



# OUR VOICE

"RISE UP, STEP UP, SPEAK UP"

OUR VOICE is a quarterly newsletter of the Department of Personnel Management

April—June Newsletter

## KAPAVORE HANDS OVER PUBLIC SERVICE TO NUKUNDJ

Incoming public service minister Hon Westly Nukundj is adamant on addressing the huge blowout in the public service personnel emoluments budget by ensuring that only the people who are working are paid.



Health Minister Elias Kapavore and Public Service Minister Westly Nukundj. Picture courtesy of the-national.com.pg

He said the 6,070 public servants are unattached and 6,055 officers have reached the retirement age of 60 are still on the payroll.

In line with the new Prime Minister's vision to move public servants to the provinces and districts, Minister Nukundj said that only 10 per cent of the 119,962 public servants should be in Waigani, Port Moresby as

policy advisers.

When handing over the reign to Minister Nukundj, outgoing public service minister and Minister for Health and HIV/AIDS, Elias Kapavore, said that with the nullifying of the Public Services (Management)

Act 2014, means that everything now reverts back to the 1995 Act which sets the retirement age at 60.

Kapavore added that most of the public servants affected by this ruling are from the Health Department and those are the skilled and experienced officers.

Kapavore urged all public servants to stay out of the political tussle at Waigani and remain committed to their respective roles and responsibilities and to serve the people.

"Politicians will come and go but you must continue to be loyal and committed to your work," said Kapavore.

## 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

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## **SUPREME COURT RULING NULLIFIES *PUBLIC SERVICES (MANAGEMENT) ACT 2014* DUE TO PROCEDURAL ISSUES—Media Release**

The *Public Services (Management) Act 2014* has been nullified by a Supreme Court ruling on 28<sup>th</sup> March 2019 which means that on that same date *Public Services (Management) Act 1995* comes into force.

The ruling was made on the SCA No. 148/2015 by applicant Dr Philip Kereme, initially challenging the removal of powers and functions of the Public Service Commission and the establishment of the Ministerial Executive Appointments Committee (MEAC) as his substantive issues amongst others.

The Court ruled in the Applicant's favor on procedural issues whereby law making procedures were not complied with by Parliament, thus, rendering the amendments to Sections 193 and 208 of the Constitution unconstitutional and invalid.

As a result of the unconstitutionality of the 2014 amendments, the consequential amendments made to the *Organic Law on Provincial & Local Level Governments, Public Services (Management) Act 2014, Regulatory Statutory Authorities Act and the Public Service Regulations on the appointments of Departmental Heads, Provincial Administrators and*

*CEOs of Statutory Bodies* have also been affected.

The Court however also ruled that actions taken under the amendments prior to handing down of the decision shall remain valid.

Upon legal advice from the Department of Justice & Attorney General, the implications of the ruling on the executive appointments now means that;

- All decisions made prior to 28<sup>th</sup> March 2019 by the MEAC relating to substantive appointments of Departmental Heads under the now invalidated *Public Services (Management) Act 2014* are intact and are not affected by the Court decision.
- All matters relating to substantive appointment of Departmental Heads, Provincial Administrators, CEOs of Statutory Bodies under the PSM Act 2014 and RSA Act 2013 before MEAC on or after 28<sup>th</sup> March 2019 cannot proceed further to NEC. These class of matters has to revert to the PSM Act 1995 process, and its subsequent Regulations at that time.
- All substantive appointments under the

*Regulatory Statutory Authorities*

*(Appointments to Certain Offices) Act 2004* currently in process to go to or are before MEAC must now be referred to their respective Boards or DPM as the proxy to submit shortlists to the PSC for assessment and recommendation. Any new appointments will now be progressed through PSC.

- All disciplinary actions taken against Departmental Heads or agency heads made under the PSM Act 2014 that are currently in process, should also resume at the stage prior to MEAC becoming involved under the PSM Act 1995.

"The public is also informed that other avenues are pursued to ensure that the rights and welfare of public servants are saved in law and that normal operations of the public service continues," said Minister Elias Kapavore.

Any issues or queries on this matter can be directed to the Department of Personnel Management through telephone numbers 327 6379, 327 6326 or 327 6327.

## POLICE LAUNCH GESI POLICY

Mainstreaming the Gender Equity and Social Inclusion Policy into public service agencies is challenging but making good progress with the Royal Papua New Guinea Constabulary recent launch of the policy to have it

implemented into its workplace.

Police Commissioner Gari Baki has championed the constabulary's equal employment opportunity policy during his term in 2007.

"The launch of the GESI policy will ef-

fectively replace the constabulary's equal employment policy in name and definition but the principles are the same in every respect," said Commissioner Baki.

Department of Personnel Management William Hapipai, Acting Deputy Secretary - Policy and Research Development, Emmanuel Ginis - GESI Whole of Government Manager, justice

services and stability for development program and the wider GESI community were acknowledged for their continued support and effort in ensuring that this policy is mainstreamed into the public sector agencies.

"In fact gender should not be mentioned at all because we are all equal in our respective professions," said Baki.

Baki stressed that police personnel belong to a family where ethics and discipline are factors that unite them because they respect and treat each other with a sense of equality.



PICTURE FROM FILE

## OGAPHS FAREWELL UOT INTERNS

Four final year students from the University of Technology completed their 6 months internship training with the Office of Government Accommodation and Public

spective programs.

"Translating theory to practice is a challenge that all of us go through. In PNG its competitive to find employment but don't be discouraged, focus on

what you want," said acting Deputy Secretary for Executive Resourcing Services Mr V e l e

much needed assistance to the division and encouraged them to stay focus and engage.

"Different people go through different challenges but there is another path that God has planned for you," said Ravugamini.

The four trainees are Ezekiel Peter, Maryanne Porika, Joel Walano and Samuel Paita.

Miss Maryanne Porika, on behalf of the trainees,

thanked DPM for the valuable advice, shared experiences and shared



knowledge which will assist them in their remaining study time and in future endeavors.

DPM organized a small lunch, token of appreciated and certificates for the trainees for their time assistance to the department..



Service Housing as part of their course requirement to complete their re-

Ravugamini.

Mr Ravugamini thanked the students for providing



## PERFORMANCE MANAGEMENT SYSTEM ROLL-OUT

The Performance Management System of departmental heads was rolled-out to about 5 public service agencies who showed keen interest because they had the data but didn't have the system to utilize the data and at the same time the system indicated some hope of assessing the rank and file which the agencies are having problems with.

The five agencies are East New Britain Provincial Administration, Cocoa Board, Department of Works and Implementations, East New Britain Governor's Office, Department of Personnel Management ERS Wing and Public Service Minister's Support

Staff.

The rolling out of PMS is un-



der the Department of Personnel Management through its Executive Performance Management Division.

In rolling out this important accountability system, the executive performance management team identified issues like agency heads not

aware of the PMS requirements, incorrect and confusion over key result areas and key performance indicators, agencies internal resourcing of PMS, connectivity problems with Telikom and Digicel networks and unavailability of dedicated staff in agencies to input data into PMS.

Another major impediment was funding for the launching and roll-out.

Meanwhile, due to the recent Supreme Court decision to nullify the Public Services (Management) Act 2014, PMS, which was derived from the PSMA 2014, is now on hold.

## SHPA HR DELEGATED POWERS AND FUNCTIONS REVOKED

The Department of Personnel Management, in its efforts to increase efficiency and effectiveness in the public service, have devolved human resource powers to respective provinces, including the Southern Highlands Provincial Administration in 2008.

SHPA has evolved through many challenges, some are naturally bound while others have emanated from other contributing factors that led to the culmination of issues, concerns and challenges that critically needed the attention of both the National and Provincial Governments.

DPM conducted a HR Audit last year and produced a report which revealed concerns on the manner in which the powers and functions were being

managed by SHPA. This has resulted in the revoca-



tion of the delegated powers and functions back to DPM in November 2018.

DPM has established a project team of 8 members who have drawn up a 5 phase work plan during the revocation period with

the final phase being restoration of delegated HR powers and functions.

All SHPA's HR matters are now handled by the 8 team members in consultation with the Acting Provincial Administrator and Deputy Provincial Administrator, Corporate Services. Department of Personnel Management plays a vital role in the PNG Public Service in the area of human resource management. It is the strategic human resource driver that ensures appropriate HR policies are developed, implemented, reviewed, monitored and reported upon.

## NEW PRIME MINISTER JAMES MARAPE



Papua New Guinea has a new Prime Minister, Hon, James Marape, after former Prime Minister Peter O'Neill formally tendered his resignation to the Governor General of Papua New Guinea His Excellency Sir Bob Dadae on 30<sup>th</sup> May 2019.

Mr O'Neill's resignation left the top job vacant where Mr James Marape and Sir Mekere Morauta were nominated

and Mr Marape was elected Prime Minister on the same day winning the support of a convincing majority of parliament.

Prime Minister Marape, in his State of the nation speech he said that the challenges before us are so huge and it will require the effort of everyone, starting from members of parliament as well as all public servants and every citizen to rally together.

"But the country's challenges are also immense. Many of those resources have been exploited to the benefit of few locals, which has sparked growing frustration and even conflict in some Highlands

areas. The national economy is struggling, the health and education systems are on their knees, and law and order remains a perpetual issue," said Prime Minister Marape.

PM Marape in another speech said that he wanted to see the public service moving to outer provinces.

"While we want the country's public servants to earn an honest day's work, we want to shift the structure to outer provinces, let Wai-gani feel lighter and cleaner. We want to see provinces and districts have a public service," said PM Marape.

PM Marape stressed that the main agent

of change will be the 150,000 public servants in the country. The public service is the engine room of any country and if it stops functioning, whatever plans any government has will never be achieved.

He challenged the public servants to lift their game in as far as service delivery is concerned from wherever they are placed. Every public servant in politics and in the public service, must join hands to deliver to the expectations of our people.

Regardless of what is on the calendar, service to the public must be provided unhindered. It does not matter who is in government, the main thing is that the public service must be resolute in its own stand and that is service must be delivered, said PM Marape.

## IMPORTANT NOTICES

### Performance/Achievement Reporting Timeline

Performance/Achievements Reports	Date Due	Remarks/Comments
First Quarter	15 April	Current year
Second Quarter	15 July	Current year
Third Quarter	15 October	Current year
Fourth Quarter	15 January	Subsequent year
Annual Management Report	31 March	Successive year
Annual Work Plans	15 December	Current year

1. PSMA 2014 is nullified by a Supreme Court ruling and is reverted back to PSMA 1995
2. DPM website is up and running. Consult the MISS staff for any queries
3. Take note of the reporting deadlines on the table on the right
4. All correspondence to be addressed to a/Secretary Ms Taies Sansan



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**We're on the web:**  
**[www.dpm.gov.pg](http://www.dpm.gov.pg)**

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## 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.

# BUILDING HIGH PERFORMING TEAM TRAINING

About 20 staff in the department were selected to take part in a short course on Building High Performing Teams and for the first time the security personnel were included in this training program.

Security personnel Moses Ulea, Chris Yaugira, Gilford Kua and Martin Takiape were some of the most excited students in the class, con-

tributed very well to discussions and learnt a lot from this short course.

The course highlighted characteristics of high performing team and how a team leader influences the performance and output of the team.

"We deal with all kinds of clients everyday this 3 day short course is a



boost for us security personals," said Mr Ulea.

When handing out the certificates acting Deputy Secretary for Policy Development and Research, Mr William Happipai, acknowledges the continued support of the Australian Public Service Commission in building capacity for PNG public servants.

