



OUR VOICE

"RISE UP, STEP UP, SPEAK UP"

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

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VIRTUAL HR WORKSHOP



Presenters and the moderator of the virtual HR workshop session L-R Ms. Wuluk, Acting Deputy Secretary Ms. Wrakuavua, Mr. Timothy, Mr. Asigau (Treasury), Mr Nave, Mr Awok & Mr Yuasise

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The HR workshop conducted by Department of Personnel Management in conjunction with Finance & Treasury was hailed a success. Acting Deputy Secretary Ms. Roselyn Wrakuavia said despite challenges faced with conducting a workshop during this covid-19 pandemic period coupled with other internal issues the workshop was pulled off with a record number of participants from around the country. The workshop which was hosted on the virtual platform zoom was the first of its kind used for a large workshop with participants from throughout the country. A record number of participants zoomed in to join the workshop from various agencies in the National Capital with many others joining from around the country. The workshop themed "Working Together For Data Accuracy" was opened on the 30th of March by Secretary Ms Taies Sansan. Ms Sansan presented her opening remarks via zoom from her office to open the workshop. "I want to thank the organising committee who have put together this virtual workshop to discuss and address key HR issues that are confronting the Public Service and the need for us to move in one direction to address these issues with the primary aim of delivering public services at minimal cost". Ms Sansan urged Public Servants throughout the country to remain steadfast and vigilant in this trying time and to continue to deliver their mandated roles in serving our people, especially front liners like doctors and nurses to protect citizens' lives during this critical period for our country. Secretary Sansan told participants that the workshop is a very important one and that it needs to take place to correct data on human resources and personnel emoluments and so it is timely to have the workshop at the end of the first quarter of the year. This is a directive from a number of NEC decisions since 2016 and through the Special General Order 11 of 2019 and other undertakings by the government to address the issue of over expenditure in Pay Bill in implementing a number of strategies across the public sector. "The importance of hosting the workshop is to ensure all public sector agencies understand the

national governments expectations. It will enable DPM through OSPEAC to inform the public service through your officers who are participating in this workshop on how respective agencies can contribute positively to achieve desired outcomes". "I want the Public Service to take note of government directives especially the 'Niupla Pasin' protocols and the need to follow simple rules by wearing masks, washing hands and social distancing in our work places or in public places. Once we all practice these protocols we will contribute to the reduction of the spread of the virus and come out safe like other countries". Secretary Sansan told participants that upon completion of the workshop - it is important that they brief their agency heads on the discussions of the workshop. Ms Sansan acknowledged the use of virtual platform zoom for the workshop given the covid-19 restrictions. Public Servants will continue to perform their duties by employing this new method to engage with each other without the need to be under one roof. "With the covid-19 restrictions and the governments National Isolation Strategy - being innovative is the way to go to ensure we continue to perform our duties as Public Servants".

GOV'T AGENCIES URGED TO PROVIDE FEEDBACK



Acting Deputy Secretary HR Advisory & Compliance Ms. Roselyn Wrakuavia & Timothy Desmond Director Highlands Region at the HR Virtual Workshop

Acting Deputy Secretary HR Advisory & Compliance Ms. Roselyn Wrakuavia told the virtual HR Workshop participants held at Lamana on the 30th of March that in order for DPM to report accurately on personnel

emoluments it needs one payroll system. Ms. Wrakuavia who presented an overview on the Special General Order 11 told the workshop that issues encountered by many government agencies in implementing SGO11 is the management of time and attendance. Mr. Wrakuavia also highlighted a number of other issues include the need for NID, use of government vehicles after hours, managing contracts and allowances relating to travel.

Ms. Wrakuavia appealed to all agencies to provide feedback that can be used in the review of SGO11. Mr. Wrakuavia highlighted that NID is also an important aspect of the review of SGO11 and acknowledged.

MEDICAL INSURANCE FOR PUBLIC SERVANTS



Secretary Ms. Taies Sansan providing a brief to the staff on the Medical Insurance for Public Servants during the staff Meeting at the beginning of this year.

Plans are afoot for the setup of a medical insurance entity solely for public servants in the country. Department of Personnel Management is currently taking the lead to put together a plan to pursue this very important initiative for public servants throughout the country.

DPM is preparing the groundwork through the engagement of a consultant to prepare an Insurance policy and set the framework for this medical entity for the public service. Through the engagement of the consultant work has been undertaken to put in place all require-

ments towards realizing this government initiative. Secretary Ms. Taies Sansan briefly announced this during the first staff meeting this year. Ms. Sansan said, she is happy with the progress so far. "This is a government initiative which we are carrying out. We should be able to release more details of the work that has been done so far very soon". Secretary San-

san said, it is the governments intention to ensure all public servants have a medical cover for them and their families. Once this comes to fruition all public servants in the country will be able to contribute a certain percentage of their salary fortnightly towards this medical cover. A submission on this will be sent to CACC and to SLOSH before being brought to NEC for endorsement.

TRIBUTE TO GRAND CHIEF SIR MICHAEL



Secretary Ms. Taies Sansan speaking the Hauskrai for Grand Chief Sir Michael Somare at the Sir John Guise Stadium Indoor complex

Secretary Ms. Taies Sansan was among the Manus community who joined provincial communities to pay tribute to the founding father Grand Chief Sir Michael Somare at the Sir John Guise indoor stadium where NCD Governor organized a hauskrai for provincial groups to gather and pay their respects to the late Grand Chief Sir Michael Somare. Sir Michael passed away on the 26th of February after succumbing to pancreatic cancer—his death brought together all Papua

New Guineans in their respective provincial groups to pay their respects. In her tribute to the Sir Michael Ms. Sansan highlighted that the Grand Chief Sir Michael was an advocate for women leaders. She told the hauskrai that during his life Sir Michael advocated strongly for women to be part of development and the nation building process. Secretary Sansan also spoke of Sir Michaels contributions to the Public Service. She said, the

founding father was the vice president of the Public Service Association and an advocate for localization and better working terms and conditions for public service in his formative years. She said, the public service is now enjoying the fruits of the efforts put in by Grand Chief Sir Michael in those days. Sir Michael and others were instrumental in setting the pace for the public service and displayed very ethical work ethics and standards for the public services.

NID UPDATE

The National Executive Council has given all Public Servants until the 31st of December 2021 to have their NID interfaced with the government Integrated payroll. This was what participants at the virtual HR Workshop were told. Acting Manager Technical Support Richard Awok in providing an update on the National Identification process that DPM is working closely with the PNG Civil Registry Office to ensure public servants are registered. Mr. Awok told the workshop that NID is an executive direction by the government following the passage of the Civil Registration Act which are legal provisions

for citizens that reduces the theft and fraudulent activities that deprive citizens of services intended for them. Mr. Awok on a status update told workshop participants that only 4 agencies in NCD have completed their registration with a total of 8, 473 public servants. 1, 544 remain outstanding and these are the public servants in NCD who are yet to register. DPM issued a circular instruction in 2016 regarding the need for public servants to register and since then no



Acting Manager Technical Support Richard Awok making his presentation at the HR Virtual Workshop

reports, outcomes, issues or impediments have been received by DPM to date. Mr. Awok said under the new directives issued through circular instruction 6 of 2020 no public servants will be hired if they do not have an NID card.

DPM CREATES APP AS WORKING TOOL

Microsoft Teams

Sign out



Welcome to Teams!

Department of Personnel Management

Continue

The opening page to the Microsoft Teams Applications

DPM will be using an app as a new working tool that will enable working remotely and working under the new normal protocols in light of covid-19. The MIS team has made a presentation of the online application plat-

form called Microsoft teams to the Secretary Ms. Taies Sansan and Deputies. In light of the challenges faced by Public Servants during this covid-19 period the need to be innovative and find new ways of working that can help prevent the

spread of the virus is critical. Secretary Sansan who was impressed with the presentation of the new app said, she has requested for some innovative ideas from the MIS team and as a result the Microsoft application was created. "Despite the

rise in covid-19 cases especially in NCD has prompted me to seek such an innovation and I am glad this app can be used by DPM staff once approved. A policy to guide the use of the application is being worked on.

SIR MICHAELS CONTRIBUTIONS ACKNOWLEDGED



The Public Service Minister Hon. Joe Sungi, Vice Minister Hon. Salio Waipo and Secretary Ms. Taies Sansan joined others around the country and the region to send their condolences to founding father Grand Chief Sir Michael Somare's family on his passing. In a joint condolence message to the

Somare family Minister Sungi, Vice Minister Waipo and Ms. Sansan conveyed their condolences by thanking the family for sharing their father with the country. The message also acknowledged that as the founding father Grand Chief Sir Michael Somare is an iconic leader who contributed immensely to the political shaping of the country. "He

is a remarkable statesman and commanded respect both nationally and internationally. The country has lost a great leader. As we mourn his passing we extend our gratitude for what he has done for our country and to the people of East Sepik who gave him the mandate to represent them in parliament thus the

longest serving politician in the Commonwealth. The Grand Chief's contributions towards the Public Service were eminent during the bridging years of decolonization when Sir Michael was instrumental in advocating for the localization of better working conditions for Papua New Guinean workers when he was the vice president of the Public Service Association"

WORK ON CONFIGURATION COMMENCES



DICT Team in discussions with DPM IT team

Work on configuring the DPM server is set to commence immediately following continued collaboration between DPM and department of ICT. Department of ICT IT team met with DPM's IT team to firm up tasks that need to be undertaken immediately. Both teams are now working on progressing a number of tasks which will commence immediately. The

teams met and have agreed to commence work on the configuration of the DPM Web Server to host the website and email services. Other tasks to be undertaken will be the configuration of the DPM file server to back-up current data that exists in the active directory server that is obsolete. Team lead for DICT team Glen Vitou said, once the Web and

Email Servers are up and running they will start the process of migrating respective data to each of the servers. Mr. Vitou has requested DPM IT team to provide all the Technical Specifications for the servers in order for them to provide support in preparing a redundant internet and virtual private network solution for DPM's network connectivity. DPM IT

team lead Tie Kifi who led the meeting thanked the DICT team for their support so far and looks forward to the commencement of the immediate tasks to be undertaken. While both teams have commenced work on IT support from DICT, a memorandum of understanding is being put together on the work that has commenced so far.

STATUS UPDATE ON AGENCY DATA COMPLIANCE

It has been revealed that many government agencies are not complying with providing data from their respective agencies on positions within their organizational structures to DPM. Wendy Wuluk Research Officer Industrial & Employment Conditions Division made this known when providing a status update during the HR virtual workshop held on the 30th of March. In her presentation Ms. Wuluk highlighted that DPM is implementing the NEC decisions which provides for the current pay policy framework relating to the application of the Hay Job Evaluation methodology. Ms. Wuluk presented that DPM in implementing sched-

ule 13.1 required respective agencies to complete a Designation Classification Review Matrix against current approved establishment comparison table and submit the matrix to DPM by the 21st of April 2021. DPM will do a reconciliation of the completed matrix by respective agencies by the end of April. Ms. Wuluk explained that notifications to agencies on the findings and corrective measures will then be undertaken thereafter. Ms. Wuluk further explained in her presentation that configuration of standardized designation of classifica-



Ms. Wendy Wuluk making her presentation at the HR virtual Workshop.

tions will be uploaded onto the government Ascender payroll system and this will be done by June this year. To date there are only 4 govern-

ment agencies who have complied. Besides the agencies there is one provincial administration and one provincial Health Authority who have complied.

STAFF PROFILE



Acting Deputy Secretary HR Advisory & Compliance Ms. Roselyn Wraquavia

In this edition of the newsletter we feature the Acting Deputy Secretary HR Advisory & Compliance Ms. Roselyn Magira Wraquavia. Ms. Wraquavia who hails from Yangoru in the East Sepik province holds a bachelor of Management degree from Divine Word University and a post graduate certificate in Governance & Public Policy from University of Queensland. Ms. Wraquavia has been with the Department since the 26th of March 2012 where she commenced as the

senior HR Advisor with the Human Resource Advisory under NGI sector. Ms. Wraquavia said it has been a privilege working with DPM as it provides fulfillment and provides opportunity for advancement. "Being with DPM has provided me with the opportunity to showcase my capabilities and has given me the ability to reach greater heights and realize my full potential. Being employed at DPM can be a stepping stone for further advancement". She shared that there are a lot of challenges at the work-front. "As the Acting Deputy Secretary, there are a lot of challenges both internal and external. DPM being the central agency and being in charge of the whole of government public service requires my attention". Ms. Wraquavia also shared that there were challenges she faced whilst an officer in HR particularly during the period when HR powers were revoked and having to manage it with limited manpower. The Acting Deputy Secretary also shared her style of manage-

ment which she says involves having trust and confidence in officers. She said, commending, acknowledging and encouraging staff to lift in their respective roles is vital for growth. As team lead for the wing Ms. Wraquavia said, she believes in team work and discussing issues openly for a better outcome. "I have matured in the job and I believe I can deliver with the knowledge and skills I've gained over the years". She said, she encountered a lot of intimidation and suppression over time but said this helped shape her knowledge and capabilities in delivering her mandated role. Ms. Wraquavia has a number of achievements under her belt but says being the Acting Deputy Secretary for her is a milestone achievement especially when coming from the province to a central agency. Her message to officers is to be committed, determined and you will get the recognition and promotion. "Be yourself and refrain from petty issues and time wastage to ensure you deliver to the best of your ability. Be open minded with little things and big things will find you".

VIRTUAL HR WORKSHOP IN PICTURES

