,329	$714,329
Community-based Rural Livelihoods		$500,000			$500,000
IOM Reintegration Program		$1,500,000			$1,500,000
Blindness and Disability Rehabilitation			$43,084		$43,084
Integrated Development			$5,002		$5,002
Aust. Volunteers International			$163,200		$163,200
Afghanistan Recovery Support			$163,434		$163,434
Afghan Red Crescent Health Program			$313,322	$426,118	$739,440
UNDP Civil Service Leadership Project			$1,000,000	$1,620,000	$2,620,000
UNDP Counter Narcotics Trust Fund			$2,000,000		$2,000,000
UNHCR program support			$3,500,000	$3,468,000	$6,968,000
Afghan Mothers and Children Care			$5,814		$5,814
WFP–Provision of Cash	$2,375,362				$2,375,362
Comprehensive Eye Care Program				$1,000,000	$1,000,000
Building Sustainable Electoral Admin				$603,566	$603,566

Activity name	2002–03	2003–04	2004–05	2005–06	Total
South Asia Integrated Development Program				$10,500	$10,500
Blindness and Disability Rehabilitation				$81,271	$81,271
Afghanistan Recovery Support Program				$172,547	$172,547
STD Control including HIV/AIDS				$166,819	$166,819
Sustainable reintegration of Afghan returnees				$1,750,000	$1,750,000
Programme Monitoring				$15,652	$15,652
	$21,134,076	**$17,840,096**	**$16,744,464**	**$18,499,920**	**$74,218,556**

Other government department expenditure

Department	Activity name	2002–03	2003–04	2004–05	2005–06	Total
Defence	Operation Palate		$22,981		$55,000	$77,981
Defence	Operation Slipper			$110,000		$110,000
DIMA	Aid for displaced Afghans and Iraqis		$4,660,000	$2,971,000		$7,631,000
DIMA	Funding Package to Afghan Government	$295,000	$1,177,816	$71,000		$1,543,816
DIMA	Package assistance to Afghan TPV holders	$42,000	$39,993			$81,993
DIMA	Reintegration assistance			$3,635		$3,635
DIMA	Migration management technical cooperation			$2,893,500	$160,000	$3,053,500
		$337,000	**$5,900,790**	**$6,049,135**	**$215,000**	**$12,501,925**

Topic: Australia–Pacific Technical College

Question 29

Outcome 1: Output 1.2
Senator Carr asked in writing

a. In answer to QON 50 from the last round of Estimates, you said that, by October, it was expected that you would have received from the design teams recommendations on a number of aspects of the proposed Pacific Technical College.
b. Have you received those recommendations?
c. Can you inform the Committee of the detail of the recommendations? Can we have a copy of any relevant reports?
d. If you have not yet received the recommendations, when do you expect to do so?

Answer

The design process for the Australia-Pacific Technical College is currently underway. Details on various aspects of the College are expected to be finalized in early 2007.

Question 30

Outcome 1: Output 1.2
Senator Carr asked in writing
In the light of recent events in the Pacific involving Australia's relations with certain Pacific countries, has AusAID or DFAT held further talks with the Governments of those countries about their ongoing support for the College? Have any countries expressed a desire not to participate in the project, or to scale down their participation? What countries? What reasons have they given?

Answer

The Australia-Pacific Technical College was discussed at the October 2006 Pacific Island Forum. The leaders' communiqué from the Forum states that Pacific Island leaders welcomed the progress on the establishment of the Australia-Pacific Technical College and that it would make a significant contribution to developing a skilled and competitive Pacific workforce.

Question 31

Outcome 1: Output 1.2
Senator Carr asked in writing

a. In answer to QON 51 from the last round, AusAID referred to planned consultations with Australian and Pacific industry associations, companies and education and training providers. Can you provide a list of those consulted so far?
b. Which public education institutions and private providers have been identified as potentially involved in partnerships in the initiative?
c. Can you provide the Committee with copies of reports or other documents associated with the "qualitative and quantitative analysis" of priority demand in the Australian and Pacific labour markets, as referred to in QON 51?

d. Can you provide a copy of the reports and/or other relevant documents outlining the findings of the "qualitative research" you commissioned from the University of the South Pacific on skill shortages in the Pacific?
e. Have you determined the detail of the advisory boards you plan to establish to oversee and monitor the performance of the College? Please provide details. How will these bodies be funded and by whom?

Answer

a. Consultation with Australian and Pacific industry associations, companies and education and training providers is being undertaken by the Registered Training Organisation (RTOs) that have been commissioned to submit designs for components of the College. Lists of organisations consulted by the RTOs will be provided with the final design.
b. Public education institutions and private providers that may be involved in partnerships in the initiative will be identified in the design of the College expected to be finalized in early 2007.
c. Yes. A study of skilled employment demand and opportunities in the Pacific labour market was undertaken. The Department of Employment and Workplace Relations was consulted on Australian labour market issues.
d. Yes. Copy of report on skilled employment demand in the Pacific is provided ***(attachment A)***.
e. Details of the advisory board for the College will be determined as part of the design process.

Question 32

Outcome 1: Output 1.2
Senator Carr asked in writing

a. Can you provide details of the costings behind the Prime Minister's announcement that $149.5m would be provided for the Australia-Pacific Technical College over four years? How will that money be spent?
b. What additional funds will be required, and for what purposes? Where will this money come from?
c. What contributions will Pacific governments be making—either in cash or in kind? Please provide details as they become available.
d. Please provide details of the associated $10 million scholarship program announced by the Prime Minister. Who will administer that program, both in Australia and in the Pacific?
e. Do you have a detailed design for this scholarship program? If not, when will you have such a design? Who will produce the design? What Australian Government agencies will be involved? Will you involve the governments of Pacific countries?
f. Will you seek to augment the scholarship fund with private sector financing? How will this be sought and from whom?
g. Have you given consideration to a deferred-payment, income-contingent scheme (similar to HECS) to augment the scholarship program, or to replace it in some ways? Have you considered leveraging private sector financing in this way? Have you considered imposing a HECS-type charge on graduates of APTC who subsequently work in Australia or—through existing HECS–related arrangements – New Zealand?
h. If so, please provide details.

Answer

a. Detailed costings for the College were prepared for consideration by Cabinet and are not for public release.
b. No additional funds are required.
c. Requests have been made to Pacific Governments to provide an indication of their potential contributions to the College. Arrangements for Pacific Government contributions will be settled progressively.
d. The $10 million scholarship program is currently being designed. The design is expected to be finalized in early 2007. AusAID will administer the scholarships.
e. See d. above.
f. The College will work in partnership with the private sector to provide workplace training, and private sector contributions will be sought, for example, for up-grading skills within the private sector workforce
g. No.
h. Not applicable.

Question 33

Outcome 1: Output 1.2
Senator Carr asked in writing

a. Can you provide details of the successful tenderers for the design teams for the college schools? When were those tenders let?
b. What will be the process of review that takes place before those same Registered Training Organisations are contracted to deliver the training programs?
c. Have you considered that the RTOs involved in the design phase could possibly be involved in conflicts of interest – formulating a design that they were possibly best placed to deliver? What action have you taken to avoid this situation?
d. Do you now have plans to contract out any functions of the APTC to foreign governments? What functions, and on what basis have you made this decision? Have you come to agreement with any foreign governments about this? Please provide detail.
e. Who is undertaking design of the administrative and governance arrangements for the College? Can you provide details of what has been proposed?

Answer

a. The successful tenderers for the design of the Australia-Pacific Technical College are the following RTOs: Royal Melbourne Institute of Technology; Box Hill Institute of TAFE; and Sunshine Coast Institute of TAFE. Tenders were advertised on 24 May 2006 and the above successful tenderers commenced design work in July 2006.
b. An appraisal of the designs submitted by the above RTOs will be undertaken by a team of independent experts.
c. The design and implement contracting process being utilized for the College is an established method of procurement that is in accordance with Commonwealth procurement guidelines. In addition, the independent appraisal will check the quality of the design and that the RTOs are appropriately placed to implement the training programs.
d. No.

e. The administrative and governance arrangements are being developed by AusAID and the above RTOs as part of the design process.

Question 34

Outcome 1: Output 1.2
Senator Carr asked in writing

a. Can you confirm that you have decided not to locate a campus of the Australia-Pacific Technical College in the Solomon Islands?
b. Can you confirm that, previously, there had been a plan to locate a campus in that country? Can you confirm the existence of a concept planning paper that indicates that a campus was originally envisaged in the Solomon Islands?
c. Why is this no longer part of the plan?
d. Please provide the rationale for the location of all the component campuses, branches, centres and other facilities of the APTC that have so far been decided.

Answer

a. No elements of the College are planned to be located in the Solomon Island at this stage.
b. Consideration has been given to locating elements of the College in the Solomon Islands. A concept paper was prepared that stated that the College would have country offices in Papua New Guinea, Fiji, Vanuatu, Samoa and possibly the Solomon Islands. It stated that training Centres would be initially established in Samoa, Fiji, Vanuatu and PNG and perhaps Solomon Islands.
c. Decisions to locate training were based on industry capacity, education sector capacity, transport links and population size. Accordingly, it was decided to commence training in Samoa, Fiji, Vanuatu and PNG. It is possible in the future that training will be undertaken through the College in the Solomon Islands or other Pacific Island Countries.
d. See c. above.

Question 35

Outcome 1: Output 1.2
Senator Carr asked in writing

a. Can you provide a copy of the "Concept Paper" produced earlier this year that outlines details as they stood at that time on the planned Australia–Technical College?
b. If this paper has been updated, altered or superseded since June 2006, can you provide copies of successive versions of this paper, or of whatever replaced it?

Answer

a) A copy of the Concept Paper is provided ***(attachment B)***.
b) There have been no updates to the Concept Paper.

Question 36

Outcome 1: Output 1.2
Senator Carr asked in writing

a. Can you provide copies of the specialist technical papers that were commissioned in association with the planned Australia-Pacific Technical College, including, but not limited to, those dealing with the following topics:
   - Occupations in demand in the Pacific and Australia;
   - The migration regimes of the Pacific and Australia (or of Australia); and
   - The vocational and technical education sectors of Australia and the Pacific?
b. Can you provide reports on consultations undertaken in Australia, Fiji, Samoa, PNG, Vanuatu and Solomon Islands with government, industry and service providers on issues relevant to the establishment of the College?

Answer

a. Yes. A copy of the relevant paper is provided ***(attachment C).*** Note there was no research paper prepared on migration regimes in the Pacific.
b. Consultation with Australian and Pacific industry associations, companies and education and training providers is being undertaken in the design the College.

Question 37

Outcome 1: Output 1.2
Senator Carr asked in writing

a. Are you aware of concerns among stakeholders in the Pacific that the Australia-Pacific Technical College could undermine the viability or standing of existing institutions? Are you aware of concerns that the APTC might be perceived as elitist, or as producing graduates solely for emigration?
b. What measures have you taken to allay those concerns?

Answer

A key principle communicated to stakeholders is that the College is not to undermine existing, relevant training institutions. The College will work in partnership with existing training institutions and augment training opportunities in the region. The College will not produce graduates solely for emigration. The objective of the College is to contribute to the development of a skilled and competitive Pacific workplace to enable graduates to work more productively in their local labour market, and facilitate, but not guarantee, migration to Australia or other overseas labour markets.

Question 38

Outcome 1: Output 1.2
Senator Carr asked in writing

a. What problems have you identified in providing training through the APTC in the traditional trades?
b. What are the financial and other constraints in the area of infrastructure provision in this regard?

c. How do you propose to address these problems?
d. If you do not propose to invest heavily in fixed infrastructure assets in order to provide this type of training, how will this training be provided? How will you meet equipment and workshop requirements?
e. How will you involve local industry and how do you propose to ensure that appropriate quality and standards are maintained?
f. How will quality and standards be monitored?
g. How will costs be contained?
h. What will be the extent of the Australian Government's investment in infrastructure and equipment for traditional trade training?

Answer

a-e The College design process will address these and other relevant issues.
f. Training provided through the College will be required to meet Australian Quality Training Framework standards and will be subject to the monitoring and quality compliance practices associated with this.
g-h See a.-e. above.

Question 39

Outcome 1: Output 1.2
Senator Carr asked in writing

1. You have identified several industry sectors and occupations in which it is proposed to provide training. In which areas and trades is it proposed that training to Australian Certificate IV—tradesperson level—will be provided?
    a. In which areas and occupations is it planned to provide training to Certificate III only?
    b. What is the rationale for providing training only to Certificate III in some areas and occupations?
    c. Have you identified a need for vocational graduates at Certificate IV level in these areas in Pacific Island countries? Is there a need in Pacific island countries for Certificate IV graduates in:
        - Automotive trades;
        - Manufacturing and engineering trades;
        - Hairdressing; and
        - Food processing?
    d. If you have concluded that there are no such needs, can you provide the reasons for this conclusion?
    e. If you have not reached such a conclusion, or have reached a different conclusion, can you explain why it is not proposed to provide training to this level in these occupations?

Answer

a-b The training that will be provided (including the level of qualification) will be determined in the design to be finalized in early 2007. The training and level of qualifications that will be provided is guided by the labour market analysis undertaken (see reports provided under Question 29 a. above) and the objectives of the College to contribute to the development of

a skilled and competitive Pacific workplace to enable graduates to work more productively in their local labour market, and facilitate, but not guarantee, migration to Australia or other overseas labour markets.

c See a. above. Note that the College will initially provide training in the areas of hospitality and tourism; health and community services; and automotive, manufacturing and construction and electrical trades.

d-e See a-b. above.

Question 40

Outcome 1: Output 1.2
Senator Carr asked in writing

a. What specific plans do you have for the delivery of structured workplace training in traditional trade areas, especially where this training may be delivered in locations remote from the training centres to be established? How will this be financed? What employer incentives will be provided?
b. What analysis have you undertaken on the administrative and other constraints applying where workplace training is provided in Australia? Please provide copies of any reports, or other relevant information.
c. How will you provide workplace training in-country where a suitable industry base is absent? What arrangements will be made, including financial arrangements?

Answer
Such issues will be outlined in the design for the College due to be finalized in early 2007. As a general principle, training through the College is to be located where there is industry demand and capacity, i.e. where there is a suitable industry base.

Question 41

Outcome 1: Output 1.2
Senator Carr asked in writing

a. What investigations have been undertaken into relevant existing regulatory regimes, testing and accreditation regimes, labour market regulations and qualifications frameworks in Pacific countries?
b. Please provide details of your findings.

Answer

a. Investigation into these issues will be undertaken as part of the College design due to be finalized in early 2007.
b. See (a) above

Topic: AWB

Question 42

Outcome 1: Output 1.2
Senator Nettle asked in writing: On the five occasions that cash was taken into Iraq (Q on Notice May 06) on which occasions did Trevor Flugge, Michael Long or Darryl Hockey have some responsibility for funds.

Answer
On all five occasions Mr Flugge (as Australian Senior Agricultural Team leader), or when he delegated the responsibility to Mr Long or Mr Hockey, had some responsibility for cash taken into Iraq for quick impact activities.

Question 43

Outcome 1: Output 1.2
Senator Nettle asked in writing
If the Cole Inquiry makes adverse findings against AusAID contractors Trevor Flugge, Michael Long and Darryl Hocky, will AusAID investigate their work in Iraq managing the $45 million dollars allocated in Australian ODA to Agricultural assistance in 2003?

Answer
No. The contracts for the consultancy services of Trevor Flugge, Michael Long and Daryl Hockey were all fulfilled in accordance with the contract.

Question 44

Outcome 1: Output 1.2
Senator Nettle asked in writing

a. If the Cole Inquiry makes adverse findings against the AWB in relation to inflated wheat prices will AusAID conduct an audit into the other contracts that AusAID has with the AWB to supply wheat to other countries?
b. Do those countries include Bangladesh and Korea is that correct?

Answer

a. No
b. N/A

Question 45

Outcome 1: Output 1.2
Senator Nettle asked in writing
What is the status of $35 million contract (contract NO. 1093939) awarded to AWB to provide wheat to Iraq in 2003?

Answer
The contract was completed on 30 April 2003 when AWB refunded the funds to AusAID and the UN took over the shipment.

Topic: Burma—Three Diseases Fund

Question46

Outcome 1: Output 1.2
Senator Payne asked Hansard FAD&T Page 104
What is the value of the contribution of the European Union, the United Kingdom, the Netherlands, Norway and Sweden to the Three Diseases Fund in Burma?

Answer
The value of contributions from the United Kingdom, the Netherlands, and Norway are:

- United Kingdom: £20 million
- Norway: US$0.8 million

Contributions from the European Commission, the Netherlands, and Sweden are yet to be announced.

Topic: Community Development Scheme

Question 47

Outcome 1: Output 1.2
Senator Hogg asked in writing

a. Has the Community Development Scheme been finally phased out?
b. Would you characterise the program as a success and, if so, why is it ending? What will replace it?
c. When will the Democratic Governance program be operational and will it effectively replace the CDS?

Answer

a. The Community Development Scheme Phase 2 will end on 20 May 2007.
b. The Community Development Scheme is well known throughout Papua New Guinea having been a major form of support for many communities and civil society organizations. An independent completion report, to be produced late next year, will evaluate the effectiveness of the program. The Community Development Scheme will end with the cessation of current contractual arrangements.
c. The new Democratic Governance Program will supersede the Community Development Scheme. It is currently in the design phase and is expected to commence in January 2008. Transition arrangements between the end of the current Community Development Scheme contract in May 2007 and January 2008 will ensure that key elements of the Community Development Scheme remain in place until commencement of the new program.

Topic: Consultancies

Question 48

Outcome 1: Output 1.2
Senator Hogg asked in writing
Please provide a detailed explanation on the nature of the governance programs provided by GRM International and other major consultancies.

Answer
AusAID has identified that the following activities of our top 7 Contractors (including GRM International) fall within the Governance sector based on our definition of Governance as addressing five areas including:
1. Improving economic and financial management
2. Promoting public sector reforms
3. Strengthening law and justice
4. Development of civil society
5. Strengthening democratic institutions and processes

Further details are provided in ***Attachment D***

Topic: Iraq

Question 49

Outcome 1: Output 1.2
Senator Nettle asked in writing
a. How many Australian police trainers are at the Jordan International Police Training Centre training Iraqi police recruits?
b. What police services do they come from?
c. What is their rank?
d. Are they contracted directly to AUSAID or via a contractor?

Answer
a. Two
b. Australian Federal Police
c. Federal Agent
d. The officers are contracted directly to the Australian Federal Police.

Question 50

Outcome 1: Output 1.2
Senator Nettle asked in writing
a. Are you aware of media reports which claim the Iraqi police are riddled with militia groups and members of death squads?
b. Are you concerned by such reports?

c. How does the training centre ensure that police recruits are not members of death squads or militias?

Answer

a. Yes
b. Yes
c. Officials of the Jordan International Police Training Centre screen Iraqi cadets at the Centre for inappropriate allegiances, behaviour, beliefs and attitudes. Any cadet identified as being of concern is removed from the Centre.

Question 51

Outcome 1: Output 1.2
Senator Hogg asked in writing
Please provide (and/or coordinate response) a detailed breakdown of AusAIDs ODA and ODA eligible expenditure by OGDs in Iraq since 2003.

Answer

AusAID expenditure

Activity name	2002–03	2003–04	2004–05	2005–06	Total
AEC Electoral Assistance to Iraq			$147,435		$147,435
Relief Operations Planning & Preparedness	$6,000,000				$6,000,000
Coordination of Humanitarian Assistance	$2,000,000				$2,000,000
Emergency Appeal 2003	$9,500,000				$9,500,000
Humanitarian Contingency Planning	$62,730				$62,730
Personnel and Rapid Response Program	$1,889,114	$762,037	$15,150		$2,666,301
Emergency Relief for Vulnerable Pops	$1,000,000				$1,000,000
Iraq and Region Humanitarian Appeal	$1,000,000				$1,000,000
Emergency water, sanitation health relief	$3,813,283				$3,813,283
Iraq Refugee Program in Jordan	$1,500,000				$1,500,000
Water and sanitation,	$7,500,000				$7,500,000

Activity name	2002–03	2003–04	2004–05	2005–06	Total
health and trauma programs					
Food Aid Distribution	$3,000,000				$3,000,000
Disease Control and Prevention	$3,000,000				$3,000,000
UN Humanitarian Information Centre	$800,000				$800,000
UN Humanitarian Air Services	$2,000,000				$2,000,000
UN Joint Logistics Centre	$1,200,000				$1,200,000
Iraq Agricultural Reconstruction	$6,470,126	$14,834,960			$21,304,179
UNMAS - De-mining Activities	$1,500,000				$1,500,000
Emergency Relief for Vulnerable Peoples	$3,000,000				$3,000,000
Environmental Health in Primary Schools	$1,200,000				$1,200,000
Support to Paediatric Hospitals	$800,000				$800,000
Economic, Water & Sanitation & Planning	$952,485	$2,554,426	$52,242		$3,559,153
World Bank Iraq Trust Fund		$14,000,000	$20,166,834		$22,000,000
UNDG Iraq Trust Fund		$6,000,000		$12,000,000	$18,000,000
Iraq–Reconstruction assistance				$6,924,685	$6,924,685
Iraq Agricultural Reconstruction				$1,279,484	$1,279,484
Economic, Water & Sanitation & Planning				$511,800	$511,800
Iraq Program Monitoring and Administration				$40,896	$40,896
Cole Inquiry Legal Assistance				$27,758	$27,758
AFP Training Deployment to Jordan				$457,813	$457,813

Activity name	2002–03	2003–04	2004–05	2005–06	Total
UNDG Iraq Trust Fund				$2,500,000	$2,500,000
	$58,187,738	**$38,151,422**	**$20,381,661**	**$23,742,436**	**$140,463,257**

Other government department expenditure

Depart-ment	Activity name	2002–03	2003–04	2004–05	2005–06	Total
ACIAR	ACIAR-CS2-administration			$1,827		$1,827
DIMA	Aid for displaced Afghans and Iraqis		$5,942,000			$5,942,000
DIMA	Reintegration assistance			$10,303		$10,303
DIMA	Aid for displaced persons			$1,940,000		$1,940,000
DIMA	Migration management technical cooperation			$2,055,000		$2,055,000
DIMA	Reintegration assistance				$4000	$4000
Defence	Civil-Military Co-operation (CIMIC) activities				$2,250,000	$2,250,000
DFAT	Debt Relief to Iraq				$334,000,000	$334,000,000
		$0.00	**$5,942,000**	**$4,007,130**	**$336,254,000**	**$346,203,130**

Topic: Iraq and Debt Cancellation

Question 52

Outcome 1: Output 1.2
Senator Nettle asked in writing:
Of the $800 million dollars in debt that is being forgiven to Iraq:
a. What is the proportion of this figure that will be repaid to the Australian Wheat Board?
b. What proportion of that is accrued interest for the Iraq debt?
c. What is the proportion that is repayment of credit insurance or other finance provided by Export Finance and Insurance Corporation for wheat exports?

Answer
a. Nil.
b. 57% of total Iraqi debt is accrued interest (contract interest and late interest).
c. Approximately 76 per cent of the total Iraqi debt to Australia related to claims paid out by EFIC for wheat exports.

Question 53

Outcome 1: Output 1.2
Senator Nettle asked in writing:
I understand that in the last financial year (05/06) Australia forgave its first tranche $334 million dollars of Iraq debt and that this tranche was not included in the earlier budget for that year. When in the last financial year was the decision made to forgive the first part of the Iraq debt?

Answer
On 21 November 2004, Paris Club creditors, including Australia, agreed to forgive 80 per cent of Iraq's debt. A$334 million dollars of the debt was forgiven as at 1/1/2005. The second tranche of A$334 million (plus a small amount of accrued interest) was forgiven as at 23/12/2005.

Topic: Legal expenditure

Question 54

Outcome 1: Output 1.2
Senator Ludwig asked in writing
1. What sum did the department spend during 2005-2006 on external
   a. Barristers; and
   b. solicitors (including private firms, the Australian Government Solicitor and any others).
2. What sum did the department spend on internal legal services.
3. What is the department's projected expenditure on legal services for 2006–2007.

Answer
1. In response to a similar question asked during the May/June 2006 Senate Estimates, AusAID indicated that the total expenditure on legal services was $547,760. We do not disaggregate this figure to differentiate expenditure between barristers and solicitors.
2. The sum expended on internal legal services was $150,000.
3. AusAID does not establish a budget for legal services each year. AusAID expects that expenditure on legal services for 2006/07 will not differ greatly from that incurred in 2005/06.

Other Government Departments

Question 55

Outcome 1: Output 1.2
Senator Hogg asked in writing
Please update the tables provided in response to Question 6 (asked by Senator Hogg and Senator Nettle) at Budget Estimates 2005–06. (pp. 85–88)
http://www.aph.gov.au/Senate/committee/fadt_ctte/estimates/bud_0506/fat/ans_ausaid_jun05.pdf
These were

a. What was the breakdown by Department and program of 'Other Government Departments' (not attributed to country/region)

Answer

The breakdown of $202.8 million by Department (for 'Other Government Departments' not attributable to a country/region) can be found in AusAID's response to Question on Notice 63 from the 2006–07 Budget Estimates Hearings (Table 1 refers).

The Program breakdown is as follows:

Estimated Official Development Assistance (ODA) by other government departments in 2006–07 not attributed to a country/region

	2006–07 Estimated $m
Law and justice training and technical assistance	**1.8**
ODA eligible expenditure through the Attorney General's department related to building capacity in law enforcement and basic policing.	
Humanitarian and refugee assistance	**146.2**
ODA eligible expenditure primarily through DIMA but also humanitarian assistance related to the protection of refugees and displaced persons.	
Other training and technical assistance	**26.5**
Training, technical assistance and capacity building programs in sectoral areas such as health, education, economic policy, transport, communication, border management and anti-trafficking programs, and environment.	
Contributions to international development agencies	**17.3**
ODA-eligible components of core contributions to International Development Organisations such as WHO and other UN organisations, also Treasury payments to multilateral organisations.	
Peacekeeping and Defence cooperation	**11.0**
ODA eligible components of Peacekeeping operations and the Defence Cooperation program.	
Total	**202.8**

b. What is the breakdown by department and program of the line item 'Other Government Departments'?

Answer:
The breakdown of estimated ODA by other government departments in 2006-07 is as follows:

Estimated ODA by other government departments in 2005–06 and 2006–07		
	2005–06 expected outcome	**2006–07 budget**
	Estimated $m	**Estimated $m**
Law and justice training and technical assistance	**156.8**	**139.3**
ODA eligible expenditure through the Attorney General's department related to building capacity in law enforcement and basic policing.		
Humanitarian and refugee assistance	**159.4**	**152.1**
ODA eligible expenditure primarily through DIMIA. This includes assistance related to the protection and repatriation of refugees and displaced persons and humanitarian assistance including the Indian ocean disaster response.		
Other training and technical assistance	**40.5**	**37.2**
Training, technical assistance and capacity building programs in sectoral areas such as health, education, economic policy, transport, communication, border management and anti-trafficking programs, environment.		
Contributions to international development agencies	**22.5**	**16.9**
ODA eligible components of core contributions to International Development Organisations such as WHO and other UN organisations, also Treasury payments to multilateral organisations.		
Peacekeeping and Defence cooperation	**29.3**	**18.3**
ODA eligible components of Peacekeeping operations and the Defence Cooperation Program.		
Debt relief	**346.2**	**343.9**
Regional Assistance Mission to Solomon Islands - coordination and management	**0.0**	**0.0**
Total	**754.7**	**707.8**

c. What is the yearly breakdown of expenditure by Other Government Departments, by Department and specific projects/programs, for the period 2001–02 to 2005–06 (expected)?

Answer:
The table in answer (b) above provides a breakdown of expenditure by Other Government Departments for 2005–06 and 2006–07. The table below provides a breakdown from 2001–02 to 2004–05.

Estimated ODA by other government departments in 2001–02, 2002–03, 2003–04 and 2004–05

	2001–02 actuals	2002–03 actuals	2003–04 actuals	2004–05 actuals
Law and justice training and technical assistance	**0.0**	**16.6**	**74.0**	**150.6**
ODA eligible expenditure through the Attorney General's department related to building capacity in law enforcement and basic policing.				
Humanitarian and refugee assistance	**85.0**	**96.1**	**108.5**	**190.9**
ODA eligible expenditure primarily through DIMIA. This includes assistance related to the protection and repatriation of refugees and displaced persons and humanitarian assistance including the Indian Ocean disaster response.				
Other training and technical assistance	**13.1**	**15.5**	**17.9**	**20.3**
Training, technical assistance and capacity building programs in sectoral areas such as health, education, economic policy, transport, communication, border management and anti-trafficking programs, and environment.				
Contributions to international development agencies	**42.9**	**32.0**	**29.4**	**28.7**
ODA eligible components of core contributions to International Development Organisations such as WHO and other UN organisations, also Treasury payments to multilateral organisations.				
Peacekeeping and Defence cooperation	**50.7**	**45.3**	**30.5**	**49.9**
ODA eligible components of Peacekeeping operations and the Defence Cooperation program.				
Debt relief	**15.5**	**13.5**	**9.4**	**14.7**
Regional Assistance Mission to Solomon Islands - coordination and management	**0.0**	**0.0**	**5.5**	**4.5**
Total	**207.2**	**219.0**	**275.1**	**459.5**

Topic: Pacific Island Forum—HIV

Question 56

Outcome 1: Output 1.2
Senator Payne asked Hansard FAD&T Page 103
Could AusAID provide further information on discussions held at the Pacific Island Forum regarding the impact of HIV/AIDS?

Answer
Pacific Island Forum Leaders re-affirmed their commitment, at their meeting in Nadi 24–25 October, to the achievement of the objectives of the Pacific Regional Strategy on HIV/AIDS (2004–2008) at all appropriate levels in their governments.

Pacific Island Forum Leaders were presented with a report of the discussions held at the 3–4 October 2006, Forum Officials Committee meeting, which included discussion of an HIV/AIDS briefing paper. The paper stated that more HIV positive cases among Pacific Islanders are being reported, and that the HIV/AIDS epidemic is rapidly expanding in Papua New Guinea.

The Forum Officials discussed the progress of the Pacific Regional Strategy Implementation Plan (PRISP) and noted that 65 per cent of the PRISP had been implemented (up to December 2005), with further activities expected to be implemented in 2006 with additional resources provided through ADB and NZAID initiatives.

The discussions also focused on the challenges of addressing HIV/AIDS in the Pacific region, which include:

1. Maintaining and strengthening high levels of commitment by leaders;
2. Supporting timely, concrete results at country level;
3. Linking action more effectively at regional and national levels;
4. Clearly delineating roles for all partners; and
5. As partnerships expand and diversify, improving and strengthening coordination and communication.

Officials noted the critical factors which would contribute to the success of a regional approach to HIV/AIDS, which included: support and ownership of regional leaders; realisation that HIV is a threat to socio-economic development; involvement of people living with HIV in advocacy and policy development; a regional organisation taking the lead role; support from international development partners; and the mobilisation of resources and goodwill from all stakeholders.

Operations Support and Partnerships: Senate Estimates Questions on Notice November 2006.

Topic: Papua New Guinea

Question 57

Outcome 1: Output 1.2
Senator Hogg asked in writing

a. What is the current status of the Enhanced Cooperation Program with Papua New Guinea?
b. Please provide details of AusAIDs past and projected expenditure on various projects since the inception of the ECP.
c. Please coordinate response by Other Government Departments (OGDs) providing similar information on ODA eligible expenditure.

Answer

a. The non-policing component of the Enhanced Cooperation Program is continuing in Papua New Guinea. As at 20 November 2006, there were 42 Australian public servants working in a variety of non-policing positions in the PNG bureaucracy (2 deployments are pending)

- 27 in economic and public sector administration agencies, 7 in law and justice agencies (non-policing) and 8 in border and transport security agencies

b. Details of past and projected expenditure on various projects since the inception of the ECP are as follows:

AusAID ECP activity	2003–04 expenditure ($m's)	2004–05 expenditure ($m's)	2005–06 expenditure ($m's)	2006–07 estimate ($m's)
Salaries and allowances	$1.1	$7.2	$11.4	$16.0
Logistics, accommodation, operational costs and technical assistance	$2.3	$10.6	$4.6	$7.0
Total	**$3.3**	**$17.8**	**$16.0**	**$23.0**

c. Details of ODA eligible expenditure by the Australian Federal Police:

PNG Police Assistance Mission	2003–04 Expenditure ($m's)	2004–05 Expenditure ($m's)	2005–06 Expenditure ($m's)	2006–07 Estimate ($m's)
Lease Costs		These are included as part of logistics support costs	$5.5	$1.8
Logistic Support Costs		15.3	$7.6	$1.9
Employee & other Supplier expenses	3.6	17.9	$2.9	$1.4
Total Costs	**$3.6**	**$33.2**	**$16.0**	**$5.1**

In the timeframe given, AFP were unable to provide separate lease costs for 2004–05. Figures included as part of logistics support costs.

Question 58

Outcome 1: Output 1.2
Senator Hogg asked in writing
What is likely to replace the Australia- Papua New Guinea Targeted Training facility which ends next year? What will the $29 million allocated in latest contracts go towards?

Answer
The purpose of PNG-Australia Targeted Training Facility (PATTAF) is to contribute to workforce development and organisational capacity building in line with priorities agreed between Australia and PNG. PATTAF aims to achieve this through the management of short term training, management of Australian Development Scholarships, Australian Regional Development Scholarships and open and distance learning scholarships.

A facility to replace PATTAF has been developed in close consultation with the Government of PNG. This new flexible mechanism will provide similar support to PATTAF through the management of scholarships and short term training.

Transition between the two facilities has been designed to ensure continuity of the program, including management of scholarship awardees currently undertaking study. This will take place mid–next year.

Question 59

Outcome 1: Output 1.2
Senator Hogg asked Hansard FAD&T Page 105
At the time of the announcement of the Enhanced Cooperation Project, there was an indication that some of the ECP funding was to go towards the recruitment of 400 local police. Is this correct?

Answer
Yes. The agreement to train 400 local police was reached between the then PNG Internal Security Minister (Police Minister), The Honourable Bire Kimisopa and the Australian Minister for Justice and Customs, Senator The Hon Chris Ellison, confirmed during the bilateral ministerial talks between Australia and PNG in December 2003 and announced (broadly and without specific figures) as part of the police contribution to the Enhanced Cooperation Program at that time. AusAID provided funding for the recruitment and training of 100 police in Bougainville. The AFP were to fund a parallel initiative for the remaining local police, which did not proceed following the PNG Supreme Court ('Wenge') decision.

Topic: Regional Programs

Question 60

Outcome 1: Output 1.2
Senator Hogg asked in writing
Please provide (and/or coordinate response) a detailed breakdown of AusAIDs ODA and ODA eligible expenditure by OGDs on regional policing, people trafficking, illicit drugs, counter terrorism and maritime security programs since 2003.

Answer
Total expenditure of AusAID's ODA and ODA eligible expenditure by OGDs on regional policing, people trafficking, illicit drugs, counter–terrorism and maritime security since 2003 is $300,463,339. See below Summary Table 1.

Details on OGD ODA eligible expenditure at are set out below in Summary Table 2.

SUMMARY TABLE 1

TOTAL ODA ELIGIBLE EXPENDITURE 2003–2006 AUSAID AND OTHER GOVERNMENT DEPARTMENTS: REGIONAL POLICING, PEOPLE TRAFFICKING, ILLICIT DRUGS, COUNTER-TERRORISM AND MARITIME SECURITY

THEME	2003/04		2004/05		2005/06		TOTAL 2003–2006
	AusAID	OGD	AusAID	OGD	AusAID	OGD[1]	
Policing	16,510,000	75,923,391	13,678,000	142,343,648	12,113,000		260,568,039
Trafficking	2,039,600	0	2,737,800	0	3,293,000		8,070,400
Illicit Drugs	4,078,000	0	3,432,000	0	1,946,000		9,456,000
Counter-terrorism	4,002,000	30,000	3,960,500	1,179,900	5,451,000		14,623,400
Maritime Security	574,000	0	4,207,500	0	2,964,000		7,745,500
Sub-totals	*27,203,600*	*75,953,391*	*28,015,800*	*143,523,548*	*25,767,000*		
TOTAL							**$300,463,339**

Notes
1. Not yet available–see explanatory notes

Source: AusAID Statistical Datamart

Further explanatory notes

1. Regional: Includes data on countries in East Asia and the Pacific with which Australia has a bilateral relationship, in addition to assistance provided on a regional basis. East Asia includes: Burma, Cambodia, China, East Timor, Indonesia, Korea, Laos, Mongolia, Philippines, Singapore, Thailand and Vietnam. The Pacific includes: Papua New Guinea, Cook Islands, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Samoa, Solomon Islands, Tokelau Islands, Tonga, Tuvalu and Vanuatu. AusAID expenditure includes Afghanistan in relation to illicit drugs.
2. Counter–terrorism: Includes activities with specific components aimed at building counter–terrorism capacity. Figures do not include broader law and justice, and governance programs.
3. Other Government Department (OGD) Official Development Assistance (ODA) eligible expenditure:
   a) AusAID's data collection has no sector codes or markers for the thematic areas (regional policing, people trafficking, illicit drugs, counter-terrorism and maritime security). The Statistics Unit has compiled data by manually reviewing activity descriptions. As per the AusAID expenditure definitions, this has required some level of interpretation.
   b) At the time of this written response, AusAID is still finalising the data sets for 2005-06 that will provide the specific information to fully answer this question. The information will be finalised and forwarded as soon as possible.
4. Data rounding: The total expenditure figure in the Summary Table differs slightly to the combined totals of Attachments 2 (AusAID ODA) and 3 (OGD ODA) due to rounding.

SUMMARY TABLE 2

ODA ELIGIBLE EXPENDITURE BY OTHER GOVERNMENT DEPARTMENTS ON REGIONAL POLICING, PEOPLE TRAFFICKING, ILLICIT DRUGS, COUNTER-TERRORISM & MARITIME SECURITY—BY REGION—SINCE 2003

***East Asia*[1]**	**2003-04**	**2004-05**	**Total**
Regional Policing	$19,397,391	$29,040,732	$48,438,123
People Trafficking	$0	$0	$0
Illicit Drugs	$0	$0	$0
Counter-terrorism	$30,000	$1,179,900	$1,209,900
Maritime Security	$0	$0	$0
Total	***$19,427,391***	***$30,220,632***	***$49,648,023***
***Pacific Island Countries*[2]**	**2003-04**	**2004-05**	**Total**
Regional Policing	$51,602,250	$79,228,148	$130,830,398
People Trafficking	$0	$0	$0
Illicit Drugs	$0	$0	$0
Counter–terrorism	$0	$0	$0
Maritime Security	$0	$0	$0
Total	***$51,602,250***	***$79,228,148***	***$130,830,398***

SUMMARY TABLE 2

ODA ELIGIBLE EXPENDITURE BY OTHER GOVERNMENT DEPARTMENTS ON REGIONAL POLICING, PEOPLE TRAFFICKING, ILLICIT DRUGS, COUNTER-TERRORISM & MARITIME SECURITY—BY REGION—SINCE 2003

Papua New Guinea	**2003-04**	**2004-05**	**Total**
Regional Policing	$4,923,750	$34,074,768	$38,998,518
People Trafficking	$0	$0	$0
Illicit Drugs	$0	$0	$0
Counter-terrorism	$0	$0	$0
Maritime Security	$0	$0	$0
Total	***$4,923,750***	***$34,074,768***	***$38,998,518***
Total	**2003-04**	**2004-05**	**Total**
Regional Policing	$75,923,391	$142,343,648	$218,267,039
People Trafficking	$0	$0	$0
Illicit Drugs	$0	$0	$0
Counter–terrorism	$30,000	$1,179,900	$1,209,900
Maritime Security	$0	$0	$0
Total[3]	**$75,953,391**	**$143,523,548**	**$219,476,939**

Notes

1. East Asia includes Burma, Cambodia, China, Chinese Taipei, East Timor, Hong Kong, Indonesia, Korea DPR, Korea Rep, Laos, Malaysia, Mongolia, Philippines, Singapore, Thailand, Vietnam, Regional

2. Pacific Island countries include Cook Islands, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Samoa, Solomon Islands, Tokelau Islands, Tonga, Tuvalu, Vanuatu, Regional

3. At the time of this written response, AusAID is still finalising the data sets for 2005-06 that will provide the specific information to fully answer this question. The information will be finalised and forwarded as soon as possible.

Source: AusAID Statistical Datamart

Question 61

Outcome 1: Output 1.2
Senator Hogg asked in writing
What is AusAID is doing to promote regional integration in Asia, and is there a plan to engage with Civil Society on reform issues?

Answer
Through the aid program, the Australian Government has actively promoted regional economic integration for over 30 years. The White Paper on the Australian Government's Overseas Aid Program recognised the important contribution of regional integration to stability as a critical pre-

determinant for growth and poverty reduction. AusAID currently implements a range of activities to promote regional integration, including support for regional organisations such as APEC (over $4.5 million in 2006/07) and ASEAN (including through the $45 million ASEAN-Australia Development Cooperation Program); a $10.5 million package of assistance to support the regional integration objectives of the East Asia Summit; and programs to promote sub-regional integration. AusAID engages with relevant areas of civil society in Australia and elsewhere in the region in these and other programs.

Topic: Scholarships

Question 62

Outcome 1: Output 1.2
Senator Nettle asked in writing
What are the sector priorities for the Australian Scholarships Program?

Answer
The Australian Scholarship Program consists of the Australian Leadership Awards, Australian Development Scholarships and Endeavour Awards. The current sector priorities for the Australian Leadership Awards are security, international trade, clean energy and pandemics. These priorities will be reviewed on an annual basis by the Inter Departmental Committee for Australian Scholarships. Sector priorities for the Australian Development Scholarship Program are agreed jointly between Australia and recipient countries within the context of individual country aid strategies. The Endeavour Awards are based on academic excellence and are open for study in any field.

Question 63

Outcome 1: Output 1.2
Senator Nettle asked in writing
What is the proportion of scholarships going to East Timor, PNG and the Solomon Islands and what are the sectors?

Answer
There are currently 2,863 students studying on a Australian Development Scholarships of which 40 are from East Timor (major sectors education, governance, health and infrastructure), 390 PNG (education, governance, infrastructure and rural development), and 35 Solomon Islands (governance, health infrastructure and rural development).

In addition 179 Scholarships for Australian Leadership Awards have been offered commencing 2007, of which 14 are for PNG, 5 for Solomon Islands and 2 for East Timor.

Question 64

Outcome 1: Output 1.2
Senator Nettle asked in writing
How does AusAIDs $1.4 billion dollar scholarships program announced within the 2006 White Paper—specifically achieve the Millennium Development Goal of 'Universal Primary Education'?

Answer
A number of new scholarship awardees will complete Master of Education degrees. The actual number will depend in part on the priorities of the recipient country and the individuals academic merit. These awardees will work within the education sector in government agencies, teacher colleges and schools. They return to their profession with a strengthened capacity to contribute to the education sector and the achievement of primary education objectives. Additionally, AusAID is expected to spend at a minimum $500 million over the same period on non–scholarship education activities. The dominant focus of these activities is primary education.

Topic: Solomon Islands

Question 65

Outcome 1: Output 1.2
Senator Nettle asked in writing
Is Australian contractor URS Australia, currently engaged in AUSAID project within the Solomon Islands Department of Forestry and Lands, participating in creating legislation that will privatise land titling in the Solomon Islands?

Answer
The Project, which is currently being implemented through URS, has provided technical assistance to the Ministry of Lands, Housing and Survey to review existing legislation relating to land titling. This has involved a wide consultative approach in order to achieve amendments that improve governance, accountability, transparency and service delivery. The Project has not proposed any new legislation. In support of the Solomon Island Government's Policy Framework, the Project is providing technical assistance to facilitate the initial recording of customary lands.

Question 66

Outcome 1: Output 1.2
Senator Nettle asked in writing
What is the total value of all contracts to GRM International for all projects within the Solomon Islands that are considered eligible ODA in financial years 05/06, 04/05, 03/05—including any project extensions that may have increased the initial value of contracts?

Answer
The total value of all AusAID ODA eligible contract expenditure through GRM for this period is $73.71 million. AusAID does not hold information on ODA eligible contracts that GRM may have with other Australian Government agencies.

Question 67

Outcome 1: Output 1.2
Senator Nettle asked in writing
Is Shane Castles employed in the Solomon Islands under funding that is considered Australian eligible ODA? Which Department does this funding come under?

Answer: Yes. The Australian Federal Police.

Question 68

Outcome 1: Output 1.2
Senator Nettle asked in writing
Of the $1,913,742 in AusAID expenditure in the Solomon Islands (Questions on notice, May 06)—how many staff are deployed to Solomon Islands and what are their positions?

Answer
This funding covers the salaries and allowances of sixteen AusAID staff:
1. Development Coordinator, Office of the Special Coordinator
2. Deputy Development Coordinator, Office of the Special Coordinator
3. Policy and Strategy Officer, Office of the Special Coordinator
4. Rural Development Officer, Office of the Special Coordinator
5. Infrastructure Manager, Policy and Strategy officer, Office of the Special Coordinator
6. First Secretary, Australian High Commission
7. Second Secretary, Australian High Commission
8. Second Secretary, Australian High Commission
9. Program Director, RAMSI Law and Justice Program
10. Justice Specialist, RAMSI Law and Justice Program
11. Corrections Specialist, RAMSI Law and Justice Program
12. Senior Technical Adviser, RAMSI Machinery of Government Program
13. Governance Specialist, RAMSI Machinery of Government Program
14. Taxation Administration Adviser, Financial Management Strengthening Program
15. Financial Adviser, Financial Management Strengthening Program
16. Capacity Building and Provincial Outreach Coordinator, Financial Management Strengthening Program

Question 69

Outcome 1: Output 1.2
Senator Nettle asked in writing
a. Please provide an account of ODA eligible expenditure on RAMSI that is not directly managed by AusAID or Other Government Departments OGD's?
b. Please provide the top ten recipients of this expenditure by total value of all received contracts?

Answer
a. All ODA eligible expenditure is managed by government agencies.
b. N/A

Question 70

Outcome 1: Output 1.2
Senator Nettle asked in writing
Please provide an account of all ODA eligible bilateral aid to the Solomon's that is not managed directly by AusAID or Other Government Departments

Answer: All ODA eligible expenditure is managed by government agencies.

Question 71

Outcome 1: Output 1.2
Senator Nettle asked in writing
Please provide the top ten recipients of bilateral aid to the Solomon Islands and what is the total value of all received contracts?

Answer
The most significant partners in AusAID's Solomon Islands bilateral program activities totalling $72.3 million over the period 2003–04 to 2005–06 are:

1. Ministry of Health and Medical Services through the Health Sector Trust Account and Health Institutional Strengthening Project;
2. Ministry of Lands through the Solomon Islands Institutional Strengthening of Land Administration Project;
3. Ministry of Forestry through the Solomon Islands Forestry Management project;
4. Solomon Islands National Peace Council through funding for operational support and peace-related activities throughout Solomon Islands;
5. Solomon Islanders in rural/remote villages throughout all provinces engaged in Community Sector Program (CSP) activities, which aim to contribute to poverty reduction and peace-building, and build capacity for self-reliance.
6. Solomon Islanders engaged in NGO Cooperation Agreements, in collaboration with Australian accredited partners, focused on building capacity in the areas of youth, gender and peace–building;
7. Solomon Islanders undertaking education scholarships in Australia.

Total value of bilateral aid expenditure to the Solomon Islands for the period 2003–04 to 2005–06 delivered under contracts is $41.64 million.

Question 72

Outcome 1: Output 1.2
Senator Nettle asked in writing
Was there significant additional aid expenditure through RAMSI as a result of the Honiara Riots? What was that and what was it for?

Answer: No.

Question 73

Outcome 1: Output 1.2
Senator Nettle asked in writing
Will AusAID undertake an independent review of the role of RAMSI staff—including police and all other RAMSI contractors—during the Honiara Riots this year?

Answer: No.

Question 74

Outcome 1: Output 1.2
Senator Nettle asked in writing

a. What are the terms of reference of 'Independent Technical Advisory Group Reports' and 'Activity Monitoring Briefs' that have been conducted in the past three years in the Solomon Islands?
b. What is the immediate action that is taken upon review of above reports?
c. What is the frequency with which they have been produced in relation to RAMSI in the Solomon Islands?
d. How many have been undertaken to date?

Answer

a. The RAMSI Law and Justice Technical Advisory Group (TAG) was established to improve monitoring and assessment of the effectiveness of the provision of AusAID's assistance to the Solomon Islands law and justice sector. The most recent terms of reference are at attachment E previous terms of reference as stipulated in d below are available upon request.
b. An action matrix is created, against which TAG recommendations are considered and implemented. Progress is reviewed by the subsequent TAG.
c. Approximately 1–2 times per year
d. Five, as follows: Justice TAG October 2004; Justice TAG May 2005; Joint Justice and Corrections TAG June 2005; Corrections TAG February 2006, and Justice TAG March 2006.

Question 75

Outcome 1: Output 1.2
Senator Nettle asked in writing

b. Can you confirm that the UniQuest PTY project under contract with AusAID in the Solomon Islands is to conduct regular quality assurance and monitoring and evaluation inputs of the Regional Governance Facility, managed by GRM International.
c. Who are Uniquest's evaluations made available to?

Answer

a. AusAID does not have a contract with UniQuest to conduct regular quality assurance and monitoring and evaluating inputs of the Regional Governance Support Facility. UniQuest provides these services under a contract with GRM International.
b. GRM International.

Question 76

Outcome 1: Output 1.2
Senator Hogg asked in writing
Please provide details (and/or coordinate response) of AusAIDs ODA and ODA related expenditure by OGDs under RAMSI since 2003.

Answer

ODA Expenditure since 2003 ($m)				
	AusAID Bilateral	AusAID RAMSI	OGD	Total
2003-04	33.6	52.9	53.0	139.5
2004-05	28	64.8	86.3	179.1
2005-06	28.5	70.0	137.2	235.7
TOTAL	90.1	187.7	276.5	554.3

Topic: Untying of the Aid Program

Question 77

Outcome 1: Output 1.2
Senator Hogg asked Hansard FAD&T Page 104
What is the number and value of contracts awarded to non–Australian and New Zealand firms since the decision to untie the aid program?

Answer
The Australian aid program was untied as of 26 April 2006. Since 26 April 2006, of the tenders that are subject to open tendering and the requirements of the Commonwealth Procurement Guidelines, AusAID has awarded one major contract to a non-Australian or New Zealand firm. The contract was awarded in November 2006 to the UK firm Charles Kendall and Partners Ltd, for services under the Procurement Agent Services Program. There is no specified contract value because the contract is part of a panel arrangement, whereby a number of suppliers can supply goods or services to AusAID on an ad hoc basis after the panel has been established through a competitive tendering process.

Topic: Vanuatu

Question 78

Outcome 1: Output 1.2
Senator Nettle asked in writing
Has GRM International been engaged, in the past, by AusAID for work on Advisory programs to the Vanuatu Attorney Generals Department?

Answer
No. GRM International has not been engaged by AusAID to provide advisory support to the State Law Office (which is sometimes referred to as the Attorney General's department).

Topic: AIPRD

Question 79

Outcome 2: Output 2.1
Senator Hogg asked Hansard FAD&T Page 101
In relation to the AIPRD, the ANAO found that "*A number of contracts were signed after the provision of services had commenced, including ones delivering aid after the emergency period had passed*". How many contracts fell into this category and what is the status of those contracts now?

Answer
A total of 4 contracts were signed after the emergency period had passed. These were:

- Contract 13660 with Bill Nicol signed on 11 April 05, covered the period 7 February 05 to 7 May 05.
- Contract 13742 with GHD signed on 11 May 05, covered the period 24 April 2005 to 30 September 06.
- Contract 13874 with Asnawi signed on 6 June 05, covered the period 18 April 2005 to 18 October 05.
- Contract 14315 with JTAI signed on 19 September 05, covering the period 12 September 05 to 12 September 07.

This is not normal practice. It reflects the situation in urgent circumstances where the terms of a contract have been agreed between AusAID and the Contractor, and on this basis the Contractor has chosen to commence work.

Attachment A (Question 31)

Analysis of skilled employment demand and opportunities in the Pacific labour market.

A study prepared for AusAID by Dr. Carmen Voigt–Graf, Department of Sociology and Social Works, The University of the South Pacific

Final draft, January 2006.

List of Acronyms

ADB	Asian Development Bank
EEZ	Exclusive Economic Zone
FIT	Fiji Institute of Technology
FSM	Federated States of Micronesia
FTIB	Fiji Islands Trade and Investment Bureau
ICT	Information and Communications Technology
PICs	Pacific Island Countries (in this report referring to Forum Island countries)
PNG	Papua New Guinea
SPTO	South Pacific Tourism Organisation
TPAF	Training and Productivity Authority of Fiji
USP	University of the South Pacific
WHO	World Health Organisation

Executive summary

Despite the enormous diversity within the Pacific region, the labour markets in all PICs are characterised by a mismatch of training and demand for skilled labour. The majority of PICs have a shortage of adequately skilled people and an oversupply of unskilled workers. This study summarises the main factors influencing the supply of skilled labour and the demand and opportunities for skilled labour in the Pacific region. Demand and opportunities for skilled labour in selected key industries and occupations are also discussed.

While some PICs are critically short of all types of skilled labour, the situation in other countries is characterised by inadequate training which provides qualifications without the required workplace competencies. One of the factors responsible for this situation is the lack of practical on-the-job training in the Pacific. Respondents employing tradespersons who were consulted for this study were particularly critical of the classroom-based training provided for tradespersons who were often unable to work competently and independently in the area in which they were holding formal qualifications.

Apart from the lack of practical skills among many workers, there is an acute region-wide shortage of nurses, tradespersons including tilers and others involved in finishings, and mining engineers. Some PICs are short of generalist accountants and IT specialists while other countries have a demand only for highly specialist skills in these areas. Many specialist positions and management positions are currently filled by expatriates. While all economic sectors and industries are adversely affected by a severe shortage of management skills and business skills, the industries and economic sectors with the greatest demand of adequately skilled workers include the health sector, construction industry, tourism industry, mining industry and agriculture.

Modern economic activities require workers with multiple skills. For instance, plumbers and car mechanics also need to have some electrical skills. In the Pacific region, the need for generalist

skills is even more pronounced due to the small scale of national economies than in countries with larger economies. PICs need very few highly specialised workers. Workers with generalist skills in the trades and IT, among others, are more likely to find employment opportunities, and they are also more likely to be adaptable and flexible if labour demand changes.
Australian assistance is needed to alleviate skill shortages as well as to upgrade existing skills and make them more relevant. Regardless of whether this assistance will be in the form of an Australian College or by increasing support for existing training institutions, its success will critically depend on the inclusion of practical on-the-job training, and on training workers in generalist and multiple skills.

1. Introduction[1]

At the recent Pacific Islands Forum, the Australian Prime Minister announced in-principle support for an Australian Technical College for the Pacific. It is expected that the College will help build a competitive Pacific workforce through support for the technical and vocational education and training sector. Through strengthening the skills base, this initiative will help meet local labour market needs.
This study analyses the demand and opportunities for vocationally and technically trained labour in the Forum Island region at present and attempts to make predictions for the near future. The absence of reliable statistical data makes it impossible to quantify demand and opportunities and to make reliable predictions about the future. Company representatives consulted for this study were only aware of current labour demands in their own companies and to an extent in their industry as a whole, but were unable to predict future labour demands even in their own companies, let alone the industry. Fiji is the only country for which employment forecasts for different industries were available (see Annex 3.7). Moreover, in accordance with the terms of reference, limited time available only permitted a brief review of existing secondary sources and selected interviews. In addition, some potential key informants were on leave during fieldwork between mid-December 2005 and mid-January 2006.
Forum Island countries display considerable heterogeneity in nearly every respect, leading to a degree of simplification and over-generalisation when presenting region-wide trends and issues. Generally, there is insufficient capacity in Pacific island countries to generate enough paid work opportunities in the formal sector to satisfy new labour force entrants (see Annex 3.3 and 3.4) and the majority of Pacific islanders will continue to work in the agricultural and informal sector. An inadequately skilled workforce is a serious constraint in many PICs. In the absence of a vibrant private sector, the public sector has assumed a large role in economic activities providing the bulk of cash employment opportunities in most PICs (see Annex 3.2). In many PICs, the public sector generally has better access to labour by virtue of incomes in the public sector being higher by as much as a factor of six (Luthria, 2005) and by virtue of being able to plan manpower needs through public service commissions, the allocation of scholarships and the bonding of students.
Governments have recognised the importance of raising general workforce skills in order to raise labour productivity. Most PIC labour markets are characterized by an oversupply of unskilled and

[1] This study has benefited greatly from the generous sharing of knowledge by many individuals. I would like to particularly thank Prof. Ron Duncan and Prof. Robbie Robertson for their assistance. Prof. Duncan has given me access to unpublished data, some of which are included in the annex. This study has greatly benefited from discussions I have had with Prof Robertson. He and my husband Michael Graf have read and commented on an earlier draft and I would like to thank them for this.

a shortage of adequately skilled labour. Skills developed through formal education systems do not find a ready market in Pacific island countries, particularly in the rural areas.
This report starts with an analysis of the trends and factors influencing demand and opportunities for skilled labour. This is followed by a discussion of labour demand and opportunities in selected industries and occupations across the region, and a short summary of labour demand in each Forum Island country. In the conclusion, findings are aggregated into a regional overview. The annexes contain the bibliography, methodology and statistical information.

2. Trends and factors influencing demand and opportunities for skilled labour
Most PIC labour markets are characterized by an oversupply of unskilled labour and an undersupply of adequately skilled labour.
The supply of skilled labour varies from country to country and depends on a range of factors including the following:

- **Population growth rates**: most Melanesian and Micronesian countries have relatively high growth rates (see Annex 3.1) while the population in Polynesian countries is forecast to grow only slightly and in some countries to decline, posing serious challenges to the availability of workers at all skill levels;
- **Access to formal training:** this varies substantially between countries in the region with Fiji at one end having an ample supply of vocational and technical colleges and Niue and Nauru at the other end without any such colleges;
- **Quality and adequacy of technical and vocational training:** in Fiji, for instance, many employers are not satisfied with the quality of training provided at existing institutes, emphasizing the lack of practical training in the form of workplace attachments as a major shortcoming;
- **Work conditions for skilled labour:** if work conditions are poor, workers are more likely to look for and accept opportunities to work abroad;
- **Cultural attitude towards certain types of work:** for instance, the educated middle classes in PICs are often not prepared to engage in agricultural work, and in Micronesian countries particularly, trades are regarded as manual labour and therefore avoided;
- **Existence of labour pool willing to be trained:** most PICs have a pool of unemployed labour willing to be trained. In Fiji, there is a huge demand for training among farmers who have been evicted from leased land and among laid off garment workers. The mushrooming of private education providers in Fiji, offering certificates in IT, accounting and hospitality among others, indicates that there is demand for training in these areas beyond what is offered by established education providers. Incentives for acquiring or upgrading skills tend to be stronger in countries and among populations who have an opportunity to migrate (Duncan and Chand, 2002: 2); and
- **Ability to pay for training**: at the individual level, many Pacific Islanders are unable to raise money to pay for training of family members. At the company level, this requires a commitment to upgrade skills which is often lacking, particularly in smaller enterprises.

The demand for skilled labour in PICs depends on the following factors, among others:

- **Macro-economic development, public and private investment, and performance by industry** with their respective labour demands (see annex 3.7 for employment forecasts for Fiji);
- **Government incentive schemes for specific industries:** for instance, the Fiji Government has identified ICT, Forestry, Agriculture and Fisheries as sectors to be targeted for

investment through government incentives and it can be expected that labour demand will be affected by these measures;

- **Retention of skilled labour:** many companies face greater problems retaining than recruiting skilled labour. In Fiji this is particularly the case with IT specialists and accountants;
- **Emigration of skilled workers:** especially in Polynesian countries, emigration rates are extremely high. Fiji also loses many of its skilled workers to overseas countries. Over half of Fiji's stock of middle to high-level labour was lost over the 10 years following the 1987 coup through emigration (Fiji National Planning Office, 2005a). Most Pacific Islanders migrate due to better economic and educational opportunities overseas. Political factors are also a factor encouraging migration, particularly in Fiji. Since migration opportunities increase with skill levels, the most highly qualified and experienced workers are most likely to leave. Poaching of skilled workers by overseas companies also occurs in PICs. As one company manager consulted for this study said: "We are like a training camp for Australia and NZ. As soon as someone is skilled enough, they leave. Hence constant upskilling is required"; and
- **Intra-Pacific migration** to countries with shortages and better work conditions.

Opportunities for skilled labour potentially exist in the following areas:

- **Through vacancies in the public and private sectors:** Figures suggest that the number of new job seekers each year increases more rapidly than the number of job opportunities in most PICs (except in countries with very substantial emigration rates like the Cook Islands);
- **Through localisation of the workforce**: Local shortages of skilled workers are indicated by the employment of expatriates in managerial, technical and professional positions;
- **Through self-employment:** Skilled labour can create demand for itself by setting up businesses; and
- **Through the creation of demand by its mere existence:** The existence of skills in a country is one factor attracting investment in areas where these skills can be used. For instance, Fiji's current goal of establishing a viable film industry in the country could be supported by developing a labour pool with the skills that will be required by the industry.

3. Demand and opportunities for skilled labour in selected industries and occupations

Nurses

There is a shortage of nurses in most PICs, caused by a combination of training insufficient numbers of nursing students and the effects of migration to Pacific Rim countries and other PICs (WHO, 2004). In Fiji, the shortage of nurses is more severe than the shortage in any other vocational or technical occupation because of the essential service that nurses deliver. Fijian nurses have migrated to Pacific Rim countries but also to other PICs offering better work conditions or opportunities such as the Marshall Islands.

Teachers

The stock of teachers is greater than the stock of professionals of any other occupation. The demand for teachers differs significantly between PICs and for different types of teachers. In Fiji for instance, there are more than enough teachers to fill all vacancies at current teacher-student ratios except at senior secondary level, but due to migration there is a shortage of experienced and highly skilled teachers especially in secondary schools (Voigt-Graf, 2003, Voigt-Graf and Khoo, forthcoming). Some recent graduates are unemployed and some teachers from Fiji have moved to

other PICs including Kiribati and the Marshall Islands where there is a shortage of teachers. The Cook Islands are also seriously short of teachers as a result of teacher migration and is filling the gaps with expatriates. Vanuatu on the other hand has an oversupply of teachers, a source that could be tapped into when filling vacancies in PICs like the Cook Islands. Like nurses, teachers fulfil an essential service in that they train future generations and the future workforce. If the quality of teaching drops, future labour supply across the economy will be affected. Demand for teachers is also affected by the ability or willingness of governments to reduce class sizes.

Tradespersons

Much demand for tradespersons is generated by the construction industry that is booming in several PICs. In Samoa construction activity is linked to preparations for the next South Pacific Games, tourist resorts and reconstruction projects following Cyclone Heta. In 2004, Samoa's construction industry grew by a staggering 39% (Nadkarni, 2005b). In PNG, the construction sector is expected to benefit from preliminary work associated with the Gas to Australia project. In addition, it is stimulated by an increased focus of public spending on transport infrastructure and maintenance (Department of Treasury, 2005b). In countries like Kiribati which are characterized by crumbling infrastructure, run-down public transport, decaying structures and a virtual absence of public sanitation (Shah, 2005: 12), there is demand for tradespersons whenever the government or donors commit funds to the rehabilitation of infrastructure.

In Fiji, building projects worth $1.2 billion were either underway or planned in 2004 (McCutchan, 2004: 4) and the industry was faced "with a massive shortfall in skilled workforce even if only half of the projects do actually proceed" (Watts, 2004). Skill levels in construction had diminished following the downturn of the industry after the 2000 coup and the large number of migrants in its wake. As a result, the proportion of unskilled workers in the construction industry has reached an historical high of 40% (Watts, 2004). This situation is aggravated by the poaching of skilled tradespersons between local companies and by overseas companies.

The trades that require most attention in the construction industry are the finishing trades, such as plaster rendering, plaster board fixing and finishing, painting and tiling. Big hotels expect world-class finishings in tiling, plastering and painting. Construction companies regularly use expatriate labour to do the finishings, such as Filipino tilers and plumbers currently doing the finishings for some big hotel projects. Skilled workers are also needed in plumbing, mechanical and electrical trades to install and maintain the services that hotel operators wish to provide their guests. While construction companies have always depended on expatriate management staff, the trend has been to increasingly use expatriate workers also as foremen and specialist tradesmen. For instance, specialist welders from Indonesia have worked on the Lautoka wharf.

All trades experience shortfalls in Fiji and vacancy advertisements in local papers often fail to result in a single application by a skilled worker. Apart from the trades already mentioned there is a shortage of skilled woodworkers (carpenters and joiners), skilled workers in air-conditioning, and in concrete and block work (McCutchan, 2004: 4). In air-conditioning and ventilating for instance, the skill base of workers in Fiji is not diverse and whenever an air-conditioning system is installed that is different from the widely used dual system, specialist labour has to be imported.

Future demand for skilled tradespersons for the construction industry is impossible to predict as it is uncertain how long the building boom will last. The manager of Fiji's largest construction company, which also operates in seven other PICs, admitted that he was unable to predict his company's labour needs even six months down the track. Staff numbers in each country fluctuate with the workload but the company keeps a core base of workers in each PIC and also trades these workers between the countries. One respondent argued that temporarily importing skilled

tradespersons from abroad was the only reasonable approach to alleviate skill shortages because labour demand will decline rapidly after the end of the current construction boom. Employment forecasts for Fiji predict a decline in the building and construction sector (see Annex 3.7). Moreover, a by-product of the current construction activity was an upskilling of the local workforce on-the-job through working alongside skilled expatriates. The current shortage of tilers in Fiji may, for example, be alleviated without the need for formal training. This also applies to many other trades of which there is currently a shortage. The implication is that formal training will not always be required to alleviate temporary labour shortages.

Apart from skilled tradespersons for the construction industry, there is a region-wide shortage of skilled labour in car mechanics and technicians for air conditioners and electronic equipment including TVs, computers and white goods. In Niue, for instance, Filipino migrants have found a niche in TV and computer repairs. Many workers in these trades are self-employed and there are opportunities for other tradespersons with business skills to set up their own businesses.

Tourism workers

Tourism is an important industry in many PICs including Fiji, Samoa, Tonga, the Cook Islands, Palau and Vanuatu (see Annex 3.5). The total employment in tourism in SPTO member countries[2] was estimated between 36,171 and 213,000 in 2004 out of a total labour force of 4,216,667 ("The Economic Impact": 3). The difficulty of estimating labour demand in tourism is exacerbated by the fact that no data is available on expatriate versus local employment or the seasonal/part-time/full-time make up of the labour force ("The Economic Impact": 21).

Most local employees in the tourism industry are either untrained or under-trained and some countries rely on imported labour. In the entire PIC region, there is a shortage of people able to work in higher positions, particularly managerial positions. In Fiji most managerial positions are held by expatriates but there is a plentiful labour supply from middle management down. However, many workers are undertrained for their positions and there is a dire need for training to meet expectations of visitors (Nadkarni, 2005b). There is also a shortage of high quality cooks, chefs, barmen, waiters and even housekeepers. With the opening of new resorts, this shortage is becoming more serious as evidenced by the increase in poaching even of low skilled labour such as bartenders between resorts.

In Samoa, where the contribution of tourism to the economy has increased in recent years (ADB 2000: 183), the training of people to work in the tourism and hospitality industry is critical to its future success. Among others, there is a shortage of workers skilled in new technologies such as online bookings (Nadkarni, 2005c). In the Cook Islands, a growing proportion of foreign workers are engaged in the tourism sector, especially in skilled and managerial positions but increasingly also for lower skilled positions such as housekeeping, as the expanding industry's labour requirements cannot be met by locals (Profit in the Pacific, 2005). The Solomon Islands desperately needs skilled labour to re-establish its tourism industry while Kiribati is notoriously short of all skills required in tourism.

In PNG, tourism has become one of the most dynamic sectors. However, complaints of poor service and punctuality and lack of local knowledge by staff are common in surveys of tourists (Department of Tourism and Hospitality Management, 2002). Some of the skills in which there is

[2] The following countries are members of SPTO: Cook Islands, Fiji, French Polynesia, Kiribati, Niue, PNG, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu. Wit the exception of for French Polynesia, all SPTO member countries are also Forum Island countries. The following Forum Island countries, are not members of SPTO: FSM, Nauru, Palau, Republic of the Marshall Islands.

currently a shortage include: customer relations, travel reservations, food and beverage management, OHS, front office management, book keeping and accounting, event and function management, sales and marketing, human resource management, computer reservations (Department of Tourism and Hospitality Management, 2002).
In all PICs, the need for workers with social and cross-cultural skills is rising, but it is difficult to find people with such skills (United Nations 1996: 11). Shortages also relate to ancillary services of the tourism industry (ADB 2000: 191). For example, in many PICs, taxi drivers often do not know the location of restaurants or other tourist locations. Similarly, there is a need for upskilling tour guides, airport staff and others to fulfil the expectations of tourists.

ICT labour
The ICT industry has grown rapidly in all PICs as a result of demand from governments, private businesses and households. Pacific Island governments are adopting an increasing range of ICT applications, and new skills and human resources training are required to ensure that people can reasonably maintain the systems and implement e-government services (ADB, 2003: 34).
An increasing number of private companies introduce ICT technology, hence also requiring IT skilled staff. In Samoa for instance, government and companies are going into digital technologies, with digital passport readers being installed at Faleolo airport, and an increase in electronic banking facilities (Nadkarni, Nov 2005a). While Fiji cannot compete internationally as an IT location with India and other Asian countries where labour is cheaper, and qualifications and work attitudes better, Fiji's objective is to become the ICT centre of the South Pacific with its connection to Southern Cross Cable being an enticing lure. Some overseas companies have already set up back office functions in Fiji. Fiji has a good supply of IT specialists and the private sector is pro-active in providing training (FTIB, 2004). A survey of education institutes in Fiji offering IT training conducted by FTIB in 2004 found that the number of graduates increased from 510 in 2002 to 1,298 in 2005.
DATEC is by far the largest ICT company in the region with long-established offices in Fiji and PNG, and recently established offices in Tonga, Vanuatu, Cook Islands, Solomon Islands, Samoa and American Samoa. The company has 450-500 staff of whom 300 work in PNG and 120 in Fiji. It offers a wide range of services in the areas of IT and communications. DATEC Fiji has no difficulty recruiting qualified staff (the company receives an average of 80 applications for a job in financial software support, and 300 for a hardware support person). The main exception lies in recruiting qualified IT sales and marketing staff because IT skilled people prefer technical work and are reluctant to work in sales and marketing sections. Overall however, the major difficulty is retaining IT staff as the turnover rate is very high (approximately 40% of IT specialists in DATEC Fiji leave each year). Many staff leave to set up private small businesses in Fiji or to migrate overseas. There are two reasons for DATEC Fiji currently employing six expatriate staff in senior positions. First, some specialist skills are unavailable locally, e.g. specialists in financial software solutions. Secondly and more importantly, expatriate staff are often recruited for team leadership positions for specific projects in order to give continuity otherwise not possible given the high turnover rates of local staff.
Employers outside the ICT industry find it even harder to recruit and retain IT skilled staff. USP for instance employs some 75 IT people region-wide. It regularly has to offer market-based inducement to attract suitably qualified people, especially programmers, engineers and USPNet operators. Turnover of IT staff is extremely high as many leave USP to work for regional or international institutions or to migrate overseas. The situation is similar at all of USP's campuses and is most severe in its regional centres.

Overall, the retention of staff is more difficult than the recruitment of IT staff. Companies outside the ICT sector place emphasis on all-round experience of their IT staff and these workers are in short supply. Demand for multi-skilled workers in the area of data, voice and video will increase as the ICT industry moves into this direction. Similarly there will be an increasing demand for graphic designers for the rapidly growing graphics, print and packaging industry (Nadkarni, 2005d).

Accountants
Inadequate human resources are a constraint to the development of the financial sector across the region (ADB, 2001b: 52). In Samoa, workers with financial skills are in short supply (ADB, 2001b: 183), and in Tonga the level of human resources in numeracy is low and there is a shortage of accountants and auditors (ADB, 2001b: 263). Even in Fiji where the supply of generic accountants is more than sufficient, there is a shortage of specialist accountants, for instance in the area of tax accounting. The number of jobs in financial and business services is forecast to grow strongly (see Annex 3.7).

Human resource managers
There is a severe shortage of workers with managerial skills across the region. The public sector is particularly short of capacity to manage people even though human resource management responsibility is contained in the job descriptions of many public sector employees. Some private companies attempt to overcome this skill shortage by running internal cadet training for middle management. Company representatives consulted for this study agreed that a big challenge lies in changing people's attitudes from a "can't do" to a "can do" attitude. Due to the very low level of management and supervisory skills among workers with staff supervision responsibilities, there is little understanding for mentoring and human resource development needs, and staff working under inexperienced supervisors lack support to develop to their full potential.

Workers in personal services
With a growing number of urban based middle class households across the region and substantial expatriate communities in some countries, there is increasing demand for workers in the area of personal services including hairdressers, beauticians and housekeepers. In Kiribati for instance, there is not a single trained hairdresser. In Fiji, the existence of private beauty and hairdressing schools shows the demand for training in this area. There is also a shortage of landscapers in Fiji, whose services are increasingly in demand not only for hotels but also for private residences.

Agricultural workers
The majority of Pacific islanders work in agriculture. While the subsistence sector is predominant, there are also growing opportunities in the commercial agricultural sector and the demand for skilled agricultural labour is high. In Samoa, agriculture remains the primary area of employment (ADB, 2000). In Fiji, the restructuring of the sugar industry requires sugarcane farmers to be trained in alternate livelihood including greenhouse production, floriculture and horticulture. Commercial agriculture has the potential to expand by forging closer links with the tourism industry and supplying tourist resorts with vegetables and fruits that are currently imported. In order to take advantage of this potential, farmers need to be trained in modern production techniques, agricultural extension services need to become more effective and there is a demand for managers who can help build the linkages between agriculture and tourism.

There are opportunities for skilled workers specialising in the production of agricultural niche products such as vanilla, ginger, Nangai nuts and honey. Organic farming is another area of potential growth (for Fiji, see Tabureguci, 2005). Business training for farmers potentially leads to the emergence of an increased number of successful commercially run farmers. The existence of opportunities in this field is evidenced by the success of Chinese market gardeners with the required business skills in several PICs.
Given the need for a modernisation and diversification of agriculture, there is demand for skills in horticulture, floriculture, vegetable production and beekeeping, among others. This demand can best be met by upskilling agricultural extension workers in these areas. Moreover, there is demand for training farmers in business skills in order to enable them to run profitable farms.

Fishery, aquaculture and maritime workers
The ADB estimates that as many as 45,000 Pacific Islanders might be involved in commercial fishing (excluding processing) (ADB 2001a: 44-45). In countries where commercial fish processing occurs, the increase in fisheries-related employment is remarkable. The tuna industry alone generates direct employment in fishing and processing estimated at up to 15,000 in the region plus an estimated 29,000-43,000 tuna related jobs such as vessel maintenance, repair and dockyard services, refrigeration installation and repair, air, sea and land transport, vessel provisioning, packaging manufacturing and others (ADB, 2001c: 15-16; see Annex 3.6). This means that 8-11% of the total paid employment in the region is created directly or indirectly by the tuna industry (ADB, 2001c: 19). The fisheries industry requires monitoring of fishing and shipping activities and experts in fisheries management and sustainable management strategies to maintain international competitiveness (Duncan et al., 1999). Much of this specialised labour is currently provided by expatriates.
Aquaculture—the world's fastest growing food production sector—is also experiencing increasing labour demand (Ponia, 2005). In PICs, key commodities produced by aquaculture include black pearls (Cook Islands and Fiji), prawns, seaweed (Solomon Islands, Kiribati, Fiji) and fresh water fish (PNG). Most skilled workers in these industries are expatriates (e.g. the experts in Fiji's pearl farming industry are Japanese), and there is considerable scope for localization of this labour, provided that the skills are available.
Approximately 4,000 Pacific Islanders (1,700 I–Kiribati, 1,000 Tuvaluans, 200 Fijians, 200 ni-Vanuatu, 200 Solomon Islanders and 5-600 Papua New Guineans) work on overseas trading and fishing vessels in a wide range of positions including engineers, seamen, chief officers, captains and navigators. There is scope for more overseas employment depending on PIC governments' success in further promoting the employment of their nationals. While the standard of training is good in the region's ten maritime training institutes and the supply of labour sufficient, there is a shortage of skilled on-shore workers in areas such as cargo handling, shipping management, HR management, cargo insurance and ship inspections. Many of these positions are currently filled by former maritime workers without qualifications in the areas, or by people with qualifications but without sea experience. Hence, there is a demand for qualified on-shore labour of former maritime workers.

Forestry and timber processing workers
The Melanesian countries and Samoa have large timber reserves that have the potential to make substantial contributions to the economies and have the potential to employ many more workers. Fiji's large mahogany reserves for instance are still untapped. Mahogany currently employs less than 200 workers but has the potential to employ several thousand. Forestry is one of the priority

areas of the Government and investment incentives were announced in the 2006 Budget. A demand for skilled loggers and chainsaw operators is anticipated as the Fiji Ministry of Agriculture and Forestry now requires such workers to hold a certificate.
A recent survey of 48 companies in the furniture and joinery industry in Fiji showed considerable potential for the industry to expand. One constraint was the unavailability of skilled labour with 75% of the companies finding it difficult to hire skilled workers despite local vocational training programs in joinery and cabinet making (Luzius, 2004: 12). It was also found that local graduates needed extensive on the job training in order to work independently and to bring skill levels up to acceptable standards. Employers also found it difficult to recruit workers with multiple skills beyond their often narrowly defined particular trade. For instance, today's timber workers require technical skills to set up, operate and maintain sophisticated machines and sometimes strong mathematical and computer skills (Luzius, 2004: 12). There is a shortage of such multi-skilled workers.

Mining labour
Skilled mine workers are in demand in all countries with mining activities, particularly PNG, Solomon Islands and Fiji. In PNG which is the biggest mining country in the region, mining will continue to be an economic growth area in coming years as new mines increase production and most existing mines increase productivity (Department of Treasury, 2005b). While the petroleum sector will detract from economic growth between 2006 and 2008, the expected commencement of gas production from the Gas to Australia project in 2009 and combined with the start of production from the Ramu Nickel mine in 2010 will drive economic growth. PNG's mining companies use predominantly expatriate labour in managerial, technical and professional positions. While company training programmes have brought some relief for existing mines, new mines face serious problems recruiting skilled workers. "Nowhere in the country is the demand for labour more conspicuous than in the mining sector" (Imbun, 2000). With many projects due to commence over the next few years, the shortage of skilled mining workers will become more severe.

Transport workers
As a result of the geography of the region, the transport sector has a crucial role to play. Apart from a need for skilled people in aircraft, boat and vehicle maintenance, there is a strong demand for the upgrading of skills of people in various gateway functions in airports and ports including effective cargo transfer, customs and passenger clearance, and security surveillance. The shortage of highly qualified and experienced aircraft pilots is felt in PICs with successful international carriers, especially Fiji. Fiji's international airline, Air Pacific, announced recently that over the past 18 months 18 of its local pilots have resigned to take up lucrative employment overseas ("More pilots leave").

4. Skilled labour markets in individual Forum Island countries
Cook Islands: The Cook Islands face problems maintaining basic services such as health and education due to the continuous emigration of skilled labour and a declining population and workforce (see Annex 3.1). Cook Islanders are New Zealand citizens with full residential and work rights in New Zealand. The country has recently started to import low skilled labour from neighbouring countries for its tourism industry, indicating a labour shortage at all skill levels. Since the tourist industry is expected to grow further (ADB, 2005), labour shortages in the industry are likely to become more severe. Opportunities therefore exist for Pacific Islanders from other countries to find employment in the Cook Islands.

FSM: The economy of FSM is based on agriculture, fisheries, and tourism. Economic growth is far short of generating a sufficient number of new jobs for the new entrants into the job market each year (ADB, 2001d: 36-38). At the same time, there is urgent need for foreign technicians and managers in order to achieve accelerated economic growth (ADB, 2005).

Fiji: Key labour market issues include finding a means of addressing labour shortages which result from the ongoing emigration of skilled labour, and of improving the productivity of the workforce by increasing the level of competence of workers in general and people in management positions in particular.
The most severe shortage of skilled workers is in the area of nursing. There is also a strong demand for competent tradespersons, particularly associated with the recent surge of construction. While there are many accountants and IT workers, their skills are often too generic and they lack multiple skills. The tourism industry is forecast to expand further and job opportunities will appear. Significant training and retraining of the labour force are required in order to develop the tourism industry's potential to the full. For instance, Fiji's ability to emerge as a market for retirement villages and holiday homes for expatriates will depend on the availability of skilled labour in the areas of personal services, care giving, nursing and others, beyond the skills more commonly associated with the tourism industry. There are opportunities for skilled and retrained agricultural and forestry workers.

Kiribati: Kiribati is a labour surplus economy that lacks any significant economic activity (Shah, 2005: 11). Short-term prospects for economic activity and employment are determined by externally funded public sector projects. With rapid population growth (see Annex 3.1), increasing youth unemployment is likely. There are few opportunities for employment outside of the government and churches or, for men outside of work available overseas as seafarers or fishermen. The National Employment Registry of Government positions often has as few as two vacancies each month on its register and at least 100 to 200 applications will be received for each vacancy. Employment opportunities in the public service exist in the areas of teaching, nursing, agriculture, and the police service. Despite the labour surplus, Kiribati struggles to provide sufficient human resources for health programmes as many doctors, medical assistants and nurses have left Kiribati for opportunities overseas (United Nations, 2002a: 30).
There is no shortage of skilled and qualified persons available for hire by the private sector (other than in the area of accounting) (ADB, 2002a). Overall, "in the Kiribati labour market the problem is not one of shortages of a skilled or trained workforce, but rather the lack of job opportunities that would make use of those skills and trainings. The latter situation basically reflects the limited capacity of the economy to generate employment under present circumstances." (Shah, 2004: 8). Given the lack of employment opportunities in the foreseeable future in Kiribati, it is critically important that vocational technical education produces young people with skills and attitudes appropriate to a lifestyle that combines elements of the monetary economy with elements of subsistence living (United Nations, 2002a: 30)

Marshall Islands: The main private economic activities include coconut products, marine products, tuna processing and handicrafts. The tourist industry is slowly expanding with potential to create employment. Recent employment opportunities have been created in a tuna-processing plant, black pearl cultivation and niche market tourism (ADB, 2005).

Nauru: The skill level of Nauru's workforce is extremely low partly because the Government has not encouraged education and training. There is a lack of training opportunities, making Nauru short of all types of skilled people and heavily reliant on expatriate labour. Aid-funded rehabilitation of mined land could generate a degree of economic activity and some employment opportunities (ADB, 2005).

Niue: There is currently a labour demand for construction workers to support reconstruction after Cyclone Heta, other skilled tradespersons (car mechanics, TV and other electronics repairers) and IT specialists to operate the government's IT system. The reason for the shortage is the significant increase in demand for modern sector skills and the emigration of skilled workers. Niueans have residential and work rights in New Zealand.

Palau: Palau's economy remains heavily dependent on US assistance. Private sector development will be essential to sustain economic growth in the post-Compact era starting in 2009. The tourist industry is the main private economic activity with potential to increase and create employment opportunities (ADB, 2005).

Papua New Guinea: Non-mineral output growth is essential for employment generation. However, growth is forecast to remain too slow for substantial inroads to be made into the un- and underemployment problems (ADB, 2005). The tourism industry has enormous potential for expansion and employment generation but currently remains relatively under-developed.
The decision by Exxon Mobil to proceed with a US$100 million front-end engineering and design (FEED) study of the Southern Highlands gas project is encouraging, but there are still insufficient customers at the Queensland / Australia end of the proposed gas pipeline to ensure project viability. The FEED project will generate employment opportunities. Construction activity and employment is forecast to grow as a consequence of increased public expenditures on transport infrastructure development and a pickup in private investment in the building and mining industry (ADB, 2005, Department of Treasury, 2005a).
Over the medium term, agricultural production is expected to be a leading contributor to the increase in non-mining GDP growth. Skilled labour is in short supply, especially in the trades and technical professions (Schaper, 2002: 81). A lack of management skills has so far hampered the development of an entrepreneurial class in PNG (Schaper, 2002: 80).

Samoa: Samoa's economy is dominated by agricultural activities. With the fisheries sector being set to become one of Samoa's leading export industries, a recent assessment of occupational demand showed that small fishing operators needed to improve their skills (ADB, 2000). Manufacturing also provides a considerable though declining number of employment opportunities. Yazaki Samoa Limited, a subsidiary of a Japanese car manufacturing company, has approximately 2,000 employees and Pacific Cashmere Samoa Limited, a Chinese garment manufacturer, employs 150 workers (Chand, 2004a: 1). A survey conducted by the Employment Division of the Ministry of Labour, Employment and Commerce found that the largest number of vacancies was in the agricultural sector where there was a shortage of copra collectors and cutters (Chand, 2004a: 2).
The tourism and construction industries have expanded considerably and new employment opportunities have been created. The hosting of the South Pacific Games is likely to lead to a temporary surge in visitor arrivals and is providing an ongoing source of construction activity. Major construction is also underway at the National University of Samoa and Samoa

Polytechnic, with assistance from the Government of Japan. Continuing high levels of construction activity are expected to support the economy over the medium term.
The small scale of Samoa's economy means that even expanding sectors such as tourism and construction will only require relatively small numbers of skilled workers. Given Samoa's low population growth rate (see Annex 3.1), the growth in tourism, construction and personal services is likely to be sufficient to absorb most new entrants into labour force.

Solomon Islands: The economy in the Solomon Islands is still recovering from disruption following ethnic strife and the breakdown of law and order. The majority of the population is engaged in subsistence agriculture and fishing. A major boost to employment can be expected by 2007 if the rehabilitation of the Guadalcanal palm oil operation proceeds as planned. A start to palm oil production on Malaita could add to this stimulus, as could the revitalization of the Gold Ridge gold mine. Aid-funded physical infrastructure projects are expected to drive the construction sector (ADB, 2005). These projects will require some skilled labour, the supply of which is extremely poor as there is a lack of training facilities.

Tonga: Tonga's economy is based on agriculture and the major proportion of the population is engaged in subsistence livelihood (Chand, 2004b). The population and the economy at large are heavily dependent on remittances. The construction industry is expected to remain firm, buttressed by donor-funded projects, notably the rebuilding of the main hospital, and by an increased allocation of the Government's own funds to capital expenditure. Continued expansion in tourism is foreseen which will increase employment opportunities outside the agricultural sector.

Tuvalu: Tuvalu's economy is dominated by a public sector supported by a high level of foreign grants and offshore income. Tuvalu has few resources other than substantial marine resources in its EEZ which represent the sole opportunity for substantial export development. There is a need to strengthen the extension and research capacity of the Fisheries Department (FAO, 2002). Many Tuvaluans work on foreign merchant and fishing vessels. Competition for places at the Tuvalu Maritime Training Institute is high with an average 200 applications received for the 60 places available each year (ADB, 2002b: 111). Over the medium term, new construction projects are expected to result in increased economic activity and some demand for skilled labour.

Vanuatu: The outlook is for economic growth at a rate that barely keeps pace with population expansion resulting in increased under—and unemployment (ADB, 2005; see Annex 3.1). Many of the youth will continue to move to the urban centres in search of better education and employment opportunities (United Nations, 2002b: 43). Tourism has the potential to expand. However, no matter how much the sector grows it will directly impact on only a small proportion of the total population (United Nations, 2002b: 33). Agriculture is foreseen as the driving force of the economy and for employment opportunities. The relative abundance of natural resources and significant room for agricultural expansion provide hope for significant opportunities for increases in cash employment in the rural areas. The bulk of offshore marine resources also remain to be exploited.

5. A regional overview and recommendations

Characteristics of skilled labour markets in PICs

PIC labour markets are characterised by an excess demand for adequately trained professional, technical and managerial workers and an excess supply of unskilled workers. Even Fiji as the

country with the most diverse economy and the most developed skill base has a demand for adequately skilled workers from hairdressers to IT specialists. While the region is one of great diversity in respect of national economic structures, resource endowments, migration opportunities and skills development, making generalisations difficult, it possesses a shortage of adequately trained skilled workers as discussed above for selected key occupations. The scale of the demand depends on a variety of national factors including emigration rates of skilled workers and the scale of modern economic activities.

Currently, the lack of a critical mass of skilled workers in PICs has hindered the development of businesses. For instance in Samoa's largest factory, Yazaki Samoa Limited, which processes automotive components, expansion in output quantity and product range has been constrained by the lack of a sufficiently broad and deep skill base (World Bank, 2002: 69). The existence of a skilled labour pool can be a major stimulus for new investment. For instance, the success of current plans in Fiji to move into the retirement village business will partly depend on the availability of skilled workers including caregivers and nurses. Not only the private but also the public sector has been adversely affected by skill shortages. In Fiji's public service some 10% of established posts are vacant due to an inability to recruit and retain the required personnel including doctors, nurses, engineers, scientists and upper secondary school teachers (Fiji National Planning Office, 2005b). The thin market for skilled workers means that labour supply is highly volatile. For instance, the departure of a single specialist doctor from some countries can severely limit access to specialist health services. Rural areas and outer islands face particular challenges attracting and retaining skilled workers.

A void of data and information on labour market conditions and prospects result in job seekers and employers making decisions on an inadequate basis. Employers are unable to assess the capabilities of job seekers measured against international standards due to a lack of any comprehensive accreditation system of qualifications of skilled workers (Fiji National Planning Office, 2005a). School-leavers in many countries are unable to plan for their future occupation and the education required for it due to a vacuum of information on employment prospects. Because of a lack of information on the types of existing skill shortages, the acquisition of skills is often not demand driven. The inadequacy of skill acquisition is also driven by a preference for white collar work and a reluctance to work in agriculture and the trades. This leads to a situation in countries like Fiji where many qualified individuals are unable to find employment in their area, indicating that they possess the wrong type of skills for the local labour market. One Fiji-based recruitment and business solutions company regularly places university degree-holders into clerical jobs. With the current strong bias against expatriate labour in many PICs, there is a lot of mismatching of jobs with incumbents. For instance, many senior positions in government are filled with poorly qualified candidates. The problem is compounded by poor retention rates of skilled workers (World Bank, 2002: 69).

Migration and its effects on labour demand

Skill shortages are currently compounded by high emigration rates of skilled workers, particularly in the Polynesian countries and Fiji. In addition to signifying a loss of skills, the emigration of skilled workers takes away opportunities for unskilled labour who could be engaged in providing ancillary services to the skilled workforce. Skilled migration (without compensatory training to fill the gaps) thus exacerbates an excess supply of unskilled labour with dwindling prospects of employment (Luthria, 2005: 8).

Currently, all PICs employ expatriates to fill key managerial, professional and technical positions. However, in most PICs countries, there are restrictions and cumbersome procedures for obtaining

or renewing work permits for expatriates. This, as ADB states, "drives down overall productivity levels, keeps salaries low, which in turn encourages the emigration of skilled Pacific workers" (ADB, 2004: 163).
PICs also need to assess and address factors that drive skilled workers overseas and create strategies to encourage the temporary or permanent return migration of their overseas nationals.

Areas of skill shortages
Skill shortages in particular areas have been identified above in chapter 3. The aim here is to provide an overview and generalise from particular shortages. All industry representatives consulted in Fiji agreed that the lack of formal qualifications in the workforce was not as serious as the lack of workplace competencies. Tradespersons are often unable to work competently in their trade, despite holding formal qualifications. Moreover, employers were concerned about a widespread inability among their workforce to "think outside the box" and work attitudes such as a lack of reliability. Since the practice of forging certificates and diplomas was not uncommon, some employers regarded attitudes as a very important criterion in job interviews.
Given the lack of competency in the workforce, there is a need to **upgrade existing skills** by making them more relevant to workplaces, as much as there is a need to train workers in **new skills**. Two areas of skill shortages across the region are managerial and business skills. The severe shortage of **human resource management skills** has lead to a situation in which human resources are underutilised because people in managerial positions are unable to provide mentoring and supervision to their employees. Given the limited number of formal sector jobs, employment generation has to emphasise opportunities through self employment. A lack of **business skills** has been one factor that has so far prevented the establishment and operation of a larger number of micro and small enterprises across all industries including agriculture.
There is also a massive shortage of competent workers in many **trades**. Employers consulted for this study thought that on-the-job training was the most appropriate kind of training to alleviate this shortage. Tradespersons with formal qualifications are often not competent because no hands-on experience was provided as part of their training. Moreover, there is a great need of tradespersons with **diverse skills.** For instance, most plumbers are no longer just involved in plumbing but need to be able to disconnect and reconnect electrical fittings. Similarly, a car mechanic has to understand electronics. Most trades today require a combination of skills instead of the current inflexible certificates or diplomas. Skill diversity is even more important in small communities such as villages which may not generate enough work to support the livelihood of one car mechanic, for example. However, if the car mechanic was multi-skilled and was also able to repair TVs and fridges, he would be more likely to be able to make a living as a self-employed tradesperson. The small internal economies do not require a huge number of highly specialised people in any area.
There is a great need for skills to be **adaptable and flexible**. Priority prerequisites for the adult working population, including those who will work abroad, include a broad-based approach that focuses on the fundamentals of numeracy and literacy. If the workforce is endowed with a solid foundation in these areas, workers are more likely to be adaptable and flexible, and be able to keep up with new requirements and technical developments. Due to economic variation and change that cannot be foreseen within the vagaries of globalization and local politics, it is impossible to predict future labour demand. For instance the 2000 coup in Fiji virtually brought the construction industry to a halt with one major construction company reducing its staff of 450 in 2000 to 23 in 2002. In such a situation, flexibility of skills is a major asset.

The director of a recruitment company argued that in most PICs two to three people work in each job, due to the widespread practice of employing someone else to make up for unsatisfactory performance rather than training existing staff. This leads to highly inefficient workplaces. If superfluous positions were made redundant, the labour market would be swamped by skilled workers. Even under present circumstances, he argued that driving more people into education was unnecessary because the present output of qualified people could not be absorbed. Assistance was therefore primarily needed to support the growth of industries in the region.

The need for a new training institute

A crucial question in regards to the Australian Government's announcement of in-principle support for an Australian Technical College for the Pacific is whether there is need for an additional training college in the region. For instance, the ten maritime colleges in the Pacific provide sufficient maritime training and their locations in ten different countries are regarded as ideal for seafaring students who are already absent a lot of the time and would not want to go overseas for training as well. Several experts consulted for this study were of the opinion that there are enough training institutes and that Australian money could be used more effectively in assisting existing colleges to expand and upgrade. The risks of an Australian College duplicating rather than complementing existing colleges and of attracting the best staff and students from the existing institutions were also raised. Given the breadth of skill shortages and the differences between PICs, a centralised Australian College may not be the best solution to the region's problem. It is suggested that great care be taken not to undermine existing colleges and the faith of Pacific Islanders in local institutions.

Several PICs have witnessed the establishment of private education providers, the very presence of which indicates demand for education that cannot be met by established institutions like USP and FIT. However, due to the imperfect functioning of labour markets, demand for education among the population does not always match later job opportunities. Moreover, training standards are not harmonised, the quality of education provided by private training institutes is sometimes doubtful, and there is a lack of accreditation. There is therefore demand for high quality education of an international standard that could be filled by an Australian College or by Australian funds raising the accreditation standards of existing institutions.

There is arguably more demand for decentralised short courses in the areas of human resource management and business skills than for lengthy certificate or diploma courses. This is particularly the case when training is targeted at upskilling people already in the workforce whose lengthy absence to study at colleges would further undermine productivity in their workplace.

Given the fact that formal qualifications do not guarantee competencies in the workplace, industry representatives argued that training programmes should be largely workplace driven, with on-the-job training through workplace attachments as a major component of any overall programme. This approach may be preferable to apprenticeship schemes which, though having the advantage of being demand driven, are not accredited and apprenticeship training is not provided by skilled educators.

In order to improve the placement of college graduates into jobs, the establishment of job agencies that provide services such as training, counselling, placement services and assistance in job search would be helpful.

Relatively few occupations are regarded as appropriate for women in the PIC region. Occupations that are deemed appropriate for women include teaching, nursing, secretarial work, domestic work, housekeeping, subsistence agricultural work and manufacturing work. The limited access of women to the full range of positions represents a less than optimal use of half of the region's

human resources. An Australian College for the Pacific could assist to address this situation by promoting training for women in non-traditional areas.
Finally, due to the close nexus between training and migration and the potential benefits arising from the temporary migration of Pacific Islanders to Australia, temporary migrant experience could be incorporated into the training package (Robertson, 2005) whereby part of the on-the-job training would occur in Australia.

A summary of what is needed and how it can be achieved
The Pacific region as a whole urgently needs:

1. An increase in workplace competencies in most economic sectors and across many technical and vocational occupations;
2. Skilled workers with multiple skills;
3. Skilled workers whose skills are adaptable and flexible; and
4. A rise of accreditation standards for technical and vocational occupations.

How these needs can be met:

1. By upgrading existing skills and providing training in new skills through a variety of training programmes including short courses, certificate and diploma courses;
2. By providing accredited training programmes of an international standard;
3. By providing training programmes that incorporate workplace attachments in PICs and Australia;
4. By providing adaptable and flexible training programmes, responding to labour market demands; and
5. Through Australian assistance to upgrade skills and training but not necessarily in the form of an Australian College.

Need for further analyses
In order to identify areas of current labour demand with a greater degree of certainty than was the scope of this analysis, it is suggested that the following studies be conducted:

1. In-depth studies of current and future labour market demand in selected key areas (including ICT, accounting, nursing). This will include a detailed analysis in each PIC and at the regional level. In the absence of reliable statistics, the methodology could be based on the approach of the Reserve Bank in Fiji which bases its labour market demand assumptions on two indicators: a survey of job advertisements in the media and numbers of registrations of new private tax payers. A detailed analysis for each country of positions currently held by expatriates will also indicate areas of future employment opportunities for local skilled labour.
2. An analysis of how labour demand could be met at a regional level with maximum benefits for all PICs involved. A detailed assessment for each industry and occupation is required on a regional and country level to assess the scope and desirability for alleviating labour shortages through intra-regional mobility. Is labour demand best served by encouraging intra-regional mobility, by training local labour or by importing expatriate labour?

Attachment B (Question 35)

AUSTRALIA–PACIFIC TECHNICAL COLLEGE (APTC)

CONCEPT PAPER

Key Principles
The College will:

- Offer Australian technical and vocational qualifications in areas of high demand with the objective of contributing to the development of a skilled and competitive Pacific workforce.
- Have a clear Australian identity and provide wide access for students across the region
- Have a small administrative headquarters (in a location yet to be confirmed) supported by country offices in Papua New Guinea, Fiji, Vanuatu, Samoa and possibly Solomon Islands.
- Comprise sector focused 'schools', each including a network of training Centres (training delivery points) in the above countries under a unifying APTC 'brand'.
- Initially expected to include the following technical schools: automotive; construction and electrical trades; manufacturing; health and community services; hospitality and tourism; representing occupations in-demand in the Pacific and Australia and providing opportunities for both men and women.
- Provide flexible delivery of training by Australian Registered Training Organisations in partnership with local industry, government and/or private sector providers as appropriate.
- Develop strong links with industry and deliver training based, wherever possible, on partnerships with industry to ensure responsiveness to industry needs and 'work ready' graduates.

1. Background
The Prime Minister announced support for the establishment of an Australian Technical College for the Pacific at the Pacific Islands Forum in October 2005. The proposal was endorsed by Pacific Island Country (PIC) leaders and AusAID was assigned responsibility for managing a whole of government response in developing the College.
The College concept is aimed at increasing the number of skilled PIC graduates as well as the quality of training to meet Australian standards of technical training. If this is done well, in the right sectors, Pacific Island economies will benefit from a larger, better skilled workforce to support economic growth; and graduates will benefit from portable qualifications and improved employment opportunities domestically as well as in an increasingly international market for skilled labour[3].
In taking the initiative forward, a number of specialist technical papers were commissioned focusing on occupations in demand in the Pacific and Australia, the migration regime and the VTE sector in Australia and the Pacific. Additionally, initial consultations were undertaken in Australia, Fiji, Samoa, Papua New Guinea, Vanuatu and Solomon Islands with government, industry and service providers in order to assess strategic issues relevant to establishment of the College.

[3] The Prime Minister's press release at the time noted the new College would 'significantly upgrade the supply of trade skills in the Pacific. It [would] also enable much greater mobility of skilled and semi-skilled workers between the Pacific and Australia (and other developed economies).

2. Context

Technical and vocational training in the Pacific has had a chequered history. Currently there is often a lack of relevance in technical training. Workplace competencies often fall short of industry requirements. Management weaknesses and inequities in access compound the problems of developing a skilled and competitive workforce.

The proposed Technical College cannot address all the challenges facing skills development in the Pacific, but it does provide the opportunity to share Australian experience and expertise with Pacific countries in linking closely with the private sector to deliver flexible, competency based training targeted to industry needs.

Pacific stakeholders are keen that the College does not undermine the viability of existing institutions and builds on what is already available (much of which has been supported by Australia and other donors). Islands states are also concerned that the College is not perceived as elitist or as producing graduates for emigration alone.

Twinning arrangements already exist in some parts of the Pacific between local institutions and Australian Registered Training Organisations (RTOs) offering Australian qualifications. The RTO may provide expatriate teachers and/or upgrade local teachers as well as undertake audits to ensure Australian standards are met.

This model appears to work quite well in some sectors (business studies, information technology, etc). But there are few existing examples in the traditional trades – perhaps because of constraints imposed by investment costs, existing apprenticeship schemes and workplace training requirements.

3. College objective

The College objective is to contribute to the development of a skilled and competitive Pacific workforce.

Australian standard skills development and skills assessment programs for Pacific Islanders in selected areas of high demand will:

- enable graduates to obtain and work more productively in their local labour market; and (for those who choose to do so)
- facilitate (through provision of in-demand portable qualifications), *but not guarantee*, migration to Australia or other overseas labour markets on a permanent or temporary basis[4].

4. Organisational design

Only Australian RTOs are permitted to issue Australian Vocational and Technical Education qualifications (VTE).

While it is conceptually simple and would provide the highest degree of Australian identity, a supply-based approach of 'transplanting' a traditional Australian TAFE college or similar private model in one or more 'greenfields' locations in the Pacific is unlikely to be economically, technically or developmentally a sound approach. It is not supported by Australian industry or service providers.

[4] Other Australian migration criteria include age, English language, work experience. For employer driven schemes there is no certainty migration opportunities for graduates would materialize.

Heavy infrastructure investment in fixed assets would limit the flexibility to respond to changing regional skills needs; and limit the scope for leveraging existing public and private investment in the sector.

More importantly, Australia's recognition as a world leader in the provision of technical training and 'work ready' graduates is largely based on a shift to multiple forms of training delivery based on strong engagement with industry to address specific industry needs.

Hence, it is proposed that the College should explore partnerships with Australian and Pacific industry associations, firms and private providers (not just government sector education institutions) to deliver Australian standard training in a range of locations and formats across the region. This would involve flexible training arrangements to meet specific industry needs.

Translating these principles into practice would require:

- An administrative headquarters, supported by country offices, with responsibilities including overall management and governance arrangements, student services and the issuance of Australia-Pacific Technical College qualifications under Australian regulations. There would also be a need to maintain close linkages to industry bodies and employers.
- Sector focused 'Schools' each managed by an Australian RTO delivering agreed programs and services in partnership through a network of accredited Training Centres.
    - Centres would be identified within industry, private and/or government sector providers; upgraded and supported as necessary[5].
    - Each School would have an advisory board comprising industry representatives from the Pacific and Australia to guide the provision of the School's programs.

In this way, the College 'brand' would be linked to a network of training Centres in a range of locations comprising a College School. The number of training centres in each country may vary between Schools. The College headquarters, country offices and upgraded training Centres would have a clear Australian identity.

The proposed approach would likely require investment by Australia in new facilities, equipment, teacher training, essential English language and numeracy programs and the provision of scholarships.

It would also involve leveraging existing resources across industry, government institutions and private providers in Pacific countries. It would strengthen emerging trends in parts of the Pacific (e.g. PNG, Samoa, Fiji) to establish industry-focused VTE systems, a model supported by Australian industry representatives.

The proposed approach provides a high level of flexibility – training Centres would remain accredited only so long as they meet the required standards and there is a market demand. If labour market priorities change, Centres can be added or removed with relative ease.

It would not undermine existing, relevant training institutions – a concern expressed by all PICs; and it would provide lower cost options for replicating Centres/courses across countries and therefore provide greater opportunities for students to study in their home country and avoid costs associated with travel and safety away from home.

A visual representation of the College model is provided in Attachment 1.

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[5] Some purpose built training centre facilities may be required. Over time, new technical Schools and new training Centres could be added to the College.

5. Skills in demand

Course selection needs to be demand-driven and adaptable over time to ensure a good match with employment opportunities domestically and internationally and to avoid graduate unemployment. The absence of reliable statistical data makes it difficult to forecast skilled labour demand in the Pacific. However, qualitative analysis suggests the key industry sectors include construction, mining, health, tourism and agriculture. In particular, the traditional trades are key areas of overlapping demand in the Pacific and Australia.

It is proposed that an initial selection be made from the following industry sectors and occupations in demand in the Pacific and Australia that provide good employment opportunities for both males and females:

- Automotive –Auto Electrician, Motor Mechanic, Vehicle Painter, Panel Beater
- Construction and Electrical – Bricklayer, Carpenter and Joiner, Plumber, General Electrician, Refrigeration and Air-conditioning Mechanic
- Manufacturing & Engineering – Welder, Metal Fitter and Machinist, Metal Fabricator
- Health, Community and Personal Services - Enrolled Nurse, Child Care Worker
- Hospitality & Tourism - Chef/Cook; Restaurant and Catering Manager; Supervisor.

Further discussion is required with Governments and relevant Australian and Pacific industry associations to finalise occupation priorities and assess potential training Centres. Student intake and the introduction of Schools will need to be staged. Some Schools will be more easily established than others. Some will be able to produce graduates more quickly.

The duration of training required to achieve Australian Qualifications Framework (AQF) Certificate III and IV for the above occupations ranges typically from 1-4 years (with traditional trades at the longer end), although recognition of prior learning can shorten the timeframe[6].

Further analysis is required to identify realistic College student numbers but it is anticipated annual output might reach 300 or more within a 4–5 year timeframe.

6. Location

The College has a regional mandate and a small administrative headquarters will be established in 'one of the more populous Pacific island countries'. Discussions to determine the location of the headquarters are underway. The headquarters will be supported by offices in countries where training centres are located. Offices would be highly visible and provide a centralised local contact point and administrative support.

Currently Samoa, Fiji, Vanuatu and PNG have the most developed industry and technical training facilities in the region. Training Centres will be initially established in these four countries and perhaps Solomon Islands. Over time the inclusion of Centres in other countries could be considered.

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[6] Certificate III and IV are the minimum VTE qualifications required, depending on the occupation, for a) permanent entry under the General Skilled Migration (GSM) program and Employer Nomination Scheme, Labour Agreements or Regional Sponsored Migration Scheme; and b) temporary business and/or regional temporary business entry under the Temporary Business Long Stay and Regional Temporary Business Long Stay Arrangements. Note: Other migration criteria also apply.

7. Access
The College would be accessible to all who meet the (post secondary) entry requirements for specific courses. A balance will be required between existing technical students seeking a higher (Australian) qualification; current workers seeking formal or upgraded qualifications; those already under a formal contract of training (apprenticeships); and new entrants. The issue of drop-outs and re-entry (potentially a significant concern) as well as the recognition of prior learning can be readily addressed through a modular approach to course delivery. Financing options and criteria for scholarship programs will need to be determined; and access and the needs of small island states will require particular attention.

8. Modes of delivery
Programs should be delivered flexibly by mixed mode (face-to-face, distance and technology-assisted learning – specific options will be dependent on the level of foundation skills and access to an effective Pacific-wide communications network).
Structured workplace training, an essential element of industry partnerships (especially in the traditional trades), should as far as possible be delivered in-country. In-Australia workplace training may be beneficial in some instances, but further analysis of administrative and other constraints would be required.

9. Design phase
The detailed design phase will:
- Determine specific arrangements for establishing accredited Centres and partnerships between Australian RTOs and local industry, government and/or private sector providers to deliver College programs.
- Assess management and governance arrangements for the College.

There is limited experience of industry leadership in VTE in the Pacific; only the larger PICs have a suitable industry base; and Australian industry would likely need to play a leadership role in the establishment phase. In considering appropriate partnership models, individual assessments of training occupations and industry participation would need to be made on a school by school and country by country basis.
The College design will need to take account of existing regulatory and policy issues (apprenticeship and trade testing schemes, labour market regulations, employment policies, etc) and different qualifications frameworks operating and/or planned in Pacific countries and regionally to ensure articulation with the Australian Qualifications Framework.
It is proposed to establish design teams for each of the school sectors and separately for the design of the headquarters and country offices. The process will be managed by AusAID in consultation with relevant Australian government departments.
The design teams will be required to confirm the initial schools/qualifications to be offered by the College in each country; assess potential for industry linkages; identify potential accredited centres for delivery of training; assess the student target market; consider issues of access for smaller states; assess local teacher capacity and training needs; assess infrastructure and equipment needs; assess governance and management structures; and prepare indicative cost estimates and financing strategies.
The detailed design phase should be largely completed prior to the next Pacific Islands Forum meeting scheduled for October 2006.

QUALIFICATIONS LIST

SCHOOL—HOSPITALITY AND TOURISM

Industry sector	*Occupation*	*Australian qualification*
Hospitality & Tourism	Chef / Cook	AQF Certificate III in hospitality – commercial cookery (THH31597)
Hospitality & Tourism	Restaurant and Catering Manager	AQF Certificate IV in hospitality – catering operations (THH32997) AQF Certificate IV in hospitality – supervision (THH42602)
Food Processing	Pastry Cook	AQF Certificate III in Food Processing – retail baking – cake & pastry (FDF30503) AQF Certificate III in Food Processing – retail baking – bread (FDF30603) AQF Certificate III in Food Processing – retail baking – combined (FDF30703)
Personal services	Hairdresser	AQF Certificate III in Hairdressing (WRH30100)

SCHOOL—HEALTH AND COMMUNITY SERVICES

Industry sector	*Occupation*	*Australian qualification*
Health & Community Services	Enrolled Nurse	Certificate IV in Nursing – enrolled nursing (accredited course) Child Care Worker AQF Certificate III in Children's Services(CHC30402)

SCHOOL—CONSTRUCTION AND ELECTRICAL

Industry sector	*Occupation*	*Australian qualification*
Building & Construction	Bricklayer	AQF Certificate III in Bricklaying/ Blocklaying (BCG30698
	Carpenter and Joiner	AQF Certificate III in Carpentry (BCG30203)
	Fibrous Plasterer	AQF Certificate III in General Construction (Structural Cladding) (BCG30598) AQF Certificate III in General Construction - Wall and Ceiling Lining (BCG30298 AQF Certificate III in Wall and Ceiling Lining) (BCG31203)
	General Plumber	AQF Certificate III in Plumbing (BCP30103)

		AQF Certificate III in Gasfitting (BCP30403)
Electrotechnology	Electrician (Special Class)	Certificate III in Electrotechnology - Systems (UTT 31190) AQF Certificate III in Engineering - Electrical/Electronic Trade (MEM30498)
	Refrigeration and Air-conditioning Mechanic	AQF Certificate III in Electrotechnology Refrigeration and Air Conditioning (UTE30999) AQF Certificate III in engineering – mechanical trade – refrigeration and air-conditioning(MEM98)

SCHOOL—MANUFACTURING

Industry sector	***Occupation***	***Australian qualification***
Manufacturing & Engineering	Metal Fitter and Machinist	AQF Certificate III in Engineering – mechanical trade (MEM30298)
	Metal Fabricator(Boilermaker)	AQF Certificate III in Engineering – fabrication trade (MEM30398)
	Metal Machinist (First Class)	AQF Certificate III in Engineering – mechanical trade (MEM30298)
	Toolmaker	AQF Certificate III in Engineering – mechanical trade (MEM30298)
	Welder (First Class)	AQF Certificate III in Engineering - Fabrication Trade (MEM30398)

SCHOOL—AUTOMOTIVE

Industry sector	***Occupation***	***Australian qualification***
Automotive	Automotive Electrician	AQF Certificate III in Automotive Electrical Technology (AUR30305)
		AQF Certificate III in Automotive (Electrical) (AUR30199)
	Motor Mechanic	AQF Certificate III in Automotive Mechanical Technology (AUR30405)
	Vehicle Painter	AQF Certificate III in Automotive - Vehicle Body - Vehicle Painting (AUR31899)
	Panel Beater	AQF Certificate III in Automotive - Vehicle Body - Panel Beating (AUR31699)

Attachment C (Question 36)

Status of TVET in the Pacific Islands

Prepared for AusAID

by John Bartram
Jan 2006

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Introduction

This paper is based on information gleaned from a number of sources, but principally from delegates representing their Governments at a series of meetings held between 2000 and 2005 for Senior TVET Managers in the Pacific Islands, hosted by the Commonwealth of Learning and funded by DFID (UK) and NZAID. Because Palau and the Federated States of Micronesia were never present at these meetings, at the time of presenting this first draft, no information on those states was available. In preparing the tables, in some instances, exact data was not available on student numbers. Where personal observations made it reasonable, an estimate was given.

The paper describes the TVET sector in each of the Pacific Island States and then makes some suggestions about the way that the Australian Technical College might shape itself.

There is no consistency in Technical and Vocational Education across the Pacific Region. Fiji, Samoa and Vanuatu stand out as exemplars for their fellow Islanders presenting good working models. Kiribati also makes a very strong attempt but is be-devilled by the local context to achieve the same levels of quality of output.

The Status of TVET in the Pacific Islands

Melanesia

Fiji

The main provider of TVET in Fiji is the Fiji Institute of Technology. With an equivalent full time enrolment of over 20,000 students it dwarfs all other institutions that provide TVET in the Pacific Islands. The Ministry of Education provides some TVET through its school system, although one suspects that this program provides minimal levels of experience and in restricted and probably traditional craft areas. The National Training Council has also been involved in training people who are employed but again, the numbers involved are very small when compared to FIT.

FIT has proved to be an innovative institution. They have attempted to increase access across the Fiji Islands through franchising courses to schools for senior secondary students. At the time of writing, approximately 25 schools had taken up this opportunity to about 15 students in each school. In 2004, FIT formally launched its Learning Centre which is now providing courses by distance. According to their recent stats, about 3% of students took up this option in its first year.

The physical environment at FIT is a little run down and would benefit from upgrading.

Both the Director and Deputy Director of FIT have been enthusiastic and easy people to work with. They always had the best interests of their institution at heart. The Deputy Director has been a key player in developing PATVET, and currently holds the position of secretary/treasurer. He initiated the move by SPC to provide secretariat support for PATVET.

As a regional centre, Fiji is at the hub of most air travel in the region. Unfortunately, the bulk of the traffic is through Nadi, not Suva, where FIT headquarters are located.

Because FIT is widely respected in the Pacific, working in close collaboration with FIT would ensure the credibility of the Australian TVET project in the region.

PNG
Vocational training in PNG is provided under the Ministry of Education through a range of institutions. There are 135 conventional vocational training Centres. The VTCs offer a range of courses from automotive mechanics to carpentry construction to home economics. They target school leavers from grade 6 to 10. Short courses are also conducted in all VTC from 1 day to three months in duration. Pre-employment Technical Training is being piloted at several of the VTCs to help high school leavers articulate to a technical certificate. The language of instruction is English and courses are competency based. A small number of Technical High Schools are also being piloted to provide alternate post Grade 8 Education.[7] [8]
The Ministry operates 7 Technical Colleges – Lae Technical College, Port Moresby Technical college, Port Moresby Business College, Goroka Technical college, Mt Hagen Technical College, Madang Technical College and Kokopo Business College. These colleges collectively offer a range of TVET courses, varying in length from 2 weeks to 2 years covering broad trade areas.[9]

AusAID officers will be better placed to provide information on Post secondary TVET in PNG.

PNG is also be-devilled by its geography, its social complexity and its politics. The mountain ranges, the many islands that constitute PNG, the huge number of dialects that are used throughout the island tied to the very large literacy problem, the lack of a national road network, low access to telephone and mail services in rural communities and the lack of the 'capacity to pay' are all well known to AusAID. [10]

Furthermore, TVET seems to have a lower priority within the PNG Ministry of Education than basic education and so is not well resourced. The Technical Colleges do not seem to be included in the 2005-2014 National Plan for Education. PNG does not have a National Qualifications Framework, but it will be established.

AusAID intervention focusing on the existing Technical College system would be of great importance in PNG

Solomon Islands
TVET is delivered in the Solomon Islands by the Ministry of Education through the schools. One would have to assume that the quality of the graduate was poor and the range of TVET programmes was small. Training is also provided by the 37 Rural Training Centres mainly run by churches. Most of these operate on a very low budget and offer a very limited range of training. The largest is the Don Bosco Centre on the outskirts of Honiara which provides the best quality trained workers.

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[7] Papua New Guinea Department of Education. Achieving a Better Future – A National Plan for Education 2005 – 2014. pp. 74 – 85. 200

[8] Commonwealth of Learning. Improving the Quality of Technical and Vocational Education and Training in the Pacific Region. Conference Report. PNG Country Paper. p. 8. 2003

[9] AusAID. Education Capacity Building Program PNG. Technical Advisor Report. 2004
[10] Commonwealth of Learning. Pacific TVET Senior Managers leadership Institute, Sept 30 – Oct 4 2002. Meeting Report. PNG Country Paper, p. 64. 2002

The Solomon Islands are suffering from the break down of their governance and infrastructure during the period described as "the tension". Now that Australia, along with other Pacific neighbours, have installed RAMSI to ensure stability, the people have commenced re-building. Unfortunately, TVET has suffered during this period and it will take several years before the Solomon Islands can develop and functional and responsive TVET system.

The Solomons are also hampered by poor access to many of its people—either by ship or air or phone. Literacy is another major problem in the Solomons which has been exacerbated by the tension. During this period, most of the schools were closed, which meant that a cohort of young people have not attended school at all. These children are now in their teens and area unable to go back to school (they are too old to sit with the beginners) and there is no other provider of basic education that they can access, apart from some classes in literacy organized by groups such as the church NGOs.

If AusAID wished to partner with any organisation in the Solomons, Don Bosco should be seriously considered.

Vanuatu
The Republic of Vanuatu has a population of 185,000 spread over an archipelago of 83 islands. 78.5% live in rural areas. 70% are engaged in subsistence agricultural activities. Road systems on many islands are poor or non-existent. Inter-island shipping is infrequent and unreliable. Air flights are expensive. There are only four all weather airfields.

The formal TVET providers include the National Institute of Technology (INTV) and the specialist colleges – the maritime College, the Nursing School, and Police Training School and a Government Training Centre. There is a wide range of non formal providers including the Mother Union, Women's groups and Church Organisations. The most significant non-formal rural training providers are the Rural Training Centres.

The INTV which is the main provider of TVET in Vanuatu has benefited from a seven year institutional strengthening project supported by AusAID. INTV is also supported by the French Government. Although precise data is not at hand, INTV would be about the same size as the Samoa Polytechnic with about 400 EFTS Vanuatu has also benefited from a new Education Master Plan, accepted by Parliament which provides a framework for developing the VET sector. There is a current AusAID project in Vanuatu to provide better coordination of all the various players and to increase access to people remote from Port Vila.

TVET delivery in Vanuatu is made more difficult because of the low level of literacy, which is further compounded by the requirement that all documents must be in both English and French or Bislama. This means that if teaching materials are used in Vanuatu, they must be either translated into Bislama or if in English, a French version must also be produced.

Micronesia
Federated States of Micronesia
No information available.

Kiribati
The Government of Kiribati has established two main providers of TVET the Tarawa Technical Institute and the Maritime Institute.

Tarawa Technical Institute is the main TVET provider in Kiribati. It has 10 Departments: Carpentry, Mechanical Engineering, Electrical, Computing, Business and Secretarial Skills, Accounting and Financial Management, Language, Mathematics and Science, Local government Development. TTI sources some courses through Australia TAFE Global with 15 students enrolled in 2003 and more in 2003
The TTI is lead by an enthusiastic and dedicated principal. He has sought to involve Kiribati in regional activities and has promoted innovations in methodology in an effort to increase access, particularly to the outer islands.

However, Kiribati has very little land. They have difficulties in catching and maintaining a supply of good water. As a result they are unable to produce much in the way of agriculture or horticulture. The have very little employment. As a consequence, graduates from TTI would be unlikely to find employment. TTI would be struggling to meet AQF standards. The opportunities for work experience at the levels required by AQF would be hard to find.

EU has been providing much support for TVET through the provision of capital works. For example, they had agreed to build 3-4 education centres on atolls remote from Tarawa. However, educational decisions seemed to be overtaken by political imperatives as to the location of these centres. Furthermore, there seemed to be little thought as to how TVET might be delivered through these remote centres. It is not known if Taiwan is providing any support in TVET for Kiribati.

The Maritime Institute in Kiribati is the major TVET training institution producing graduates who work for the international shipping lines and contribute significantly to the Kiribati economy through money they repatriate home.

Palau
No information available

Marshall Islands
The existing RMI vocational technical education delivery fails to prepare Marshallese citizens for high quality jobs in the local and global economies. The existing RMI vocational education courses are offered at all three public high schools. Data collected indicates that the public high school graduates are failing to master the basic academic skills of literacy and numeracy needed for success in the world of work.[11]

[11] Commonwealth of Learning. Improving the Quality of Technical and Vocational Education and Training in the Pacific Region. Conference Report. Marshall Island Country Report. 2003

Polynesia

Cook Islands

The Cooks comprise 15 small islands, spread over 2 million square kilometres of ocean, with a population of just under 20,000. They deliver TVET through the Department of National Human Resources (DHRD). DHRD attempt to utilize the facilities of the local secondary schools in auto and woodwork – but was unsuccessful. The EU built the Cook Islands Trade Training Centre. With EU and NZAID support students from the outer islands are brought into Raratonga for 10 week blocks. Courses are provided for local students in blocks of 6 – 8 weeks. Night courses from NZ University of Technology are offered. The Cook Islands suffer from the lack of skilled or qualified tutors, unmotivated students, language difficulties, and the cost of resourcing tools and equipment.[12]

Niue

Niue is a very small island with just over 1000 people. Niue is a New Zealand protectorate and delivers courses from the New Zealand Open Polytechnic and USP using open and distance learning. Many young people from Niue must go overseas to train.

Samoa

Samoa's population is concentrated on two main islands with 52% living in small coastal villages. Since the mid 1990s, the country's economy has been growing well, boosted by agriculture and tourism.

Samoa, with high levels of political stability, a well established TVET institution which has a strong and capable Chief Executive provides leadership for the region. The Chief Executive is the chair of PATVET.

Samoa is in the process of establishing a National Training Authority which will have the assess labour market trends and its demand/supply conditions. It will also provide for the planning, policy formulation and coordination needed to achieve the efficient development of education and training institutions. [13]

The Qualifications Framework draft that the NTA item is working on draws heavily on the QF experience in Australia and New Zealand. Samoa says that it meets AQF standards. The staff are technically and professionally qualified. Most of them have had experiences in Australian TAFEs. All the trade curricula have moved to Competency Based Training and Assessment using the Australian model. Samoa does not have a shortage of skilled trades people, apart from highly specialized areas such as ICT Technician or Auto Electronics Technician.

The existing institution will become the Institute of Technology under the National University of Samoa as of the beginning of 2006. As well, with Japanese donor support, a totally new campus is now under construction to house all of the existing Polytechnic courses and will be finished by the end of 2006.

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[12] Commonwealth of Learning. Third Management Training Institute of Technical/Vocational Leaders in the Pacific Region 2004. Report p. 13. 2004

[13] Lene, Perive Tanuvasa. TVET Development in Samoa. Paper presented at UNESCO/UNEVOC Conference in Adelaide. 2003

As a result of AusAID intervention, courses are now competency based and supported by Industry Advisory Panels. These panels have a range of roles including development and approval of curriculum. All trade based courses require 1-2 months of compulsory work experience, organized through these industry linkages.

Tonga
Tonga consists of about 170 small islands, 36 of which are inhabited. The islands are spread over a vast area. Tonga is a predominantly agricultural/fishing economy. About 50% of the population works at the subsistence level.

The Government of Tonga is responsible for over 60% of the facilities and education provision for formal TVET, and approximately 40% is delivered by non-government agencies or private providers. The Churches are key players in the non-government provision. On the job training by employers plays a significant role in training the labour force.

There are 12 Government funded TVET institutions: The Community Development and Training Centre, The Tonga Institute of Education, Distance education and Communication Centre. Tonga Institute of Science and Technology, Short Term Training Centre, Queen Salote School of Nursing, Tonga health Training Centre, Tonga Police Training School, Tonga Defence Force Royal School of Science and the USP Tonga Centre. TVET providers offer a wide range of courses from very short blocks to four-year programmes.[14] The Tonga Institute of Science and Technology is responsible for Certificate and Degree courses in maritime and technical training.[15]

There is some uncertainty as to whether Tonga could reliably reach AQF standards. They have been be-devilled by a very top heavy bureaucracy that has not believed in delegating responsibility or empowering their college managers.

Tuvalu
Tuvalu's nine atolls are scattered across 1.3 million square kilometres in the south west Pacific with a total land area of only 26 square kilometres. The administrative centre is Funafuti, the most densely populated atoll and home to the international airport. Funafuti's small size and high population density create significant environmental problems with waste disposal and water and food shortages.

Tuvalu's major revenue comes from the licensing of the domain name ".tv", foreign aid and remittances from men serving as seaman abroad.

Each atoll has a primary school. There is only one secondary school located on Vaitupu. This school is residential is the only public institution that teaches any form of TVET. The courses are very traditional woodwork, technical drawing and home economics. Vaitupu is very isolated with limited phone communication and access to the world, only by the boat which travel around all of the islands about once every two weeks.

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[14] Commonwealth of Learning. Improving the quality of Technical and Vocational Education and Training in the Pacific Region. Conference Report. Tonga Country Paper, p 13. 2003
[15] Heimulu, Peauau Tu'ipoto. Technical Vocational and Education Training, Economic and Human Resource Development in Tonga. Paper presented at a UNESCO/UNEVOC Conference, Adelaide, South Australia. 2002.

USP has an Extension Centre in Funafuti. They provide access to USP courses as well as a small range of general interest courses in crafts and cultural arts.

The Tuvalu Maritime Training Institute is responsible for training Tuvalu's young seamen. Trainees of the Institute are highly sought-after. The remittances sent home by seamen bring roughly $7 million dollars (NZ) into the country. The Institute is located on Amatuku, a small island at the end of Funafuti. Three intakes take place each year with 20 young men for a twelve month course. On completion the trainees receive a certificate to work as an ordinary seaman. After twelve months at sea, there is an opportunity to return to the Institute and do further training to become an Able-Bodied Seaman or Boatswain. Any further qualification must be taken in other countries.[16]

There were three private TVET providers in Funafuti, with a focus on accounting and bookkeeping and a small amount of IT training, each enrolling about 20 students.

International Maritime Organisation (IMO)
Maritime training has been a key TVET development in the Pacific. There are Maritime Training Institutions in: Samoa, Fiji, Tonga, Vanuatu, PNG, Tuvalu, Kiribati (as well as Australia and New Zealand).[17] These institutions operate either as part of an existing institution—such as the Samoa Polytechnic or the Fiji Institute of Technology—or they are stand alone institutions—such as the Tuvalu Maritime College. The courses that are offered by these institutions are moderated and bear the imprimatur of the IMO. As such, the courses are said to meet the requirements of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers which entered into force on 1 February 1997. IMO publishes a "White List" which is a list of those countries deemed to be giving "full and complete effect" to the STCW Convention. A position on the White List entitles other parties to accept in principle, those certificates issued by or on behalf of the parties on the list are in compliance with the convention. In other words, it provides a skills passport for the graduates which mean that their qualifications would be recognized by any shipping country in the world and by any other maritime training institute in any other country on the "White List". It is a very good example of quality assurance and accreditation which has international currency and seems to have been achieved expeditiously.[18]

Regional Organisations
Pacific Association of Technical and Vocational Education (PATVET)
In 1999, COL invited the Pacific Island Ministers of Education to a meeting hosted by the Government of Malaysia to discuss how COL might provide useful interventions in TVET in their region. The Ministers supported COL in this initiative. As a consequence, meetings were held of key stakeholders from the various countries. As the project took shape, these meetings were regularized as a series of Institutes. The delegates to these Institutes, the senior managers of TVET in their respective countries, decided that TVET needed a collective regional voice and so agreed

[16] Ngan Kellee, Education in Tuvalu, Report for Commonwealth of Learning. 2003
[17] Informal communications in the last week suggest that the Maritime Programme operates in almost all the Pacific Islands.
[18] Information on the IMO provided principally by Capt John Hogan from SPC through personal communications and documents supplied, 2005.

to establish a properly constituted association, together with an elected Board and Office holders and membership fees. PATVET was formally launched in 2002. The formation of PATVET was supported strongly by the Forum Secretariat and it has been a regular agenda item at the Forum of Ministers of Education meeting ever since and has been invited to participate in the Pacific Plan process and implementation.

Of its own initiative, PATVET approached the SPC who agreed to provide a Secretariat for the Association. This took effect in 2004 and will be implemented in February 2006.

One of the first concern that PATVET brought to the Minister's Forum in 2002 was the need for a Regional Qualifications Framework that would allow their courses to articulate with Australia and New Zealand. The Pacific islanders recognize the importance of making their labour force mobile by providing them with qualifications which would be recognized in many countries. As a result, the Minister's have taken this up as an issue and PATVET are working closely with the Ministers to move this matter along. PATVET would welcome the proposed AusAID initiative as it will drive this agenda even faster.

Pacific Islands Forum and the Pacific Islands Forum Secretariat
The Pacific Forum is the key regional body in the Pacific, providing a secretariat to bring together initially the Prime Ministers of the countries of the Pacific Region, and more recently, Forums of other Ministers, and of particular interest, the Ministers of Education. The secretariat has been enormously supportive in the forging of PATVET—the regional group representing the providers of TVET.

Secretariat of the Pacific Community (SPC)
The SPC is an NGO representing the interests of the Pacific Islands people. Of their various activities, key to this paper is their role in providing the Secretariat for PATVET. They also are responsible for coordinating the activities of the various Maritime Institutes, of monitoring their work and ensuring that they meet the standards of the IMO. The SPC also provides the Secretariat for the Pacific Islands Maritime Association.

South Pacific Board for Education Assessment (SPBEA)
This body based in Suva, targets senior secondary students and provides the vehicle for all students to achieve the Pacific Senior Secondary Certificate which then enables them to enter all tertiary institutions in the Pacific. The SPBEA are working with PATVET in developing the Regional Qualifications Framework.

How the new college might operate
A Federated Approach
Because there are a number of TVET institutions that are working hard at improving the quality of their graduates, at developing a qualifications framework, at articulating with Australia and New Zealand, it would seem advisable for the proposed Australian intervention in TVET to be a federated rather than an isolated approach. If Australia was able to work with the key institutions—in Samoa, Fiji, Vanuatu, Kiribati and PNG at the national level and at the regional level, to work with PATVET, it should be possible to obtain the best possible outcomes which will have a significant impact for the people of the Pacific and also for Australia.

The notion of building a stand alone TAFE College in one of the island states raises many questions. Questions such as: which island? Who will attend? How could this be sustainable? It would seem wiser to build on Australia's already successful effort in developing TVET in the Pacific which are already producing some positive outcomes. Samoa and Vanuatu are two excellent examples who are very proud of their achievements following Australia's intervention.

A multi level approach
On consideration, there seem to be a number of activities that could be undertaken simultaneously. These could include:

- working with PATVET to develop a regional strategy which should include:
- further training of existing Pacific Island TVET staff to improve skill levels to meet AQF where inadequacies are identified
- provision of equipment in key colleges
- identify gaps that can be filled with distance education courses franchised from Australia and offered through Pacific Island colleges – see below
- improving the capacity of Pacific Colleges to deliver TVET by distance education to increase access to people who are remote from the major settlements
- work assiduously towards achieving a Regional Qualifications Framework which includes Australia and New Zealand.

Filling the gaps
The main focus should be on increasing the capacity of existing colleges to meet the needs of the Pacific Island people. Only where the demands for courses are so small that establishing them cannot be justified in the islands, should students be supported to travel to Australia. Otherwise, students should be supported to travel to existing Pacific Island Colleges to undertake the required field of study. This would certainly be less expensive than studying in Australia. If areas of study are of limited but important demand, then one of the Pacific island colleges might be identified as the centre for that field of study and could be supported through equipment and staff training to achieve that goal. Students from across the region could be encouraged or supported to travel to that college to undertake those courses.

Regional Qualifications Framework
This matter has been on the agenda for a number of years, although not much seems to have been achieved. Given that most countries still do not have their National Qualifications Framework in place, it seemed to the writer that it would make more sense to work with Australian and New Zealand authorities to develop a QF that mirrors these existing structures. Given that the Maritime Training authorities seem to have achieved this with a stroke of a pen, it is difficult to understand why the TVET sector across the region cannot be persuaded to move very quickly in this direction.

Alternative delivery methodologies
Because access is such a major problem in the Pacific, innovative ways of delivering VET must be considered. The term 'distance education' is often used to describe such innovations. 'Distance education', 'open and distance learning', flexible delivery' and 'technology mediated learning' are terms that are used, often loosely, to describe education methodology which is not based on the teacher-classroom model. Distance education sometimes conjures up visions of correspondence school which were an inadequate and last ditch attempt to teach people in remote or difficult

situations or was a cheap option. Methodology has moved a long way since then and innovative methodologies which do not rely on the teacher in the classroom can be more effective.

Models of delivery which use tutor support, that utilize appropriate technology including video and CD Rom, that use broadcast radio, that involve NGOs and local businesses in delivery can help increase access to quality training.

Some of the TVET Colleges in the Pacific have been working with COL and developed models of distance learning that they have applied successfully. These have included: Small Business and Entrepreneurial Skills for Women—developed in Samoa by the Samoa Polytechnic and delivered by the NGO. Another suite of courses was developed to improve manual skills: Basic Trade Skills—Working with Wood, Working with Concrete and Two Stroke Motor Maintenance—which are currently being piloted in a number of islands. This latter group of courses were seized upon by staff from the Bachelor Indigenous Education College as being of excellent support to training programs they were running with their Aboriginal Students at a conference in Adelaide recently.

The Samoa Polytechnic, Fiji Institute of Technology, Tarawa Technical Institute and Vanuatu National Institute of Technology have been equipped and trained by COL in the production of Educational video and CD Rom production to support learning. These media centres participated in the production of the Basic Trade courses.

Many Australian TAFE Colleges have developed a wide range of distance education courses which should be considered as a cost effective way of bridging some of the gaps and also of increasing access to those people who cannot access existing institutions. The OTEN group in NSW, for example, offer a very wide range of TVET courses.

Pacific Islands—a snap shot

Island State	**Population estimates 2000**	**% population aged <14 years**	**Geography**
Melanesia			
Fiji	824,700	33	Mountainous, 332 islands, 110 inhabited
PNG	4,790,000	38.4	Mountainous, many islands, border with Indonesia.
Solomons	447,900	42.9	Mountainous
Vanuatu	199,800	34.8	Volcanic – 80 islands
Micronesia			
Federated States of Micronesia	112,700	37	607 islands, volcanic and coral atolls
Kiribati	90,700	39.7	33 coral atolls, 21 inhabited, separated by vast distances
Nauru	11,500	38.9	One coral atoll – phosphate plateau
Palau	20,700	26	300 islands, volcanic and coral atolls
Republic of Marshall	55,400	38	1152 islands and 30 atolls

Island State	**Population estimates 2000**	**% population aged <14 years**	**Geography**
Islands			
Polynesia			
Cooks	18,700	28.3	7 coral atolls, 9 volcanic islands
Niue	1,900	32.7	Coral atoll
Samoa	169,2000	29.4	Volcanic – 2 main islands
Tonga	100,2000	38.2	169 islands, 36 inhabited
Tuvalu	9,900	31.0	9 coral atolls

[19]

Pacific TVET—a snap shot

Island State	**Main TVET Institution**	**Equivalent full time students (EFTS)**	**Teaching staff**	**Regulatory authority**
Melanesia				
Fiji	Fiji Institute of Technology,	20,000 (PATVET Survey)	300 (PATVET Survey	National Training Authority in planning stage
PNG	Lae Technical College, Port Moresby Technical college, Port Moresby Business College, Goroka Technical college, Mt Hagen Technical College, Madang Technical College and Kokopo Business College,	2,600 (from National Plan 2005-2014 p. 82. Whether these figures refer to the Technical Colleges is not clear. The numbers seem very low.)	211 (from National Plan 2005-2014, p 84)	Trade Apprentice and Trade Testing Authority established. National Training Council established. National Qualifications Framework to be established.
Solomons	Ministry of Education/Solomon Islands College of Higher Education	n/a	n/a	None
Vanuatu	Vanuatu National Institute of Technology	500 (personal observation – no data available)	50 (est)	National Training Authority established
Micronesia				
Federated	College of	n/a	n/a	Not known

[19] www.spc.org.nc
www.odci.gov/cia/publications/factbook

Island State	**Main TVET Institution**	**Equivalent full time students (EFTS)**	**Teaching staff**	**Regulatory authority**
States of Micronesia	Micronesia			
Kiribati	Tarawa Technical Institute	400 (est – no data available)	40 (est)	None
Nauru	Nauru Vocational Training Centre	30?? (est – no data available)	?	None
Palau	Palau Community College	n/a	n/a	Not known
Republic of Marshall Is	3 Secondary Schools	n/a	n/a	National Training Authority established
Polynesia				
Cooks	Ministry of Education Dept of National HRD	n/a	n/a	None
Niue	HRD Office	n/a	n/a	None
Samoa	Samoa Polytechnic	600 (PATVET Survey)	60 (PATVET survey)	National Training Authority just established
Tonga	Community Development and Training Centre	n/a	n/a	None
Tuvalu	Maritime Training Institute	60 (Tuvalu report)	n/a	None

Attachment D (Question 48)

Agreement name	Contractor	Duration	Description
East Timor Public Sector Capacity Development Program (ETPSM CD)	GRM International Pty Ltd	16 July 2006 to 15 July 2011	The ETPSM CD Program is a ten year program divided into two phases. The program aims to support a sustainable and effective system of governance and public administration for the delivery of high quality public services. Timor Leste's individual and institutional public sector capacity is developed through strengthening the capacity of institutions and processes. The scope of the program includes: • strengthening the capacity of the four public sector capacity building institutions, both individually and as a group. • building the capacity of Sector Working Groups to implement and maintain SIP processes. • smaller scale but important support for capacity building initiatives across other sectors, through mechanisms established by CDCU or the other capacity building institutions, including the capacity building units of other line ministries. The Australian Development Scholarship (ADS) will be administered as an integral part of the program. In East Timor, ADS is targeted towards capacity building in the public sector.

Agreement name	Contractor	Duration	Description
Governance and related aid activity in Solomon Islands (GRAISI)	GRM International Pty Ltd	1 July 2005 – 30 September 2009	This contract with GRM sets up the Regional Assistance Mission to Solomon Islands (RAMSI) Governance Support Facility (RGSF). The RGSF provides project development, management and implementation services primarily for RAMSI Machinery of Government (MoG) and economic governance projects as well as a limited number of AusAID bilateral projects. The RGSF also provides whole of government logistical support predominantly for deployees under the Economic Governance pillar of RAMSI. This includes travel support (including mobilisation and demobilisation); vehicles; accommodation; security; and IT and communications equipment. The MoG Program assists the Solomon Islands Government to repair and reform the machinery of government to ensure a more accountable, efficient, effective and responsive Government. It focuses on four main areas: Parliament and Electorate; Public Service Improvement; Accountability; and some limited Infrastructure works. The Economic Governance Program aims to contribute to greater prosperity for all Solomon Islanders by improving public financial management, undertaking reform of the economic regulatory environment, strengthening land administration and facilitating rural development.
Papua New Guinea-Australia Targeted Training Facility (PATTAF)	GRM International Pty Ltd	2 April 2002 – 1 April 2007	The purpose of PATTAF is "to contribute to workforce development and organisational capacity building in the agreed priorities". PATTAF aims to achieve this through the management of Short Term Training, Australian Development Scholarships, Australian Regional Development Scholarship and Open and Distance Learning scholarships.

Agreement name	Contractor	Duration	Description
Provision of Services to the Regional Assistance Mission to Solomon Islands (RAMSI) Law & Justice Sector Program	GRM International Pty Ltd	1 July 2006 – 30 June 2008	The program of support to the law and justice sector in Solomon Islands and development of its long-term capacity is being provided through the RAMSI Law and Justice Program, an initiative managed by GRM. Program initiatives are developed in accordance with the *Law and Justice Strategic Framework: 2005-2010* (the 'Framework'). The Framework was developed in close consultation with Whole-of-Government and key Solomon Islands partners, and was approved by the Solomon Islands Cabinet in 2005. Components of the framework include: • Justice sector coordination, strategy, policy and planning; • Law reform and access to laws; • Community awareness and participation, crime prevention and community safety; • Diversion and sentencing options; • Safe, secure and culturally appropriate corrections system; and • Professional and sustainable corrections service.
ASEAN-Australia Development Cooperation Program – Regional Partnerships Scheme	Cardno ACIL Pty Ltd	12 August 2002 – 12 August 2008	Cardno ACIL manages two of the three programs within the A$45 million ASEAN Australia Development Cooperation Program (AADCP) umbrella and provides overall coordination of AADCP itself. AADCP aims to promote sustainable development within ASEAN. The Regional Partnerships Scheme is a funding mechanism to foster joint regional activities designed and implemented by ASEAN and Australian partners, which contribute to greater/deeper economic integration of ASEAN.
ASEAN-Australia Development Cooperation Program Stream	Cardno ACIL Pty Ltd	19 May 2003 – 19 May 2008	Cardno ACIL manages two of the three programs within the A$45 million ASEAN Australia Development Cooperation Program (AADCP) umbrella and provides overall coordination of AADCP itself AADCP aims to promote sustainable development within ASEAN. The Program Stream aims to enhance ASEAN's integration and global competitiveness through ten sub-contracted projects. The projects work towards greater harmonisation of ASEAN policies and practices in diverse areas such as customs, food handling, skills recognition and e-commerce.

Agreement name	Contractor	Duration	Description
PNG Electoral Support Program Phase 2	Cardno ACIL Pty Ltd	15 August 2005 – 15 August 2008	Electoral Support Program Phase 2 is a long term program funded for $9.6 million and is focused on capacity building and technical elections support to the PNG Electoral Commission (PNGEC) and its whole-of-government partners, as well as civil society support and electoral awareness. The program targets four components: whole of government support; election processes and systems; civil society awareness raising; and PNGEC organizational improvements.
PNG Law and Justice Sector Program	Cardno ACIL Pty Ltd	6 April 2003 – 5 April 2008	The Law and Justice Sector Program is the primary mechanism through which law and justice assistance is delivered in PNG to promote the rule of law and strengthen the efficiency and effectiveness of the law and justice system in line with PNG's National Law and Justice Policy. It is intended that assistance will foster a sectoral approach and target sector outcomes that are jointly agreed and prioritised by the Government of PNG (GoPNG) and AusAID through a sector strategic framework. It is anticipated that it will be a $150m program over 5 years. Specific objectives include the following- • To foster a sectoral approach to law and justice by assisting the GoPNG develop sectoral planning and budgeting processes; recognising the interdependence of the law and justice system; and by promoting a sector wide approach for Australia's assistance to the sector in the long term. • To encourage greater community participation in the law and justice sector by facilitating partnerships between agencies and community-based organisations, non-government organisations, churches and the private sector; and supporting community-based initiatives consistent with sector policy objectives. • To assist in the development of the preventative and restorative capacity of the law and justice sector consistent with the National Law and Justice Policy.

Agreement name	Contractor	Duration	Description
			• To assist GoPNG to improve the law and justice sector, the efficiency and effectiveness of the deterrence system by continuing the strengthening of institutions involved in the delivery; and increasing the level of community-based participation. • To integrate intra-sectoral issues into AusAID's law and justice programs, in particular gender, violence against women and children, human rights and HIV/AIDS.
Trade Analysis and Reform Project (TARP)	Cardno ACIL Pty Ltd	23 September 2005 – 23 September 2008	TARP is a three year regional project that promotes effective interaction between Cambodia, Vietnam, Laos, and Thailand and the World Trade Organisation (WTO) in the development of policies on economic integration that support economic growth and social development. The purpose of the Project is to raise the quality and utilisation of information and analysis going into trade policy development and engagement with the WTO by building demand for and capacity to supply high quality trade policy analysis. The project has three working areas as follows: improve understanding of the role of analysis in trade policy development and the capacity to incorporate analysis into the policy development cycle; strengthen the capacity of researchers in government agencies and the research community to deliver high quality trade policy relevant analysis; and deliver a high quality capacity building project in a cost-effective and cooperative way

Agreement name	Contractor	Duration	Description
Cambodia Governance Technical Assistance Facility (CATAF)	Coffey International Development	29 February 2004 – 28 February 2007	The $6m CATAF focuses on addressing governance constraints to economic growth with a particular emphasis on areas relevant to AusAID's strategic objectives. The initiative enables the provision of a flexible and responsive support mechanism for the Royal Government of Cambodia (RGC) and Australia development assistance to identify areas of governance weakness and areas of potential future support Priorities for CATAF are agreed annually with the RGC. They currently are: i) market linked agricultural development, particularly focusing on SMEs ii) criminal justice (incl. counter-terrorism and other transnational crime issues) iii) Civil service pay reform/initiative to phase out donor salary supplementation
Cambodia Criminal Justice Assistance Project – Phase II (CCJAP-II)	Coffey International Development	1 June 2002 – 30 June 2007	Valued at A$18 million over 5 years (2002-07), CCJAP-II builds on the achievements of the previous phase, with a strengthened focus on crime prevention and community safety, investigation capacity of police, trial and sentencing, and prisoner health and rehabilitation. This current phase has challenged traditional approaches to criminal justice by introducing the concept of crime prevention as opposed to crime suppression. The success of a provincial pilot in Kandal has led the Royal Government of Cambodia (RGC) to commit to the establishment of a crime prevention and community safety strategy at the national level. CCJAP has also continued its work in the prisons and has greatly improved the living conditions of prisoners through the establishment of improved prison management procedures (including prisoner classification), health clinics and rehabilitation programs.

Agreement name	Contractor	Duration	Description
Contracted Support Team for the Samoa Public Sector Improvement Facility	Coffey International Development	5 March 2005 – 30 March 2008	Public Sector Improvement Facility was established in March 2005 and designed to: • Improve the capacity of Samoa's public service to support national development and public sector reform priorities. • Strengthen cooperation and collaboration between public service agencies in identifying and addressing critical issues and constraints to effective service delivery (improve and build whole of government approaches to public service). • Build on the benefits achieved under the range of Institutional Strengthening Projects which have been the backbone of the bilateral aid program to Samoa over the last decade. The program has strengthened 12 departments since its inception.
Australia-Fiji Law and Justice Sector Program (AFLJSP)	Coffey International Development	1 May 2003 – 30 January 2007	The AFLJSP is a 4 year program which commenced in 2003 and will be completed in December 2007. The Program supports a sectoral and integrated approach to Fiji's law and justice sector and has six main components including Crime Prevention and Community Justice; Investigations and Enforcement; Equitable Access to the Law; Prosecutions, Trials and Civil Proceedings; Rehabilitation and Sentencing; and Future Directions, Good Governance and Growth. The Fiji Government has recognised the Program's initiatives, and a Fiji Law & Justice Sector Strategic Leadership Group consisting of all CEOs and heads of agencies in the sector has been established and is actively involved in driving the sector forward.
Pacific Regional Policing Initiative (PRPI)	Coffey International Development	12 January 2004 – 30 July 2007	The PRPI is a 5 year program, which commenced in 2004. The Program works with Police Agencies across the 14 Forum Island Countries. The Program is co funded by AusAID and NZAID with the Fiji Government's contribution in-kind. The PRPI's goal is to contribute to a safer, more secure and stable environment in the Pacific. The Program's components include strategic policing, leadership and executive development, police technical skills, training capacity development, forensic skills development and project management. The Program has been actively involved in capacity building police agencies in the Pacific Forum countries.

Agreement name	Contractor	Duration	Description
Philippines Australia Partnership for Economic Governance Reforms (PEGR)	Coffey International Development	18 April 2005 – 18 April 2010	Started in April 2005, PEGR is a partnering approach between AusAID, the Facility Contractor (Coffey International), and key Government of the Philippines agencies (NEDA and DBM). AusAID funding is A$30 million over a 5-year period. This activity helps the Philippines government undertake reforms that improve fiscal management of government agencies and improve the environment for private sector development. It supports two major reform agendas - coordination and harmonisation of the Philippines Department of Budget and Management (DBM) and the National Economic and Development Authority (NEDA) in plan-budget management system, and setting up a performance-based, outcome-oriented culture in fiscal management through the Organizational Performance Indicator Framework (OPIF).
PNG Advisory Support Facility Phase II (ASFII)	Coffey International Development	1 April 2003 – 31 March 2008	The ASFII provides Governance advice to the Government of PNG (GoPNG) central, line and selected statutory agencies. The goal of ASFII is to support government agencies in PNG to develop accountable policies, plans and systems and thereby contribute to enhance service delivery. The purpose of ASFII is to assist the GoPNG to implement reforms in public sector management and administration. This will be done through adviser placements that focus on capacity building of both individuals and organisations, with an emphasis on systems, policy, planning, accountability, management, administration and compliance.
China Australia Governance Program (CAGP)	Hassall & Associates Pty Ltd	1 September 2004 – 30 August 2010	The CAGP (2004-2010) supports China's governance reform and development agenda in areas of mutual interest to China and Australia. The Program develops and supports strategic engagement between Australia and China on priority governance issues, including: reform in fiscal transparency and auditing; optimizing the implications of China's WTO accession; social security forecasting and reform; and, assisting China to effectively design and implement policy.

Agreement name	Contractor	Duration	Description
Indonesia-Australia Specialised Training Project Phase III (IASTP III)	Hassall & Associates Pty Ltd	13 April 2004 – 1 April 2009	IASTP III is a five year program which aims to develop appropriate knowledge, skills and attitudes using efficient and effective specialized training programs that meet the priorities of the government and the needs of selected agencies, particularly at the Provincial and District level. The goal of the project is to contribute to promoting good governance, through improved economic management, governance practices and delivery of basic social services, consistent with Indonesia's development needs as reflected in the Indonesia Country Program Strategy.
Local Governance and Infrastructure for Communities in Aceh (LOGICA)	Hassall & Associates Pty Ltd	15 January 2006 – 15 July 2007	The LOGICA program is helping local communities in three districts on the West coast of Aceh to re-build vital local governance infrastructure and services. This has involved community land mapping and restoration of land ownership, the strengthening of sub-district governments and re-establishing village level communities. The program has trained 1300 community leaders in Aceh to represent their villages and they have mapped over 60,000 parcels of land for permanent housing. LOGICA currently employs just under 600 staff of whom 94% are Acehnese.
Philippines-Australia Community Assistance Program (PACAP)	Hassall & Associates Pty Ltd	24 January 2005 – 23 January 2010	The PACAP commenced in 1986 at a time of major social and political changes in the Philippines. Since 1986, the Program has supported about 1,200 small activities benefiting at least 600,000 poor people through partnership with more than 500 civil society, non-profit organisations, primarily Non-Government Organisations and People's Organisations. It is now an integral part of Australia's official bilateral assistance to the Philippines. The counterpart agency throughout has been the National Economic and Development Authority. Since its inception, the Program has been managed by a Secretariat comprised of locally engaged staff contracted by AusAID Manila Office. In February 2005, the management of PACAP was contracted to HAI.

Agreement name	Contractor	Duration	Description
			The project goal is to "reduce poverty and improve the standard of living of poor communities through sustainable economic and social development" The following will be undertaken to achieve this goal: • Component 1—Strategic Direction; • Component 2—Focused Community Assistance Scheme; • Component 3—Responsive Assistance Scheme and • Component 4—Coordination and Management
Solomon Islands Community Sector Program (CSP)	Hassall & Associates Pty Ltd	1 February 2005 – 31 January 2010	The CSP promotes community demands for better governance through strengthening capacity of non-government organisations and service providers. CSP's organisational capacity building stream focuses on strengthening existing groups to deliver services to communities and to advocate for good governance, including in regard to the active involvement of women and youth.
Timor Leste Police Development Program	Hassall & Associates Pty Ltd	2 June 2004 – 2 December 2008	The Timor Leste Police Development Program aims to improve the social stability and environment in Timor Leste. Hassall & Associates together with the Australian Federal Police and the Government of Timor Leste is also supported by two years of funding from the Government of the United Kingdom (GoUK) totalling AUD$1.1M. The goal of the program is to contribute to the maintenance of a safe, stable environment in Timor Leste conducive to economic and social development and sustainable poverty reduction. The specific purpose is to strengthen the capacity of the police service in Timor Leste to maintain law and order effectively and professionally, and with full respect for human rights. Key project components include: • Crime prevention and community safety; • Investigations and operations; • Training and development; and • Administration, oversight and strategy.

Agreement name	Contractor	Duration	Description
ASEAN-AADCP Regional Economic Policy Support Facility (REPSF)	Melbourne Development Institute	21 January 2002 - 21 January 2007	The REPSF is one of three streams of the ASEAN-Australia Development Cooperation Program developed by the Government of Australia and ASEAN through AusAID and the ASEAN Secretariat (ASEC) in Jakarta, Indonesia. The goal of the project is to support economic recovery, and promote closer integration and sustainable economic development in ASEAN Member Countries, in line with the objectives and priorities of Vision 2020, the Hanoi Plan of Action and subsequent summit meetings. The purpose is to provide various ASEAN bodies and Member Countries with high quality, high priority and timely regional economic policy analysis. The key implementing agency is the ASEAN Secretariat in Jakarta under the guidance of the Research Priorities Committee (RPC) composed of the ASEAN Secretary-General; ASEAN Senior Economic Officials Meeting (SEOM) Representative; and Director, Asia Regional Section of AusAID.
Capacity Building for Effective Governance (CEG) Facility	Melbourne Development Institute	27 July 2005 - 31 August 2006	Over 4 years, this AUD$10 million facility has strengthened the skills base and institutional capacity of 17 selected state agencies and relevant agencies within agreed focal areas including: • private sector development • economic integration • efficient and equitable use of public sector resources • development of the Legislature and the Judiciary Some highlighted development achievements include the: • Strategy for International Integration of the banking sector, • Anti-dumping Handbook; • revised Commercial Law • revised Decree 17 on ODA management; • National Strategy for SOEs reform.

Agreement name	Contractor	Duration	Description
Indonesia Australia Legal Development Facility (IALDF)	Melbourne Development Institute	12 April 2004 - 12 April 2009	The IALDF is a five year project which began in April 2004 and is valued at AUD$22 million. It is funded through the Australian Government Aid Program as part of its support for good governance in Indonesia. The goal of the Facility is "to reduce poverty in Indonesia by enhancing human rights and supporting the development of a more just and equitable legal system." The purpose of the facility is "to strengthen the capacity of Indonesian governmental and civil society institutions to promote legal reform and the protection of human rights through a facility that has the flexibility to provide core program support and respond to immediate and emerging issues." The facility was designed to develop a 'core program' through a process of progressive engagement with key institutions in focused thematic areas: Access to Justice; Human Rights; Anti-Corruption; and, Trans-National Crime. These key institutions include the Supreme Court (Mahkamah Agung), and the National Human Rights Commission (KomnasHAM), the Corruption Eradication Commission (KPK) and the Attorney General Office (Kejaksaan Agung).
PNG Community Development Scheme Phase 2 (CDS)	URS Australia Pty Ltd	15 May 2002 – 20 May 2007	The CDS is a six year project. The goals of the scheme is to reduce poverty and build capacity for sustainable community development in PNG by developing the capacity of indigenous civil society organisations including non-government organisations, church groups and community based organisations, and supports development activities at the community level. CDS has supported over 1400 organisations in a range of areas including agriculture, literacy, organizational development, water supply, HIV/AIDS, health, income generation and law and order.

Attachment E (Question 74)

TERMS OF REFERENCE

Regional Assistance Mission to Solomon Islands (RAMSI) Assistance to the Solomon Islands Law and Justice Sector

Justice Technical Advisory Groups (TAG)

PURPOSE

This terms of reference document has been prepared for a visit of the Justice Technical Advisory Group (TAG) during the period 28 March—1 April 2006.

BACKGROUND

The Justice TAG was established to improve strategic–level monitoring and assessment of the effectiveness of the provision of AusAID's assistance to the law and justice sector. Through RAMSI's strengthened assistance for law and justice in Solomon Islands, about over a hundred personnel have been deployed in line and advisory positions, primarily in courts, related justice agencies and prisons.

A particular focus of the law and justice sector has been the requisite preparations for the commencement of high profile High Court trials in January 2005. Considerable work has been undertaken to ensure the responsiveness of the sector for these trials which includes the ongoing implementation of recommendations arising from the following reports:

- Justice TAG October 2004 Report
- Participating Police Force Security Review of the High Court Infrastructure and Staff October 2004 Report
- Joint AusAID / AFP Trials Scoping November 2004 Report
- Joint Justice and Prisons TAG January 2005 Report
- Prisons (draft) TAG May 2005 Report
- Justice (draft) TAG May 2005 Report
- Joint Justice and Prisons TAG June 2005 Report

A year after the commencement of the high profile, High Court trials, it is timely to review the management of the trials process. It is useful to determine whether the measures now in place by the Solomon Islands Government and RAMSI are sufficient, including the implementation of the enhanced assistance package, or whether additional measures are needed to support the law and justice system over the next 6-12 month period.

Focus must be maintained on issues relating to the number and situation of juveniles and remandees in detention, and to aspects relating to the delivery of law and justice services in the Provinces.

Tasking

1. Examine the implementation of the current Law and Justice Program in accordance with the principles for good international engagement in fragile states and the peace and conflict lens and make recommendations for potential improvements.
2. Assess progress on implementation of the AusAID agreed recommendations from the June 2005 Joint Justice and Prisons TAG Report, and identify any outstanding concerns or priority measures and, if necessary, recommendations to overcome such concerns.
3. In consultation with all stakeholders identify the achievements and the lessons learned of the current Law and Justice Program since June 2005. As part of these considerations analyse the Law and Justice components of the RAMSI Performance Framework and identify any outstanding issues to be addressed and provide recommendations for potential improvements in performance measures.
4. Examine the current practices and procedures of Law and Justice advisers' length of contracts, the relationship to sustained effective performance and ability to contribute to the evolving objectives of the Law and Justice Program within the context of the Solomon Islands environment.
5. Identify any risks or concerns in relation to the Law and Justice Sector and make recommendations to address these risks or concerns.
6. Any other tasks as directed by AusAID.

Team activities

Meet with the following organisations and individuals:

- RAMSI Deputy Development Coordinator
- RAMSI Law and Justice Senior Development Program Specialist
- Law and Justice Program Team Leader and Justice Manager
- Attorney-General of the Solomon Islands
- Permanent Secretary, Department of Justice and Legal Affairs
- Chief Justice of the High Court and Court of Appeal
- Law Reform Commissioner
- Chief Magistrate of the Central Magistrates Court
- If considered necessary, advisers at the Central Magistrates Court
- Registrar, Registrar Adviser and CEO of the High Court
- Director and Deputy-Director of Public Prosecutions
- If considered necessary, expatriate and local lawyers in DPP
- Public Solicitor and Deputy-Public Solicitor
- If considered necessary, expatriate and local lawyers in PSO
- Case Support Unit Manager
- Civil society groups or NGO's as considered necessary (for instance Save the Children).

DURATION

The Justice TAG will be in country from 28 March—1 April 2006.

SPECIFICATION OF COMBINED TAG TEAM

TAG Leader – Daniel Rowland (AusAID Law and Justice Adviser)
Justice TAG – Nicolas Papas

REPORTING REQUIREMENTS

Provide a verbal brief and written aide–memoire to Post (with information copy forwarded to Desk) **prior to departure** with a focus on identifying any immediate issues to be addressed and key issues and recommendations arising from the TAG. The level of detail and exact nature of this aide-memoire is to be discussed by Post with the TAG on arrival.

Provide a joint verbal debrief to AusAID in Canberra during the week of **3 April 2006**. Provide a draft report (in soft and hard copy) outlining findings against the Taskings no later than **7 April 2006**. Final report (in soft and hard copy) incorporating AusAID comments and requests no later than **13 April 2006.**