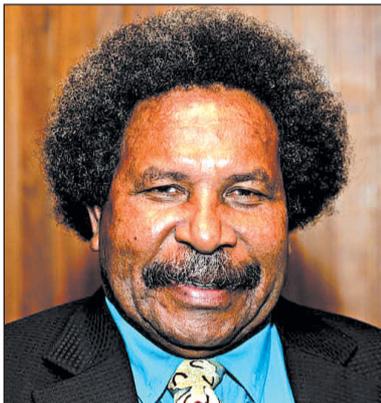




# MINISTRY OF PUBLIC SERVICE & DEPARTMENT OF PERSONNEL MANAGEMENT

21 December 2020

## MEDIA RELEASE



**Hon. Soroi M. Eoe, MP**  
Minister for Public Service



**Ms. Taies Sansan**  
Secretary for DPM

## KEY ACHIEVEMENTS IN 2020

Since Prime Minister Hon. James Marape took office in mid-2019 and issued his Strategic Planning Priorities on 28th June 2019 to **Take Back PNG and Make PNG the richest Black Christian Nation**, it was this Statement of Intent that paved the way for a change in the country, so that our future generation can benefit from the changes that will take place now and into the future.

The Ministry of Public Service was allocated **six (6) Key Strategic Priorities or Key Result Areas**. These are medium to long term strategies and will not be achieved overnight but as we progress into the future, we are positive that greater achievements will be realized with strong leadership at the political and bureaucratic level. These 6 KRAs are part of the 29 Resolutions endorsed by NEC in November 2020.

### **COVID-19 Challenges & New Normal**

This year has been a challenging year with the early signs of the COVID-19 in January that led to the lock-downs in March and later July and these lock-downs had implications on the country's economic sector and general public services. The pandemic challenged all of us to re-strategize the way we do business in the government and the public service and to be more efficient and effective in the discharge of the public services. The covid-19 restrictions only allowed key essential agencies to continue to operate whilst non-essential agencies took part in the Public Service Awareness exercise in NCD led by Department of Community Development and Religion; Department of Prime Minister and NEC and Department of Personnel Management, including others who took part and assisted such as NCDC, Government Printing Office and Office of Censorship, all contributed to the distribution of protective gears such as hand sanitizers, face-masks and other awareness materials to allocated areas in NCD.

In the second half of the year, our public service gathered momentum and resumed fully with the new normal arrangements of compulsory wearing of masks in government offices; new rules and regulations developed and distributed to all agencies to comply with the new normal arrangements. The COVID-19 has also shown us some positive ways of doing business and improving the public service at minimal costs such as using technology through virtual conferencing; zooming; skypeing etc. and restricting travels leading to savings for the Government.

### **Reforms of the Public Service**

In terms of the public service reforms, on 19th and 20th October 2020, the Ministry of Public Service hosted a Workshop with the theme **"Public Sector Reforms and Cost control"**. Twenty-nine (29) Resolutions were agreed on by all departmental heads, provincial administrators, chief executive officers to reform the public service collectively. These 29 Resolutions were then approved by the NEC in its Decision No. 373/2020. NEC also approved the establishment of a National Task Force Team on the Public Sector Reforms to be chaired by Secretary for Department of Personnel Management. The approval of K2m for the conduct of the exercise in consultation with the Special Parliamentary Committee on Public Sector Reforms and Organizational Staffing and Personnel Emoluments Audit Committee (OSPEAC)

We have commenced a number of main initiatives to accelerate the achievements of these priorities despite the challenges imposed by COVID-19.

The following is an update on the achievements of key activities in 2020.

### **1. LEGISLATIVE AMENDMENTS TO THE PUBLIC SERVICES (MANAGEMENT) ACT AND PRIME MINISTER AND NEC ACT**

Since the Supreme Court challenge by former PSC Chairman, Dr. Phillip Kereme and ruling on 28th March 2019 that nullified constitutional amendments to Section 193 and 208 of the Constitution on the appointments of senior public servants, and which affected the related laws such as the Public Service (Management) Act 2014 and others, the Parliament in February 2020, passed the *Public Services (Management) (Amendment) Act 2020* which was certified in April 2020 and came into force on 18th May 2020.

This Amendment brought stability and continuity in the operations of the public service, and gave effect to the Government's agenda on the following areas:-

- Voluntary retirement age for public servants at 60 years.
- Compulsory retirement age for public servants at 65 years.
- Voluntary retirement age for Heads of Overseas Missions at 65 years.
- Compulsory retirement age for Heads of Overseas Missions at 70 years.

- Ministerial Executive Appointments Committee (MEAC) replaced and Public Services Commission (PSC) brought back into the executive appointments process.
- Removal of CACC from the Executive Appointments process.
- The NEC delegated powers given to the Minister for Public Service to advise the Head of State to do short-term acting appointments.
- The NEC delegated powers given to the Minister for Public Service to make acting appointments of Provincial Administrators.

The Amendment also retained the reforms in the annulled *Public Services (Management) Act 2014* as follows:

- Improved definition of the roles and functions of agency heads;
- the Performance Management System for the agency heads;
- the Gender Equity and Social Inclusion (GESI) policy;
- the removal of automatic reinstatement of failed candidates (public servants) following elections etc.;
- the engagement of Citizen Technical Advisors under the Aid Funded arrangements;
- the additional functions of District Administrators to support the District Development Authority arrangements.

As announced by the Prime Minister recently, the Office of Chief Secretary has been abolished. Office of Secretary for Department of Prime Minister in the Prime Minister and NEC (Amendment) Act 2020 which will be lawfully enforced in the New Year. In the same amendment, performance of Ministers and Agency Heads in implementing their Key Result Areas (KRAs) will be monitored by the Office of the Prime Minister and Ministry of Public Service.

### **2. STREAMLINING OF THE PAYROLL SYSTEM BETWEEN DPM AND FINANCE**

The HR Audit of the Payroll system will commence in 2021 as part of the 29 approved Resolutions with an external audit to be done on the systems component and internal audit to be conducted by Organisational Staffing Personnel Emoluments & Audit Committee (OSPEAC) made up of key agencies (DPM, Finance and Treasury).

Many of the payroll issues have been identified such as return of HR admin master access from Department of Finance to DPM in order to correct the many anomalies of HR configuration on the system, including configuring the correct salary and allowances, pay groups, etc.

### **3. NATIONAL IDENTIFICATION FOR PUBLIC SERVANTS TO LEAD TO ONE (1) PERSON, ONE (1) POSITION, ONE (1) PAY AND CLEANSING OF PAYROLL.**

In October 2020, the NEC through its Decision No. 381 of 2020 issued directions to the Department of Personnel Management and PNG Civil Identification Registry to ensure all public servants are registered on the NID database by 30th November 2020 for public servants in NCD and on 31st January 2021 for public servants outside of NCD. This Decision is part of previous NEC Decisions, Circular Instructions and Special General Order 11/2019 for agencies to provide relevant information to the PNG CIR and ensure all public servants are registered accordingly.

This exercise has been coordinated jointly by the Department of Personnel Management and PNGCIR and as at 7th December 2020, 60 national agencies have submitted their registration Forms for a total of 8,437 out of 12,353 public servants in NCD who have officially registered. About 3,850 public servants are yet to be registered in NCD. 3 agencies have completed fully the registration of their staff and they are (1) Department of Personnel Management; (2) Department of Implementation and Rural Development; and (3) Office of PNG Censorship. Public Servants failing to comply with NEC Directives and Circular Instructions from DPM will possibly face disciplinary actions in the New Year.

The aim of getting all public servants registered with NID is to ensure that the government policy of 1 Person on 1 Position on 1 Pay (1PPP) is fully implemented and that this eliminates the negative public perception of more than one person on the same pay; deceased people on the payroll; ghost persons on the payroll, etc. Therefore, we encourage all public servants to co-operate so we can achieve the aim of this exercise and clean the payroll and reduce the payroll costs.

### **4. CONTRACTS FOR ALL PUBLIC SERVANTS UNDER KEY RESULT AREAS**

The Marape-Basil Government's directions to have all public servants on Contracts under Key Result Areas (KRAs) has commenced with the introduction of performance-based contract system for agency heads and is being cascaded down to the deputies, and rest of the public servants in agencies including those in the provinces and districts.

An online performance management system is being trialled for selected agencies. In the meantime, templates and contract agreements are being reviewed for clearance before these documents are circulated to all public servants to use effective in 2021. The KRAs will be identified for all public servants commencing with the agency head and will trickle all the way down to a simple driver, cleaner etc. In this way, there will be accountability at all levels, and we can easily identify those who are performers and those who are non-performers and deal with them through the proper processes of non-performance and discipline and also termination as the end result.

This activity has been included in the updated Draft 5th Edition of Public Service General Orders which will be launched in 2021.

### **5. RETIREMENT OF AGING PUBLIC SERVANTS IN THE PUBLIC SERVICE**

On the Government approved retirement exercise, K28.4m was approved and released by the Department of Treasury with the following break-up: -

- K23.7m to payout 401 compulsory retirees over the age of 65 years.
- K11.7m to payout 132 retirees at Department of Police.
- K4.7m to payout outstanding retirees in the 2019 retirement exercise.

DPM will continue to submit validated retirement claims to Treasury as an on-going exercise moving into the future and all agencies have been directed to prepare Retirement Workforce Plan for budget purposes utilising the NEC approved Retirement Strategy. It is estimated that a total of K14m will be immediately realised after payouts are made to the above number of public servants once they sign their deed of release and are taken off the payroll.

### **CONCLUSION**

This Government has prioritized the public service as one of its priorities and to clean the public service payroll; retire aging public servants in line with the retirement strategy; ensuring all public servants are registered with NID for payroll cleansing purposes; implement the performance based contracts and delivery of key results areas from top to bottom in the organization; maintaining the restriction on recruitment, but ensuring only the essential service organizations are considered priority over non-essential service organizations in relation to COVID-19 and Government priorities.

As this has been another challenging year for the public servants, with Government honoring its commitment and paying off the outstanding 3% pay increase for public servants in their respective Memorandum of Agreements on Salary Fixation Agreement 2017-2019, the Government will continue to be part of the discussions with the Unions and Associations into the future as and when the economy of the country indicates a positive trend.

Finally, on behalf of the entire public service all around the country, including our national leaders of Parliament, bureaucrats and our development partners who have partnered with us in 2020, we want to take this opportunity to thank you all for your services in 2020 and also to those retirees who have received their final cheques, we want to thank you too for your many years of services rendered to the independent State of Papua New Guinea, and wish you all a very Merry Christmas and a Prosperous New Year 2021.

APPROVED FOR RELEASE

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