



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

DPM's CONTRIBUTION TO BOUGAINVILLE PEACE AGREEMENT

Volume 1, Issue 3
July-September

Saturday 23rd November 2019 is the new referendum polling date for the Autonomous Region of Bougainville which on December 7th 2019 and Department of Personnel Management can be proud of its contribution to AROB public service through technical support and advisory role on personnel matters.

DPM has played a major role as one of the Central Agency of the Government of Papua New Guinea in assisting the Autonomous Bougainville Government in creating the Bougainville Public Service Structure, setting up their key government human resource policies and systems maintaining the compatibility with the National Public Service as spelled in the Bougainville Peace Agreement 2001.

DPM's major achievement this year include:

- ◆ Creation of the Bougainville Referendum structure
- ◆ Terms and conditions for Bougainville Referendum Commission
- ◆ Determination on Remuneration and Allowances for both Non Ex-Officio and Ex-Officio

Commissioners in the Bougainville Referendum Commission,

- ◆ Special General Orders for the Assignment of public servants to the Bougainville Referendum Commission
- ◆ Circular Instructions for both the Bougainville & National Public Services on Public Servants' assignment to the Bougainville Referendum Commission
- ◆ Review of Pay Grade Structure for the Bougainville Public Service 2017 – 2019
- ◆ Audit by our DPM team and Department of Finance that provided report leading to the transfer of the Alesco Payroll System from Department of Personnel Management & Administrative Services to Department of Finance (ABG).

Most of the technical advice and expertise to lay the foundation of the work towards referendum are credited to the drive and support of the PNG Public Service Minister and Secretary DPM.

DPM's support continues its support and assistance to the Bougainville Public Service through technical and advisory assistance. There are however many outstanding activities that are on-going or activities yet to be imple-

mented which include; ABG payroll & Regional payroll roll out, personnel records management, work attachment/ capacity building, General Orders, HR Business Process, technical advisors regulatory framework and outstanding Bougainville restoration hardship allowance (Government Commitment 2005). The process of the drawdown of powers and functions to the ABG Government has been stalled due to referendum focused activities.

Progress on activities to assist AROB through its government is progressing well as the referendum date draws near.

Some important dates for Bougainville.

- ◆ Referendum Polling-Starts Nov 23th, 2019
- ◆ Referendum Polling-Ends Dec 7th, 2019
- ◆ Counting begins Dec 8th, 2019 (maybe 3 – 4 days)
- ◆ Results will be presented to the National Parliament for final ratification (how long? Unknown as there will be negotiations between the two governments)

44th ANNIVERSARY PNG

Unity in diversity is when people of 800 plus different cultures and languages in PNG come together to celebrate Independence in the true spirit of patriotism and this year was no exception.

Despite the challenges that are faced by each girl, boy, women, men, busi-

ness community, government, non-government organizations and everyone in this country and abroad, the red, black, white and yellow, the color of the national flag was the color of 16th September 2019.

Family and friends turned out in numbers to the dif-

ferent locations in the Nation's capital to take part in the celebrations with Prime Minister James Marape addressing the people gathered at the Jack Pidik Park after the flag raising ceremony at Independence Hill earlier.

Take back PNG

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MINISTER CALLS ON CORPORATE ENTITIES TO PARTNER WITH GOVERNMENT IN UPSKILLING PUBLIC SERVANTS

Public Service Minister, Hon. Westly Nukundj, is calling on major corporate entities in the country to partner with the government in empowering public servants by developing public sector capacities.

Minister Nukundj made this remarks while commending SP Brewery Foundation Inc. for its partnership with the government through the Pacific Institute of Leadership and Governance (PILAG). Under this partnership PILAG has been training public servants on a six-week Certificate in Leadership and Governance Program. A program which started in 2016 and will continue after an announcement by SP Brewery to

continue this support at a cost of K250,000 per annum.

Minister Nukundj officiated at the second graduation of 34 public servants from the Momase Region, who graduated in Lae, Morobe Province.

He said this Public Private Partnership was a testimony of corporate entity passionate on taking social responsibility to help develop capacities in the public sector. The government is making progresses in developing of public sector capacities in leadership and management.

By enhancing public sector performance through training, PILAG is now aligning itself to the greater Vision 2050. There is also a draft poli-

cy in place on Public Service Human Resource Development Strategic Plan committed to develop and train high performing public servants.

The Minister congratulated the graduates and encouraged them to be leaders in their respective areas in the public service sector. He said the Government is now looking at appointing public servants to senior positions on merit.

He applauded the outgoing General Manager for SP Brewery, Stan Joyce, for his tireless support through the Foundation in developing future leaders in the Public Sector.

DPM PRE-INDEPENDENCE GAMES

And the winner is....TEAM ORANGE NEMO.

The orange team won the pre-independence games at Tutu Beach through team work and strength when it comes to Tug-of-War.

Its been awhile since Department of Personnel Management staff had an outdoor celebration with team bonding theme and the outcome was great.

The young organizing team aimed at ensuring all staff go out and enjoy the pre-independence celebration

but also take part in some games.

All staff members were put into four different groups with color and names to it; red emperor, green turtles, orange nemo and yellow fins.

About half of the department was there to celebrate this event but that



did not deter those present to enjoy themselves.

PUBLIC SERVANTS URGED TO PROTECT CONSTITUTION

Lady Carol Kidu challenged DPM staff as well as all public servants to always protect the Constitution of Papua New Guinea because she believes PNG Constitution is strong.

"I think we should be proud, you know why? We have come through so much and I think its because we have a strong Constitution," said Lady Kidu.

people put on their red, white, black and gold and they all come together and celebrate.

"You don't see that in Australia. As a child I never celebrated Australia day. But here is beautiful. PNG celebrates itself as a nation. And for us to be one people, one nation and one country is quiet incredible," Lady Kidu added.

DPM had an outdoor pre-independence celebration at Tutu Beach which belongs to Lady Kidu and her family.



She was always excited when it comes to the independence celebration despite all the problems that PNG face as a country,



CS WOMEN INTRODUCED TO GESI POLICY

Gender Equity and Social Inclusion Policy must be made known to all government agencies because of its importance and the human rights issues that are covered under this policy.

In a recent Correctional Services workshop facilitated by Wings, about 20 women in the Correctional Service in managerial positions were given the opportunity to attend this training and they were inspired to make a change in their respective roles and responsibilities.

As part of their training, GESI Whole of Government was invited to present on the GESI Policy where Ms Amelia Raka, DPM Senior GESI Officer did a brief mainstreaming and

sensitization session with the participants.

Before Ms Raka's presentation, the women participants had no idea of the GESI Policy and what it is about but after the brief presentation, the participants were very thankful because they can now understand some of the issues that they encountered during the course of their professional careers.

DPM, as the custodian of the GESI Policy, must continue to

drive this policy to all public sector agencies so that public servants can know and understand the importance of the policy which is to be **equitable** and **inclusive** in their practices and approach both professionally and personally.



WHAT IS GESI PIPS?

The roll-out of the Gender Equity and Social Inclusion Policy Implementation Planning Session is a directive that streams from Circular Instruction No. 7 of 2013 where agencies in the whole of government ranging from national departments, provincial administrations, hospitals and government agencies to implement the GESI Policy by way of conducting the Policy Implementation Planning Session.

Roll-out of the GESI Policy initially targets the executive management team of an agency where the existing inequitable and socially exclusive practices, conducts and behaviors are identified by way of introducing the GESI Policy.

The content of GESI Policy presentation:

- ◆ Overview of the GESI Policy
- ◆ Definitions of GESI, Gender & Sex and Equality Vs Equity
- ◆ Why GESI? The purpose of the GESI Policy
- ◆ Principles and values of GESI
- ◆ Mainstreaming Component of GESI

Once identified, a way forward is established and agreed to being the initial step of integrating the principles and values of equitable and inclusive practices, conducts and behaviors in the workplace.

The second stage of the GESI Policy roll-out is the GESI Sensitization and Mainstreaming session that is conduct of the course of 2 days. This targets the middle management and senior officers of respective agencies. Identifying existing business processes, procedures and systems that are inequitable and socially exclusive practices, conducts and behaviors in the workplace that have overtime become normal in our internal and external which is the service delivery component of respective mandated responsibilities of departments, administrations, hospitals, authorities and agencies across whole of government.

In this session, participants identify the existing inequitable and socially exclusive practices, conducts and behaviors and put in place strategies/ approaches on documentation to begin to embed/ integrate/ institutionalize in our everyday business.

In trying to address some of these inequalities and socially exclusive barriers that have systematically disadvantaged both the internal and external dynamics of service delivery, DJAG is now drafting a Conflict of Interest Policy that any officer deliberating on office matters that may become detrimental must declare his/ her conflict of interest to maintain accountability and integrity of the certain business process, procedure or system while in office.

Moreover, DJAG are drafting a Mentoring and Coaching Program where their respective agency head, deputies will identify 2 males and 2 females to mentor and coach over a period of 3 years. By the end of the 3 years, these respective deputy secretaries should have mentored 12 officers to vie for the post of deputy secretary to maintain sustainability and continuity of work.





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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.



PUBLIC PRIVATE PARTNERSHIP GRADUATION

Minister for Public Service Westly Nukundj challenged recipients of Certificate in Leadership and Governance to be leaders in their respective provincial governments and state entities which they represent. Minister Nukundj was speaking at the graduation of the 2nd batch of Public Servants from the Momase, Highlands and Southern Region who graduated on the 16th of August 2019 at the Lae International Hotel, Morobe Province, with Certificates in Leadership and Governance. A total of 34 public servants underwent 6 weeks of intensive training on Leadership and Governance, facilitated by the Pacific Institute of Leadership and Governance (PILAG).

This program has been running since 2016 and is funded and delivered under a Public Private Partnership between the SP Brewery Foundation Inc. and PILAG. This certificate program is aimed at equipping public servants with the best possible knowledge and skills required to have an impact at their respective work place and to take a leading role at work.

The Public Service is challenged to do more in service delivery. Beyond working, the whole of Government approach, our Public Service must now achieve Whole of Nation outcomes highlighted the Minister.

He said the Government is now looking at appointing Public Servants to senior positions through merit. And

are on contracts with specified key result areas so they are seen to be performing and assessments will be made on them.

“Starting from Tea boy up to the management level we want all public servants to be on contract basis on merit. Public Servants had always had the perception that one has to serve in a department for a good number of years before being promoted to a senior role.”

He commended the SP Brewery Foundation Inc. for this important partnership saying this is a true testimony of a corporate entity passionate on taking social responsibility to help develop capacities in the public sector. The Minister also extended an invitation to other corporate entities to come on board and join in similar arrangements with PILAG to better the workforce. He said the Government is progressing in the development of public sector capabilities in leadership, strategic management, financial management and other key elements of public SP Brewery announced its support for the continuity of the program with a commitment of K250 000 funding for year 2020.



therefore challenged public servants to take lead in their roles and responsibilities. Minister Nukundj said the government is now looking at ensuring that all public servants

