



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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Inside this issue:

GESI Survey 2

Technical Review Team Installed 2

DPM meets with NZ State Services 3

PMS Workshop 3

Reforms to Appointment Process 4

PILAG Corporate Plan 5

Consultation with Secretariat 5

Work with the Public Service

Governors have been urged to work with the Public Service for the importance of service delivery. This was the message conveyed to the Governors by Secretary Taies Sansan when addressing them during the Governors Conference held at the Hilton Hotel on the

20th of August. Secretary Sansan was part of a panel who made presentations to the Governors at the conference. Ms. Sansan told the Governors conference, the Public Service was affected because of the Supreme Court decision on the Public Service Act (as amended) 2020. Ms. Sansan said as a result of the supreme court decision some of the reforms were affected.

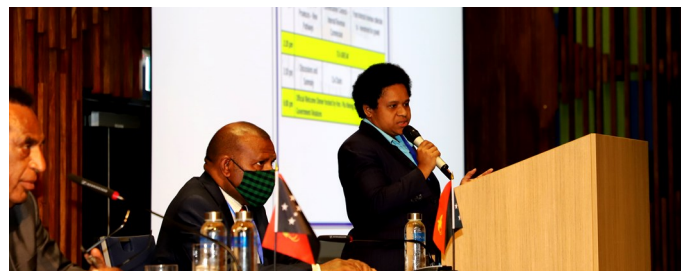


Secretary Sansan with panelist speakers at the Governors Conference

She highlighted some of the reforms are the Retirement Age bracket and the Performance Management System for Agency Heads.

the important mechanism devised to appraise all agency heads including provincial administrators. Secretary Sansan advised them of the Performance Management System. "We are talking about these issues but it comes back to leadership. It is important that both at the political and bureaucratic level we take

stock of these challenges to deal with performance and to deal with Public Servants below the agency heads level. Secretary Sansan also acknowledged the Governor for Enga Sir Peter Ipatas comments regarding duplication of roles. We need to demarcate the roles and responsibilities - what politicians can do and what Public Servants or bureaucrats can do. If we maintain that and go by the rules and regulations we will not be facing some of the big issues we are facing now". Secretary Sansan also informed the Governors of why powers of Provincial Administrators on appointments was removed and given back to DPM to deal with. She said abuse was one of the reasons for the recall of these powers. She told the Governors that the provincial Administrators must run the provinces but due to the abuses those HR functions were given back to DPM.



Secretary Sansan making her presentation at the Governors conference

TECHNICAL TEAM TO REVIEW EXECUTIVE APPOINTMENT PROCESS

A technical team is now in place to review the executive appointment process of departmental heads. The team is made up of senior officers from the Department of Personnel Management and the Public Service Commission. The team will be headed by DPM Deputy Secretary Mr. Vele Ravugamani. Secretary Taies Sansan says the review of the executive appointments process is timely as it needs

to be revisited to see how it can be strengthened. Ms Sansan said, the review will look at previous practices, how the process was done, the current process and what the process should be in future.

Secretary Sansan said, the executive appointment process is a challenge given that it has to go through department of Personnel Management and then to the

Public Service Commission for the vetting process before it goes to the National Executive Council where an appointment is then made.

“This is a lengthy process because of the involvement of various stakeholders the appointment process had to go through but we hope the review can look into all these and come up with a process that is short but one that works

for us”. The New Zealand State Services will be supporting the Technical Team with the review in terms of sharing their experience and how they conduct their executive appointments. One of the important aspect of the executive appointment process the team will look into is the need for an independence body to be part of the executive appointment process.

GENDER EQUITY AND SOCIAL INCLUSION SURVEY



Secretary Ms. Taies Sansan



GESI Manager Mr. Ginis

The Department of Personnel Management and Department of Treasury with the support of the PNG-Australia Partnership has commissioned a new research to determine the economic benefits of the Gender Equity and Social Inclusion Policy.

As part of the research – a survey has been conducted aimed at collating feedback from public servants which will be used for future activities and the results used in a research report.

The survey is open to all public sector employees to provide perceptions on their experience of the policy since this is an administrative policy

adopted to ensure there are fair and inclusive practices in the public service.

“Gender Equity and social inclusion affect all public servants and all Papua New Guineans. This research will allow us to better understand the application and impacts of equity and inclusion in the public service through the GESI policy,” said Secretary Taies Sansan.

The survey is open to all public sector employees and covers gender based violence, health, education, employment and women in decision making.

This project is headed by lead researcher Dulciana

Somare-Brash who says that PNG will ultimately benefit from equitable and inclusive opportunities being provided for all people to fulfill their potential.

“There is evidence internationally that show organizations perform better when there is an equal number of women and men on the board, executive or in management,” said Somare-Brash.

The GESI Policy has been in place for 8 years and through the survey we are going out to find out what the tangible impacts have been for Papua New Guinea.

DPM, PSC AND PILAG HOLD VIRTUAL MEETING WITH NZPSC

Department of Personnel Management will be seeking support from the New Zealand State Services to support its review into the appointment process of departmental heads and pro-

vision which was intended to provide updates of latest happenings within the public service.

With the main point of discussion being the appointments process of departmental heads and

service.

Mr. Ravugamini further explained that the current appointment process is too lengthy and as part of the government reforms they are looking at many areas that needs

year. Under the reforms it will see 7 percent of public servants based at the provincial level, 30 percent at the district level and 10 percent at the headquarters.

Public Service Commission chairman Mr. Apeo Fuata Sione also provided an update on what Public Service Commission is doing. Mr. Sione told the New Zealand State Services team they are setting up provincial offices.

Meanwhile, Deputy Secretary Mr. Ravugaimini told the New Zealand Public State Services team that a technical team has now been put in place to review the appointment process and they will share the findings when the review is completed.



L-R: DPM Acting Deputy Secretary Vele Ravugamini, Public Service Commission Chairman Apeo Fuata Sione and Pacific Institute of Leadership and Governance Michael Barobe.

vincial administrators. This was follows initial discussions held during a virtual meeting with DPM, PNG Public Service Commission, Pacific Institute of Leadership and the New Zealand Public Service Commis-

Provincial Administrators, acting Deputy Secretary for DPM, Mr. Vele Ravugamini, informed the New Zealand State Services team that a Parliamentary Committee has been set up to look into reforming the public

to be relooked at with the aim of making the public service more efficient. "Normally it takes 3 months but because there are other agencies that have to be consulted as part of the process, it can even take up to a

PERFORMANCE MANAGEMENT SYSTEM WORKSHOP

The Department of Personnel Management hosted a workshop for all line agencies to introduce and train the participants to access the online Performance Management System which is home grown and is used to appraise agency heads in the Public Service. With the theme "Embracing technolo-

gy for quality service" it is the implementation stage workshop for all

line agency officers to learn how to successfully do data inputs into the system.

The workshop provided an overview of how the cloud based system works and how it will be used by line agencies to input Key Result Areas (KRAs) and Key Performance Indicators (KPIs) of respective line agencies

into the system.

The workshop is the 3rd workshop DPM has conducted to introduce and roll out the new performance management system. The PMS team is working on a schedule to roll out the PMS system and a workshop is being planned to be held this month for all agency heads.



Participants at the PMS Workshop

REFORMS TO APPOINTMENT PROCESS OF AGENCY HEADS AND PA'S



Public Service Minister Hon. Soroi Eoe

The National Executive Council (NEC) has approved the delegation of powers under Section 149(4) of the Constitution to the Minister for Public Service to advise the Head of State to make acting appoint-

ments.

These powers include facilitating acting appointments of Departmental Heads in line with Section 31B of the Public Services (Management) Act 1995 (as amended) and Provincial Administrators according to Section 73 (2A) of the Organic Law on Provincial and Local Level Governments and Section 60 (A) of the Public Services (Management) Act 1995 (as amended) only when the agency head is;

- Absent from Office for more than 10 working days due to short leave such as recreational/

sick/ compassionate leave or official travel in country or out of country, and

- When the three months acting appointment has lapsed and there is a need to extend the acting appointments

Minister Eoe further stated that the delegated authority from the National Executive Council to make acting appointments as a result of disciplinary action against a substantive Departmental Head and a substantive Provincial Administrator which may lead to suspension and termination is with the

Head of State on advice of the NEC

Minister Eoe clarified that the only instances where the Head of State makes the appointment on advise is when an acting appointment is required after the term of the current incumbent expires. In this instance, a recommendation is made by the portfolio Minister in relation to Departmental Heads and the Governor for Provincial Administrators, for the substantive incumbent to continue in an acting capacity until a new appointment is made for purposes of continuity.

DPM SIGNS MOA WITH PNG NURSES

The PNG Nurses Association has signed a n agreement for an increase in the Insurance and Life cover for nurses at K7million per year commencing in 2021.

The agreement is in the form of a Memorandum of understanding. Following weeks of negotiations the parties agreed to the awarding of Insurance and life cover for nurses due to the nature of services they provide as front line workers.

The Nurses Association came to a round table discussions with 13 log of claims in 2019 which the Department of Personnel Management has assessed and responded to accordingly. The Nurses Associa-

tion was requested to forgo and shelf most of the log of claims except the life insurance cover given the current covid-19 situation.

An understanding was reached and is provided in the Agreement that other minor variations to duty travel related allowances will be implemented effective as of the 1st of January 2021.

In a significant but low key signing ceremony, Secretary for Personnel Management Taies Sansan, Deputy Secretary for Public Health with the Department of Health Dr Bied.... President of the PNG Nurses Association Mr. Fredrick Kebai and the General Secretary of the

Nurses Association Gibson Siune. Signed the new MOU 2020–2023 (confirm if correct)

Secretary Sansan thanked the PNG Nurses Association for their understanding and for abiding to the negotiation process and for arriving at an agreed outcome. Which resulted in the MOA.

“This joint award is signed to alleviate the build up of nurses grievances after submitting their log of claims. The parties acknowledged that through maintaining a harmonious industrial working relationship—it culminated in the successful negotiations. The MOA will continue to provide the policy for payment of duty related allowances for nurses in the next 3 years. The Nurses Association log of claims resulted in the



Secretary Sansan, Mr. Kalimet & President of PNGNA Mr. Kebai at the signing

final MOA for variations to the Nurses Award 2016 to 2018 which will be implemented progressively considering the severe budget constraints. The state team led by Secretary Sansan thanked the Nurses throughout the country who stood together during the tough times to continue to uphold nursing services. All parties agreed in a signing ceremony on the 25th of August that once the agreement is signed by all parties, it will be referred to the Industrial Registrar to commence the t h e e implementation process.



Secretary Sansan, Deputy Hapipai and PNGNA representatives at the signing

PILAG LAUNCH STRATEGIC AND CORPORATE PLANS

The new roadmap for Pacific Institute of Leadership and Governance (PILAG) indicates that this Public Service institution will eventually move out of the public service proper and operate as a private institution with the aim of delivering competency based training and upskilling programs for public servants says PILAG chairperson and Secretary for Department of Personnel Management Taies Sansan during the launching of PILAG’s strategic plan 2020-2030, Corporate Plan 2020 – 2022, administrative orders and the launch of the website as well.

“The public service has been mugged with negative connotations in the recent past and also over the years and this is a great challenge to those of us in the current leadership positions,” said Sansan.

The Strategic and Corporate Plan both touched on the key objectives of the institution and they are:

- To achieve excellence

in providing organizational needs based training focused on ethical leadership, strategic planning, corporate services and related management processes to enhance public sector performance; and

- To establish the Institute as the premier provider of ethical needs based training products and programs of choice for the Pacific Island Nations through training based partnerships; and
- To develop, maintain and promote the recognized training standards and qualifications regime for public sector organizations in collaboration with the department responsible for personnel management and the National Training Council; and
- To operate as a business entity and raise revenue for the Institute to minimize budgetary support from the National Government through partnerships

established with public and private training research and delivery organizations within PNG and in the Pacific region.

“One reform that PILAG team is pushing for is the proposed PILAG Training Policy. This policy once approved will see improvement in the performance of public servants in the sense that there will be mandatory and compulsory training for all new recruited public servants to undergo at PILAG when they enter the workforce commencing with an orientation/induction program for 1 year,” said Sansan.

Sansan further elaborated that this change demonstrates the importance that new public servants must possess

the technical qualifications and be inducted into the public service through a Certificate or Diploma in Public Administration before they go into practice.

The transformation of PILAG was made possible with the assistance of development partners especially the Australian Government who have contributed immensely to reform and change the image of the Institute over the few years through infrastructural changes and Precinct Programs that have trained over 2000 public servants.



PILAG Corporate Plan being brought in for the launch

DPM MEETS WITH SECRETARIAT

The Department has continued its consultation meetings with the Secretariat of the Special parliamentary Committee on Public Sector Reforms. In the consultations the Department briefed the Secretariat on issues around the Public Service Payroll system and

the changes it has undergone over the years. The Department of Personnel Management team in its briefing also highlighted the issue of the payroll being moved to Finance despite it being a DPM function. The DPM team also briefed the Secretariat on the require-

ment for all Public Servants to have an NID Card. It was highlighted to the Secretariat team that it is now mandatory for all Public Servants to have NID to be on the Payroll. DPM and the Secretariat will be taking up the



DPM Team at the Meeting

matter with the NID office to see how well to address the issue of NID for public servants.



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"RISE UP, STEP UP, SPEAK UP"

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.

VALUES

Honesty

Behavior that is consistent with Christian principles, social norms, family expectations and policies and procedures of contemporary organizations.

Integrity

Steadfast adherence to moral and ethical principles in private and public life in a manner that attracts respect, trust and sense of dependability.

Accountability

Taking ownership of one's own actions and accepting responsibility for the actions of individuals, groups and organizations in one's purview and ensuring records especially in relation to incentives and rewards are current and transparent.

Respect

An intrinsic human trait that promotes a positive relationship with individuals, community and organizations; and emphasize a positive regard for the rule of law and the environment.

Wisdom

A capacity for deeper level of understanding of issues involving discernment, intuition, experience and maturity and the ability to inspire and encourage actions to overcome challenges for the achievement of all people.

Responsibility

Accepting stewardship for people and country; being guided conscience; actively making choices for the greater good; considering the implications of decisions and dealing with their consequences and developing capacity