



# MINISTRY OF PUBLIC SERVICE DEPARTMENT OF PERSONNEL MANAGEMENT MEDIA STATEMENT

**HON. JOE SUNGI, MP**  
Member for Nuku &  
Minister for Public Service

## 2021 KEY POLICY ACHIEVEMENTS

**Ms TAIES SANSAN**  
SECRETARY - DPM

2021 continued to be a year of challenges for the Ministry of Public Service and the Department of Personnel Management amidst covid-19 pandemic however we persevered and managed to achieve a number of outstanding policy initiatives carried over from 2020. This year is also the year the department achieved one of its key long term plans for the public service and that is by launching the Human Resource Strategic Development Plan 2020 to 2050 which will now set the road map for the future of the Public Service.

Set out below are main policy initiatives that the department has achieved this year. These are key policy initiatives from priority areas that fall under Key Result Areas for the Ministry and the Department.

Upon celebrating the 2<sup>nd</sup> anniversary of the Marape/Basil government - a score card with its key priorities was issued. Under the manifesto the government has prioritized a number of key issues and among them is the Public Service. The 6<sup>th</sup> manifesto refers to the governments call to action for the Public Service and states, "we will restructure the public service to function efficiently and effectively. It will be devoid of complacency and corruption. Waigani and national government will be smaller for policy and monitoring and public sector right sizing. We will transfer public servants to the provinces and districts".

This statement reflects the government's commitment to see important policy reforms that will pave the way and set in motion the many policy initiatives we would like to see achieved by the department.

The endorsement of the 29 resolutions by NEC consequently resulting in the need to implement the resolutions shows the drive and vigor the government has placed on reforming the public service to make it an employer of choice for new graduates which is one of the objectives we will strive to achieve.

Outlined are key policy initiatives we have achieved in 2021.

### Human Resource Strategic Development Plan 2020 to 2050

Prime Minister Hon. James Marape launched this long term plan on the 24<sup>th</sup> of June. The HRDSP 2020-2050 is a milestone achievement for the department and the Public Service as a whole. It is the first time for the Public Service to have a long term plan to guide reforms to the public service as a whole.

HRSDP 2020 - 2050 becomes the Public Service career path policy framework. The policy objective of this plan is to improve manpower planning through the creation of a proper pathway for public servants to be indoctrinated into the public service, develop more responsible and ethical public servants and to prepare public servants for life after public service. This plan basically sets out the road map for public servants entry into the public service and exit out of the public service.

A properly structured Career Path must be instituted for those who wish to be Public Servants.

We hope that through this plan it will have a trickle-down effect on;

- Improving general effectiveness and efficiency in the performance of the public service
- Strengthening systems and processes within the public service over the next 30 years.
- Rekindling a sense of nationalism, oneness and pride by attracting the younger generation to be part of the public service workforce.
- Critical importance of districts and LLG's performance to ensure service delivery.
- A sense of obligation by public servants to serve the people.
- Elimination of unethical conduct.
- Maintaining discipline through the rank and file in the public service.
- Rebuilding of all facets of the Public Service for prudent change to take place in the Public Service

### NID for Public Servants To Lead To ONE (1) PERSON, ONE (1) POSITION, ONE (1) PAY and Cleansing of Payroll.

The Department of Personnel Management has been working in collaboration with the PNG Civil & Identity Registry to ensure all public servants are registered and have their NID Cards.

According to the latest figures, 90 percent of public servants in NCD have registered since July 2021. This is a great achievement as it has been a difficult task.

Agency	Staff on Strength	Registered	Not Registered
NCD Agencies	11,885	6,903	78
Agencies with staff in Provinces	15,575	2,312	

The NID registration for respective departments and their staff to comply has been slow however DPM has been working closely with PNGCIR to ensure all public servants are registered accordingly. The need for NID for all public servants is part of the overall cleansing of the payroll system from ghost names and is also geared towards the One Person, One Position, One Pay policy.

The National Executive Council on the 3<sup>rd</sup> of February 2021 made the decision to further extend the deadline to the 31<sup>st</sup> of December 2021. Thereafter public servants failing to comply with NEC Directives and Circular Instructions from DPM will possibly face disciplinary actions in the New Year.

Therefore, we encourage all public servants to co-operate so we can achieve the aim of this exercise and clean the payroll and reduce the payroll costs. That is the latest achievement despite the many challenges encountered along the way in implementing the NID card system for public servants.

### HR Business Process Launched

The HR Business Process was launched on the 12<sup>th</sup> of June by the Public Service Minister in Lae Morobe province. The launching of the HR Business Process coincided with its roll out in Morobe as the pilot province for the Momase Region.

For the first time DPM developed the National Public Service Human Resource Business Process handbook which underpins the 4<sup>th</sup> edition of the Public Service General Orders 2012. The manual was compiled to provide a source of reference to employees of government agencies, provincial and district administrations and statutory authorities.

The HR Business Process Manual will serve as a guide for senior Executive Managers and HR Practitioners in their role as senior service delivery agents to public servants and to assist management in the delivery of human resource policies, processes, service programs and practices in a fair, equitable and consistent manner.

The HR Business process gives recognition to the critical role of human resource as a driver of the organizations capacity to deliver sustainable and quality service.

Following the devolution of HR functions to some agencies including those whose HR functions have been withdrawn, GoPNG HR practitioners need to build on their understanding of relationship between HR Business activities and their agencies core business needs to ensure effective HR decision making directly contributes to business outcomes.

Under the whole of government arrangement, DPM together with the Pacific Institute of Leadership and Governance have jointly developed a training package that captures the National Public Service HR Business Process. All state agencies are required to ensure that key personnel are identified and fully supported to participate in this important HR capacity enhancement training.

To put things into perspective - the HR Business process is in line with the Public Service long term policy framework with regards to entry into the Public Service. The long term Human Resource Development Plan 2020-2050 require graduates to undergo training which will be conducted at the Pacific Institute of Leadership & Governance before being inducted into the Public service.

This long term plan will demand for a well-trained, responsive workforce capable of meeting tomorrow's challenges; improving the quality of work for delivery of effective & efficient services is imminent. It is for this forgoing reason that the need to build capacity is paramount as it sets the parameters within which the new intake of public servants will be guided towards being inducted into the public service.

### Retirement Exercise

Since the commencement of the retirement exercise in 2019, about 2,000 public servants have been retired at a cost of over K36.7million.

This is a great achievement as many public servants who are well over the compulsory retirement age remained on the government pay roll for a very long time due to funds not being made available to pay them out.

The foresight of the Marape government enabled the allocation of funds to pay out aging public servants who have remained on the payroll for years.

Department of Personnel Management who was tasked with the retirement exercise continued the retirement exercise this year to retire aging public servants who have reached the compulsory retirement age of 65 years and others on medical grounds.

Last year a total of 1,401 officers were retired at a cost of K28.4million. A savings of K14million was made after the officers were removed from the Ascender Government Payroll.

The retirement exercise saw the payout of retired public servants for 2021 as follows;

Batch	No. Of Agencies	No. of officers	Total	Pay #
1	6	37	2.9m	17
2	12	318	25.7m	20
3	30	341	17m	26
4	34	647	41m	Pay 1/2022
<b>TOTAL</b>		<b>1,343</b>	<b>K86.5m</b>	

Since the retirement exercise was endorsed by NEC in 2019, DPM has implemented the retirement exercise since 2019; however the actual payout of retirees commenced in 2020.

The total retirees paid out so far since the retirement exercise commenced is outlined as per the table below;

Year	Number of Retirees	Allocated Funds
2019	80	K4.7m
2020	401	K23.7m
2021	1,343	K86.5m
<b>TOTAL</b>	<b>1,824</b>	<b>K114.9m</b>

The retirement strategy target achieved for 2021 is 65 percent.

### Abolished Agencies Paid Out

Officers from 3 abolished agencies were finally paid out their full entitlements this year despite the tough economic times the country is facing.

The retrenchment of the officers of these abolished agencies stemmed from decisions taken by the National Executive Council back in 2017 as part of right sizing, duplication of roles that the government undertook.

These officers were finally paid out a total of K5million bringing to a close the retrenched payout of officers from these abolished agencies facilitated by DPM.

The abolished agencies DPM facilitated their staff final payouts are Costal Fisheries Development Authority, Office of Urbanization and the PNG UNESCO Office.

### Medical Insurance for Public Servants

2021 has seen significant progress on the push towards making medical & life insurance for public servants become a reality. 2021 was the consultation year with stakeholders and finally the State Solicitor has given some options to pursue this matter in 2022. Cabinet will be informed of these options and a decision will be taken from thereon. This is a huge leap towards achieving this milestone for public servants in the country.

### Training Policy For Public Service

The launch of the Training Policy for the Public Service provides a further alignment to the Public Service long term plan the HRDSP 2020-2050.

The Training Policy is part and parcel of the governments pronouncements to put in motion every component of state apparatus partake in every means possible to "Take Back PNG".

The policy launched in August is another milestone achievement for the Pacific Institute of Leadership Governance and the Public Service as a whole. The Policy is intended to advance the governments desire to make the entire public service machinery appropriately functional through systematic training and recruitment that ensures merit based appointments to public ser

### Special General Order 11

An Impact assessment report was put together after a working team conducted an assessment of how the Special General Order 11 was implemented. Following NEC decision 109/2019 DPM issued circular instruction 15/2019 to all agencies to adhere to SGO11.

We are happy to announce that the Impact Assessment report will accompany an NEC Submission in which the Minister will report back to NEC on the implementation of SGO11 which lapsed on 1<sup>st</sup> October 2021.

It is to be noted that SGO11 was the cost cutting measures NEC took made in 2019 to have all line agencies to address.

SGO11 achieved its intended purpose with some savings made in different areas with the provision of compulsory NID registration for all public servants which contributes to a huge part of payroll cleansing with the aim of removing ghost names from the payroll.

### Engagement of Deloitte to audit the Ascender Government Payroll.

Accounting firm Deloitte Touche Tohmatsu has been engaged to conduct an audit into the Public Service Ascender Payroll system. DPM and the National Procurement Commission signed the contract of engagement with Deloitte on the 6<sup>th</sup> of December. The engagement of Deloitte to conduct an audit on the Public Service Ascender system comes as the need to streamline the payroll system between DPM and Department of Finance.

As part of HR Audit of the Payroll system and the 29 approved Resolutions by NEC following the Public Sector Reform Workshop, an external audit is to be conducted on the systems component.

Anomalies relating to HR configuration and configuring correct salary allowances etc. require correction hence the need for engagement of an audit team to audit the payroll system, amongst other matters.

The engagement of Deloitte now ticks off on an important milestone towards auditing the Public Service payroll system which has been outstanding for some time.

### Creation of Database for Elections

A database has been created to be used for all information of public servants who are intending to contest the 2022 General Elections. The Department did not have such a database previously and the creation of the database will greatly assist the department to keep proper records of public servants who have resigned to contest the elections.

The database will hold information about all public servants who resign to contest the 2022 General Elections to ensure Department of Personnel Management has the information of all public servants who will be resigning to contest the elections.

The database will be a system to monitor and keep track of public servants and government agency heads who intends to contest the upcoming General Elections. The NGECD system keeps personal files of all candidates who have resigned to participate in the General Elections. All records are treated with confidentiality and stored in the system's database for data reference in terms of reporting to Secretary Department of Personnel Management and for other relevant stakeholders.

The database will be administered and managed by the DPM 2022 National General Elections Technical Working Group. The TWG also includes representatives from the Electoral Commission, Finance & Treasury and the Office of the Registrar of Political Parties & Candidates.

Next year 2022 is election year and Department of Personnel Management is doing all it can to ensure a proper database for all public servant intending candidates who wish to run for elections is kept by the department. This is to enable DPM to monitor and have details of public servants in place to ensure proper records database is kept.

### CONCLUSION

Amidst challenges brought on by the covid-19 pandemic the Government has prioritized the public service as one of its priority areas and to clean the public service payroll; retire aging public servants in line with the retirement strategy; ensuring all public servants are registered with NID for payroll cleansing purposes; implement the performance based contracts and delivery of key results areas from top to bottom in the organization; maintaining the restriction on recruitment, but ensuring only essential service organizations are considered priority over non-essential service organizations in relation to COVID-19 and Government priorities.

While vaccination remains voluntary, DPM as a lead government agency continues its call on public servants to get vaccinated as it will ensure workplace safety in the public service is not affected and the public service machinery continues to deliver services.

The need to continue to progress key policy initiatives is critical to ensure they are accomplished. The public sector reforms to be undertaken by the National Task Force Team is also a critical task as it lays the foundation for the public service reform initiatives as directed by the government.

This is all part of the public service reform initiatives as directed by Prime Minister Hon. James Marape.

We take this opportunity to thank the hardworking teachers, disciplined forces, health professionals, the revenue generating agencies and the rest of the public servants throughout the country and wish you all a Very Merry Christmas and a Prosperous 2022.

HON. HON. JOE SUNGI, MP  
Member for Nuku and Minister for Public Service

Ms. TAIES SANSAN  
Secretary DPM