



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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SECRETARY'S CHRISTMAS MESSAGE



Secretary Ms. Taies Sansan

Performance Management System to improve assessment of heads of line agencies has achieved most of its objectives as it was rolled out to ensure all line agencies are online to provide KRA's for respective Departmental Heads. This project is nearing completion and has seen respective line agencies go on-line to input KRA's of their agency heads. **Compulsory Retirement:** This has been a great achievement for the Department and the Government as a whole as staff worked tirelessly to ensure the compulsory retirement exercise process was completed. K430m was allocated in the 2020 Budget to retire 2,150 Public Servants. K28m was released in October to pay out 481 Public Servants. Second batch of 138 requests has been made and K7.6m has been sought from Treasury to pay them out. The remaining 1,531 to be paid out at a cost of K401m is being looked at for re-appropriation in the 2021 budget. **Revised Structure:** The Department's revised structure was approved and positions advertised with HR now working on confirming staff to respective positions. **Development of Policies for Corporate Plan:** Through the Entry & Exit Strategy a career path has been developed for Public Servants. The policy is nearing completion and **Continues on Page 4**

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This year has been a challenging year for all Public Servants and for the country as a whole. Covid-19 had a major impact on the government machinery but despite that all essential services continued to persevere in their duties to deliver essential services. Though this has had an impact on the Department, we managed it well to ensure there was no disruptions to service delivery especially health and education in the rural areas. This year will go down in world history given it is the year covid-19 pandemic affected the globe and PNG is no exception. Despite the challenges brought on by this global pandemic, we have achieved a good number of tasks under Key Result Areas that the Department had to achieve this year. I would like to outline the tasks we have achieved as a Department and provide an out-

look for 2021. I believe that by outlining all our achievements and challenges and what to look forward to in the new year, staff will appreciate their contributions to the bigger picture and continue to maintain a professional working rapport amongst colleagues and superiors. **2020 Achievements KRA's for the Department.** The department articulated and translated ministerial statements into Key Result Areas. This was done through policy (ministerial direction) and legal mandate. The articulation and translation of these KRA's were done through Management Activity Plans and the cascading of these activity plans through EMT to respective wings and branches. **PMS:** The online

MINISTER HOLDS FINAL MEETING WITH EMT



Front L-R— Public Service Commission Chairman ... Minister Soroi Eoe and Secretary Taies Sansan flanked by EMT Members

Outgoing Public Service Minister Hon. Soroi Eoe held a final meeting with Secretary Ms Taies Sansan and the Executive Management Team on the 21st of December. Also in attendance was the Chairman of the Public Service Commission Apeo Fuata Sione and the CEO of PILAG Michael Barobe. Minister

Eoe used the occasion to thank Secretary Sansan and her executive management team for the support they have given him during his time as Minister for Public Service. Mr Eoe will be taking up a new Ministerial portfolio as the Minister for Foreign Affairs. Minister Eoe spoke at length about the reforms and the work

undertaken by the Department and said he was satisfied with what the Department has accomplished thus far. "Continue to do your work in the major reforms that you have been undertaken by the department for civil servants. Major reforms such as contracts to hold civil servants to make them responsible and to ensure productivity.

We need to take ownership of our country. He said the K4.3b Public Service wage bill remains a critical issue for the government and it is anticipated the Retirement Exercise should ease the burden in some way. Minister Eoe also acknowledged PSC chairman Mr Sione and Mr Barobe for their contributions as agency partners.

DEPUTIES SIGN CONTRACTS



Secretary Ms. Taies Sansan and the senior executives who signed their contracts I-r Mr. Ravugamini, Mr. Moke, Ms. Wrakuavia and Mr. Kalimet

Three of our Department Secretaries and Deputy Director for corporate services have signed their contracts. Deputy Secretary Mr Vele Ravugamini and Director Corporate Affairs & Capacity Building Mr Michael Moke were confirmed to their positions for a 3 year period respectively. 2 other seniors officers have assumed the Deputy positions on an Acting basis. They are Mr Ellison Kalimet and Ms

Roselyn Wrakuavia. Mr Kalimet takes on the role of Acting Deputy Secretary Policy & Reforms while Ms Wrakuavia is the Acting Deputy Secretary HR Advisory & Compliance. Both deputies will act in their respective positions for a duration of 3 months and their performance will be assessed accordingly. Secretary Ms Taies Sansan says she looks forward to working with the deputies following the signing of their contracts and Key Result

Areas. "Your contracts are performance based and now that you have signed them - please work towards achieving the Key Result Areas in your contracts" Ms Sansan urged them to provide the leadership and guidance required in their respective wings to ensure there is a cascading effect of their respective KRA's to all officers within their respective divisions and branches. "This year

has been a challenging year with the covid-19 pandemic but as the country slowly finds ways to deal with the pandemic under the new normal – it is incumbent on you all as senior executives of this department to embrace the changes and work towards executing them. Importantly, let's all work together to ensure we implement the major Public Sector reforms of the Department and the Government. That is critical and it is important that we achieve this under the Departments Corporate Plan".

WOMEN MUST UPHOLD QUALITIES



Secretary Ms. Taies Sansan sitting among fellow women speakers at the conference

Women must uphold the 6 leadership qualities in their line of duty in order to excel and prove that women can be equal partners in nation building. This was the message Secretary Ms. Taies Sansan echoed when she addressed women who turned up at the Women's conference organized by the Department of Community Development. Ms. Sansan said, women must show that they can by upholding and embracing the 6 leadership

qualities; responsibility, honesty, integrity, respect, wisdom and accountability. Ms. Sansan told the women's conference that the challenges and issues women experience are socially constructed which means that the challenges that women experience or go through are embedded in our society through the way men and women interact with each other. Ms. Sansan told the conference that for women in the Public Service to be actively participating as nation builders and change makers, it requires more affirmative action from everyone starting at the

executive level, bureaucratic level and at the workforce level. "With all these challenges that women face on all fronts, how can we support women to be appointed to executive positions. If, by simply being a woman is already a challenge in itself, how can we support women to get to the top? With all the experience I have faced as a woman Departmental Head, I can surely attest that nothing comes without commitment and hard work. And more so the professionalism, honesty and integrity that

comes with holding leadership positions. We as women must show that we can by upholding and embracing these important qualities. We have to work hard to earn our place to being appointed to executive positions. I urge more women to rise up to the challenge to prove you are worthy of taking up executive roles. I encourage women to support each other in every possible way to get there. Our greatest challenge has been ourselves and we need to stop creating divisions amongst ourselves and focus on supporting one another".

CARITAS STUDENT TRAINEES

Twelve students from Caritas Technical School have commenced their work experience training with the Department. Nine of them commenced on Monday 7th December while others joined them later. The girls will be doing their work experience for the next 6 weeks. Acting Recruitment Officer Ms. Sonya Nakisi said, since reporting to the office for their work experience the girls have been as-

signed to work in different divisions within the department. On the first day of their work experience Ms. Nakisi took them on a tour to the 3 levels where the Department is located to show them the different wings and branches within the Department. One of the trainees is assisting in the Secretary's office, one is in the Ministers Office, one supporting the Exec-

utive Resourcing branch while the other are with Human Resource & Compliance and Corporate Services



Caritas students and Ms. Sonya Nakisi

& Capacity Building. Ms. Nakisi said, over the years students have been attached with the Department as part of their on the job training and

these girls are on similar arrangements. The all girls trainees will be doing their on the job training for 6 weeks as part of their overall school assessment.

GESI OFFICERS RECEIVE CERTIFICATES



Acting Senior GESI Officer Ms. Amelia Raka (Back 5th from L) flanked by workshop participants with their certificates.

41 officers from 20 line agencies and 8 provincial administrations were awarded certificates for their participation in GESI workshops last month. The Officers completed the Gender Equity and Social Inclusion Gender Mainstreaming and sensitization training workshops held in October/November. The officers received their certi-

cates during a presentation on Friday 4th December. There were 26 females and 15 males who attended the whole of Government workshops conducted in October and November respectively. Speaking to the officers prior to certificate presentation – Acting Senior GESI Officer Amelia Raka who presented the certi-

cates to the officers said, the presentation of certificates to the participants is an indication of the Department of Personnel Managements commitment as the custodian of the GESI policy to provide foresight and support in the mainstreaming and implementation of GESI to become

everyday business in the Public Service. Ms. Raka urged the officers to continue to take ownership of the implementation of GESI to ensure existing business processes, procedures and systems internally and externally are equitable, socially inclusive to create a fair and conducive working environment for all Public Servants.

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is an achievement for the Department but it is still work in progress to be completed in the new year. **MAP:** Changes have been made to the Management Action Plan in particular the formulation and reporting to ensure there is a more coordinated manner in terms of reporting. **SGO11:** A workshop was held at the beginning of this year to review the Special General Orders 11 which involved the withdrawal of powers applied in 2020 and 2021. The review looked at the application of SGO11 and how it has achieved the orders as set out in this special General Orders. **2021 Outlook & Major Activities. Major Public Sector Reforms – 29 Resolutions from the workshop.** The setting up of a Task Force will be a priority for implementation of the 29 resolutions which has been endorsed by NEC. Funding of K2m will be made available for the Task Force

to carry out its tasks. Mid Term Review of Corporate Plan: A mid-term review of the Corporate Plan 2019 – 2022 will be a priority next year and that's an area of importance as we look back at what we as a Department has achieved from the Corporate Plan. **MIS overhaul:** A major overhaul of the MIS will also be one of the major tasks being looked at for next year. Revamping and rebranding of the website is also an important task for 2021. We will be working with the Department of Information Communication and Technology IT Team to support our Web Review Committee to relook at our website, intranet and even the Scalix email system currently being used by the Department with a view to finding a system that works for us. The importance of getting our systems automated is a priority for 2021. **NID:** The Department has been working with the PNG Civil Registration Registry to have

all public servants registered. This is in line with the one person one position one pay policy. Following an NEC directive all Public Servants working in NCD were to have registered themselves by October and the rest of the other provinces by January 2021. To date 60 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. With the achievements and the outlook for 2021 – we are certain the Department is on the right path to achieving its activities and work plans in the new year. "I take this opportunity to commend all staff who have worked hard and delivered on their Key Result Areas. Please keep up the good

work. In the same breath I challenge those who take work for granted and have not performed their duties to pull up their socks in the new year. Through my Deputies and the executive management team I will now take a tough stand on those who continuously fail to perform their duties. I urge all staff to adhere to good work ethics and be examples for other public servants. We are the lead agency in the Public Service and we must lead by example". I would like to take this time to wish all the staff and your families a merry Christmas and hope that the new year brings a better outlook for you all. "Use the shutdown period to spend quality time with your families and come back refreshed to start on a new slate as we look forward to do more and achieve our goals in the new year. Merry Christmas and a prosperous 2021. God bless you all!

THE KNIGHTING GALS



Front L-R Azilyn, Eileen, Bernadette, Renagi. Back L-R Litianna, Doreen, Agnes, Tatovia, Dorcas

Staff were greeted with the beautiful singing of Christmas carols by a group of women from the Department who call themselves the "Knighting Gals". The Knighting Gals turned up during lunch hour to sing Christmas carols to Department staff. During the month of November/December, the group has presented Christmas Carols to offices within the Central Government Office (CGO) the floors of

DPM offices. The group initially started as a small prayer group who were meeting on Mondays and Fridays in the conference rooms to spend the lunch hour in prayer. "It was when we lost our colleague Ms. Grace Raga and the partner of our colleague Mr. Sobi Nigel to illness that triggered the group members to affirm their commit-

ment to organise a group in DPM to show an act of kindness and care for each other including extended relatives or family members in special times of need", said Ms Dorcas Livai. Ms Livai said the members make a donation during their meetings towards a support fund. The fund is used to buy necessities to support our

sick colleagues. She said, the funds have since being used by the group to visit the Late Mr. Wesley Eruel and the Late Mr. Oliva Kale. Besides making donations, the groups also visited colleagues who were sick and hospitalised to share with them through devotion and worship through singing.

WE SAY GOOD BYE TO ANOTHER COLLEAGUE

The Department lost yet another of its dedicated staff when the late Oliver Kale, the Acting Manager for SCMC passed on suddenly on Saturday the 28th of November. Late Oliver Kale who passed away after battling a long illness was described as a dedicated staff of the Department. His untimely passing came as a shock to colleagues as many were not aware that he had a medical condition. The late Oliver Kale was the Acting Manager for SCMC Branch with the In-

dustrial & Employment Condition Division. He served the Department for 9 years after commencing employment with the Department from 12th January 2011 until the time of his untimely passing. The late Oliver graduated from the University of Papua New Guinea in 2008 and his first employer is the Department of Personnel Management. During a funeral service to celebrate his life and pay respects to late Oliver, he

was described as a quiet achiever who was humble and made sure he performed his duties well. Colleague Jacob Tese who made a presentation during his funeral service said the late Oliver contributed immensely to the department during his employment with the Department. "His presence and kind nature will be dearly missed by all of us". The late Oliver Kale was



Late Oliver Kale

taken to his home province in Southern Highlands and where he was laid to rest at his village in Pangia. So long Oliver—May your soul rest in eternal peace.

STAFF PROFILE



Secretary Taies Sansan and Deputy Secretary Vele Ravugamini at the signing of his contract.



Secretary Ms. Taies Sansan with Director Corporate Services & Capacity Building Mr. Michael Moke at the signing of his contract

In this final edition of the newsletter for December 2020, we have the privilege of profiling 2 of our senior executives of the Department Deputy Secretary Executive Resourcing & Services Mr. Vele Ravugamini and Director Corporate Affairs and Capacity Building Mr. Michael Moke. Both Messrs. Ravugamini and Moke are both long serving officers in the Department and it is only fitting to have their achievements featured following the signing of their contracts last month. Mr. Ravugamini who was confirmed to the position for the next 3 years has been with the Department for 15 years serving in various roles. “I have the privilege of serving in the department at the senior executive management and middle management roles since joining the department in 2005. Mr. Vele has served in various capacities both in the middle management and in executive roles prior to being confirmed as Deputy Secretary. Amongst many of his accomplishments is his contributions towards the 2013 Organizational Structure and the Department’s revised Corporate Plan 2010-2015 “There are many significant achievements I contributed to in the department but two that stands out are; the development of the Department’s 2010-2015 Corporate Plan collectively with the senior executive management as well as design and development of Executive Leadership Development programs with University of Queensland under the *Pacific Leadership and Governance Precinct* (“The Precinct”). The former gave birth to our motto “*Rise Up, Step Up, Speak Up*” and also employing bottom-up approach where all staff members contributed their views and ideas during the development of the corporate plan, which my team (corporate services) then coordinated. On the contrary there are a myriad of challenges but one that gave me confidence was working alone in a division with Precinct partners to achieve the *Leadership Capability Framework* vision statement ensuring *high performing, ethical and ethical and values based leaders* in the

public sector driving the future of the National Public Services and PNG Your expectancy is how probable it is that a wanted outcome is achieved through your behavior and/or action and your value is how much you as the individual values the desired outcomes”. He said, his actions have been motivated by the assigned task achievement and outcome which gives him job satisfaction and is a motivational factor to achieving results. Furthermore, my personal commitment is to fulfill assigned tasks and willing to be held accountable for the results. Mr. Ravugamini also shared that having the passion and belief to sail unknown waters, in which he has been disposed and exposed during his career and have been able to achieve results. A message he would like to share is that there is no one best way of doing things, but which ever works for you, take it and work with it and at it. “Do not forget that the best way you are employing evolves and changes, which may not be applicable to the present time and situation in the rapid changing business world. I have learnt that our motivation for a given behavior and action is determined by either expectancy and values”. His message to young officers in the Department is to stay committed to challenges, and until you have the expected result you want. Moreover, having clear goals at achievable action steps and reaching those goals will give you a feeling of accomplishments and motivate you to continue performing on expectations of the given assignment. Importantly, stay focus on your goals and take it as it comes. Furthermore, you need the humility to accept other ways that are better from your team members and employ them thus putting others views first and listening to them that makes the difference. Mr. Moke on the other hand has a colorful history serving the department for 25 years. He commenced employment with the Department in 1989 after transferring from the Department of Education. He started off as a Budget Officer and worked his way up to becoming the Director Corporate Services and Capacity Building. Mr. Moke who hails

from Imbongu in the Southern Highlands province spent 25 years of his working life with the Department. He held various positions from Assistant Secretary Finance and Administration to Manager Finance and Administration. Some of the achievements he was involved in during his time with the Department were his contributions towards the 40 year Human Resource Strategy Development Plan. “I saw the need to improve services and create strategies to take control of delivery mechanisms to minimize costs and that is why the HRSDP is an important plan that will guide the Department going forward in the next 40 years”. He said, developing internal capacity building training both short and long term is a priority area he sees as critical for the Department. Mr. Moke said, maintaining budget and expenditure within ceiling with less liability is one of the challenges of his job but he says he has handled this fairly well. He said, he had a hand in contributing towards the 2019 –2022 Corporate Plan and says it is one of the first of its kind as it concentrates on core business functions and mandatory government interventions which were managed through the corporate plan. Being with the Department for 25 years paid off for Mr. Moke as he was one of the recipients of the prestigious Logohu Award in 2014 for Services to the Public Service. When asked if he had a message he wanted to share with others in the Department, Mr. Moke had this to say, “We are born with ethics and values. The value that each and everyone of us should have is the one we are born with and one of them is honesty. If you are honest, you will be in tune with the natural world. If you are not in tune with the natural world and if you are not listening to that little voice and turn a deaf ear by adopting negativity, you will not prosper. Utilize your God given values and all other things will fall into place”.