



Cover page designed and compiled by NVS In-House Policy Committee showing Batch 18 Volunteers during the Pre-Service Orientation, Okari Conference Centre, Lae, Morobe Province, 2019

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**NATIONAL VOLUNTEER SERVICE
OF PAPUA NEW GUINEA**



NATIONAL POLICY ON PROFESSIONAL VOLUNTEERISM 2020 - 2025

*"People Working & Growing Together
For Sustainable Community Development"*



Minister's Foreword

I am honored to provide a foreword on a milestone Policy Document developed by the National Volunteer Services of Papua New Guinea. I commend the Executive Director and her Policy Management Team for the smart and professional effort they put in to bringing forth a maiden Public Policy on Professional Volunteerism in Papua New Guinea.

The National Policy on Professional Volunteerism 2020 – 2025 for Papua New Guinea is a first of its kind and reflects the government's commitment to using its skilled human resources to contribute to development especially in rural areas where the majority of people live. It paves the way for all Volunteers, both national and international to be able to develop a shared vision in implementing the strategic directives of this national policy.

The Policy is in line with PNG's overall policy direction such as the Vision 2050 to improve its Human Development Index (HDI), and contribute to achieving the Medium Term Development Plan (MTDP) and respective sectoral targets and indicators.

The Policy platform will guide all efforts pertaining to service delivery based on the principles of sacrifice and service. These principles are the yardsticks to growing and developing community-based volunteerism, concentrating mainly in the rural and remote places into professionally oriented volunteerism programs in the broad spectrum of nation building.

The Vision of the National Policy on Professional Volunteerism 2020-2025 is to contribute towards nation building by empowering people

in our communities to be self-reliant and have improved living standards through the Goal of promoting and supporting citizen participation in people-centered development.



NVS as the lead Agency of this Policy will oversee the coordination, implementation and reporting of this policy through working partnerships with all stakeholders and development partners, both locally and overseas, aligning all volunteer programs in order to deliver services from one focal point to another. NVS will take custody of bi-annual and five-year review of this National Policy and its Regulation to ensure that its vision and goals are achieved within its perimeters and ultimately that the true spirit of volunteerism continues to be upheld.

The Marape-Stevens Government's focus on Defence, whilst maintaining its primary role in the nation's security, has shifted to Civic Action Responsibility and the active participation by the Defence Organizations towards nation building.

Therefore, the National Volunteer Service, Fire Service and the National Disaster Authority have all become part of the Defence Organization and come under the Ministry of Defence.

The Government has aligned these organizations for synergy, relevance and consequently for these organizations to appropriately meet the intent of the Government. The PNGDF Reserve Force and the PNGDF ex-serviceman and women can now complement the NVS efforts in

volunteerism and vice versa in our effort in nation building. The PNGDF structure has embraced the Government's Intent and has welcomed the expansion of the Defence Organizations to collectively respond to the expectation of our peoples.

As a responsible Government, we are determined to make a difference in peoples' livelihood thus; this new Policy direction will help in this endeavor. I am pleased to be a part of this journey and on behalf of the Government of Papua New Guinea and the Ministry for Defence, I extend the invitation to our local and international development partners, GoPNG departments and SOEs, Private Sectors and NGOs to collaborate with us in professionalizing invaluable skills and technical knowledge of our Volunteers to serve our people in the spirit of sacrifice and service. We anticipate that when this Policy is successfully implemented, NVS will have contributed positively to development in terms of improved quality of lives across this nation with a whole new level of realization that Volunteerism is deeply rooted in our Melanesian Culture and truly, is the way to go.

GOD Bless PNG!
Best Wishes to you all.



Hon. Solan Mirisim, MP
Minister for Defence

Chairman's Introduction

On behalf of my colleague members of the Council of the National Volunteer Service (NVS), we are grateful for the opportunity to work with NVS, in formulating the Agency's first National Policy on Professional Volunteerism 2020-2025. We applaud its management for achieving yet another milestone within a very short space of time.

The Policy highlights key issues which underpins the rationale and significance of Professional Volunteerism in effectively delivering services in PNG, especially in remote locations.

The Policy also outlines its Priorities and Strategies that will guide stakeholders and NVS in its implementation, complemented with a Monitoring and Evaluation Framework (MEF) to measure progress and document lessons learnt. The MEF will also assist NVS in reporting to the Government, its stakeholders and to the communities where Volunteers are placed.

One of its Key Priority Area is its focus on complementing service delivery and rural development through the Improvement Programs under the Provincial Support Improvement Program (PSIP) and the District Support Improvement Program (DSIP).

The Policy also contains a Policy Action Plan with the implementation partners outlined for each priority activity throughout the five (5) year period.

The role of the NVS Council is to ensure that the NVS strategically harnesses the technical skills and experiences, including collaboration with partners like the private sectors and development partners to deliver on the objectives of this Policy.

The Council of NVS will give its best to guide the implementation of this Policy through the Office of the Executive Director.



The significance of Independence is measured in the context of self-reliance; therefore, the development initiatives aimed at improving the living standards of the communities must be viable and sustainable to achieve progressive development.

NVS is one of the few organizations in the developing world whose mission is to help its citizens help themselves through self-reliance activities.

I encourage all partners from the Government, Private Sectors, Churches, Civil Societies and Development Partners to come forward and join us in implementing this Policy.

The Agency looks forward to the future of promoting professional volunteerism by creating opportunities for people to be directly involved in helping each other for PNG's development.

I wish you all every success,

Bernard Maladina
Chairman of the Council
National Volunteer Service

Acknowledgment by Executive Director

I am honored to be a part of an exciting process with the National Volunteer Service of PNG. I take my hat off to the pioneer leaders who brought this organization this far. I can only start with the acknowledgement of the support and leadership of Minister Hon, Solan Mirisin and the NVS Council under the chairmanship of Mr. Bernard Maladina for their commitment.

The development of this first ever Policy is continuing the new strategic drive to REALISE THE FULL POTENTIAL OF THE NATIONAL VOLUNTEER SERVICE OF PNG. This Policy is about maximizing the resourcefulness of skilled, technical and professional people who are readily available in the communities to serve our people. The Policy creates an avenue for facilitating professional and technical services of skilled Papua New Guineans to make meaningful contributions to bringing services and development to our people in both rural and urban areas.

It will support priority sectors especially at the sub-national levels consistent with the Minimum Priority Areas (MPAs) per Service Delivery Framework under the Organic Law on Provincial Government and Local Level Governments.

This Policy will help in the implementation of the rural development program through the Government's Service Improvement Program (SIP). It is very relevant to the Five-Year Rolling Plans of the Provinces via the Provincial Support

Improvement Plan (PSIP) and the electorates through the District Support Improvement Program (DSIPs).

The Services of the NVS will feature prominently in the

priority sectors within the PSIP and the DSIP of education, health, infrastructure, economy, community development, gender equity and social inclusion.

Let us support Volunteers and be proud of their contributions to our development as a nation.

Thank you to all,



Molly Willie
Executive Director

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ACRONYMS & ABBREVIATIONS

CEDP	Community Education and Development Program	LLG	Local Level Governments
CHW	Community Health Worker	LLGSIP	Local Level Government Service Improvement Program
CLAP	Community Liaison and Awareness Program	MEF	Monitoring and Evaluation Framework
CLDC	Community Learning and Development Centers	MPA	Minimum Priority Areas
CLRC	Constitutional and Law Review Commission	MTDP	Medium Term Development Plan
CSO	Civil Society Organizations	NADP	National Agricultural Development Plan
CSR	Corporate Social Responsibility	NEC	National Executive Council
DCDC	District Community Development Centers	NEP	National Education Plan
DDA	District Development Authority	NGO	Non-Government Organization
DFCDR	Department for Community Development and Religion	NHP	National Health Plan
DIRD	Department of Implementation & Rural Development	NO	Nursing Officer
DNPM	Department of National Planning and Monitoring	NPPD	National Policy on Persons with Disability
DPLGA	Department of Provincial & Local Government Affairs	NPPV	National Policy on Professional Volunteerism
DSIP	District Services Improvement Program	NVD	National Volunteers Day
DSP	Development Strategic Plan	NVS	Nation Volunteer Service
GoPNG	Government of Papua New Guinea	NSGBV	National Strategy on Gender-Based Violence
HDI	Human Development Index	NYEF	National Youth Employment Framework
HEO	Health Extension Officer	OLPLLG	Organic Law on Provincial and Local Level Governments
HO	Host Organizations	PSIP	Provincial Services Improvement Program
IAG	Inter-Agency Group	SDG	Strategic Development Goals
ICDP	Integrated Community Development Policy	SIP	Services Improvement Programs
IPDP	Integrated Provincial Development Plans	SMEP	Small to Medium Enterprises Policy
JPP	Joint Partnerships Program	SOE	State-Owned Enterprises
JPPBPC	Joint Provincial Planning and Budgetary Priority Committee	STARS	The National Strategy for Responsible Sustainable Development
KRA	Key Result Area	TEP	TOTAL Exploration and Production
		VPP	Volunteer Placement Program
		VPPG	Volunteer Policy and Procedure Guidelines

EXECUTIVE SUMMARY

The National Policy on Professional Volunteerism (NPPV) is a five year national policy for the National Volunteer Service of Papua New Guinea which covers the period 2020-2025. The Policy is strategically aligned to the Service's Sub-Sector Development Plan 2019-2022 which in turn is aligned to the Medium Term Development Plan III (MTDP III) 2018-2022. The NPPV is the agency's first national policy in its thirty (30) years of operations, and as such, is indeed a milestone achievement for the Service.

The National Policy on Professional Volunteerism recognizes the roles of community-based volunteers and to strengthen this program, it creates a broadened, inclusive, needs-based and sustainable avenue for these skilled and technical human resource professionals to give back to their people, contributing through volunteerism for community empowerment and development and nation-building as a whole.

It is broad and inclusive in its encompassment catering for all professionals across all professions at all levels of the PNG society. It is sustainable because it is people-centered development based on the needs of the people.

The overall goal of the NPPV is "to promote and support citizen participation in a sustainable people-centered development".

The key objectives of the NPPV are:

- 1) To promote and support the process of communities developing themselves;
 - 2) To promote, support and give significance to the volunteers' participation and contribution to community as well as national development;
 - 3) To provide a venue for the development and transfer of Papua New Guinean skills to carry out effective community and national development;
 - 4) Develop, maintain and sustain NVS's capacity to meet the demands of communities for the development of services vital to their day to day survival and
 - 5) To work parallel in partnerships and cooperate with and among other organizations who share a similar vision for development.
- To fulfill the above-mentioned key objectives, the National Volunteer Service's broad, inclusive and sustainable people-centered program is captured in its ten key strategies which it envisions to achieve during the period of 2020-2022:
- i) Facilitate, promote and assist learning and development opportunities via local volunteer agencies or networks;
 - ii) Assess capacity development needs of local groups, organizations and administrations;
 - iii) Solicit for technical assistance and development packages to meet capacity development needs for local groups, organizations and administrations;
 - iv) Incorporate sector priority emphasis on the supply of skilled and technical resource personnel in professionalizing volunteers in each sector;
 - v) Create a quota portfolio requirement in every sector initially on voluntary basis and gradually mandatory;
 - vi) Develop appropriate competency and accreditation framework to grow and manage the profession;
 - vii) Introduce school and graduate cadet program for the development of professional volunteerism;

- viii) Promote and maximize opportunities to increase social corporate responsibilities amongst corporate citizens
- ix) Investigate and invest on innovative tax/credit facilities to maximize corporate investment on professional volunteerism program;
- x) Promote tripartite arrangement between local administrations (Local & Provincial administrations), Corporate Citizens (Private Sector) and NVS and other sound and effective partnership & program delivery platforms.

The Policy takes its cues from useful lessons of volunteer placement program over the years and incorporated it into a plan of action so as to increase engagement, productive participation and maximizing the professionalization of volunteerism via institutional developmental processes to achieve national development outcomes.

Principle among the proposed objectives is the establishment and operationalization of a Policy Coordination Mechanism for effective implementation.

This will be initially led by the Policy Management Committee with the Council of NVS, but envisioning towards the establishment and operationalization of the Inter Agency Group (IAG) and the Secretariat Unit. The IAG Secretariat will drive forward the implementation of the Policy in its provision of leadership and coordination within the IAG. The established and operationalized Secretariat will play a vital lead role firstly in driving the implementation of this Policy particularly towards the achievement of the strategies outlined above under the objectives and secondly in supporting the National Volunteer Service's proposed amendments to its Act of 1990.

The establishment and operationalization of this IAG Secretariat will ensure that biannual, cross-cutting sector volunteer services will be delivered by an additional fifty (50) Volunteers in order to meet our

policy target of 100 volunteers by 2025. To achieve this volunteer placements target and the other Policy's Objectives and Strategies, there is a greater emphasis on the tripartite partnerships between NVS, the Government (both at the national and sub-national levels) and the Private Sector.

An estimated K4.3 million in annual investments, establishments, operations and maintenance is required. This funding requirement is to be met from the National Government's annual budgetary appropriations which can be used as a platform budget on an annual basis for allocations to be made from the Provincial Services Improvement Program (PSIP), the District Improvement Program (DSIP) and the Local Level Government Service Improvement Program (LLGSIP) since a great majority of NVS's volunteers are placed at these sub-national levels. Other relevant and appropriate funding facilities and or mechanisms such as the Private Sectors, Development Partners will be solicited for funding assistance to support this flagship Program-the Volunteer Placement Program of NVS.

It however, reflects the Government's commitment to service delivery detailed in the Vision 2050 and the Medium Term Development Plan (MTDP III) Key Result Area 5 (KRA).

If this National Policy on Professional Volunteerism is implemented successfully, it will contribute to the overall national development outcome, maybe not in the most telling way and not so much in its immediate lifetime, but most definitely and ultimately in its sustained and committed long-run delivery of services through professional volunteerism to both rural and urban communities of Papua New Guinea, thus advancing the country in reaching its higher goals, targets and improved global ranking.

SECTION 1: INTRODUCTION & OVERVIEW

1.1 - Overview

The establishment of the National Volunteer Service in 1990 was founded on the principles of 'Sacrifice and Service'. It was about 'People helping people' at a very minimal or no cost to alleviate disadvantages, vulnerabilities and poverty'. It was intended to fill critical skilled and technical capacity gaps vital for service delivery especially to rural, remote and inaccessible places around PNG.

The mandate, powers and functions of the Service is created by the National Volunteer Act of 1990, now being reviewed. The Service is tasked with the overall responsibility of managing and coordinating the Volunteer Placement Program and services in PNG with the ultimate objective of community development.

The Service was then guided by a 'Policy White Paper on Community Development' on its establishment and operations'. It outlined briefly the strategic thrust and covers in detail the operational guidelines, processes and procedures of the core program of the Service titled, "Volunteer Policy and Procedure Guidelines". The focus then was much broader on community development rather than just on 'professional volunteerism'. There were significant policy and regulatory gaps which are being addressed by this Policy.



Water Project: School of Allied Signs, Namatanai, 2016

Furthermore, the Service requires right partners to improve on partnership resources and strategic inputs for implementation. Development of appropriate brand and product of the Service is vital to its comparative advantages. Appropriate branding of its products and services would increase visibility and create strategic demands to its advantage.

1.2 - Intent

The National Policy on Professional Volunteerism 2018-2022 was formulated to give recognition to, strengthen the roles of community-based volunteers programs and to further encourage the development of professional volunteerism across all sectors of PNG society in the nation building process.

The policy also covers the volunteers from churches, NGO's, the Private Sector and Development Partners. It takes its cues from useful lessons of volunteer placement program over the years and incorporated into a plan of action so as to increase engagement, productive participation and maximizing professionalization of volunteerism via institutional development process to achieve national development objectives and outcomes.

1.3 - Approach

The Policy embraces the holistic, inclusive and integrated nature and aspects of national development in the nation-building process, which concerns the use of fundamental human capital assets.

The Policy advocates for a two-pronged approach. Firstly, to recruit and supply skilled human resources, which is needed for nation-building through institutional and community placement arrangements

and secondly, this is to be complemented by sound Corporate Social Responsibilities (CSR).

With a greater shift in the Corporate Social Responsibility of multi-national companies, the Private Sector, and the State Owned Enterprises (SOEs) in supporting the Government's priorities, it is anticipated that there will be a greater sharing of wealth amongst our citizens.

Over the years, the Service has experienced development challenges which have prompted many different ideas, opinions and recommendations in developing NVS. However, relevance of those propositions to present times, environment and context underpins the subsequent way forward, policy direction, corporate strategy and plan of action for the Service.

1.4 - Rationale

The key to this change management process is the foresight of the current leadership by the Acting Executive Director and the Council and supported by the Minister to set a very clear direction, re-instate values and regain its vision and purpose. This is the underlying rationale of the Policy.

This policy will have a special focus on 'Professional Volunteerism' and will utilize skilled technical human resources that are available in the communities. Their contributions in terms of advice, services and leadership in communities will be recognized and facilitated by NVS and also in consultation with other stakeholders like the private sectors, churches and government agencies especially at the sub-national levels.

The National Policy on Professional Volunteerism does not only acknowledge the contributions of the 'Professional Volunteers', but that of the churches and community volunteers as well as Volunteers who provide assistance to communities using their own

resources and often times not getting payment for services delivered.

In line with PNG customs and traditions, Volunteerism is already practiced in PNG communities and this policy enables all forms of volunteerism to be accessed and value added for improved living standards.

1.5 - Strategic Alignment

The Policy is strategically aligned to higher level visions and goals such as the UN Development Goals (SDGs), PNG National Constitution and the Five Goals and Directive Principles, the Vision 2050 particularly Pillar One (1) on 'Human Capital Development', the Development Strategic Plan 2010-2030 and the National Strategy for Responsible Sustainable Development for PNG (STaRS) and the Medium Term Development Plan III (MTDP III).

In addition, it is aligned to various other sectoral Policies and Plans including the Policy for Integrated Community Development (PICD), National Gender Equality Policy, National Policy on Disability, National Gender-Based Violence Strategy, Small to Medium Enterprises (SME) Policy, Informal Policy, National Youth Policy, National Youth Employment Policy, National Agriculture Development Plan, National Health Plan and National Education Plan.

Furthermore, the Policy is strategically aligned to sub-national development intervention programs under the Services Improvement Program (SIP) for Provincial and Open Electorates. The Provincial Services Improvement Program or PSIP is controlled by the respective Governors through the Joint Provincial Planning and Budget Priority Committee (JPPBPC) whilst the District Services Improvement Program or DSIP is controlled by respective Open Members of Parliament and their District Development Authority (DDAs). Hence, the Policy is aligned to the Integrated Provincial Development Plans and the Five Year Districts and LLGs Development Plans for each Province and Electorates.

NPPV Strategic Alignment Framework





NATIONAL VOLUNTEER SERVICE
of PAPUA NEW GUINEA

**NATIONAL POLICY ON
PROFESSIONAL
VOLUNTEERISM 2020-
2025**



*"People Working and Growing
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SECTION 2: DEFINITIONS

2.1 - Volunteerism - World View

Volunteerism is the principle of donating time and energy for the benefit of other people in the community as a social obligation that involves the sharing of wealth, resources and time to maintain socio-economic balance.

This is the basic philosophy that volunteerism embraces today to sustain socio-economic balance in human development. This however, remains a challenge in transitional countries like Papua New Guinea, where the modern trend is fast rising against traditional cultures and generous values, replacing it with financial rewards.

In more advanced countries, the scope of volunteerism has narrowed the social norms and responsibilities, into generous giving and helping the needy. These countries are now turning to the perspective of volunteerism to deliver impact development to the masses.

The advocacy to equally share and distribute wealth and resources with the disadvantaged population has rekindled the spirit of volunteerism and has triggered authorities to develop social policies to capture this philosophy.

Volunteerism is now revolutionized to maintain its validity in the transitional and modern society, its philosophy remaining a catalyst in development, impacting lives of the disadvantaged to realize their aspects of development.

2.2 - Definition of Volunteerism

'Professional Volunteerism' is when a person who,

although an expert or a specialist in a paid job' proficient and trained or possesses skills and qualities will instead offers his or her services to help others.

His or her drive to do this would be fueled by empathy and the need to search for the meaning of life and will sacrifice everything to serve others with very little or no payment.

2.3 - Volunteerism - Our View, Our Definition

Volunteerism is deeply rooted in our Melanesian culture- it is our strength and if driven in the right path is truly the way to go to achieve self-reliance and sustainable development in our communities.

NVS is always on the lookout for skilled and qualified people who are powered by passion and sacrifice to help others help themselves in the true spirit of volunteerism.

The list would include skilled and qualified persons;

- a) Working in the government and private organizations, who are able and willing to give up two years of paid employment to serve other people. An understanding must be reached with their employers that they will return to their respective fields of work after their two years or two to six weeks volunteer contract expires. They would develop skills that would be assets to their professions and would be an added bonus to their Curriculum Vitae.
- b) Public Service Officers who can be engaged on volunteerism work with NVS for a term of twenty-one (21) days at any one time.
- c) Working with Non-Government Organizations

(NGO's), and Civil Society Organizations (CSO's) who already have the vision to develop the communities but may need support to achieve their personal goals and objectives through their respective organizations.

- d) In the Youth population who;
 - i) Are gifted in a certain trade or hobby and have the desire to use their gift to serve or help others and in so doing will turn to find themselves in the community.
 - ii) Have the spirit of passion and sacrifice to share their skills to help others.
- e) Post Graduates from Universities, Colleges or Technical Institutions who wish to use their qualifications to serve the communities before moving into the Job Market.
- f) Retirees who although are out of the workforce, feel they still have more to offer by way of services, knowledge and expertise.

Those who successfully make it into the NVS's Program get a three-fold benefit;

- i) Small allowances both from NVS and their Host Organizations in cash and kind. It may not be as attractive as their normal and expected professional wages but if they have what it takes, these allowances would be considered a bonus.
- ii) Acquire personal skills in;
 - a) Community Development
 - b) Cross-cultural skills
 - c) Knowledge in the roles and functions of the government and NGO's
 - d) Technical Skills
 - e) Situational Analysis skills
 - f) Communication Skills
 - g) Examination of Project Objectives and how to achieve them

- h) Contribute to providing technical skills for the future
- i) Organization skills
- j) Leadership skills
- k) Interpersonal skills
- l) Specific Technical skills

These personal skills are achieved after serving as volunteers and will give them the advantage and personal satisfaction to compete on the Job Market and improve their own lives.

- iii) Get to know who they are and what makes them tick.

Papua New Guinea has yet to realize the full potential of the National Volunteers of Papua New Guinea. This National Policy on Professional Volunteerism 2020-2025 is taking full advantage of its parliamentary mandate to raise volunteerism to the next level to drive this strategy forward.

The Parliamentary NVS Act of April 12th, 1990, mandates the National Volunteers Service as the lead agency of this Policy and is authorized to oversee the coordination, implementation and reporting of this Policy through working partnerships with all stakeholders and development partners both locally and overseas, aligning all volunteer programs in order to deliver services from one focal point to another.

NVS will take custody of periodical review of this national policy and its regulations to ensure that its vision and goals are achieved within its perimeters and ultimately that the true spirit of volunteerism continues to be up-held.

By focusing both on community development and the core focus of Professional Volunteerism, the full potential of the National Volunteer Service will be realized.

SECTION 3: POLICY STATEMENTS

3.1 - Vision

The NPPV's Vision is to be a part of the nation-building driving force instrumental in the empowerment of people in the nation-building process aimed at reducing inequality, disadvantages, dependencies, vulnerabilities and ultimately eliminating poverty.

3.2 - Goal

The NPPV's overall goal is 'Promoting and supporting citizen participation in a sustainable people-centered development'.

3.3: - Objectives

There are five (5) main objectives of The National Policy on Professional Volunteerism 2020-2025 and their accompanying strategies; to better coordinate volunteer efforts in development for improved development outcomes that are sustainable for PNG communities. These objectives will be measured against the following strategies and the targets to be achieved before 2025.

Objective 1

To promote and support the process of communities developing themselves.

Strategies

- Facilitate, promote and assist learning and development opportunities via local agencies/networks.
- Assess capacity development needs of local groups, organizations and administrations and undertake on-going training, capacity building/development activities.

- Solicit for technical assistance/development packages to meet capacity development needs for local groups, organizations and administrations.

Objective 2

To promote, support and give significance to the voluntary participation and contribution to community development as well as national development.

Strategies

- Incorporate sector priority/emphasis on supply of skilled/technical resource personnel in professionalizing volunteers in each sector.
- Create a quota portfolio requirement in every sector initially on voluntary basis and gradually mandatory.

Objective 4

To provide a venue for the development and transfer of Papua New Guinean skills to carry out effective community and national development.

Strategies

- Develop appropriate competency/accreditation framework to grow/manage the profession.
- Introduce school and graduate program for the development of professional volunteerism.
- Promote and maximize opportunities to increase social corporate responsibilities amongst corporate citizens.

Objective 5

Develop, maintain and sustain NVS's capacity to meet the demand of communities for the development of services vital to their day to day survival.

Strategies

- Investigate and invest on innovative tax/credit facilities to maximize corporate investment on professional volunteerism program.
- Promote tripartite arrangement between local administrations (local and Provincial Governments), Corporate Citizens (Private Sectors) and NVS/ or other sound /effective partnerships and program delivery platforms

3.4 - Principles

The implementation of the National Volunteer Policy is based on the following fundamental principles:

► Self-Reliance

The values and elements of self-reliance are built into all community development initiated and implemented by NVS. The significance of independence is measured in the context of self-reliance.

► Respect

NVS believes that respect begets respect and an important ingredient in forging a recipe of peace, order and harmony. NVS advocates a culture of respect in all its programs.

► Sustainability

Development initiatives aimed at improving the living standard of the community must be sustainable. NVS promotes sustainability in all its collaboration with the communities for their development and is all built into all its programs promoted through planned awareness and educational campaigns. The principle of co-existence is also based on our recognition of the continuity of everything that sustains life, not only within our midst but the wider human boundaries which we share in the world we live.

► Personal Viability

Personal viability is inherent to every individual but

often remains untapped and unrecognized unless enhanced and developed. NVS seeks to explore this value which could be harnessed into productive volunteerism for community development.

► Participatory Development

The sustainability and thus the productivity of any development are highly dependent on the participatory of the stakeholders particularly the beneficiaries of such development. This element is highlighted by the willingness of the stakeholders to share and take responsibility.

► Equality

It is the right of every citizen of Papua New Guinea regardless of race, color or creed to participate in and benefit from the development of the country as provided for in the second National Goal and Directive Principle of the National Constitution.

► PNG Culture and Traditions

Culture and tradition is the building block of any society. It is our culture, distinct and diverse that gives us our identity as a people and is recognized by people world wide. NVS promotes the values and importance of PNG culture and tradition in its work with the communities.



Road side Market OKAPA, EHP (2019)

SECTION 4: POLICY ISSUES

4.1 - Introduction/Current Situations

Just like any other sector and profession that are faced with many development issues and challenges, volunteerism as a new, emerging and evolving profession is no exception. Hence, understanding the key issues and challenges is crucial to planning, management and coordinating Policy implementation.

4.2 - Analysis of Issues

a) Contribution to Nation Building

Independent and progressive nations must be strong, smart and vibrant. The power and strength to enable productive nation-building rests with the people. The will, passion and character to make sacrifices combined with knowledge, skills and experiences are essential ingredients for nation-building.

One way of harnessing the above capacity is by professionalizing the essentials of nation-building in order to trigger institutional and socio-economic growth and development. And for that matter, professionalizing volunteerism in different fields and across many different professions can be a real catalyst for accelerating productive growth, enhancing development opportunities and progressing the national development program.

b) Service Delivery Performance

Improvement of service delivery performance is an all-time agenda of the Government, civil society groups, communities and development partners and stakeholders. Progress in service delivery and ultimate improvement in the quality of the lives of people determine development performance.

Hence the appropriate use and management of human resources in driving development performances will ultimately achieve favorable development outcomes at an affordable price.

In so far as that is concerned, professional volunteerism serves to fill up vital human resources gaps existing in the rural areas in order to address poor service performance and development indicators.

c) Skilled Human Resource Management

This Policy will align all Volunteer organizations programs, both locally and internationally and calls for more commitment from stakeholders and development partners to craft a better coordinated effort for greater impact to a wider community.

In pursuit of addressing disadvantages, vulnerabilities and poverty, especially in the rural, remote, inaccessible and marginalized communities, competent management of skilled and technical human resources is paramount.

Development of professional and competent Volunteer Agencies and Networks that is centrally organized and coordinated but is locally based and implemented is a highly desirable option. Nevertheless, recruitment, training and placement are the core roles of the Volunteer Agencies and Networks.

d) Youth in Volunteerism

The involvement of our under-utilized youth population that makes up over 50% (2011 Census) of the nation's population will be undertaken in collaboration with youth organizations. This untapped human resource component is a growing cesspool of social issues and must be addressed constructively to develop a healthy and responsible society.

Youth of today are smart, creative, robust and active and these traits need to be harnessed and directed in the right path. Youth are tomorrow's leaders and a very crucial part of the nation-building today. This Policy seeks to secure partnerships with Youth Agencies and relevant stakeholders to engage skilled and knowledgeable youth to participate in the implementation of this Policy.

e) Market Development

Appropriate development and management of Volunteer Corp Market is paramount in addition to the management and coordination of the Volunteer Corp Agencies and Networks.

Whereas establishment and development of markets at the local, national, regional and international levels is a function of time, resources and will is highly desirable and viable at the same time to capitalize on available market opportunities to enhance further growth.

Furthermore, a minimum level of market facilities and infrastructure and adequate financial resources to maintain and sustain market avenues and opportunities are vital and necessary indeed.

f) Governance and Institutional Development

In the development world the use of multi- faceted, multi-dimensional and holistic approaches is appropriate and realistic.

The Policy advocates for strong institutional and governance framework given the professional, institutional and stakeholder diversities. Use of a mandatory regulatory platform shall appreciate growth, development and management of professional volunteerism.

In any case the Policy directs that there must be a competency and registry framework to regulate,

control and manage professional volunteer service within Papua New Guinea. It should be developed in harmony with international best practices. The services of the International Volunteer Organizations working in PNG should be coordinated under a harmonization framework to be developed and managed by the National Volunteer Service of Papua New Guinea.

Furthermore in addition to field-based placement program as widely practiced to date, an institutionally-based placement program will complement, strengthen and add value to professional volunteerism aimed at improving service delivery performance, results and sustainability thus addressing disadvantages, vulnerabilities and poverty in rural, remote and inaccessible places.



Okapa (EHP) District Health Centre

SECTION 5: POLICY PRIORITY AREAS

5.1 - Priorities

The policy advocates for the productive engagements and use of development expertise or Development Human Resources (HR) in the context of development. Such development expertise would include technical knowledge, skills and experiences together with the use of appropriate technologies.

Professional Volunteers cover many different professions and fields. This Policy will focus on supporting the Minimum Priorities Areas (MPA's) which is consistent with the Service Delivery Framework under the Organic Law on Provincial and Local Level Governments (OLPLLG). The Policy supports the sectors already identified and funded through recurrent operational budgets of Government to provinces, districts and LLG's activities.

Volunteers' engagement with communities will be in alignment to the MPA's and add value to the support where technical skills are often lacking. These MPA's sectors are Social (education and health), Infrastructure, Law and Order (Law and Justice), Cross-Cutting (environment, climate change and social inclusion), Economic (primary industries), Community and Culture (Integrated Community Development).

Skilled, technical and available professional volunteers will be enabled through this Policy to support the implementation of the priorities of the sub-national development plans. These are the; Integrated Provincial Development Plans, District Development Plans, Local Level Government Development Plans and Ward Plans.

5.1.1 Primary Education, Adult Literacy and Basic Life Skills Training

Illiteracy is very high in PNG with many adults not having the basic knowledge of reading and writing.

Being literate assists adults to make informed decisions about their families' health, education and to be economically empowered.

In remote communities, adult literacy trainings assist those who have not been to school. In addition, equal priority is given to formative levels of education at elementary and primary level education for children in remote areas.

Most registered Elementary and Primary Schools in rural areas are closed due to shortage of teachers and lack of school supplies. This Policy enables the Volunteers to teach at these schools to improve learning and educational outcomes.

Basic life-skills-training is one way that technical knowledge is transferred from the volunteer to members of the communities and through vocational schools.



Literacy Class of 2010, Wewak, ESP

5.1.2 Rural Health Services

The Policy will assist rural health services with Volunteer community health workers to work in communities that request for this support. This is to enable the registered Aid-Posts, Sub-Health Centers and Health Centers that lack community health workers (CHW's), Nursing Officers (NO's) and Health Extension Officers (HEO's) to assist where needed. Most health facilities at the sub-national levels have

closed down while few are operating with skeleton staff and are under-resourced.

The appalling situation makes the delivery of services in rural areas challenging. As a result, sick people are not being treated perpetuating a high incidence of mortality.

Thus this Policy enables trained health professionals who are available to assist communities in ensuring that their work complements respective Provinces through the Provincial Administrations, Provincial Health Authorities and the District Development Authorities (DDA's).

5.1.3 Roads and Infrastructure

Roads and other modes of transport infrastructure for sea and air are a catalyst for connecting people and communities to services and markets. When there are good transport systems in place, there is increase access to important basic services for health and education and development opportunities. The technical skills required for this task is limited in PNG and especially at the sub-national levels.

Connectivity and accessibility is a major development challenge in PNG with its rugged geographical terrain, and sparsely located villages. Having quality and usable transport infrastructure to link remote communities to service centers is critical for the flow of services and development opportunities.

Through this Policy, civil engineers, geo-technicians, surveyors, physical planners and machine operators can be mobilized as professional volunteers to improve transport services.

5.1.4 Rural Economy

Focus is on making available key personnels in cash-crop farming, animal husbandry, fish farming, market access for commodities, access to credits, market financing, and other businesses and commercial viabilities.

Utilizing the professionals required for effective development and maximizing rural economy to boost family income, increase of purchasing power of goods and services whilst promoting savings for further investments is being highly encouraged.

5.1.5 Gender Equity

The Policy directs that rights and development needs of women and girls is promoted as an integral part of affairs in decision-making, policy development, planning, resource allocation and access to banking, finance and social services.

It recognizes the disparities and struggles facing the female populations especially in the rural areas on a daily basis that hinders their equitable progress and development wholly as a person and thus directs that every affirmative effort are to be made towards increasing participation in decision-making, consultation and via all means of empowerment where relevant and applicable.

All professional volunteers should be fully aware of this concern and priority as to make positive influence and constructive contributions to the community.

5.1.6 Social Inclusion and Social Protection

The Policy will focus on the needs of vulnerable and disadvantaged groups of people. Particular emphasis will be given to address the plights of different classes of persons with impairments. The aim is to work towards removal of barriers hindering effective participation of persons with disabilities in accessing social and economic services to enhance their livelihood, health and well-being.

This Policy directs that all affirmative actions be made to make reasonable accommodation via on-going awareness and advocacy to make services and development opportunities accessible and affordable. Furthermore, the Policy directs that considerable level of social protection services and program be put in place and administered for children and persons with disabilities.

SECTION SIX: POLICY RESPONSES

6.1 - Promotion and Advocacy of Volunteerism

Appropriate development and management of Volunteer Corp Market (VCM) is paramount in addition to coordination and management of the Volunteer Corp Agencies and Networks.

Whereas establishment/development of markets at local, national, regional and international levels is a function of time, resources and will, it is highly desirable and viable at the same time to capitalize on available market opportunities to enhance further growth.

A legislative decision should be looked at making it compulsory for university students and technical graduates to provide the skills and knowledge they have obtained back to their communities on a two (2) year volunteer contract basis or to join the PNG Defense Force. With the experience they gain over the two years, they can be called out and utilized in the future during times of disaster or of conflict. A monthly allowance will be paid to them.

Furthermore, a minimum level of market facilities and infrastructure and adequate financial resources to maintain and sustain market avenues and opportunities are vital and necessary indeed.

6.2 - Governance and Institutional Development

The Policy will set out the institutional and governance framework that are necessary to achieve its Vision. Currently volunteers in the country do not adhere to the NVS Act and the mandatory requirements of any agency engaging volunteers. The NVS will be the lead agency in ensuring that such agencies or programs will report

on activities, outcomes of their volunteer programs and for improved coordination, sustainability and equitable distribution of volunteer support.

In any case, the Policy directs that there must be a competency and registry framework to control, regulate and manage volunteer services within Papua New Guinea.

It should be developed in harmony with international best practices. The services of the International Volunteer Organizations working in PNG should be coordinated under a harmonization framework to be developed and managed by the National Volunteer Service of Papua New Guinea.

As such, International Volunteer Organizations working in PNG should also come under the same competency and registry framework, whereby international volunteers must be registered to operate in PNG. A Registration Fee as determined by stakeholders concerned could be paid to the Registrar General of NVS.

Furthermore, in addition to field-based placement program as widely practiced to date, an institutionally based placement program will complement, strengthen and add value to professional volunteerism aimed at improving service delivery performance, results and sustainability thus addressing disadvantages, vulnerability and poverty in rural, remote and inaccessible places.

6.3 - Improve Government Priority for NPPV

According to the Government's development plan such as the MTDP III, the GoPNG is targeting a 42% increase in service delivery via the Public Service Delivery

Machinery and for all the eighty-nine (89) districts to be 100% functional by 2022.

Despite the Government's commitment to the decentralization process, through the Organic Law and subsequent decentralization of funding through the Service Improvement Program (SIP), there are currently no guidelines in place to appropriating this in order to enhance accessibility to service delivery particularly through a national government agency even with the presence of such an organization as the National Volunteer Service and its flagship program-The Volunteer Placement Program.

Due to a lack of lead Government Departments and Ministries coordination and collaboration, progress has been largely driven from within this very small and understrength agency with outside government partnerships such as the TOTAL E&P-Private Sector partnerships. Better coordination by lead government departments could potentially and significantly increase financial support and improve the focus of this professional volunteerism policy implementing agency.

6.4 - Develop Sector Leadership and Governance Framework

The absence of a single government agency charged with the overall regulatory responsibility for developing and implementing policy for national as well as international volunteers is a major impediment to the development of the Service (NVS). As a result, there is a lack of drive where strategic planning, investment planning, budget allocation and program coordination are all neglected.

Implementation responsibility remains vague and initiatives are largely uncoordinated, unmonitored and poorly reported.

6.5 - Improved Funding

Current existing funding for the Service is insufficient to make any real progress and the new national policy will need to attract additional funds in order to implement and achieve the strategies identified therein.

Review and re-orientation of the organizational mandate and function would enhance the Service's strategic outlook and dynamism. For instance, the mandate of the Service should be broadened to regulate Professional Volunteerism mobilized either internally or solicited externally and not just coordinating locally and nationally.

Strong leadership and management at administration level, complimented by leadership with clear purpose and direction at the council level are ideal to the welfare of the Service.

6.6 - Increase Human Capacity within the Service

There are insufficient numbers of staff employed in this Agency. This staffing issues impact on current effectiveness in the agency in its ability to absorb additional funds when they become available. There are current estimates of the number of staff required to meet the policy's targets in the Service's recommended re-structure.

POLICY RESPONSES : OBJECTIVES AND STRATEGIES

#	OBJECTIVES	STRATEGIES
1	To promote and support the process of communities developing themselves.	<ul style="list-style-type: none"> • Facilitate, promote & assist learning & development opportunities via local agencies/networks. • Assess capacity development needs of local groups, organizations & administration & undertake on-going training, capacity building/development activities. • Solicit for technical assistance/development packages to meet capacity development needs for local groups, organizations and administrations.
2	To promote, support and give significance to the voluntary participation and contribution to community development as well as national development.	<ul style="list-style-type: none"> • Incorporate sector priority/emphasis on supply of skilled/technical resource personnel in professionalizing volunteers in each sector. • Create a quota portfolio requirement in every sector initially on voluntary basis and gradually mandatory.
3	To provide a venue for the development and transfer of Papua New Guinean skills to carry out effective community and national development.	<ul style="list-style-type: none"> • Develop appropriate competency/accreditation framework to grow/manage the profession. • Introduce school and graduate program for the development of professional volunteerism. • Promote and maximize opportunities to increase social corporate responsibilities amongst corporate citizens.
4	Develop, maintain and sustain NVS's capacity to meet the demand of communities for the development of services vital to their day to day survival	<ul style="list-style-type: none"> • Investigate and invest on innovative tax/credit facilities to maximize corporate investment on professional volunteerism program. • Promote tripartite arrangement between local administrations (local and Provincial Governments), Corporate Citizens (Private Sectors) and NVS/ or other sound /effective partnerships and program delivery platforms • Engage Public Service Officers on volunteerism work with NVS for a term of twenty-one (21) working days at any one time.
5	To work parallel in partnership and corporate with and among other organizations who share a similar vision for development.	<ul style="list-style-type: none"> • Promote tripartite arrangement between local administrations (Local and Provincial Governments), Corporate Citizens (Private Sectors) and NVS, or other sound and effective partnerships & programs delivery platforms.

SECTION SEVEN: ORGANIZATIONAL RESPONSIBILITIES

The table below summarizes the roles and responsibilities that are expected to be carried out by the sectors and agencies NVS cuts across in service delivery via professional volunteerism.

Government Sectors/Agencies	Roles and Responsibilities
The Ministry of Defence	<ul style="list-style-type: none"> Collaborate with NVS in the establishment of the Reserve Force.
Department for Community Development & Religion	<ul style="list-style-type: none"> Work in collaboration with NVS in rolling out the PICD through a Joint Partnership Program (JPP) which will be focused on Volunteer recruitment for the management of the DCDC on a two-year contract basis. Sharing of information on Volunteer Reporting of activity on the Implementation at the DCDCs with NVS for assessment and decision-making
National Youth Development Authority	<ul style="list-style-type: none"> Collaborate with NVS in supporting Youth Volunteer Programs and placements of Volunteers in the Provinces, Districts and Local Level Youth networks. Liaise with NVS on Youth Volunteer Groups' profiling in the country Ensure the membership of NYDA representing the youth in the NVS Council
Provincial Governments	<ul style="list-style-type: none"> Create offices in Provinces and liaise with NVS to (house Provincial Coordinators to coordinate volunteers on the ground) Create Positions for other sectors such as Agriculture, Education, Health, etc. Facilitate the role to employ and engage after the 2 years contract ends with those Sectors (e.g. NVS/TEP Health Project) now Gulf Province Health Division trying to take those 2 health volunteers into the Government system) Provide Capacity Building skills or Technical skills Trainings Funding Assistance (Positions, Programs, Projects, etc.) Take ownership to facilitate as partners, to co-fund in rolling out JPP volunteers (e.g. more than 10 volunteers in electorates, districts, etc. Co-funding approach for Volunteer Placement should be encouraged in respective Province through Joint Partnership arrangement if there is more than 10 Host Organizations (HO) requesting for Volunteers in their Province
Districts	<ul style="list-style-type: none"> Aligning to DFCDR District Community Development Centers (DCDCs) & Community Development Learning Centers (CLDCs), create positions and NVS desk or office Co-funding approach for Volunteer Placement should be encouraged in respective Province through Joint Partnership arrangement if there is more than 5 Host Organizations requesting for Volunteers in their District. Funding assistance to community projects where volunteers are implementing.
LLGs and Wards	Construct Volunteer houses / provide accommodation for Volunteers
Private Sector	<ul style="list-style-type: none"> Financial assistance Fund Capacity Building Trainings or Community Development Trainings
Private Sector Development Partners	<ul style="list-style-type: none"> Financial Assistance Fund Capacity Building Trainings Provide Technical Skills and Expertise

SECTION EIGHT: POLICY IMPLEMENTATION

8.1 - Implementation Overview

It is of paramount importance to ensure the coordination and implementation of this policy remains on track and goes according to plan as much as possible. The National Volunteer Service has the overall responsibility to coordinate, monitor, evaluate and review the implementation of this Policy.

Important documented review must necessarily be a part of the implementation process. This is purposely to enable flexibility to be applied to the selection of Policy Priority Activities to be implemented within the Policy Framework period, and provide opportunities for adjustments to ensure the Policy is updated and remains relevant in response to changes in PNG's social, political, spiritual cultural and economic environment.

The Implementation Plan comprises of three phases:

Phase 1: Formulation Stage

The interim period (2018-2019): Formulation and Finalization of NPPV

Phase 2: Operationalization Stage

The Operationalizing of activities undertaken by NVS, such as the establishment and operationalization of the Inter-Agency Group and the Secretariat Unit to take a lead role in coordination and leadership of this NPPV. The group will comprise of representative(s) from the NVS Council, DfCDR, DNPM, CLRC and all sector reps we cut across and at both national and sub-national levels.

Phase 3: Implementation Stage:

Implementing detailed strategies in the

Implementation Framework. Key events in this phase will include monitoring, evaluation and annual reporting on the policy priority activities undertaken over the last twelve months.



CHW - Theophillar Thompson, Wabo Clinic, Gulf, 2019

1: Interim Period

#	ACTIVITIES	TIME TARGETS	BUDGET(K)	RESPONSIBLE AGENCY
1	Drafting of the National Policy on Professional Volunteerism	2018-2020	Workshop working lunches etc..	NVS
2	Finalized the National Policy on Professional Volunteerism	June, 2020	Graphics printing	NVS
3	First two (2) printout by Government Printing Office	June, 2020	Printing	NVS council
4	Signatures of Honourable Minister, NVS Council Chairman and Acting Executive Director	June, 2020		NVS council
5	Printing by Government Printing Office	July, 2020		NVS IHPMC
6	Printed copies to NVS council, Minister & NEC, CLRC, DNPM, DFCDR, NVS	July, 2020		NVS
7	NPPV launched by Minister	August, 2020	Launching	NVS/Minister
8	In house orientation (awareness of the policy)	August, 2020		NVS IHPMC
9	Establishment and operationalisation of IAG and secretariat Unit	September, 2020	Operationalisation	NVS council IHPMC

8.2 - Budgetary and Financing Strategy

One of the greatest challenges in implementing this Policy successfully is for NVS to secure the necessary funding and other resources in supporting the different strategies identified therein. The current available annual public funding for the Service is insufficient to make any real progress. An estimated K4.3 million in annual investments, establishments, operations and maintenance is required in order to successfully implement this NPPV. This estimated total is outlined under Section Eight: Policy Action Plan.

NVS needs to investigate and attract relevant additional funding mechanisms to solicit financial resources. One of the key strategies is to encourage revenue raising and cost sharing of activities between stakeholders at all levels.

The Provinces, Districts, LLG's and the wards need to also advocate for more resources to assist in implementing this policy at their respective levels.

The current National annual budgetary appropriations can be used as a platform budget on an annual basis for allocations to be made from the Provincial Services Improvement Program (PSIP), and the District Improvement Program (DSIP) and the Local Level Government Services Improvement Program (LLGSIP) since a great majority of NVS's Volunteers are placed at these sub-national levels.

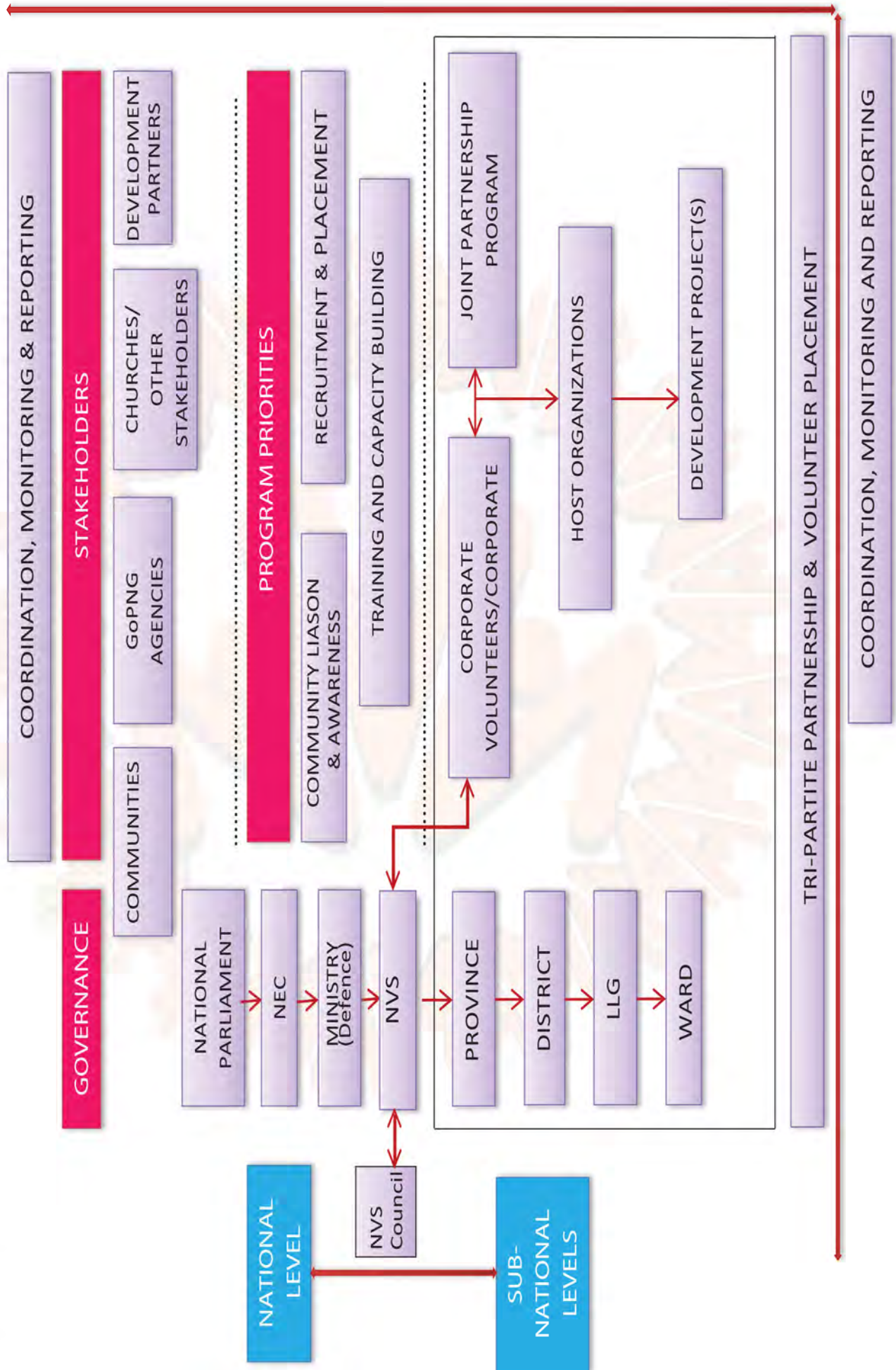
Furthermore, all stakeholders in the Non-Government sector including community and faith-based organizations, civil organizations, the private sector agencies, development partners and financial institutions play a vital role in providing additional resources for supporting this agency's flagship program-the Volunteer Placement Program (VPP).



Defence Minister Hon, Solan Mirisim, NVS a/Executive Director & Council members during the NVS Board Briefing early this year 2021.

SECTION NINE: MONITORING and EVALUATIONS

9.1 - Co-ordination, Monitoring & Reporting Structure



9.2 - Overview

This section outlines the mechanisms by which NVS intends to monitor the implementation of its 'National Policy on Professional Volunteerism'. The rationale behind this is to provide stakeholders with accessible, evidence-based information and data for sustainable outcomes.

The National Volunteer Service will monitor and evaluate the delivery/implementation of its NPPV in an honest and transparent manner. It will communicate results to its partners and stakeholders providing them with accessible evidence based information and data for the purposes of ensuring the achievement of sustainable outcomes.

This policy has been formulated to achieve positive outcomes for the volunteers of PNG. To assess the effectiveness of this Policy and its impact on communities, the policy can use the 'Policy Responses' listed in Key Strategies as a tool for measuring success.

9.3 - Monitoring, Evaluation and Reporting

The following process will be utilized for monitoring the effectiveness of this policy.

a) Promotion of the Policy.

It is recommended that this Policy be promoted regularly at the National, Provincial, Local level and community gatherings. It also needs to be promoted at the international and regional volunteer events such as the National Volunteers Day (NVD) and the International Volunteers Day, Volunteers Expo etc.

b) Bi-annual Monitoring of the Policy Implementation

In July of every second year, The NVS in collaboration with the Inter Agency Group and the IAG Secretariat and partner agencies will organize a retreat to

evaluate the progress of the implementation of the Policy for the past years

Out of this retreat, a progress report will be produced for presentation to the Minister responsible for NVS for the endorsement of the report, and then NVS will distribute it to all key stakeholders, funding agencies and regional and international volunteer organizations.

c) Policy Review

A thorough review of this policy needs to be conducted every five years to ensure that it remains relevant to the prevailing conditions. A full report is to be produced as a result of the review for the purpose of informing the government, stakeholders, partners and volunteers themselves.

9.4 - Conclusion

When assessing the success of this Policy, there is usually the temptation to measure the number of volunteers and the number of placements as an indication of success. While this type of valuation is generally acceptable, it is more important to measure the impacts the volunteer placements have on the people they serve (Host Communities-HO) in the rural communities of PNG.

Sectors, National and Sub-National Governments that this Agency's policy cuts across must be involved in the implementation of this policy specifically in providing their outcome/ indicators of their sectorial development plans in order to effectively measure the impact of this policy's implementation.

At the end of the day however, the ultimate goal of Professional Volunteerism is not necessarily in itself but rather on community empowerment, hence the community's progressive development.

SECTION TEN: POLICY ACTION PLAN

Action Plan

No	OBJECTIVE	No	POLICY PRIORITY AREA	No	PRIORITY ACTIVITY	TARGET	AGENCY	BUDGET (K)	ANNUAL TARGETS	STATUS
1	Establish and Operationalize Policy Coordination Mechanism (Objective 4)	1.1	Establish Policy Coordination Mechanism	1.1.1	Establish & Operationalize the Inter Agency Group (IAG)	4	Churches/ stakeholders	K200,000.00	2020	
				1.1.2	Establish & Operationalize IAG Secretariat Unit	1	Inter-Agency-Group	K500,000.00	2020	
				1.1.3	Facilitate Quarterly Council Meetings	20	Council of NVS	K500,000.00	2020-2025	Recurrent Budget
2	Joint Partnerships & Professional Volunteer Placement Program with the Services Improvement Program (SIP) (Objective 4)	2.1	Joint Partnerships Program (JPP) with Services Improvement Program (SIP) for Professional Volunteers Placement Program (PVPP)	2.1.1	Negotiate, run workshops & sign an MOU with administrators of SIP Programs	20	DIRD and DPLGA	K500,000.00	2020-2025	
				2.1.2	Facilitate recruitment and placement of professional volunteers in Electorates/Districts	20	DDA's and NVS	K500,000.00	2020-2025	
3	Facilitate Capacity Development for Professional Volunteers (Objectives 2 & 3)	3.1	Community Education and Development Program (CEDP)			100	Host Organizations	K500,000.00	2020-2025	
				3.1.1	Formulate Training Tool Kit for Professional Volunteers	1	External Facilitators	K500,000.00	2020-2025	
				3.1.2	Roll-out Training Program for Professional Volunteers	20	External Facilitators	K500,000.00	2020-2025	

No	OBJECTIVE	No	POLICY PRIORITY AREA	No	PRIORITY ACTIVITY	TARGET	AGENCY	BUDGET (K)	YEAR	STATUS
4	Awareness, Advocacy and Marketing	1.1	Community Liaison and Advocacy Program (CLAP)	1.1.1	Conduct on-going Awareness & marketing Program	12	MP's/Provincial Administration	K100,000.00	2020-2025	
					Host Bi-annual Volunteers Summit	12	Inter-Agency-Group	K200,000.00	2020-2025	
				1.1.2		2	Council of NVS	K200,000.00	2020-2025	
5	Dialogue and Partnership with Donors and Private Sectors (Objective 4)	5.1	Corporate Volunteerism/ Corporate Social Responsibility (CSR)	5.1.1	Mobilize/Partner with Private Sector under Corporate Volunteerism as assistance to public investment	2	Churches, NGO's & Departments	K200,000.00	2020-2025	
					Partner with Donor Agencies to fund Professional Volunteers Placement Program (VPP)	1	Business Sector Departments	K200,000.00	2020-2025	
				5.1.2		1	Donor Agencies/ NGO's	K200,000.00	2020-2025	
GRAND TOTAL								K4,300,000.00		

Implementation Framework

OBJECTIVE 1-IMPLEMENTATION FRAMEWORK

OBJECTIVE 1-IMPLEMENTATION FRAMEWORK											
Goal	Promote and support citizen participation in a sustainable people-centered development										
Objective 1	To promote and support the process of communities developing themselves.										
#	Strategies	#	Policy Priority Areas	#	Policy Priority Activities/Actions	Targets	Responsibility Lead	Support	Measurable Indicators	Timing Target	Budget
1	Facilitate, promote & assist learning & development opportunities via local agencies/networks					20 (12)	MP's/Provincial Administration		Awareness, Advocacy & Marketing done in 20 Provincial Administrations	2020-2025	K100,000.
2	Assess capacity development needs of local groups, organizations & administration & undertake on-going training, capacity building/development activities.	2.1	Awareness, Advocacy and Marketing	2.1.1	Conduct on-going Awareness & marketing Program	20 (12)	Inter-Agency-Group		Conduct on-going awareness & marketing programs in 20 local groups, organizations & administrations	2020-2025	K200,000.
3	Solicit for technical assistance/development packages to meet capacity development needs for local groups, organizations and administrations	2.2	Community Liaison and Advocacy Program (CLAP)	2.1.2	Host Bi-annual Volunteers Summit	2	Council of NVS		Host 4 Bi-annual Volunteer Summits	2020-2025	K400,000.

Implementation Schedule

OBJECTIVE 1-IMPLEMENTATION SCHEDULE										
Goal:	Promote and support citizen participation in a sustainable people-centered development									
Objective 1	To promote and support the process of communities developing themselves									
Strategies:	Facilitate, promote & assist learning & development opportunities via local agencies/networks									
	Assess capacity development needs of local groups, organizations & administration & undertake on-going training, capacity building/development activities.									
	Solicit for technical assistance/development packages to meet capacity development needs for local groups, organizations and administrations									
Project/ Activities	2020	2021	2022	2023	2024	Cost Budget	Funding Source	Action Organization	Output Indicator	
Awareness, Advocacy & Marketing done in Provincial Administrations	-	4	4	4		K33, 000.00	NVS	NVS CLAP Program	12 awareness, advocacy & marketing done in 12 Provincial Administrations	
Conduct on-going awareness, advocacy & marketing programs in local groups, organizations	-	4	4	4		K66, 000.00	NVS and Donor	Inter-Agency-Group	12 on-going awareness & marketing programs conducted in 12 local groups, organizations & administrations	
Host Bi-annual Volunteers Summit	-		1		1	K200, 000.00	Private Sector	NVS Council	2 Volunteer Summit hosted in 2020 & 2022	

OBJECTIVE 1 - MONITORING AND EVALUATION FRAMEWORK

OBJECTIVE 1 - MONITORING AND EVALUATION FRAMEWORK									
Goal	Promote and support citizen participation in a sustainable people-centered development								
Objective 1	To promote and support the process of communities developing themselves								
	Strategies	Projects/Activities	Targets	Timeframe	Budget (K)	Expenditure to date	Current Status	Comments/Recommendations	
1	Facilitate, promote & assist learning & development opportunities via local agencies/networks	Awareness, Advocacy & Marketing done in Provincial Administrations	12	2020-2025	K100, 000.				
2	Assess capacity development needs of local groups, organizations & administration & undertake on-going training, capacity building/development activities.	Conduct on-going awareness & marketing programs in 20 local groups, organizations & administrations	12	2020-2025	K200, 000.				
3	Solicit for technical assistance/development packages to meet capacity development needs for local groups, organizations and administrations	Host 4 Bi-annual Volunteer Summits	2	2019-2025	K400, 000.				

OBJECTIVES 2 & 3 -IMPLEMENTATION FRAMEWORK

Promote and support citizen participation in a sustainable people-centered development											
Goal	Promote and support citizen participation in a sustainable people-centered development										
	Objectives 2 & 3										
#	Strategies	#	Policy Priority Areas	#	Priority Activities/Actions	Targets	Responsibility		Measurable Indicators	Timing Target	Budget
							Lead	Support			
	1	To promote, support and give significance to the voluntary participation and contribution to community development as well as national development.				100	Host Organizations	Host Organizations	20 (50) Host Organizations to host professional volunteers	2020-2025	K500, 000.
	2	To provide a venue for the development and transfer of Papua New Guinean skills to carry out effective community and national development.									
	1	Incorporate sector priority/emphasis on supply of skilled/technical resource personnel in professionalizing volunteers in each sector									
	2	Create a quota portfolio requirement in every sector initially on voluntary basis and gradually mandatory									
	3	Develop appropriate competency/accreditation framework to grow/manage the profession	1.1	1.1.1	Formulate Training Tool Kit for Professional Volunteers	1	External Facilitators	External Facilitators	Training Kit Formulated	2020-2025	K500, 000.
	4	Introduce school and graduate program for the development of professional volunteerism	1.2	1.2.1	Roll-out Training Program for Professional Volunteers	20?	External Facilitators	External Facilitators	Training rolled out	2020-2025	K500, 000.
	5	Promote and maximize opportunities to increase social corporate responsibilities amongst corporate citizens									

OBJECTIVE 2 & 3 -IMPLEMENTATION SCHEDULE

Goal:	Promote and support citizen participation in a sustainable people-centered development									
Objectives 2 & 3	1	To promote, support and give significance to the voluntary participation and contribution to community development as well as national development								
	2	To provide a venue for the development and transfer of Papua New Guinean skills to carry out effective community and national development								
Strategies:	Incorporate sector priority/emphasis on supply of skilled/technical resource personnel in professionalizing volunteers in each sector									
	Create a quota portfolio requirement in every sector initially on voluntary basis and gradually mandatory									
	Develop appropriate competency/accreditation framework to grow/manage the profession									
	Introduce school and graduate program for the development of professional volunteerism									
Promote and maximize opportunities to increase social corporate responsibilities amongst corporate citizens										
Project/ Activities	2020	2021	2020	2022	2023	Cost Budget	Funding Source	Action Organization	Output Indicator	
Host Organizations to host professional volunteers	-	50	-	100	100	K125, 000.00	NVS	NVS VPP Program	100 Host Organizations have volunteers placed in them	
Formulate Training Tool Kit for Professional Volunteers	-	1				K500, 000.00	NVS	External Facilitators	Training Kit Formulated	
Roll-out Training Program for Professional Volunteers	-	-	1	1	1	K500, 000.00	NVS	NVS Council	Training Program for volunteers rolled out	

OBJECTIVE 2 & 3 -MONITORING AND EVALUATION FRAMEWORK

Goal		Promote and support citizen participation in a sustainable people-centered development						
Objective 2 & 3		To promote, support and give significance to the voluntary participation and contribution to community development as well as national development To provide a venue for the development and transfer of Papua New Guinean skills to carry out effective community and national development						
	Strategies	Projects/Activities	Targets	Timeframe	Budget (K)	Expenditure to date	Current Status	Comments/Recommendations
1	Incorporate sector priority/emphasis on supply of skilled/technical resource personnel in professionalizing volunteers in each sector	Host Organizations to host professional volunteers	100	2020-2025	K500, 000.			
2	Create a quota portfolio requirement in every sector initially on voluntary basis and gradually mandatory	Formulate Training Tool Kit for Professional Volunteers	1	2020-2025	K500, 000.			
3	Develop appropriate competency/accreditation framework to grow/manage the profession							
4	Introduce school and graduate program for the development of professional volunteerism	Roll-out Training Program for Professional Volunteers	20	2020-2025	K500, 000.			
5	Promote and maximize opportunities to increase social corporate responsibilities amongst corporate citizens							

OBJECTIVE 4 -IMPLEMENTATION FRAMEWORK

Goal: Promote and support citizen participation in a sustainable people-centered development										
Objective 4: Develop, maintain and sustain NVS's capacity to meet the demand of communities for the development of services vital to their day to day survival										
#	Strategies/	#	Policy Priority Areas	#	Priority Activities/Actions	Targets	Responsibility	Measurable Indicators	Timing Target	Budget
1	Establish and Operationalize Policy Coordination Mechanism	1.1	Establish Policy Coordination Mechanism	1.1.1	Establish & Operationalize the Inter Agency Group (IAG)	4	Churches/ stakeholders	IAG established	2020	K200,000.00
				1.1.2	Establish & Operationalize IAG Secretariat Unit	1	Inter-Agency-Group	IAG Secretariat Unit established	2020-2025	K500,000.00
				1.1.3	Facilitate Quarterly Council Meetings	20	Council of NVS	4 meetings held in a year	2020-2025	K500,000.00
2	Promote tripartite partnerships between NVS, National and Sub-National Governments and Corporate Citizens-Private Sectors	2.1	Joint Partnerships & Professional Volunteer Placement Program with the Services Improvement Program (SIP)	2.1.1	Negotiate, workshop & sign an MOU with administrators of SIP Programs	15	DIRD and DPLGA	MOU signed with 20 administrators of SIP Programs	2020-2025	K500,000.00
				2.1.2	Facilitate recruitment and placement of professional volunteers in Electorates/Districts	15	DDA's and NVS	Professional Volunteers recruited, PSO & placements	2020-2025	K500,000.00
		2.2	Joint Partnerships Program (JPP) with Services Improvement Program (SIP) for Professional Volunteers Placement Program (PVPP)		Facilitate recruitment and placement of professional volunteers in Electorates/Districts	2	Churches, NGO's & Departments		2020-2025	K200,000.00

3	Investigate and invest on innovative tax/credit facilities to maximize corporate investment on professional volunteerism program	3.1	Dialogue and Partnership with Donors and Private Sectors	3.1.1	Mobilize/Partner with Private Sector under Corporate Volunteerism as assistance to public investment	4	Business Sector Departments	2 partnerships with business sector departments	2020-2025	K200,000.00
			Corporate Volunteerism/ Corporate Social Responsibility (CSR)	3.2	Partner with Donor Agencies to fund Professional Volunteers Placement Program (VPP)	3	Donor Agencies/ NGO's	1 partnership with a donor agency/NGO	2020-2025	K200,000.00



OBJECTIVE 4 - IMPLEMENTATION SCHEDULE

Goal:	Promote and support citizen participation in a sustainable people-centered development									
Objectives 4	Develop, maintain and sustain NVS's capacity to meet the demand of communities for the development of services vital to their day to day survival									
Strategies:	Establish and Operationalize Policy Coordination Mechanism Promote tripartite partnerships between NVS, National and Sub-National Governments and Corporate Citizens-Private Sectors Investigate and invest on innovative tax/credit facilities to maximize corporate investment on professional volunteerism program									
Project/ Activities	2020	2021	2022	2023	2024	Cost Budget	Funding Source	Action Organization	Output Indicator	
Establish & Operationalize the Inter Agency Group (IAG)		4				K200,000.00	NVS (PIP)	NVS	IAG Established & operationalized	
Establish & Operationalize IAG Secretariat Unit	-	1				K500, 000.00	NVS	Inter-Agency Group	IAG Secretariat established & operationalized	
Facilitate Quarterly Council Meetings	4	4	4	4	4	K25, 000.00	NVS	NVS Council	4 meetings held in a year & 20 in the timeframe of the Policy	
Negotiate, workshop & sign an MOU with administrators of SIP Programs	-		5	5	5	K125, 000.00	-	NVS with DIRD and DPLGA	15 MOUs signed with administrators of SIP programs	
Facilitate recruitment and placement of professional volunteers in Electorates/Districts	-		5	5	5	K25, 000.00		NVS with DDAs	volunteers recruited, trained (PSO) and placed in 15 Districts & Electorates	
Facilitate recruitment and placement of professional volunteers from Churches, NGOs and Departments	-	-	1	1	1	K100, 000.00		NVS with Churches, NGOs and Departments	3 volunteers recruited from churches, NGOs or departments trained (PSO) and placed by 2022	
Mobilize/Partner with Private Sector under Corporate Volunteerism as assistance to public investment	-	1	2	3	4	K100, 000.00		NVS & Private Sector (Public Investment)	4 partnerships formed with Private Sectors by 2022	
Partner with Donor Agencies to fund Professional Volunteers Placement Program (VPP)	-	-	1	2	3	K200, 000.00		NVS & Donor Agency	1 partnership formed with a donor agency by 2022	

Monitoring and Evaluation Framework

OBJECTIVE 4 -MONITORING AND EVALUATION FRAMEWORK

Goal	Promote and support citizen participation in a sustainable people-centered development									
Objective 4	Develop, maintain and sustain NVS's capacity to meet the demand of communities for the development of services vital to their day to day survival									
Strategies	Projects/Activities	Targets	Timeframe	Budget (K)	Expenditure to date	Current Status	Comments/Recommendations			
1	Establish and Operationalize Policy Coordination Mechanism	Establish & Operationalize the Inter Agency Group (IAG)-(4Meetings/yr?)	4	2020-2025	K200,000.00					
		Establish & Operationalize IAG Secretariat Unit	1	2020-2025	K500,000.00					
2	Promote tripartite partnerships between NVS, National and Sub-National Governments and Corporate Citizens-Private Sectors	Facilitate Quarterly Council Meetings	20	2020-2025	K500,000.00					
		Negotiate, workshop & sign an MOU with administrators of SIP Programs	20	2020-2025	K500,000.00					
		Facilitate recruitment and placement of professional volunteers in Electorates/Districts	20	2020-2025	K500,000.00					
3	Investigate and invest on innovative tax/credit facilities to maximize corporate investment on professional volunteerism program	JPP with churches, NGOs & Departments	2	2020-2025	K200,000.00					
		Mobilize/Partner with Private Sector under Corporate Volunteerism as assistance to public investment	2	2020-2025	K200,000.00					
		Partner with Donor Agencies to fund Professional Volunteers Placement Program (VPP)	1	2020-2025	K200,000.00					

Policy Issues Log



Policy Issues Log



