



## PAPUA NEW GUINEA PUBLIC SERVICE

### JOB DESCRIPTION

#### 1. IDENTIFICATION

|  |  |                               |
|--|--|-------------------------------|
| <b>AGENCY:</b><br>DEPARTMENT OF FINANCE                        | <b>SYS. POSN. NO:</b>  | <b>REF. NO:</b><br>DFAFCD.040 |
| <b>OFFICE:</b><br>TWIN TOWER 01                                | <b>DESIGNATION/CLASSIFICATION:</b><br>SENIOR ACCOUNTANT 4 - PAYROLL RECONCILIATION, GRADE 14                                 |                               |
| <b>DIVISION:</b><br>ACCOUNTING FRAMEWORK & COMPLIANCE DIVISION | <b>LOCAL DESIGNATION:</b><br>SENIOR ACCOUNTANT 4 - PAYROLL RECONCILIATION  |                               |
| <b>BRANCH:</b><br>GENERAL LEDGER                               | <b>REPORTING TO:</b> PRINCIPAL ACCOUNTANT – GENERAL LEDGER, QA<br><br><b>SYS. POS. NO:</b><br><br><b>REF. NO:</b> DFAFCD.035 |                               |
| <b>SECTION:</b><br>GENERAL LEDGER -AFCD                        | <b>LOCATION:</b><br>TWIN TOWER 01, MELANESIAN WAY  |                               |

| HISTORY OF POSITION |                          |                        |
|---------------------|--------------------------|------------------------|
| <i>File no.</i>     | <i>Date of variation</i> | <i>Details</i>         |
| ORIGINAL            | 02/12/2005               | Created                |
|                     | 14.05.2012               | Redesignated           |
|                     | 18.03.2025               | Revised & Redesignated |

#### 2. PURPOSE

To provide support and assistance to the Manager Quality Assurance – General Ledgers, in actively ensuring that the General Ledger is updated with all Payroll related and relevant transactions/data from the Integrated Payments Division from DoF, on a timely manner.

#### 3. DIMENSION

Reports and assist the Manager Quality Assurance – General Ledger Branch, and to actively manage, on a timely manner, Payroll transactions/journals from the Integrated Payments Division for the update and up keeping of the General Ledger.

#### 4. PRINCIPLE ACCOUNTABILITIES

- I. Assist the Manager Quality Assurance – General Ledger Branch to ensure Payroll related transactions are correctly and timely maintained.
- II. To undertake activities associated with the operations of the Reporting Section/unit.
- III. Liaise closely with relevant Section in the Integrated Payment Division Section for timely reconciliation of National and Sub-National RoPM Accounts.
- IV. Maintain professional conduct, confidentiality and ethical standards.

## 5. MAJOR DUTIES

- Ensure all Payroll related transactions and reconciliations are up to date and correctly journalised;
- Ensure good professionalism is displayed through proper conduct, teamwork and interactions at the workplace resulting in positive working relationship with Clients, Staff and Stakeholders;
- Effectively learn and build your knowledge/capacity of the operations section and to ensure job, knowledge and skills are transferred;
- Ensure to be instilled with operational knowledge and understanding of Public Finance Management with Public Service Management Act and the Integrated Financial Management System (IFMS);
- Maintain professional standards of dress, communication, confidentiality and work ethic with good work outcomes, meeting deadlines, in compliance with the Public Service Code of Conduct and the General Orders.

## 6. NATURE AND SCOPE OF THE WORK

### (a) Internal

- Liaise/work closely with the Manager – Quality Assurance Section, General Ledgers Branch (Accounting Framework & Compliance Division);
- Work alongside Manager Quality Assurance and other officers within the General Ledger Branch, Accounting Framework & Compliance Division and the Department.

### (b) External

- Liaise with relevant Branch of the Integrated Payment Division on relevant payroll matters, through Manager Reporting - General Ledger Branch of Accounting Framework & Compliance Division.

## 7. CONSTRAINTS FRAMEWORK AND BOUNDARIES

### 7.1 Rules & Procedures:

- Public Finance (Management) Act and related instructions
- Public Service (Management) Act and General Orders
- PNG Vision 2050
- Development Strategic Plan (2010 – 2030)
- Internal Department of Finance Policies and Procedures
- Gender Equity & Social Inclusion Policy
- Ethics and Value-based Executive Leadership & Management Capability Framework
- Current Corporate Plan and Annual Activity Plan.



### 7.2 Recommendations:

- Provide support and recommendations to the Manager Quality Assurance (MQA) – General Ledger Branch on Sectoral/Branch matters.

- Recommend to the Assistant Secretary (AS) through Manager Quality Assurance (MQA) possible resolutions and identify ways to improve issues, systems and process within the Reporting Section, General Ledger Branch.

### 7.3 Decisions:

- Provide insights and make decisions on efficient performance of allocated tasks;
- Decide on relevant recommendation to be brought to the attention of the Assistant Secretary (AS) through the Manager.

## 8. CHALLENGES

- Assisting the Manager Reporting with planning and development Sectoral/Branch Work plan;
- Keeping update and aware the with changes in legislations, Acts, internal policies and Standard Operational Procedures, (SOPs);
- Performing higher role of duty is incumbent, in the absence of the Manager Reporting, General Ledger Branch;
- Contribute to the alignment of personal goals with Sectoral goals in open communication and cooperation with Sectoral goals and contribute to a work environment appropriate and conducive to shared employee well-being.
- Limited resources may constrain resourcing and development capacity. In addition, gaps created as result of staff turnover or staff undertaking long term study can influence priorities and workload. It is important that people in your section are aware of the potential impact of a broad array of resource limitations.
- Contribute to identifying and acquiring the skills and knowledge to perform tasks to produce the desired output. Ensure that you are provided the skills you need for the efficient and smooth operation of all specific business processes or other relevant tools to efficiently undertake your roles and responsibilities. This includes the Integrated Financial Management Systems (IFMS).

## 9. QUALIFICATIONS, EXPERIENCES AND SKILLS

### Qualifications and Work Experiences:

- A Degree in Accounting or Business management from a recognised University or Tertiary Institute;
- Extensive experience in Business Finance and Accounting within public Sector/Agency;
- Have at least 6 years of practical experience in a relevant environment;
- Must be a registered/certified CPA member;

### Knowledge:

- High level knowledge of Microsoft Office program including Word, Excel and PowerPoint;
- Extensive knowledge of good working practices;
- Comprehensive knowledge of PNG Public Service Systems;
- Knowledge of the Public Finance Management Act;
- Practical knowledge of the IFMS.

### Skills and Abilities:

- Have high level Communication and Interpersonal Skills;





- Well-developed analytical skills to support problem solving and related issues;
- Effective report writing and presentation skills;
- Have the ability to troubleshoot issues;
- Proven ability to be a team player;
- Strong ability to manage multiple tasks, prioritise and meet deadlines;
- Ability to be highly organised and to respond to pressure;
- Ability to provide effective recommendation(s);

**NOTE:** This job description is not designed to be all-inclusive. Employee may perform other related duties required to meet the ongoing needs of the Department.

**STATEMENT OF ACKNOWLEDGEMENT AND COMMITMENT:**

I ..... have been provided with a copy of my Job Description and I am fully aware of the duties, responsibilities and accountabilities of the **Senior Accountant 4 - Payroll Reconciliation Officer, Gr14**. Under the terms and conditions of the Public Service and in line with the Code of Conduct I agree to undertake the duties prescribed to the best of my ability at all times.

Employee Name: ..... Date: .....

Employee Signature: ..... (print)

Supervisor Name: ..... Date: .....

Supervisor Signature; ..... (print) Supervisor Title: .....

Division Head Name: ..... Date.....

Division Head Signature: ..... Division Head Title: .....

