



DPM LAUNCHES 4 YEAR CORPORATE PLAN

Department of Personnel Management was proud to launch its 4 year corporate plan 2019-2022 because the National Executive Council has endorsed that this Corporate Plan be set as a template for all other government agencies to adapt when drafting their respective corporate plans.

The new vision is “For Papua New Guinea to have a cadre of qualified Public Servants who will enter the Public Service at the District level and enhance the provision of service to the people” with the mission ‘DPM shall endeavor to Empower the Civil Servants to attain high degree of effectiveness at all levels of government and working collaboratively with the Provinces and Districts to create enabling environments at respective districts to situate the required human resources.’

“For the first time, under this Corporate Plan, DPM would place more emphasis on the management of its Corporate Responsibility by being in the face of all agencies of government to ensure that whilst applying the delegated HR power through the General Orders (GO), that they do it aptly and diligently,” said DPM Acting Secretary Taies Sansan.

She added that taking a proactive step in preventing Government Agencies abusing their powers, especially in areas if awarding of allowances and engagement of per-

sonnel, concerted efforts must be mounted to address such matters to rectify the continuous budget blowouts in personnel emoluments in the country’s national budget.

DPM’s basic responsibility is the review and oversight of the general orders.

This corporate plan means the executive management team of the department as well as the rank and file staff must be willing and ready to make the necessary adjustments which are seen as internal arrangements but it will be a cross-departmental issue said Sansan.

“The Corporate Plan 2019-2022 has built in good governance practices into our planned activities. We have made the Secretary for DPM duly accountable for all work plans in different divisions and streams by committing her to her key result areas,” said Public Service Minister Elias Kapavore



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ABOLISHMENT OF URBANISATION AND FISHERIES DEVELOPMENT AGENCY—*Media Release*

The Office of Urbanisation and the Coastal Fisheries Development Agency is now abolished as per the National Executive Council in its Decision Numbers 311 and 304 of 2018 respectively.

As part of the National Government's Public Sector Reform Agenda aimed at removing duplication of functions and improving service delivery, those offices are now abolished.

"All human resource matters concerning those two abolished agencies will be dealt with by my department," said Department of Personnel Management acting secretary Ms Taies Sansan.

Sansan added that employees and other interested

parties who have outstanding matters with the Coastal Fisheries Development Agency can now consult with the National Fisheries Authority while those concerning the Office of Urbanisation can consult with the Department of Lands and Physical Planning.

This process of abolishment is facilitated by the Department of Personnel Management acting secretary by virtue of the powers conferred by Section 33(2)(b) of the Public Service (Management) Act 2014 have abolished those respective offices as per the NEC Decisions which were effective on and from 18th October 2018 as per the Gazettal Notice published on 29th January 2019.

DEPARTMENTAL HEADS TOLD TO PERFORM

*D*epartmental heads are warned that lack of per-



formance on their part warrants for termination of their contracts says Minister for Public Service Elias Kapavore.

"I don't fear actually signing off someone's termination because of lack of performance," said Kapavore during

the launching of his department, Department of Personnel Management, 4 year Corporate Plan 2019-2022.

Under the Public Service (Management) Act 2014 it is a requirement for departmental heads to report on the attainments for the past year and under the same act Section 25 stated clearly that non-performance on their part as departmental heads warrants termination from the public service.

"Failure on the departmental heads to do this is non-performance on their part and we will not tolerate such in the future," he said.

Performance indicators must be reported because it is the only way to determine if public servants were doing their job. Departmental

heads report their KPI's by 31st March annually so that their respective ministers can present the report to the National Executive Council (NEC).

Kapavore added that most departments do not comply with this process and are not fully reporting their performances, however, PSMA 2014 Section 26 talks about the Performance Management System.

Departmental heads positions are performance based position and contract meaning non-performance warrants for immediate termination.

"Every time someone is appointed, they must be tied to their KPIs specified in their corporate plan," said Kapavore.

KRAs and KPIs are not new targets. They are derived from a department's corporate plan.

Kapavore said that changing the public service depends on getting everyone into the system of accountability through reports on attainments than performance can be realistically assessed and measured.



2019 NATIONAL LEADERS SUMMIT

The 3 days Leaders' Summit hosted by Prime Minister Peter O'Neill brought together leaders in both the public and the private sector, governors, provincial administrators and district CEOs to highlight the provincial development since 2012.

With a very fitting theme 'Tracking and Consolidating Achievements', the International Convention Centre was filled by 8am daily with each presenter taking the audience through powerpoint presentations.

After the leaders' summit, PM

O'Neill hosted a retreat at the Apec Haus where all the leaders came to acknowledge that infrastructure development and services at the provincial and district levels must be a priority.

The leaders also made statements on reforming the public service and reducing public sector wage bill, supporting the work of frontline agencies delivering services, committing to universal health care and universal education as well as endorsing the continued work of women empowerment.

FIRST STAFF MEETING-2019



In starting the year 2019, all DPM staff were reminded again of the basic

general order provisions regarding attendance and punctuality, dress code, betelnut chewing as well as to look forward to yet another challenging year.

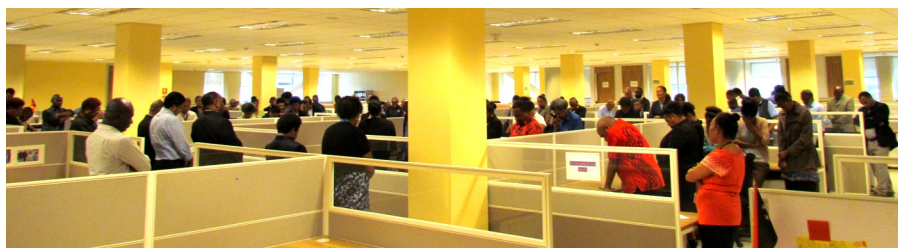
Acting Secretary Ms Taies Sansan, when addressing her staff stressed the importance of the turnaround time when responding to clients at the same time go through all outstanding matters since 2017 and ensure those clients get a response. "Thanks to the government, even though the 3% pay increase was not budgeted for, 2017 is paid out in full

while 2018 and 2019 are still outstanding," said Sansan.

Sansan thanked all staff for their contribution towards the reviewing of the Corporate Plan 2016-2018 and also paving way for the drafting of the new Corporate Plan 2019-2022.

"DPM has contracted two national advisors that are working on a long term human resource strategy with a completed draft. This year we will do consultation and 2020 is the tentative launching year," added Sansan.

Sansan highlighted the priorities for 2019 will be manpower audits, payroll audits, ensuring all public servants registered with NID which is a challenge but DPM must set targets and timeframe, OSPEAC arrangements on how it can address these payroll issues and re-establishing the regional offices.



VALUES

Honesty

Behavior that is consistent with Christian principles, social norms, family expectations and policies and procedures of contemporary organizations.

Integrity

Steadfast adherence to moral and ethical principles in private and public life in a manner that attracts respect, trust and sense of dependability.

Accountability

Taking ownership of one's own actions and accepting responsibility for the actions of individuals, groups and organizations in one's purview and ensuring records especially in relation to incentives and rewards are current and transparent.

Respect

An intrinsic human trait that promotes a positive relationship with individuals, community and organizations; and emphasize a positive regard for the rule of law and the environment.

Wisdom

A capacity for deeper level of understanding of issues involving discernment, intuition, experience and maturity and the ability to inspire and encourage actions to overcome challenges for the achievement of all people.

Responsibility

Accepting stewardship for people and country; being guided conscience; actively making choices for the greater good; considering the implications of decisions and dealing with their consequences and developing capacity

NEW CORPORATE UNIFORMS

Thanks to the Corporate Affairs Division all staff had tailor made corporate uniforms and the uniforms arrived just in time for the official launching of the Corporate Plan 2019-2022.



On the 8th of March 2019, all staff came to work with their corporate uniforms and since the launching of the corporate plan was in the afternoon, the morning was dedicated to trying out the new uniforms.

One staff had 2 pair of dress shirts, 2 pair of long pants for male and a skirt and long pants for female as well as a coat with the crest and all.

It was double celebration for everyone as they all converge to the launching venue looking all professional and formal.

As part of the launching, staff were modeling the uniforms to our invited guests with the stars Mr Iamo Walo and Mrs Mary Albaniel bringing smiles to all that attended.



GESI POLICY IMPLEMENTATION PLANNING SESSIONS IN PNG

What is Gender Equity and Social Inclusion Policy Implementation and Planning Session (GESI PIPS)?

GESI Policy Implementation and Planning Session is all about discussing the policy content and strategies for implementation and mainstreaming of the Gender Equity and Social Inclusion Policy.

PIPS comes in two components, sensitization and mainstreaming of GESI Policy.

Sensitization is when the policy is introduced, the purpose of the policy, embedding of GESI principles, highlighting equal human rights to basic services, etc.

And mainstreaming of GESI Policy is about how to intertwine gender into the work culture ensuring that it is equitable and inclusive.

GESI Whole of Government under the Department of Personnel Management is spearheading the roll-out of PIPS and so far about 10 government agencies have undergone PIPS, 8 provincial administrations and 3 provincial health authorities

- ◆ Department of Personnel Management
- ◆ Department of Treasury
- ◆ Department of Finance
- ◆ Department of Labor and Industrial Relations
- ◆ Independent Consumer Competition Commission
- ◆ Internal Revenue Commission
- ◆ Department of Transport
- ◆ Department of Works
- ◆ Prime Ministers Department
- ◆ Gulf Provincial Administration
- ◆ West New Britain Provincial Administration
- ◆ Department of National Planning and Monitoring

TEACH CHRISTIAN VALUES IN SCHOOLS-LUPARI



“Has PNG public service institutionalize God in the public service delivery?”

Chief Secretary to Government Isaac Lupari posed this question when addressing the public servants who attended the public service dedication service recently to kick start the 2019 calendar year.

This year’s theme is ‘Seeking God through public service’.

“Many of us have served this country in different capacities and many young ones are coming on board. I am talking from experience. Have we embrace Christianity in the public service?” said Lupari.

Mr Lupari believes that Christianity will solve the many problems that the country faces by embedding the Christian values and principles into the education system and make it compulsory for all children attending schools from elementary right through to universities.

“If we can teach the evolution theory in schools, what about creation?”

“We have talked about violence against women, sorcery, crimes, misbehaving, attitude problem, etc while trying to address it through policies and laws but we haven’t thought about the fundamental values that our forefathers thought about.

“The grace of God in our life, that is the solution. God must be the pinnacle of our lives and country,” said Lupari

PUBLIC SERVICE DEDICATION SERVICE 2019



Public Service Minister Elias Kapavore added that even though parliament was sitting today, himself and Community Development Minister Soro Eoe are attending this event because of its im-

*T*his year’s Public Service Dedication Service was a little let down because not all public servants in NCD attended as anticipated.

In its third year of running, Department of Community Development, through Chief Secretary Isaac Lupari had to go out of their way to ask for financial assistance from other revenue making bodies to sponsor the cost of hosting this event with the Theme ‘Seeking God Through Public Service’.

“I was expecting to see a full-house but unfortunately some of our public servants are busy working. I am hopeful next year will be full house with all the seats occupied,” said Chief Secretary to Government Isaac Lupari.

portance.

“Next year all provincial administrators and district CEO’s will have similar programs running simultaneously with NCD,” said Minister Kapavore.

Kapavore added that parliament needs our prayers so all of us must humble ourselves and acknowledge that God is God.

“I acknowledge the presence of everyone who is here and thank you to those that have made this event possible. National Gaming Control and MVIL for sponsoring this event with K150,000. The National Broadcasting Corporation CEO and your team for ensuring that this dedication service is aired live nationwide,” said Lupari.

FUTURE LEADERS TRAINING SET TO KICK START IN 2019

Emerging public service leaders are set to commence a nine-month leadership training program that will ready them to step-up as decision-makers.

Next week the first group of Future Leaders Program participants for 2019 will begin training to develop core public service skills – including leadership capabilities, strategic thinking and policy development.

The Future Leaders Program is part of the Pacific Leadership and Governance Precinct, a partnership between Papua New Guinea and Australia to support the development of ethical, capable leaders.

It is led by the Department of Personnel Management and Acting Secretary Taies Sansan said the Future Leaders Program was designed specifically for up and coming public sector leaders in PNG.

“We are empowering emerging leaders from all over Papua New Guinea with the tools they need to make a difference for the country,” Ms Sansan said.

“The Future Leaders Program is underpinned by the principles of ethical leadership, gender equity and social inclusion. Participants are selected because they have demonstrated commitment to these values and shown potential as leaders.

“The course is intense and graduates from previous

years are now reaping the rewards by applying their learning back in their organizations.”

Since 2017, the Future Leaders Program has been completed by 132 public servants, with two-thirds from the provincial and district levels.

One of the past participants was Rayleen Wally, an accounts examiner with the East Sepik Provincial Health Authority, who said the course was very timely for her as a young public servant still finding her voice.

“To be good, productive public servants – assets in the public sector – we have to face challenges and overcome difficult situations.”

“This course has taught me how to change behaviors, attitudes and practices – how to work cooperatively, achieve the organization’s goals and contribute to the country as a whole.

“The Future Leaders Program is based on ethical values and principles in the workplace. We need to uphold those values for a better public sector workforce and service delivery to the people.”

Participants in the upcoming course include public servants from both provincial offices and central agencies in Port Moresby.

ON-THE-JOB-TRAINING—CARITAS YEAR 11 STUDENTS



20 grade 11 students from Caritas Technical Secondary School were privileged to have successfully completed their 5 weeks on the job training with the Department of Personnel Management before starting 2019 school year.

“Your punctuality and drive is key in your performance in the department. Hope you enjoy your stay and hopefully some of you join DPM after completing your studies,” said acting Deputy Secretary for Policy William Hapipai.

DPM, though the Human Resource Branch, took the students

on board and placed them in each wings and divisions in the department for them to gain some experience for the duration of their training.

The students were encouraged to pursue education before anything else and achieve their dreams.

Miss Lucy Aoae, on behalf of the students thanked DPM and all the staff for their individual inputs to-

wards the students’ on the job training.

“The experience that we had in DPM will motivate us to work hard and one fine day we will end up here,” said a grinning Miss Aoae.

The students were given tasks like filing, typing documents for registration, personnel assistant duties, etc and they were really grateful for the opportunity given by their smiles during their farewell lunch.

HR branch organized a little farewell lunch as well as certificates of completion, reference and a token of appreciation for all 20 students.

INVITATION TO THE PUBLIC SERVANTS TO BE A MEMBER OF THE HEALTH INSURANCE POLICY-*PUBLIC STATEMENT*



The National Executive Council (NEC) did deliberate on the proposed Health Insurance Policy from a policy paper that was co-sponsored by the Minister for Finance Honorable James Marape and myself on December 14, 2018. It was noted in this meeting the need for more consultation between important stakeholders especially the Public Employees Association and their respective union representatives. From this undertaking, we had our first consultative meeting with the union representatives on January 15th 2019 with overwhelming support to establish the Public Service Health Insurance Scheme.

However, while discussions are still being facilitated with other relevant stakeholders; I am greatly challenged with inundated demands from our civil servants for a reliable and sustainable health insurance policy. The lack of health insurance cover for our general work force and elected leaders has taken its toll with the increasing numbers of sick leaves and untimely passing of many young, promising public servants and leaders in recent times. We can't continue this path if we are to have a productive workforce especially in achieving Vision 2050.

Once all consultative processes are completed and NEC Policy accepted and approved; this will become compulsory for all public servants. This means, we may have to revisit the existing arrangements with POSF and Nambawan Super and allow our members options to choose considering the benefits available to them.

The PNG Health Insurance Scheme is designated to provide affordable and accessible high quality health insurance cover for all government employees and the National Parliamentarians in the initial stage. However, this will be open to all Papua New Guineans who wish to participate.

The PNG Health Insurance Scheme is backed by the world's largest insurance company, namely AXA, its headquarters in Paris, France. They will ensure that all valid claims are paid and that members will have access to health services in overseas countries apart from those in PNG through their networks of clinics and hospitals.

The claims will be processed by the Third Party Administrator, The Fullerton Group, its head quarter in Singapore. The company owns almost 200 clinics and facilities across Singapore, New Zealand, China, Hong Kong, Indonesia, Malaysia and Australia.

I support this Health Insurance Scheme considering the following benefits offered;

1. The company will commit 25% dividend to supporting PNG's Public Employees Association with their respective unions who shall be trusted to this fund. They decide the expenditure of this fund to supporting their members in accommodation, scholarship programs, etc;
2. The company would provide cash-less health insurance cover for its members;
3. Apart from premium cover under this health insurance scheme, the company also allocate additional 5% profit before tax towards health infrastructure program and support to medical supplies, compulsory medical checks for all members at their costs;
4. 15% cash back if no medical claims processed in 24 months
5. Funeral support for members and registered members with amounts ranging from K10,000 – K20,000. This arrangement alleviates the stress on operational funds for funeral expenses; and
6. Continuous coverage after retirement.

Although this is not compulsory, I am inviting our public sector unions and members, statutory authorities and our parliamentarians to fill in the membership forms and be part of this insurance scheme.

The scheme provides the solution to ever increasing need for fundraising activities for medical treatment, especially in overseas hospitals.

I do hope for NEC to approve the National Health Insurance Policy in the near future to make it compulsory

WE CANNOT ACHIEVE ANYTHING WITHOUT GOD—KAPAVORE

Minister for Public Service, Elias Kapavore, has acknowledged that people cannot achieve anything without God during the public service dedication service held at the Sir John Guise Stadium with the theme 'Seeking God Through Public Service'.

"Nothing happens by chance. The Bible says we cannot do anything without the Lord (John 15:5). We acknowledge that God is on his throne and he is with us today," said Kapavore.

Departmental heads as well as 2 members of parliament with public servants flocked the stadium to dedicate the year 2019 to the Lord.

Kapavore stressed that we cannot keep pointing fingers to the Prime Minister, portfolio ministers and members of parliament all the time but take responsibilities and be accountable for work that is delegated to each employee because each public servant represents the government in their respective roles and responsibilities.

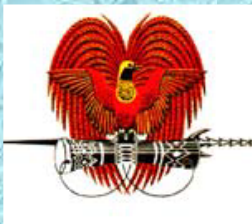
"When people see me, I am the face of the public service of the country and that's the burden that I carry. We can delegate responsibilities but the accountability rests on us the Ministers and departmental heads," added Kapavore.

Despite the challenges Minister Kapavore has acknowledged that God's unfailing glove continues to see us through.

Kapavore asked the Section 32 officers for each state agency to understand that their signatures on government cheques will affect a life in the rural areas in the country.

"We must use our voices for the common good of our citizens."

"We won't be here without God. God stap na yumi stap. We can have our plans but God has the final say," concluded Kapavore



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"RISE UP, STEP UP, SPEAK UP"

VISION

To have an efficient, ethical and value—oriented Public Servants who can provide Public Service to the people of Papua New Guinea.

MISSION STATEMENT

For Papua New Guinea to have a cadre of qualified Public Servants who will enter the Public Service at the District level and enhance the provision of service to the people.

DPM shall endeavor to Empower the Civil Servants to attain high degree of effectiveness at all levels of government and working collaboratively with the Provinces and Districts to create enabling environment at respective districts to situate the required human resources.