



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

# OUR VOICE

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

October Edition

## DPM STAFF GET JABBED



**Secretary Ms. Taies Sansan, Executive Manager Strategic Policy Development Ms. Ida Yuki and Acting Director Momase Region Ms. Christine Rupen receiving their vaccinations from the NCDPHA team.**

A number of Department staff took the time to get vaccinated against covid-19 when a medical team from the NCD Provincial Health Authority came to the Central Government Office to provide the service. They were part of the staff at the Central Government building who took time to listen to the presentation by the NCD Provincial Health Authority team who was on hand to provide vaccines to staff at the Central Government Building on Friday 8<sup>th</sup> of October. Among them was Secretary

Ms Taies Sansan. Secretary Sansan used the opportunity to appeal to DPM staff and all public servants to get vaccinated. Secretary Sansan said, the vaccine is voluntary but it is up to every individual to make those judgements. Ms Sansan highlighted the spike that's being experienced in the Highlands region and NCD. "On behalf of the government I encourage all public servants to get vaccinated". The NCDPHA team made a presentation prior to providing vaccination to staff that turned up.

WHO representative Dr Deborah Betels in a presentation prior to the vaccination, provided background information of 3 of the vaccines that is available in PNG namely, Johnsons & Johnsons, AstraZeneca and Sinopharm. The 3rd wave of covid-19 hitting the country has seen several provinces including the National Capital District being hard hit with increasing numbers of covid-19 patients admitted to the Port Moresby General Hospital causing severe strain on the health

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## CONTRACT SIGNING FOR 7 AGENCY HEADS



Secretary Ms. Taies Sansan (2nd from right) with 7 Agency Heads Who signed their contracts of employment at Government House

Secretary Ms Taies Sansan was on hand to sign on behalf of the government 7 agency heads their contracts on the 26th of October. The agency heads signed their contracts after the State Solicitor cleared the contracts for signing. Governor General Sir Bob Dadae signed the contracts on behalf of the state and Secretary Sansan signed on behalf of the government as stipulated under the Public Service Management Act. The agency heads that signed are Harry Kore, Secretary of Mineral Policy & Geo Hazards; Henry Mokono as Managing Director of National Housing Corporation, Patrick Painap chairman of the National Economic and Fiscal Commission; Ms Pauline Bre Commissioner for Service Internal Revenue Commission; Mrs Marleen Toliman Akop First Legislative Counsel of the office of the Legislative Counsel and Ms Mollie Willie Daure the Director of the National Volunteer Service. H.E. Grand Chief Sir Bob officiated at the employment contract signing ceremony of the heads of departments and statutory bodies.

## PMS GUIDELINES REVIEW



PMS Consultant David Horabi making a presentation to staff during a PMS session

The Performance Management team is working on putting together revised guidelines for the Key Result Areas (KRA) form that is used by line agencies to input information on KRA's on the PMS system for the appraisal of agency heads. The review has come about as a result of amendments to the Public Service Management Act. Executive Manager Executive Performance Management Diki Saia explained that the reason for the review of the guidelines to the PMS Forms is to make it aligned to the changes. Mr Saia further explained that there are also minor inputs to guidelines that relate to agency heads of Regulatory Statutory Authorities and Provincial Administrators. Mr Saia said they have had 3 meetings to review the guidelines. The 2 forms that are being reviewed are form G1 which is for the writing of KRA's and instructions on how to fill in the KRA's. The other form which is the G3 form is the assessment form. Mr Saia said, the PMS team will review the guidelines and have it presented to Executive Management Team for their comments and feedback. Mr Saia also mentioned that they are looking at putting in a provision in the regulations on compliance as this has been the challenge faced over the years with the PMS system.

## PILAG MAKES AWARENESS ON TRAINING POLICY



**PILAG DEPUTY CEO Robert Nemala making a presentation to members of the EMT on the pathway of implementing the Public Service Training Policy**

Pacific Institute of Leadership and Governance (PILAG) are running awareness on the Public Service Training Policy which was launched this year. The PILAG teams first stop was DPM where they made an awareness presentation to select Executive Management Team members. In welcoming the PILAG team the Acting Deputy Secretary Policy Mr Elison Kalimet said, as the department responsible for the entire public service, DPM will take ownership of the training policy and will be at the forefront of delivery of the policy. "The training policy ema-

nated with the support of the department and as a result of the Public Sector Reforms Workshop held last year in which the policy is a resolution to develop a workforce training policy for the entire public service". PILAG CEO shared that PILAG is implementing point 15 of the resolutions of the Public Sector Reforms which makes DPM as the core department to implement the policy. In making the presentation PILAG Deputy CEO Robert Nemala said, the intention of the awareness is to look at the next phase of implementing the policy and a whole of

Government approach is what they will be taking to implement and conduct the roll out of the policy in 2022. In his presentation Mr Nemala highlighted the steps PILAG will be undertaking to establish a mechanism that provides for structured systematic training for public servants. It was also revealed by Mr Barobe that former departmental heads will be utilized to provide some of the training especially leadership courses as a way of sharing their experience.

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*Continued from page 1* system and placing medical front line workers at a higher risk. Vaccination remains voluntary however PMNEC Secretary Pomaleu also issued a circular calling on public servants to be vaccinated to ensure government services continue in light of the covid-19 situation in the country. In circular instruction 26/2021 issued by Secretary Pomaleu, he called for public servants to be vaccinated to ensure government work continues in light of current covid-19 situation in the country. Secretary Pomaleu said, the government is treading a fine balance

between addressing the pandemic on one hand and keeping the economy functioning. It is important that we now make a call for the bureaucracy and the public service to take the lead by getting vaccinated in order to protect yourself, your co-workers and your families. This is an appeal to reason and not a mandatory position to anyone. If you wish to be guided by medical and scientific advice then ensure the source of advice is credible. Secretary Pomaleu said, for the moment advisors point to the vaccine as the only option to protect us against effects of covid-

19. "Taking the vaccine is an act of free will but in keeping with the need to keep government services functioning, the economy active; it is considered important to encourage public servants to take the vaccine to protect yourself, your co-workers and those who derive services from you". Currently only 10 percent of DPM Staff have been vaccinated. A breakup of respective divisions who have been vaccinated sees 80 percent of staff from Secretary's office while the other divisions are yet to reach the 50percent mark.



## ORIENTATION FOR AGENCIES



**Executive Manager Contracts & Appointment Mrs. Marita Kouga making a presentation to the NEFS Management**

The department of Personnel Management Executive Resourcing branch has conducted orientation with a number of agencies who requested for a one on one session to properly acquaint themselves with the requirements of contractual obligations under the Performance Management System. Staff from the branch visited the National Economic Fiscal Commission on the 12th of October. The objective of the orientation is to make aware of the agency heads contractual obligations under the contract of employment clause and terms and conditions. Furthermore, the orientations is aimed at making agency heads aware of the online Performance Management System tool and to provide guidance and assist in drafting agency heads Key Result Areas. Executive Manager Contracts & Appointment Mrs Marita Kouga in making a presentation to the NEFC highlighted DPM Secretary plays an oversight role for state institutions that are subject to the Public Service Management Act. In her presentation Mrs Kouga also highlighted the merit based process, the appointment process, the PMS system and the importance of developing Key Result Areas.

## GESI MAINSTREAMING WITH PUBLIC SOLICITORS



**Senior GESI Officer Ms. Amelia Raka (3rd from right) with staff of the Public Solicitors Office at the mainstreaming session**

The GESI whole of government team has continued its mainstreaming sessions with agencies that are yet to undergo the mainstreaming exercise. Last week (insert date) the GESI WoG team conducted a mainstreaming workshop with the Public Solicitors Office staff to get them acquainted with the GESI policy and how they are to apply the policy in their organisation. Senior GESI Officer Ms Amelia Raka conducted the mainstreaming exercise with the staff. There were (insert) who attended the sensitization training. Since the GESI WoG team have conducted the mainstreaming training sessions to Law & Justice sector agencies, Judiciary Staff, Magisterial services, Ombudsman Commission and the Public Prosecutors and the office of Library & Archives have who undergone the training this year. The GESI WoG team is now planning for next year to have the schedule of agencies that they will run through the GESI sensitization training programs with.



# DPM IN PICTURES

