



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

DPM STAFF APPOINTMENTS

About 70 officers of the Department of Personnel Management



Sec. Taies Sansan—picture from file

ment have been promoted in the recent internal advertisement one (1) and two (2). Secretary Taies Sansan has fully endorsed the decisions by the Selection Committee for both advertisements.

"Acting appointments and staffing re-arrangements will be facilitated shortly to ensure continuity of work flow across the department and to better serve our clients and stakeholders," said Sansan.

A total of 139 positions were advertised internally for the recruitment exercise with 121 positions filled permanently and 18 positions withdrawn, 70 promotions, 7 probationary appointments, 40 positions were withdrawn, 2 internal transfers, 16 re-appointments and 3 officers were confirmed to their positions.

Secretary Sansan has congratulated all the officers who have been promoted and appointed through the internal advertisements.

MOU SIGNED TO MAINTAIN INDUSTRIAL HARMONY

The recent years have been extremely challenging for the Department of Personnel Management to maintain industrial harmony due to the serious financial constraints the Government has been faced with said Secretary Taies Sansan.

Sansan made those remarks during the signing of the Memorandum of Understanding between DPM and the Medical Laboratory Technical Personnel Association and PNG Health Support Workers Association.

"The unions had been enjoying precedential salary in-

crease of over 7.5 percent annually during the years before 2017 and the high expectations for continuation at the same rate.

Despite the challenges, DPM has ensured harmonious industrial relation in the public service and avoid service disruptions whilst at the same time reducing the expectations of annual wage increase by the unions," said Sansan.

The terms and conditions of employment of MLTP remains

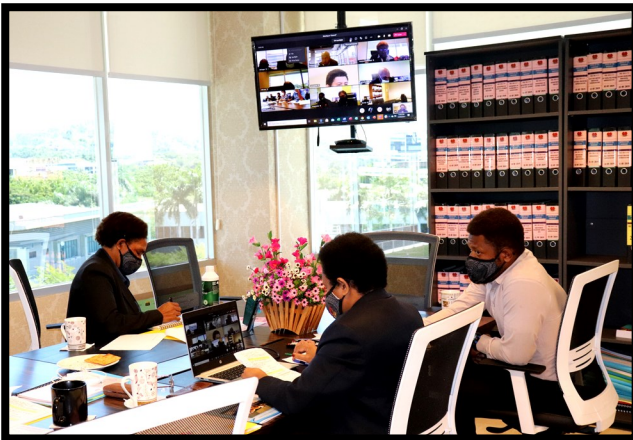
the same except for configuration of the Consolidated Overtime and On-Call Allowance into the Ascender Payroll System. The only improvements in the MOA are the increase in Uni-



Sec. Sansan during the signing of PNGHSW and MLTP MOU

form, increase in book and ICT allowances and the introduction

EMT HOLDS FIRST MEETING FOR 2021



Secretary Sansan in her office chairing the first EMT via zoom.

The executive management held its first meeting for 2021 on the 14th of April.

A number of agenda items ranging from selection and recruitment, budget updates, updates of major reviews and announcements were the order of the meeting.

Secretary Ms Taies Sansan in her opening statement when chairing the meeting provided an update on

covid-19 advising EMT of the final week of the 4 weeks under the National Isolation Strategy.

Secretary Sansan also thanked the executive for their continued support during the 4 weeks of the National Isolation strategy.

She highlighted the need to conform to the new normal and the importance of identifying working

tools that can be used by public servants to help stop the spread of the virus.

Among announcements made by Secretary Sansan are; the long term plan Human Resource Development Strategy Plan 2020-2050. She told the executive management that the HRDSP has been approved by CACC and the National Executive Council has endorsed it which will be launched

Updates from the deputies on their respective key activities from their respective wings were also made during the meeting.

Secretary Sansan also informed the executive management that there is a need for a Technical Working Group to be created internally to deal with election matters.

She raised this citing the upcoming elections and the deadline for public servants intending to contest the 2022 Gen-



L-R: Mr Buka, Ms Wrakuavia, Ms Agnes Tamate and Mr William Hapipai attending EMT via zoom in level 3 conference room.



EMT meeting via zoom. L-R: Sec. Sansan, Mr Timothy, Mr Ginis, Mr Peter, Ms Yuki, Mr Moke, Mrs Kouga and Mrs Levi, Ms Baisi and Mr Mahin.

and rolled out very soon.

She announced that as soon as NEC endorses the plan - it will be launched by the Prime Minister. Secretary Sansan informed EMT members to provide status reports that will be used to put together a report for the Minister to present in Parliament.

eral Elections.

She also suggested the creation of a data base for all Public Servants who wish to contest to enable DPM to keep track of public servants in order that they comply with the Public Service General Orders.

PILAG SIGNS MOU WITH ABG



L-R: Sec. Taies Sansan, Mr Jeff Buanam, Mr Michael Barobe -PILAG CEO,

Addressing workforce capacity issues is not a quick fix said Minister for Public Service Joe Sungi during the signing of the Memorandum of Understanding between the Pacific Institute of Leadership and Governance and the Autonomous Bougainville Government recently. "Public Service is often misunderstood. We exist because of government policy and we are bestowed the trust to deliver public services to the people," said Minister Sungi. The MOU features training and development for the ABG public servants at PILAG who has been providing training for public servants since 1963 as well as playing a big part in nation building. Minister Sungi added that the National Executive Council recently approved the PILAG National Training and HR

Capacity Plan for public servants where there will be compulsory training for public servants before they are appointed to executive positions in the public service. "This policy will install a new culture into the public service and eventually weed out corruption in the sys-

tem," said Sungi. Minister Sungi was encouraged to see state agencies give priority to understanding their workforce needs. "The MOU underpins the Whole of Government arrangement. Let us stand united and willing to support the current progress ABG is embarking on," said Minister Sungi.



R-L: Mr Barobe and DPM Secretary Ms Sansan sign the MOU as Mr Buanam looks on.

MOU SIGNED TO MAINTAIN INDUSTRIAL HARMONY

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of potential risk allowance said Sansan. For PNGHSW, the claims considered were life insur-

ance for medical health insurance and service allowance at 15% of the base salary. The allowance is

for the following purpose to give recognition to all mental and physical inconveniences and hardships suffered by health support workers from time to time in all public health facilities. Secretary Sansan emphasized that with this improved terms and conditions of employment, the government requires a return of

investment "Improve our health indicators to better deliver effective and efficient services to our citizens". MLTP was recognized as an industrial organization when registered by the Industrial Registrar on 9th February 2015 under the Industrial Organization Act 1962.



Sec Sansan and the representatives from PNGHSW and MLTP pose for a group photo after the MOU signing.

DPM IN PICTURES

