



"RISE UP, SPEAK UP" STEP UP,

OUR VOICE

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

September Edition

SECRETARY ANNOUNCE ACHIEVEMENTS



L-R Acting Deputy Secretary Kalimet, 2nd Secretary to Public Service Minister Robert Baraka, Deputy Secretary Ravugamini, Consultants Messrs. Alok & Hamou look on as Secretary Ms. Taies Sansan cuts the cake as part of the 46th Independence anniversary celebrations by DPM Staff.

Secretary Ms. Taies Sansan has announced a number of achievements by the Department in the past 9 months. Secretary Sansan announced these achievements when addressing the staff during a staff gathering on the eve of Independence to commemorate the 46th Independence anniversary. Ms Sansan said, despite the continued challenges brought on by covid-19 - the department managed to achieve in the last 9 months the following milestones; launched and piloted the HR Business Process in Lae for the Momase Region; Launched the long term plan for the Public Service the Human Resource Development Strategic Plan 2020 – 2050; in collaboration with PILAG launched the Public Sector Training Policy for the Public Service, in consultation with the PNG Civil Registry (NID) completed 90 percent of public servants in NCD and DPM being one of 10 departments who have completed its

NID 100 percent; Executive recruitment & performance management system progressed work on the online XMS system to be in use soon as soon as all formalities are completed; MIS improved displaying databases with the development of DPM HR database system, time and attendance system, database for public servants who will resign to contest the 2022 General Elections; Development of the dashboard whole of government PE trends on the government payroll system; PSMA Amendment Bill 2021 passed in August sitting of parliament; Medical & Life Insurance – with State Solicitor for clearance; Public Service Housing – work in progress for 1,000 allotments at the identified Bomana CIS land under a PPP arrangement with IFC; DPM housing arrangement with National Planning (10 houses) & NHC approved 100 allotments for DPM officers at Duran Farm- MOU to be signed soon. Secre-

tary Sansan also used the occasion to thank all her deputies, EMT members, managers and all staff for their contributions thus far. She also warned staff who continue to defy simple public service rules in their attitude towards work especially to time and attendance to step up. She told staff that she will be taking a strong stand against staff who fall in this category that such attitude will not be tolerated during her tenure in office. "I urge you all to use this celebration to reflect on yourself and how you can make that little step to contribute meaningfully to your work as staff of DPM but more so as a public servant. With the backdrop of celebrating our political independence – let us take time to reflect on ourselves as Papua New Guineans especially as public servants as we are part and parcel of the development of our country. Collectively, our contribu-

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DPM DISCUSS SALARY PACKAGING WITH IRC



Secretary Ms. Taies Sansan & DPM Team Meeting with IRC Commissioner General Sam Koim and his team

The establishment of a policy framework to guide the need for public servants to be able to do salary variations through Salary Packaging for allowances like school fees, mortgage etc. would be a way forward should Salary Packaging be accessible to public servants. These were among some of the issues Secretary Ms Taies Sansan is pursuing with the Internal Revenue Commission. In a meeting held with IRC on the 9th of September, Secretary Sansan and a team from DPM met with IRC Commissioner General Sam Koim and his team to discuss these

various issues. Secretary Sansan brought up the issue of Salary Packaging and taxes to see how IRC could assist to find a way forward to these important issues on behalf of the public service. It was suggested by Commissioner General Mr Koim that a joint project by Department of Personnel Management and the Internal Revenue Commission will be the way forward to look into the areas of salary packaging and taxes. Mr Koim said, using such issues as a project would be a way forward to address these issues as it requires scoping to clearly define

what needs to be done. Secretary Ms Sansan raised these issues with IRC during the meeting while highlighting that an NEC decision made in 2013 for salary packing for public servants was an issue worth revisiting. It was revealed during discussions that salary packaging is adoptable however there are practical challenges given the size of the public service Alesco payroll. Discussions also revealed that there is a need for a comprehensive policy and for the policy to be given legislative recognition and for the incorporation of it into the General Orders.

DPM ASSISTS OMBUDSMAN ON GESI



DPM Staff with Ombudsman Commission Staff after the mainstreaming and sensitization session

The GESI Whole of Government team of Department of Personnel Management has urged the Ombudsman Commission to use its mandate as a constitutional office to emphasise on the amendments to the Public Service Management Act which requires heads of agencies to ensure GESI is factored into their respective work programs. Executive Manager GESI (WOG) Emmanuel Ginis said this during his presentation to the man-

agement of the Ombudsman Commission team during a GESI main streaming and sensitization meeting. Mr Ginis who made a brief introduction of the GESI policy to the Ombudsman Commission team emphasising its intent, purpose also highlighted the amendment to the Public Service Management Act which requires agency heads to be GESI compliant. Under the PSMA Act section 22A (g) it requires agency heads to for-

mulate and co-ordinate the implementation of systems and procedures for the effective management and performance of the National Public Service, taking into consideration, equitable and socially inclusive principles and values. This is where the GESI policy comes into play. In response the Ombudsman Commission said they will be reviewing their HR Manual to see how they can incorporate GESI principles and make it inclusive.

FIRST BATCH OF 2021 RETIREES PAID OUT



DPM Staff assisting Department of Works Staff Who Were part of the first batch of retirees signing off on their Deeds of Release

37 Officers from 6 government agencies have been paid out at a cost of K2,938,925.28 million as part of the Government's continued retirement exercise. The 37 officers were from 7 agencies who were paid out through the normal payroll process on pay 17. Department of Personnel Management continues to facilitate the retirement exercise and is now working on the pay-out of the second batch of officers whom it is anticipated they will be paid out in pay 19 or 20. Public Service Minister Hon. Joe Sungi has acknowledged the government's efforts to honour its commitment to pay-out the retirees. Minister Sungi said, DPM has progressed the retirement exercise as per National Executive Council decision 304/2016 & 71/2017 as part of cost saving measures. The Public Service Minister also acknowledged the tireless effort by DPM and Treasury staff who have been working behind the scenes to ensure file checks and system inputs and validation is being done to progress the respective

batches of staff from respective agencies who will be retired to enable retirees to sign off on their Deeds of Release. Mr Sungi said the retirement exercise is in line with the government's efforts to ensure public servants who have reached the compulsory retirement age of 65 are paid out. "The pay-out of retirees has been a long outstanding issue but I am pleased that the government is able to pay them out to free up the Government's Ascender Payroll system which will enable savings of over half a million in the remainder of this year after pay 17. We are looking at making more savings when the other 2 batches are paid out before the end of the year". Minister Sungi said, as part of the Public Sector Reforms and the need to control costs in the Public Service Payroll, DPM is doing all it can to clear the Ascender Payroll through the pay-out of Public Servants who have reached retirement age but have remained on the payroll over the years. "This is a great achievement for the Mara-

pe Basil government in its efforts to cut the Public Service wage bill and the commitment this government has made to the Public Sector Reforms on improving and modernizing the public service by honouring this commitment". The government has also paid the state component of superannuation for the retirees which they will be receiving immediately upon pay out. "On behalf of the Marape Basil government, I would like to take this opportunity to thank all retirees for their services and contributions to the development of the country. I encourage you all to use your pay-outs wisely for the well-being of your families". The Public Service Minister has also urged line agencies to identify and submit lists of their staff who have reached compulsory retirement age to DPM to ensure they are paid out under this retirement exercise.

SECRETARY ANNOUNCE ACHIEVEMENTS

Continued from page 1 tions can make a big difference in how we want to see our country in the next 10 to 20 years. Making that effort to come to work on time, making every effort to complete your daily tasks, taking the time to observe what is required of you under the General Orders in terms of your conduct may not seem important but it actually contributes to the bigger picture of what is required of us as public servants".

Secretary Sansan further stated that as

staff of a lead agency like DPM who have launched the public service long term plan the HRDSP 2020-2050 and as custodians of the plan, it is important to take charge of work towards achieving the plan.

Secretary Sansan also echoed Prime Minister Hon. James Marape and Public Service Minister Hon. Joe Sungi's public statements on the need to make the public service efficient and effective.

Secretary Sansan told staff that they have constantly issued public statements on the

need to make the public service efficient and effective. She said, it begs the question of whether public servants are making sure that we are efficient and effective in our line of duty.

In her final remarks Ms Sansan urged staff to make the effort to do the following, "Rise up When You Can, Step Up In All We Do, and Speak Up When We Should".

She told staff that the motto of the Department is "Rise Up, Step Up, Speak Up" and that is what all staff should be practicing.

HR MANAGERS TRAINED TO FORMULATE KRA'S



HR & Planning Managers attending the Performance Management System Workshop At the PILAG Hall

The 2 day workshop aimed at training HR and Planning Managers of line agencies on how to formulate and write Key Result Area's (KRA) has seen a good number of participants from line agencies attending the workshop. Deputy Secretary Executive Resourcing Services Vele Ravugamini in addressing the participants said, compliance has been the challenge hence the importance of assisting line agencies to ensure the Performance Management System is properly addressed the proper formula-

tion of KRA's which are captured in the system to ensure agency heads are appraised. Mr. Ravugamini told participants that KRA's are mandated functions of respective agency heads and that is why it is important that officers who are tasked with the job of ensuring KRA's are formulated and uploaded into the system know how to correctly formulate them. "Compliance has been very poor when it comes to addressing agency heads. So compliance has been the main issue we have been faced with.

The system has been developed and running but it is only compliance issues". Mr Ravugamini urged all participants to learn as much as they can during the 2 days of the workshop which in turn will assist agency heads to complete the PMS system as required under their contracts. Mr Ravugamini said, DPM is mandated to assess performance of agency heads. It is anticipated that at the end of the workshop participants will produce draft KRA's for their respective agency heads for 2021.

GESI TEAM MEETS WITH LIBRARY & INFORMATION



L-R Mr. Emmanuel Ginis (left at the head table), Acting Director Archives Chris Kelly, Ms. Amelia Raka (right) with the staff of the Office of Library and Archives.

DPM's GESI Whole of Government team have continued their meetings and presentations to government agencies to enable them to understand, adopt and begin implementing the GESI policy. The staff of the office of Library & Archives were encouraged to support the implementation of the GESI policy in their organisation. Speaking to the executives of the organisation on the 21st of September, Executive Manager GESI (WOG) Mr Emmanuel Ginis said, this will enable achieving the objectives of the GESI policy. Mr Ginis when provid-

ing an overview of what GESI is, told the staff that many organisations have asked the question of why GESI. Mr. Ginis explained that GESI is an initiative of the government and that is why it is parked with the DPM as it is the arm of government that deals with HR and cross cutting issues on the public service. When telling the story of GESI Mr Ginis said, the need for fair and inclusiveness in the public service can be achieved through the sensitization and mainstreaming of sessions with respective organisations. He further stated that the poli-

cy needed more support and programs for it to be implemented in respective agencies. The Acting Deputy Director of Library and archives Chris Kelly thanked the DPM GESI WOG team for the presentation and said the presentation to the office of the Library and Archives staff is long overdue. Mr Kelly said, they are excited that they are finally undergoing the sensitization session for their executives. A 2 day mainstreaming session for the Office of Library and Archives staff will be conducted on the 5th and 6th of October.

DPM & RPNGC SIGN OFF ON JOINT CIRCULAR



L-R Chief Superintendent Samson Siguyaru, Secretary Ms. Taies Sansan, Police Commissioner David Manning & Assistant Commissioner of Police Ms. Joan Clarkson

Department of Personnel Management and the Royal Papua New Guinea Constabulary have signed off on a joint Circular that now sees the absorption of officers from what was then the Department of Police into the Royal PNG Constabulary. Speaking during the signing Secretary Ms. Taies Sansan said, the occasion marks bringing to a close the implementation of the NEC decision that abolished the Department of Police. Secretary Sansan said, the signing will now see 293 officers transition into

the constabulary. "The government has made a very important decision to really look at police force, the organization as part of the reforms. We must see this as part of the reforms and also encourage the other discipline forces to look at their end as well. This is part of the public sector reforms that we are embarking on". Secretary Sansan also encouraged the staff to perform to the best of their ability. Police Commissioner David Manning shared the same sentiments and acknowledged DPM for the work

done behind the scenes to complete the process of transitioning the staff into the constabulary. "We expect you all (staff) to continue to work to the best of your abilities serving the people of this country". The officers who will be absorbed into the RPNGC structure and their entitlements and service will continue from when they were in the department. Secretary Sansan announced that compulsory retirement and superannuation for the officers remain unchanged.

ABOLISHED AGENCIES STAFF PAID OUT



DPM Staff going through documents with retrained officers during a session with staff of Office of Urbanization

The retrenchment exercise of abolished line agencies has been completed. The exercise which commenced in 2018 following an NEC decision to abolish a number of agencies was completed after Department of Personnel Management was tasked with implementing an NEC decision. The abolished agencies are Coastal Fisheries Develop-

ment Agency, Office of Urbanisation, PNG UNESCO which were abolished as per NEC Decision 15/2018 on public sector reforms relating to merging, amalgamation, creation and abolishment. Department of Personnel Management was tasked to complete the process of retrenchment of the staff of these agencies. The NEC

decision also instructed for relevant functions of these agencies to be transferred together with the staff to selected recipient agencies. The exercise is in alignment with reforms to streamline and right size the public service machinery, cut duplication of functions and minimize costs.

DPM IN PICTURES

