



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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TIME TO ACHIEVE THE "END"



Front L-R PSC Chairman Mr. Sioni, outgoing Minister Hon. Soroi Eoe, PS Minister Hon Joe Sungi, PILAG CEO Michael Barobe, Acting Secretary Mr. Ravugamani and Acting Secretary Foreign Affairs Mr. Wohengu flanked by senior staff from DPM, PILAG and PSC.

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The incoming Minister for Public Service Hon. Joe Sungi has issued a strong message to all public servants to ensure service delivery reaches the rural people. Minister Sungi made this known during a Handover Takeover ceremony with former Minister Hon Soroi Eoe on the 7th of January. The incoming Minister says he wants to see a change in the way of doing things in the Public Service. This was the crux of his message during the handover takeover ceremony. "For far too long we have spent time on the "means" but not the "end". The means is what we do and the end is simply serving our people. He said, why should someone wait for so long to receive services due to the long queues and processes of the

public service system. Minister Sungi said there are very long queue's and he wants to see it shortened so that the "end" result is realized and that is service delivery reaching our people. Minister Sungi also highlighted a number of measures he feels should be addressed and some of them are; the appraisal system, organizational structure, Performance Management system and the need for digitization of the public service systems. He mentioned the need for the appraisal system to be strengthened as it reveals whether an officer is performing or not. He said a lot of actions can be undertaken with the appraisal form. "It can be used to recommend training and even to terminate officers". The Minis-

ter also spoke about organizational structures where he referred to some departments as having 4 deputies. He said, this shouldn't be the case and that organizational structures should be standardized across all agencies. Minister Sungi also mentioned the need for digitization and said it is the way to go. He made reference to the Public Service of India and how a hugely populated country like India with 20 million public servants is efficient and effective. He said, India has the best Public service in Asia and there is a lot that we can learn from. He said, the digitization of the cumbersome processes in the public service can shorten the waiting period. Minister Sungi said he will take on from where the former Minister Soroi Eoe has left off to ensure continuity in the many policy initiatives that has been undertaken.

PUBLIC SERVICE DEDICATION SERVICE



L-R Public Service Minister Hon. Joe Sungi, Prime Minister Hon. James Marape, Minister for Community Development Wake Goi and Minister for Education Hon. Jimmy Uguro

Dedication and Commitment was the main message to all Public Servants by the Public Service Minister Hon. Joe Sungi. Minister Sungi used the dedication service to reiterate the call to public servants to take stock of simple things like being on time, clocking in at 7.45am and

clocking out at 4.06pm. The Public Service Minister was blunt in his message calling on all public servants to be productive, ensure they produce quality work and that they are reliable. The Minister posed a lot of questions to the many public servants who turned up

for the dedication service at the Sir John Guise Indoor complex challenging them to ensure they are punctual and that they conduct themselves in a manner fitting for a public servant. "If you are not working according to the public service hours - then you are a thief. The time is now for PNG to wake up and the wake up call

starts with civil servants". Minister Sungi said the program is timely. "We cannot do things alone if we don't have God in our lives". "Let us change the negative image of the Public Service into positive with pride and people can see that we can prove that we can do better".

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MINISTERS OFFICE DEDICATION



L-R Pastor Joseph Walters and two of his Ministry staff and Public Service Minister Hon. Joe Sungi during the dedication of his office.

The Public Service Ministers office was blessed on Tuesday 12 of January after re-known evangelist Pastor Joseph Walters was invited to pray over the office and dedicate it to God. In his remarks Minister Hon. Joe Sungi said, the dedication ceremony is important as his Ministry is in charge of the lead department in the Public Service and it is only proper that the office is

blessed. "It is a huge responsibility to lead the Public Service and that is why it is important for us to dedicate the Ministry through prayer and we need God to be able to lead us in order to deliver services to our people". Pastor Walters in his remarks said, the Public Service is the engine room and will use the dedication to pray for the wisdom of Solomon, the humility of

Moses, the integrity of Job and the skillfulness of David to be bestowed upon the Minister. "You can draw from the wisdom of Solomon and I pray for the humility of Moses to surround and guide you. You are in charge of a very important machinery and that is the Public Service. I pray for humility of Moses and the integrity of Job to be a solid

part of your leadership to run the office and provide you with superior wisdom to make wise decisions as the Minister responsible for the Public Service serving the people of our country". After sharing about the men of God whose characters he shared, Pastor Walters dedicated the Ministers Office in prayer and blessed the entire office.

DPM STAFF SENSITIZED



“GESI is one of DPM’s main policy introduced in 2012 and it is only fitting that department staff are sensitized through attending GESI workshops”. These were the remarks made by Acting Deputy Secretary HR Roselyn Wrakuavia during certificate presentation to staff who undertook the 2 day GESI Workshop training. Ms Wrakuavia said, the workshop was timely as it was important that DPM staff learn and understand the policy. Ms Wrakuavia said, the GESI policy was integrated into the Public Service Management Act 2020. Ms Wrakuavia highlighted

that as the implementer of the GESI policy it is incumbent on DPM staff to be acquainted with what the policy is about. “DPM implements, facilitates and administers the GESI policy to all other line agencies and it is only proper that our officers are sensitized. The fact that GESI is a DPM policy our staff must know what the policy is. GESI is human rights and it is for the Public Service which you and I serve. Human Rights is in the 8 point plan and it is in the constitution and that is why it is a very important policy



The 3 batches of certificate recipients who attained certificates

in the Public Service”. Ms Wrakuavia thanked GESI Whole of Government for the workshop and allowing EMT and the staff to join them during the presentation of certificates. She stressed the importance of the GESI sensitisation workshop is part of being able to understand the GESI policy and what it entails. Executive Manager GESI whole of Government Mr Emmanuel Ginis said What we

have done in the past 2 days was to get our staff to understand and be made aware of what the GESI policy is so we can be able to communicate with our other colleagues and clients throughout the public service. The GESI workshop is for DPM staff to understand what the GESI policy is and the purpose of implementing it. Further more the workshop is to understand their role in implementing GESI.

UPNG STUDENT TRAINEES

8 University of Papua New Guinea Business Management students are currently doing their internship at the Department. The 7 male and 1 female commenced 8 weeks internship in December 2020 and will complete it this month. Most of them are 3rd and 4th year students and see the opportunity to do their internship with the department as a great opportunity that

will greatly help them to see first hand what the HR processes are like. Final year student Sylvester Ifina who is attached to the policy branch said, it is an eye opener. “This internship is going to help me very much to get to know more about what it is really like in the actual workforce”. He said, this experience will really help me during my course this year especially in writing reports. Colleague student Emmanuel Wor who is also a final year student this year expressed similar sentiments. “I am really

learning the practical side of things and it will help me a lot in my studies especially when conducting research. I have learnt how to write memos etc”. The students have been allocated to



The UPNG Student Trainees

various branches within the department for the internship for the 8 weeks duration. Upon completion of their internship, the students will return to school for the 2021 academic year.

CONTRACTS SIGNED



L-R Ambassador Sam Abal, Ms Sansan, Acting Governor General Job Pomat, High Commissioner to India Paulias Kornii and Acting Secretary for Foreign Affairs Elias Wohengu.

Secretary Ms. Taies Sansan was on hand to sign contracts for 2 diplomats and a Chief Executive Officer as the first signings for 2021 at Government House by Acting Governor General Job Po-

mat on the 25th of January. Those who signed their contracts were former parliamentarian Mr. Sam Abal who has been appointed Ambassador to Japan and to the International Timber Treaty. The other diplomat

who signed his contract was former Secretary for Department of Information and Communication Mr. Paulias Kornii. Mr. Kornii has been appointed as the High Commissioner to India. CEO of the National Procurement Commission

Mr. Simon Bole was the only head of government agency who signed his contract. The National Procurement Board was also sworn in after the signings. Five members of the board including the chairman were sworn in by the Acting Governor General Job Pomat.

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The Public Service Minister in his statement called for dedication and commitment by all public servants. He also revealed that he will be working together with the Special Parliamentary Committee on Public Sector Reforms to look into how Public Servants can own property and hire car companies when they are only public servants. "We will be putting in preventative measures to reprimand public servants who abuse their positions to enrich themselves. Prime Minister Hon. James Marape who

delivered the key note address outlined a number of his governments achievements and policy initiatives they have undertaken whilst in office. When speaking about the Public Service Mr Marape said, public service in Waigani is too hierarchical, cumbersome and has too many systematic impediments. He said, it needed to be made lighter, better, smaller effective and efficient – instead of having too many bosses. He further stated that rural PNG needs to be filled with qualified public servants in order to get on with the business of serving our country. "Let's shift the

excess head and bloated fat from Waigani to the rural areas. I have had the privilege of visiting many of our districts and it breaks my heart to see public servants working very hard in the rural areas with no support from Waigani". He called on all public servants to pay respect to front liners like teachers, police officers, HEO's working alongside missionaries in the rural areas. The Prime Minister also reiterated the call by the Public Service Minister Mr Sungi to eliminate a system of public servants who get benefits for themselves by using their positions. We will put in place better incentives for public servants if they are committed to work.

In closing— Prime Minister Marape said, there must be no room for complacency and corruption. "I will work towards making ICAC to be fully established". He said, these are 2 of the cancers that affect our system. Hon. Marape said, we must have a public service that eliminates asking for favours as public servants and clients of the state. He said, the countrys future is dependent upon what we do today. He called on all public servants to rise up and be committed and that the government will honour its end of the bargain. "It is you and I who will make things happen for this country and no one else".

SENIOR STAFF SIGN KRA'S



Senior staff at the KRA signing with Secretary Ms. Taies Sansan

Senior staff of the Department have signed their Key Result Areas for their respective positions. Secretary Ms. Taies Sansan who was present at the signing said, it is now the direction coming from the government that the same template will be used by offic-

ers down the line to be signed off. Ms Sansan said, non-performers who have not achieved or completed their KRA's will be reprimanded. Secretary Sansan also appealed to the officers to also manage their attitude to work. "Limit

bad habits next year (2021), try and change bad habits and manage yourselves". Director Corporate Services & Capacity Building Mr Michael Moke also reiterated similar sentiments urging the officers to ensure they complete their KRA's. "This is a good start and this is the way. Through your KRA's—

we can use to assess you". Mr Moke further stated that the besides the KRA's ethical conduct towards performing their duties will also be taken into account. "We will also assess your ethical conduct and duty apart from the KRA's and once this is assessed your pathway will be clear".

SO LONG MR WEWERANG

In this first newsletter edition for 2021—we pay our respects to a civil servant and former department Staff the late Mr. Angori Wewerang who served the Public Service with distinction. In 2005 the late Mr. Wewerang and Ms. Junelyn Veratau commenced work with the Public Sector Workforce Development Program (PSWDP) which was attached to the Department of Personnel Management. The project was to assist DPM and other Central Agencies and Provincial Administrations to up-skill senior executives. In 2015 he was appointed as Director Pacific Institute of Leadership & Governance. He later joined the National Procurement

Commission as a Director and was appointed as Chairman of the NPC when he passed on. "The late Mr. Wewerang was a simple but a no nonsense man who conducted himself with so much integrity". This was how the late Mr. Wewerang was described by former staffer Mrs. Junleyn Veratau. Mrs. Veratau said Mr. Wewerang was a very dedicated public servant and a high performing high caliber personality who did his job with so much dedication". At his funeral service his only son Nostrodamus who read his father's eulogy described his father as a man of honor. "I found it extremely difficult to describe the type of person he

was because he was such an admirable person. I guess the most suitable way to describe him is that he was a man of many great principles and he lived everyday by these principles



Late Mr. Angori Wewerang

up until the time he passed took his responsibilities seriously. "He had a strong character for a man whom many who and a no nonsense guy who knew him would totally agree. wants to get on with the job". Acting Executive Manager Strategic Policy Development Ms. brought to his home village in Ida Yuki described him as a the Morobe province where he very responsible person who was finally laid to rest.

STAFF PROFILE



Ms. Josephine Konjib

scholarship to do her masters in Economic & Public Policy this year at the UPNG's School of Public Administration. Ms. Konjib who commenced employment with the department in 2000 as a Performance Monitoring and Evaluation Officer was made a permanent officer in 2001. She said she commenced employment during the reign of former Secretary Soiat William and commenced employment on the same date as Mr. Jefferson Buanam who is now the Acting Secretary DPM for the Autonomous Region of Bougainville. In 2015, Ms. Konjib was

joining DPM. She has been with the department for 21 years. When asked why she has decided to return to further her studies, this what she had to say. "I chose to further my studies for 3 reasons; I wanted to have that background so that I can have that requirement to further my career. I wanted to challenge myself because I could not complete my studies earlier on. I want to prove to my two older siblings who both have degrees that I can get a degree like them but one step higher than them to a masters". Asked where she would see herself in 3-5 years time and a confident Ms. Konjib stated that "I see myself in DPM in an executive management role". We wish Ms Konjib all the best in her studies this year as she commences in February to do her masters in Economics & Public Policy at the University of Papua New Guinea.

In this edition of the newsletter we will feature the Acting Director Southern Region Ms. Josephine Mina Konjib. Ms. Konjib is a yet again a successful recipient of the Australian Awards after she has been granted a

given a second opportunity to study when she went to Flinders University in Adelaide South Australian where she completed her Bachelors Degree in Government and Public Management in 2015. Ms. Konjib worked in the private sector prior to

GESI CERTIFICATE PRESENTATION IN PICTURES

