



**"RISE UP, STEP UP, SPEAK UP"**

# OUR VOICE

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

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## RESHAPING THE PUBLIC SERVICE

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"The input we make today must be the correct input that will reshape the course of our country so that in the next 10 years when we look back, our generation has made the greatest impact in reshaping the future of our country. The reshaping of our country starts with reshaping the Public Service". These were

ants to be on contract. Mr. Marape outlined that the Public Service consumes about 70 percent of the governments cash revenue and called for discussions during the workshop to be around measures that could address costs. "Public Servants have a serious responsibility to the nation

pline lack of performance. I want a Public Service that's performing". The Prime Minister said the workshop was timely and that he was glad the conversations are taking place. Among other issues Prime Minister Mr. Marape highlighted redeployment of agency heads into other departments and the independence of the Public Service when it comes to executive appointments. Public Service Minister Soroi Eoe in his remarks told the workshop that one of the governments priorities is to reform the Public Service to make it efficient, responsive and cost effective. Minister Eoe also highlighted the 6 priority areas for the Ministry and among them is for the creation of a smarter, leaner organization structure removing duplication and inefficiency. Secretary Taies Sansan in welcoming all line agencies to the workshop told them that the department needed to share with them all the challenges of the Public Service. Ms. Sansan said the objective of the workshop is to share what the Department as the key lead agency in HR matters is doing on the progress of legislative reforms especially in the areas of governance, policy and capacity building.



L-R Secretary Sansan, Minister Eoe, Prime Minister Marape and Chairman Parliamentary Committee Public Sector

the words of Prime Minister James Marape when he opened the 2 day Public Sector Reforms and Cost Control Workshop at APEC Haus on the 19th of October. Mr. Marape whose taken an interest in the reforms the Department has undertaken, spoke of the many challenges the government faces regarding the Public Service and the need for reforms to modernize the public service taking into consideration cost controls. The Prime Minister in addressing the workshop which had an overwhelming turnout from heads of line agencies spoke at length about cost control and one of the main issues he stressed is the need for all public serv-

shop should deliberate on is to stop unnecessary growth and to make the Public Service leaner and flatter. One of the suggestions he made was for the utilization of the Public Private Partnership and advise how well this can be used. Mr. Marape made the call that after 45 years we need to have a better vision for the Public Service. "Lets reward performance and disci-



DPM Staff and workshop participants reciting the pledge at the workshop

## DRAFT WORKSHOP RESOLUTIONS TO GO TO NEC

The close of the Public Sector Reform & Cost Control Workshop saw a set of draft resolutions presented to participants at the end of the workshop. There were 28 draft resolutions formed as the outcome of the workshop. Among the draft resolutions is the need for the establishment of a national task force to be headed by Department of Personnel Management. The national task force is to undertake the following; - develop appropriate cost control measures in technical, operational, legal and strategic control areas and any other issues deemed necessary. Secretary



Taies Sansan and the Acting Deputy Secretaries had a session to go through the draft resolutions to fine tune and

condensed them into action resolutions. Following the meeting, a cover letter will be drafted to have the resolutions go before the National Executive Council.

During the discussions it was also agreed to have the Public Service Ministers parliamentary statement updated to incorporate and capture the changes.

## PMS TO ENHANCE REPORTING

Efforts to get all line agencies to ensure they are conversant with the new online Performance Management system that will be used to assess agency heads has continued with a 3 day training workshop being held to train assigned officers from respective agencies on how to input Key Result Areas of agency heads. The 3 day training workshop was well attended by representatives of all line agencies including a few representatives from the provinces. Acting Deputy Secretary Executive Resourcing Branch Vele Ravugamini in opening the workshop said, it is important for all line agencies to learn and know how to access the system to be able to in-



*Charlene Vere making her presentation at the Performance Management System Workshop*

put the Key Result Areas of their respective Departments into the PMS system. In acknowledging the participants, Mr. Ravugamini urged them to work together to achieve the governments goals and objectives. "Your agency head has seen the potential in you and placed the responsibility on you and nominated you to be here

In closing the workshop Mr. Ravugamini also highlighted the importance of the PMS system and why line agencies must adhere to the new system to appraise their respective heads. "I am sure you

have acquainted yourself well with the PMS System in the last 3 days to be able to confidently input the KRA's for your respective departments". The PMS system will now be used to assess line agency heads to enhance the reporting system for all line agency heads – something that has not been done in the past

## EXIT POLICY STRATEGY CONSULTATIONS

Consultations have begun to firm up the Public Service Exit Policy before it goes to the National Executive Council for approval. As part of the consultations the Policy branch team engaged in discussions with various stakeholders to gauge views and feedback before finalization of the policy.

The Policy branch team met with a number of stakeholders which included the Nambawan Super Limited (NSL), National Development Bank and the Small & Medium Enterprise (SME) representatives on the 1st of October. The consultations were aimed at seeking views from stakeholders like Nambawan Super on how they can assist Public Servants who have served for 15 years to go into SME. The rationale behind this is to be able to free up positions for new graduates to be absorbed into the Public Service. This option can provide relaxed terms and conditions to Public Servants on the basis of a regulatory



*Nambawan Super CEO Paul Sayer making a statement during the consultation meetings with DPM Staff and NSL staff who attended the consultation meetings at the DPM Boardroom*

mechanism framework that can benefit Public Servants under the policy. The objectives and the benefits of the policy are aimed at providing increased economic empowerment, increase GDP and provide an opportunity for financial literacy inclusion. Acting Executive Manager Strategic Development Policy Ms. Ida Yuki in her presentation told stakeholder representatives how they can assist DPM

as it seeks stakeholder considerations and input into the policy.

During the consultations, Nambawan Super CEO Paul Sayer and his team provided some insights into the current legislations and provided some suggestions on a way forward but were very supportive of such a policy to engage with NSL to provide support to the superfunds members. A representative from National Development

Fund who was in attendance also provided a perspective from the bank and its policy but says there are options that can be facilitated and effected.

A presentation was also made to the SME team and they are enthusiastic about utilizing current programs they have in place that can be used to support the plans for such a policy once in place.

## PROPOSED PAYROLL MONITORING SYSTEM

A Payroll Monitoring system is being recommended by the Legislative & Administrative Reforms Division for the Department. The Legislative and Administrative team met with Secretary Ms Taies Sansan to brief her on the system providing details of how the system works and the technical aspects of it. In a presentation to Secretary Sansan, Acting Ex-

ecutive Manager Legislative and Administration Reforms Rick Kogen explained that the proposed system is the most preferred system as it will provide accurate payroll overruns. In his brief to Secretary Sansan Mr Koen said the proposed system will generate a report for budgeting purposes. The



*Secretary Ms. Taies Sansan with Acting Executive Manager Legal & Administrative Reforms Rick Kogen and Officers Ms. Amalyn Leo and Franklin Norotouw*

The team briefed Secretary that the new system is inline with the General Orders where the need to go digital is being outlined. With the proposed

new PE Establishment system a lot can be saved annually. The proposed system will be tailored to monitor the whole of establishment which defines PE.

## BE ADVOCATES FOR GESI POLICY

Secretary Taies Sansan has urged line agencies to create GESI positions within their organizations. Ms. Sansan said this when addressing the 2 day GESI Sensitization and Streamlining workshop for Law & Justice Sector agencies. In addressing the workshop Secretary Sansan said it is important to have GESI officers in all line agency organizations given the importance of the GESI policy and the need to embrace it within all line agencies. Ms. Sansan said the primary purpose of initialising the GESI policy into the existing business process and procedures of line agencies is to reflect the responsibility, honesty, integrity, respect, wisdom and accountability within the workplace and to



L-R—ACP Joan Clarkson, Secretary Taies Sansan, Police Commissioner David Manning, CLRC Secretary Dr Matui, Acting Deputy Secretary Friday, GESI Manager Gini and participants

make service delivery equitable, socially inclusive and accessible. Ms. Sansan told the participants that the outcome of the workshop will benefit both the administrative and implementation areas within organisations and create the platform to improve and recreate a positive image for the

police Department to inform and enhance services to become accessible, equitable and socially inclusive. A total of 23 officers from the Royal Papua New Guinea Constabulary and Constitutional Law Reform Commission attended the 2 day training workshop. Executive Manage GESI

Emmanuel Ginis in his closing remarks congratulated the participants and told them to take ownership of the GESI policy by being advocates. Mr. Ginis also encouraged participants to share their thoughts and experience and create a network amongst themselves going forward.

## IN-HOUSE WORKSHOP ON THE PMS

An in-house workshop to get all staff involved in the Performance Management System was conducted to get them together for a run through prior of the system prior to the external workshop with line agency nominees. The aim of the in-house workshop was to get all staff involved in the PMS process to go through the PMS system and be prepared as a team prior to the external workshop. One of aims of the workshop was to review the executive PMS



David Horabi making his presentation to the staff

system policy guidelines by comparing the existing policy guidelines and the online

PMS Functions. It was also to identify gaps and update the existing poli-

cy guidelines and establish a team to revise the Executive Performance Management system policy guide-

## TEAM DPM COVID 19 REVIEW

Team DPM's participation delegate to the core team in the non essential staff of the 3 Departments in-covid-19 outreach involved Mrs. Marita Kouga NCD was reviewed to and Ms. Amelia Raka who see what the issues and assisted her as part of the challenges were and the core team held a discussion lessons learnt from the session and made an exercise. Secretary's presentation on the is-

sues for discussions. Mrs. Kouga and Ms. Raka took the discussions through and it was agreed that recommendations that stemmed from the issues and challenges encountered

during the outreach would be put together and presented to Secretary for endorsement before they are presented before the core team.



An all female outfit at the Team DPM Covid-19 Review session

### PINKTOBER OBSERVED

Public Servants nationwide were urged to wear pink to work on Thursday the 22nd of October to mark the Pinktober day which is a day to observe and raise awareness and take action against all forms of cancer. The incidence of cancer in the country is slowly rising making it to be one of the major killer diseases in the country. Secretary Taies Sansan issued a circular to all Public Servants to observe the day. Secretary Sansan appealed for support to efforts by the NCD Governor Powes Parkop who is driving awareness together with National Capital District Staff and the NCD Provincial Health Authority. Ms. Sansan said, it is important for Department of Personnel Management as the lead agency in driving the GESI



Office of the Secretary Staff who turned up in pink on Pinktober Day. L-R Judith Balaia, Junelyn Veratau, Relby Luke and Dorothy Kiha

policy to also give recognition to health issues that affect women in the Public Service workforce. Most importantly raising awareness about the diseases causes.

Breast cancer is the leading cause of cancer in the country and the need to raise awareness among women in the public service is important.



Acting Manager Monitoring & Compliance Ms. Rupen

### STAFF PROFILE

Ms. Rupen commenced employment with the Department as a Compliance Officer in 2008 after graduating from the University of Papua New Guinea with a Bachelors degree in Economics and worked her way up to be where she is now. Ms. Rupen took up post graduate studies in Industrial Relations & HRM at the Victoria University in Australia. She shares her thoughts on her achievements and challenges endured during her studies. "I sacrificed not having my children with me during my studied so they were the driving force and motivated me to keep going". Ms. Rupen said she took up the post graduate course because it was career driven. and hope to give back to DPM and the Public Service as a whole."

Meet Ms. Christine Rupen—the Acting Manager Monitoring & Compliance Momase Region. In this edition of our newsletter we feature Ms. Rupen as one

I am thankful to DPM for the opportunity to do my post graduate studies. I enjoy my work though it can be tedious at times—with Monitoring & Compliance, you get to know a bit of everything". Her message to other colleagues is, "Don't stop dreaming, if you want to attain something in life whether big or small be focused and it is attainable". She says she would like to see the criteria for further studies for employees to look at recommending more young officers to pursue post graduate courses. She says her dad is her role model and one of his advices to her that she shared is "Don't be a young man in a hurry". Her advise to the many young officers in the department is to, "look after your jobs and your job will look after you".

### PUBLIC SECTOR REFORMS & COST CONTROL WORKSHOP IN PICTURES

