



OUR VOICE

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

Page 1

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“THANK YOU FOR YOUR SERVICES”!



L-R Foreign Affairs Secretary Ms Barbara Age, Mrs. Agnes Friday, Assistant Police Commissioner Joanne Clarkson and retirees in the foreground

Inside this issue:

Housing Basket concept **2**

Women Staff Graduate **2**

DPM strong advocate against violence **3**

PMS Follow-up Workshop **3**

ENB Public Servants Inducted **4**

Alumni mooted **5**

Meet with NZ High Commission **5**

Acting Chief Secretary to Government Ambassador Isaac Lupari has commended Public Servants who will be retiring at the end of this year. Mr. Lupari addressed some of them who turned up for the joint Information session organized by DPM and Nambawan Super. Mr. Lupari who represented the government acknowledged those who attended the session for their years of being in the Public Service. “On behalf of the government and the entire Public Service, thank you for your services”. The Information Session was co-hosted by the Department and Nambawan Super Limited to provide information to the retirees on available products they could use as they exit the Public Service. A good number of the retirees turned up for the Information Session. Secretary Ms. Taies Sansan in welcoming them at the Information

Session took the opportunity to thank the government for honoring its commitment to payout the compulsory retirees. Ms Sansan also thanked Nambawan Super CEO and his team for the support they have provided by continuously attending consultation meetings with DPM. Mr. Lupari said the retirement exercise is something the Marape government can be proud of for making sure funds were allocated for the exercise. “All this is done to cut unnecessary costs as part of implementing government policy and directives since we have been raising the issue of the huge public service wage bill”. The Acting Chief Secretary also acknowledged the efforts taken by the Department of Personnel Management to facilitate the payout for the retirees. Nambawan

Supers Chief Executive Officer Paul Sayer who also addressed the retirees gave an account of his parents experience as retirees. Mr. Sayer shared his parents experience on how they used their savings to sustain their livelihood in life after formal employment. DPM successfully facilitated the processing of the payout enabling 481 Public Servants to be paid out before the end of this year. A total of 401 retirees were identified from 10 line agencies for 2020 with their information verified and validated by the Department. 80 of them were identified in 2019 from 11 agencies and will be paid out together with the 2020 lot as the first batch of Public Servants to be paid out before the end of this year. Treasury allocated a total of K28 million of which K16.5m was paid to the Department to facilitate the payouts. K11.9m was paid directly to Royal Papua New Guinea Constabulary to pay out 132 officers under the retirement exercise.

HOUSING BASKET CONCEPT FLOATED TO NSL

A Housing basket concept is being put forward by Department of Personnel Management under the proposed PPP Home Ownership program. This is for Nambawan Super to create a basket where Public Servants can make contributions specifically towards housing to help public servants purchase a home. This was discussed at an Information session with Nambawan Super Limited and members of the PPP Home Ownership Joint Working Committee. Acting Executive Manager PS & Institutional Housing Nancy Levi said the idea behind the concept is for NSL to create a basket and Public servants can start making their contributions towards this housing fund which is separate from their normal superannuation contributions. Mrs. Levi said, that way Public Servants can be able to

have enough savings from their housing contributions they can use towards equity or purchase of a house. Mrs. Levi said the focus is to instill a savings culture with the objective of saving to own a home. Under the concept, it is being proposed for Public Servants to make a voluntary contribution of 6 percent towards a Housing Basket with Nambawan Super. This is in the hope of achieving the objective to ensure that Public Servants have the savings to own a home when they exit the Public Service. In a presentation of the Public Service Exist Strategy at the Information Session – the Acting Executive Manager PS & Institutional Housing Mrs. Levi said there were many initiatives that were taken up by successive governments in the past but failed to financially provide an affordable housing



Executive Manager PS & Institutional Housing Mrs. Nancy Memafu-Levi

alternative for Public Servants due to lack of sustainable financing mechanisms. She outlined that the government has attempted subsidizing affordable housing schemes and home ownership initiatives however this has fallen short of a properly coordinated “whole of government” approach for Public Service Housing. She highlighted that this is due to the lack of sustainable financing mechanisms for readily available housing funds. “I think there is a light at the end of the tunnel where we can sit with Nambawan Super to come up with an understanding of how they can help us”.

CONGRATULATIONS TO OUR WOMEN GRADUATES!



Ritha Bob with her Diploma

The month of November has seen 2 of our women graduate in various fields and institutions. Ms. Ritha Bob and Mrs. Bernadette Mulapi- Maino attained their education qualifications after graduating from the National Research Institute and the University of Papua New Guinea respectively. Ms. Bob graduated with

a Diploma in Economic Policy Analysis. As the Strategic Workforce Planning Officer she has been with the Department since 2015. Ms. Bob said the course enhanced and broaden her knowledge and skills particularly in the economic aspect of policy formulation. As a policy officer she needed to up-skill herself to be able to engage in better policy decisions in her line of work. “With the Diploma I’ve received—I hope I can assist senior officers in research and policy development and evaluation analysis”. Ms. Bob said, her goal is to one day become a manager in the area of policy and economic management. Like Ms. Bob—Mrs. Maino also graduated with flying colors as she

earned herself a bachelors degree in Business Management from UPNG. An elated Mrs. Maino was so eager to share her story on her educational achievement and how it has helped her to excel in her line of work. She shared that though going to school was a huge challenge for her she felt that it was a satisfying experience. “Juggling work and studies is not easy especially when you have to meet assignment deadlines but I had to persevere to reach my goal of earning my bachelors degree”. Mrs. Maino said, the experience gained after being with the department for 26 years helped contribute towards her studies. Mrs. Maino said,



Bernadette Maino receiving her Degree from UPNG Chancellor Robert Igara

she had sleepless nights because of work and studies but said when you put God first anything is possible. From her years of experience and recently attaining her degree her encouragement to fellow work colleagues is to never given up and to have dreams for the future and achieve them.

DPM STRONG ADVOCATE AGAINST ALL FORMS OF VIOLENCE IN PUBLIC SERVICE

Department of Personnel Management remains a strong advocate against all forms of violence in the Public Service. This was highlighted at the first ever Gender Based Violence Conference held in Port Moresby last month. GESI officer Mrs. Mary Albaniel who stood in for Secretary Ms. Ties Sansan at the conference told the conference DPM as the lead government agency has continued to advocate and run GESI programs with other line agencies to fulfil the objectives of the GESI policy in the Public Service. In an informal dialogue Mrs. Albaniel was part of a panel of speakers who were asked to share what their respective organisations' are doing to combat GBV. She was asked to share how the Department is using legal tools to ensure they are effecting change around gender based violence within the workforce. Mrs. Albaniel told the conference that DPM in its mandate as the department responsible for



L-R Mrs. Mary Albaniel, City Manager Bernard Kipit, Civil Aviation Minister Jetta Wong, Moderator Evonne Kennedy and MP for Ijivitari Richard Masere

personnel matters for the public service has over the years been a strong advocate against all forms of violence that occurs in the workplace. She said, this is further amplified by the National Public Service Gender Equity and Social Inclusion Policy,” Mrs. Albaniel added that through the implementation of the National Public Service GESI Policy, it has been observed that policy and legislative changes will only work if we have people who can drive the change. “GBV is a complex issue

where there is no quick fix solution to it and DPM is doing its bit by allowing every public sector agency to create Gender Equity and Social Inclusion positions within each agency’s structures to undertake the role of establishing preventative and responsive measures to address this issue. All policies need champions to drive the change and I commend Hon. Governor Powes Parokop and City Manager Mr. Kipit for facilitating such forums to advocate among colleague gover-

nors and provincial administrators to support this cause.” Another question posed to Mrs. Albaniel was on whether there are gaps in the GESI policy that obstructs its effective implementation and what is being done to address it. In response Mrs. Albaniel said there are gaps prevalent at institutional level to address gender based violence but it has to be addressed collectively.

PMS FOLLOW—UP FOR NEW GUINEA ISLANDS

A 2 day workshop was conducted in Kokopo on the 17th and 18th of November in Kokopo for the New Guinea Islands as a follow up for those in these respective region. For the provinces in New Guinea Islands East New Britain is well ahead with the Provincial Administration going online on the PMS online system. West New Britain, New Ireland and Manus still have to go

online and the PMS staff used the workshop to have one-on-one sessions with the respective provincial teams who attended the 2 day workshop. Meanwhile more staff from line agencies are frequenting the office to see the Online Performance Management System staff. Following the online Performance Management System 3 Days training with line agencies last month,

more staff who have been assigned by their respective agencies have come in to the office to have one-on-one sessions with PMS Staff. Manager PMS Diki Saia said, they have received overwhelming feedback from line agencies with more of them coming to seek more information to log into the system and use the opportunity to also seek clarification.



PMS Senior Officer Ma'o Kali assisting workshop participants from WNB

INDUCTION FOR ENB PUBLIC SERVANTS



Acting Executive Manager Legislative Reforms & Admin Rick Kogen addressing the Inductees in Kokopo.

Public Servants in East Britain were inducted as during a 3 day Induction workshop held in Kokopo last month. The induction was facilitated by DPM staff as East New Britain does not have a certified Trainer to conduct the Induction. Acting Executive Manager Legislative Reforms & Admin Rick

Kogen made presentations to the Public Servants who attended the workshop on the various general information they were required to know in the Public Service. Matters such as annual leave, maternity leave and many other information from General Orders were discussed. Most of

the Public Servants who were inducted have joined the Public Service some years back but were not Inducted due to the newly approved structure of the ENB's provincial governments and the absence of a certified trainer. Mr. Kogen was pleased with the turnout and the many queries they raised. "The induction provided the opportunity for us from headquarters to be here in person and to be able to respond and make clarifications to their queries". Mr. Kogen said most of them have over the years become well acquainted with the HR business process in

their roles and during the presentations were able to make clear and concise presentations to their fellow colleagues. The ENB Provincial governments HRM Advisor Thomas Nakui said, the Induction now confirms the public servants who have been acting in their positions for the past years. Mr. Nakui said, they will be making a number of recommendations to the Department after the conclusion of the workshops and will share the recommendations with DPM officers to bring to headquarters. ENB Training Coordinator Anna Umong said they were very pleased with the Department going to the province to finally conduct the induction.

WE PAY HOMAGE TO ONE OF OUR OWN



Department of Personnel Management Staff during the viewing at the funeral for the late Wesley Erue.

Losing a fellow colleague can be traumatizing and very sad if you have been work colleagues for so many years—especially when you interact with each other 5 days a week. That is exactly how staff who are close to the late Wesley Eruel felt when the news of his sudden passing was received. Mr. Eruel who passed on on the 27th of October at the Port Moresby General Hospital

after a short illness commenced employment with the Department as a security officer in 1995. Over the years Mr. Eruel worked his way up the rank and file and became the Administration Manager - a position held until his untimely passing. In a simple funeral ceremony to celebrate the life of late Mr. Eruel. Staff, family and friends gathered at the Waigani Tabar-

nacle Bethel Centre to pay their respects to a fallen colleague, a husband, father and a friend. His daughter Doris when delivering her late fathers eulogy spoke of a quiet and simple man. The late Mr. Eruel will be remembered by the many staff with whom he was closely associated. Director Corporate Affairs & Capacity Building

Mr. Michael Moke on behalf of Secretary Taies Sansan acknowledged Mr. Eruel's contributions to the department and thanked his family for it. Mr. Erue was taken to his home village in East New Britain where he was laid to rest.

ALUMNI MOOTED FOR PILAG GRADUATES



L-R PILAG CEO Michael Barobe, SP Foundation Member Dr Ila’ava, Deputy Secretary Ravugamini, Secretary Taies Sansan and SP Manager Corporate Affairs John Nilkare

An Alumni is being recommended by the SP Foundation for the Pacific Institute of Pacific Leadership & Governance. South Pacific Brewery under its SP Foundation who has been in partnership and supporting PILAG courses since 2017 is proposing an Alumni as part of a number of recommendations they have made to PILAG. In a presentation by SP Foundation Board member Dr Vele Ila’ava before Secretary Taies Sansan and

PILAG CEO Michael Barobe, Dr Ila’ava used his life’s experience to illustrate the need to focus on fine tuning leadership courses to be able to attract the desired outcomes. SP Foundation is recommending that PILAG have an alumni for its former students. The presentation outlined a number of recommendations and among them is the need for the establishment of

an Alumni. Also notable among the recommendations is the need to revisit the leadership courses by looking at the entry criteria. SP Foundation is proposing the need to make the leadership courses to meet the current evolving circumstances and the need to harness the leadership courses to enable graduates to be qualified professionals when they graduate from the lead-

ership courses. Dr Ila’ava stated that they would like to see a revised program with a more practical side to it. “Lets relook at the leadership courses again and see how we can make it inclusive and have it delivered better to ensure high performance of graduates when they complete the course and come out into the workforce”.

DPM MEETS WITH NEW ZEALAND HIGH COMMISSION

New Zealand High Commissioner and his first Secretary met with Secretary Taies Sansan as part of initial discussions on requests for technical support from the New Zealand government. The meeting was for the High Commission to get an understanding of which contacts the Department has had with New Zealand so they can assist with recommendations. His excellency Philip Taula and First Secretary met with Secretary Sansan and the Acting Executive Manager Legislative Reforms and

Administration Rick Kogen and his officers. In her opening remarks Ms Sansan told his excellency Mr. Taula what they it was meeting to establish how they can get support by providing a brief to the High Commission. During the meeting Secretary Sansan provided a brief on the progress of the retirement exercise, NID and the workshop on Public Sector Reforms & Cost Control. She also briefed them on the 29 resolution outcomes

from the workshop. Ms Sansan in her brief explained that the retirement exercise should be able to cleanse the payroll. She said, what is required is a comprehensive Payroll audit. His excellency Mr. Tau-

la said, they were interested in an overview and will be piecing all the information together to see what they can do to provide the necessary technical support to the Department.



L-R First Secretary and New Zealand High Commissioner his excellency Philip Taule with Secretary Taies Sansan and staff during the meeting.

STAFF PROFILE



Acting Manager Monitoring & Compliance Jerry Gorio

In this November edition of our newsletter we will feature the Acting Manager Monitoring & Compliance Jerry Gorio. Mr. Gorio who returned from Flinders University in South Australia 3 years ago shared with us his experience working with the department and the opportunity he was given to further his studies. Mr.

Gorio who is the Acting Manager Compliance & Monitoring Highlands Regional Office was one the recipients of the prestigious Australian Award scholarship. Mr. Gorio pursued his Masters in Public Administration majoring in Management. Mr. Gorio who hails from Milne Bay province commenced employment with the Department in 2015 as a Monitoring & Compliance Officer after graduating from the University of Papua New Guinea with a Degree in Political Science. “Coming to DPM and being employed as a Monitoring & Compliance officer was my first job. As I progressed and gained experience it prompted me to pursue further studies as I needed to align myself with my position because I was a Political Science graduate”. Mr. Gorio said the opportunity to study was based on the fact that he wanted to ensure that he had an education qualification that fitted in with the line of work he is doing but also one that would enable him to progress

further. “Enhancing my educational qualifications gave me the exposure, knowledge and skills that should prepare me for a leadership role should the opportunity arise”. Mr. Gorio further stated that the opportunity to study also provided him with the confidence to aim higher. Mr. Gorio also took time to acknowledge the Department, Secretary and the top management for the support through the Departments training program particularly the Australian Award. He also thanked the Australian Department of Foreign Affairs and Trade as the major sponsor of the scholarship. On a personal level Mr. Gorio said being a recipient of the Australian Award, was an integral part of his employment with DPM and his career in the Public Service. He thanked the department for the support in enabling him to acquire his Masters Degree.

STAFF MEETING IN PICTURES

