



**MINISTRY OF PUBLIC SERVICE**  
**Level 5, Tower A, Central Government Office, Waigani**  
**PO Box 519, Waigani, NCD, Papua New Guinea**

Telephone: (675) 327 6418/6365

Facsimile: (675) 325 0835

Email: [publicserviceministry@dpm.gov.pg](mailto:publicserviceministry@dpm.gov.pg)

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**Special General Order No.11 to address administrative cost saving measures in the Public Service from 2019 - 2021**

Minister for Public Service, Hon. Westly Nukundj, is encouraging all public servants to take back PNG from themselves in light of the Special General Order (SGO) No. 11 which is aimed at putting on hold and correcting all applications of the devolved powers.

The current Government has tasked the Public Service Ministry with 6 Strategic Priority or Key Result Areas (KRA's) to be implemented through the Department of Personnel Management (DPM) to:

- (i) Create smarter and leaner organization structures removing duplication and inefficiency, recognizing that organization matters are devolved and delegated responsibility of line agencies.
- (ii) Review of Legislations and General Orders to ensure there is alignment and legal compliant.
- (iii) Review the Public Services (Management) Act (PSMA) to empower Provinces to better manage Provincial Government Personnel within the One National Public Service.
- (iv) Achievement of quality work force planning to ensure that the supply of skilled, qualified and competent staff meet the needs of a fast growing population and job creation for efficient delivery of services to the people.
- (v) Complete comprehensive Manpower and Payroll Audit to enable smarter budgeting and management of personnel costs.

- (vi) Promote practical and targeted training for Public Servants to meet the needs of National and Provincial organizations including oriented Leadership and Governance training programs.

The SGO is refocusing and re-enforcing the existing basic Human Resource and administrative policies and guidelines that has been overlooked, neglected and often intentionally breached due to the complacency and poor administration that has led to normal work culture over the years.

This SGO covers KRA's i, ii and v and is targeted to put on hold and correct the improper applications of the devolved powers in the areas of:

- ✓ Organizational structures
- ✓ Recruitment, selection and appointment
- ✓ Salary classifications on positions
- ✓ Applications and administration of allowances
- ✓ Attendance and punctuality versus productivity
- ✓ Basic administrative and management

My department, DPM, has drawn up an implementation schedule to carry out diagnostics and to take corrective measures under those areas.

***Approved and authorized to release***

**Hon. Westly Nkundj, MP**  
Minister for Public Service

**Friday 4<sup>th</sup> October 2019**