



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

# OUR VOICE

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

December 31 2021

## SECRETARY'S CHRISTMAS MESSAGE



**Secretary MS Taies Sansan**

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As we come to a close of another year, I would like to reflect on how we fared throughout the year especially our challenges; and what the department has achieved despite the challenges we faced along the way. This year is yet another challenging year as the country faced the 2<sup>nd</sup> and the 3<sup>rd</sup> wave of covid-19 which adversely affected our health system resulting in a near collapse of the health system. This also impacted on staff especially those who contracted the virus. Luckily for all of our staff who tested positive they all fully recovered. Despite the challenges we have managed to accomplish a number of key initiatives this year and we look forward to accomplishing more in the new year. **HRDSP2020-2050** 2021 will go down in history as the year that the Public Service finally had a long term plan. DPM launched its long term plan thus providing a road map for the future of the public service. The launch of the 30-year Human Resource Development Plan 2020-2050 was a milestone event. Prime Minister James Marape in launching this plan is adamant that the plan is what is required to start the process of bringing

have now become guided by the amendments to the PMSA Act. This requires them to resign a year prior to issue of writs and they can only return to the public service 5 years after they're unsuccessful. With the amendment to the Act it now brings in this new requirement, DPM had to up its game to ensure public servants conform. It is for this reason that a Technical Working Group was put together to ensure all election related information for public servants who intend to run for elections is captured. The TWG created a database which now stores all these information of public servants. **Time & Attendance:** Time & Attendance of public servants has always met the ire of the public who continuously raise the issue as one of the main cause of unproductivity of public servants. All efforts to get public servants to adhere to the official working hours of 7.45am to 4.06pm. continue to be a challenge. *Continues p4*

about change in the public service to modernise the public service. **Training Policy:** A number of other firsts occurred as a direct result of launching the HRDSP. The HRDSP is the pinnacle of other policies that are in line with the implementation of the long term plan. There was the training policy developed by the Pacific Institute of Leadership & Governance. The policy provides for a clear guideline into how government agencies training needs are addressed. **Database for Elections:** Public Servants whom during their career decide to try their hand at politics

## DPM TEAM TO SUPPORT DELOITTE



**Secretary Ms. Taies Sansan (centre) Signing the Contract of Engagement for the engagement of Deloitte**

A DPM team will be supporting the major audit to be conducted by renowned accounting firm Deloitte who have signed a contract of engagement to commence auditing of the government payroll system. DPM will be the leading government agency to facilitate Deloitte as it sets out to conduct the audit. Secretary Ms. Taies Sansan was present for the signing with the chairman and the CEO of National Procurement Commission who co-signed the contract of engagement on behalf of the state. Speaking at the signing Chairman of the Special Parliamentary Committee on Public Sector Reforms & Service Delivery Hon. Gary Juffa explained that the review will be conducted over a 6 months period and it will cover the effectiveness of the public service current payroll system and its human resource framework and recommend for corrective action. He said, the actioning of the recommendations of the review will be the solid basis to modernise the public service payroll system and with Deloitte on this".



**Mrs. Nancy Levi (far left) with the review team**

## DPM PARTICIPATES IN REVIEW INTO REAL ESTATE INDUSTRY

DPM is part of a Working Committee put together by the CLRC to review regulations relating to the Real Estate Industry in the country. As part of the review, members of the Working Committee travelled to Milne Bay province to consult with key stakeholders from the Milne Bay provincial government, National Housing Corporation, Department of Lands & Physical Planning and landowners to gauge their views. The stakeholder meeting held from the 31<sup>st</sup> of November to 2<sup>nd</sup> of December had the

working committee meet with stakeholders. Executive Manager Public Service Housing Mrs. Nancy Levi who is part of the Working Committee said, the team held meetings with various stakeholders including the Provincial Administrator and Senior Management Team of the Milne Bay Provincial Government. Mrs Levi said, the meeting was with the officers on the ground that deal with the needs of real estate in the province. Mrs Levi said, the consultation gave a very good perceptive of the real estate industry in the Province, led by the government agencies that face difficulties and limitation in management development and allocation of houses to the public in the Province. Mrs Levi said, they also met with principal landowners of Toudikwa Estate. This estate has 106 allotments with free

holder titles held by the landowner group that allows activities of residential, commercial and light industrial housing on the allotments and annually receives land rental. The meeting with the principal landowners indicated an unfair disparity of wealth receivable on the land been leased by individual and business owners. It was also revealed that the current laws and regulations are not applicable to the Landowners. "We also visited two other real estate sites, the Raven estate and the Geneto Housing Estate. Mrs Levi said, they are hopeful the consultations will help provide an insight into the real estate issue in the country towards regulating the unregulated real estate industry in the country.



## DPM PARTICIPATES IN ALUMNI CAFÉ FOR PERSONS WITH DISABILITIES



Ms. Amelia Raka (2nd from left) representing DPM at the virtual session

By Journalism student  
Mathilda Ginio

Department of Personnel Management participated in the Papua New Guinea Australia Alumni Association alumni café on the 2<sup>nd</sup> of December. Senior GESI Officer Ms Amelia Raka who represented Secretary Ms Taies Sansan joined other guests of honour to be part of the panellists who participated in the alumni café. Ms Raka joined the guests of honour who made up the panellist for the alumni café to speak on experiences as part of commemorating the International Day of People with Disability. The guests of honour joined a panellist from the Pacific to discuss the theme of this year's International Day of People Living with Disability, 'Leadership and Participation of Persons with Disa-

bilities towards an Inclusive, Accessible and Sustainable Post Covid-19 World'. Ms Raka who joined the Secretary for Community Development Youth and Religion Mr. Jerry Ubase shared plans put in place by DPM to address issues experienced by PWD's during covid-19. Ms Raka in a brief background told the zoom session that Department of Personnel Management is responsible for the management, administration and coordination of Human Resource Personnel in the whole of public service. Ms. Raka said, our policy was launched in early 2013 and as of October 2020 we had the privilege of working very closely with other associates to assist in the reviewing of our National GESI Policy. Ms Raka shared that DPM has action plans for people living

with disability. "We have identified that disability involved when we do launch the second GESI policy. This is for agencies to actually take ownership and make assessment of workplace condition for employees with disability. And the third focused area is Agency Operation and that is by having agencies to actually assist and integrate disability policies and programs within their respective workplaces." "Disability is the responsibility of every single agency in the whole of public service. Our department is including disability in the second policy where we tentatively looking at launching next year, where it becomes an action area that will be incorporated into key priority indicators of department Heads".

Under the review of the GESI policy, we are now working towards three different focus priority action areas. The first area is driving disability GESI Accountability and the objective would be to develop policy in dealing with disability that is consistent with the National Disability Policy. The second focused area is promoting the uptake of GE-

## DEPARTMENT URGED TO IDENTIFY OFFICERS FOR RETIREMENT



Ms Wrakuavia & DPM Officers with the DAL Retirees

Director National Agencies Ms. Wrakuavia made these remarks when speaking at a farewell reception for 22 Officers from the Department of Agriculture and Livestock (DAL) who received their Certificate of Service. The farewell luncheon was hosted by the De-

partment of Agriculture and Livestock at Stanley Hotel, Port Moresby on the 20<sup>th</sup> of December. Ms. Roselyn Wrakuavia said, out of the 22 while waiting to be retired, two have died. Only 20 retirees were there to collect their Certificate of Service. Most of them were officers that acceded a few years ago due to man power shortage and skills and also this department need a lot of skill officers especially in the Agriculture Department Sector. Ms. Wrakuavia said, government is now focusing on agriculture and that they have to bring these old people back just to fill the positions to pass on the knowledge and training down to upcoming officers she said. "They was only one retiree for batch 3 who was paid out while 18 of them in batch 4 will be paid out on pay 26. "I encourage other departments to look into their staffing and establishment and identify officers who have reached the retirement age of 65 years old to submit their names to DPM for their retirement because the government has allocated K200 million for the retirement exercise for next year".

## SECRETARY'S CHRISTMAS MESSAGE

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As a result of this and decisions by NEC, DPM has issued circular instructions to all line agencies to ensure they make every effort to have their officers to be paid for the hours they put in. DPM as a lead agency has to lead by example and that's why we have commenced using the online clock in system. **SOP** One of the challenges that will remain for public servants throughout the country is Covid-19. It has been a major challenge for the public service on all fronts. Despite all the efforts by the government to manage the global pandemic it has remained one of the greatest challenges we are faced with. There were issues of public servants refusing to be vaccinated and a host of other issues surrounding covid-19 which were quite challenging for the public service. As a result of that DPM in collaboration with the National Control Centre successfully put together Standard Operating Procedures for covid-19. DPM issued a circular instruction to all line agency heads to ensure their officers adhere to the SOP or develop their own. The SOP developed by DPM & NCC is the

first of its kind for the public service regarding covid-19.

**2022 Outlook:** Looking forward to the new year, we would also like to plan ahead and be prepared for what we have to do when we return in the new year. 2022 will be another year that we would like to accomplish more work that we have done over the years. High on the agenda for policy initiatives we would hopefully accomplish in the new year is the General Order 5<sup>th</sup> edition. Although a lot of work has been put into releasing the 5<sup>th</sup> edition of the revised GO this year, the changes to the PSMA Act had to be accommodated into the GO 5<sup>th</sup> edition hence it held back the launch of this edition. We anticipate this should be all good to go in the new year.

**Housing:** One of the major works that has been on-going for some time now has been the housing policy for public servants. I announced in September to staff during the Independence anniversary celebrations that NHC has allocated 100 allotments to DPM from the Duran Farm public service housing scheme - I am looking forward to signing the MOU with NHC hopefully in the new year.

This will be a great relief for our staff and a great achievement for the department.

**Payroll Audit:** The engagement of accounting firm Deloitte to commence the audit of the Ascender Payroll will be an important task and priority to be undertaken next year. The audit should also identify anomalies that we hope will help address issues with the public service wage bill. A DPM team will be supporting Deloitte on this work in the new year.

**HRDSP2020-2050 Road show:** We are also looking forward to doing a road show in 2022 on the implementation of the long term plan- the HRDSP. The road show should be able to provide information to all stakeholders who need to know where they fit in to play their part in implementing the plan.

**Clinic for Public servants:** This development is an exciting one for public servants in NCD. The need to provide this service to public servants in the city will cut back on a lot of unnecessary absences caused by the long queues affecting work output. We are looking forward to the planned launch of the clinic in the new year and the eventual set up of the facility.

**Electronic recruitment:** We are looking forward to developing an online platform for recruitment where the recruitment process can be done online. Covid-19 has made the use of online applications a must. We will be working closely with the Department of Information & Communication Technology on this. Finally, I would like to take this time to thank my Deputies and the Executive Management team for their support to ensure we deliver on our Key Result Areas as a department. Your invaluable contributions throughout the year in supporting my office to move things forward is a result of team work. Together we can achieve greater things for the department and the greater public service. I trust we can be able to do the same in the new year as we set out to accomplish more next year. I further extend my gratitude to staff who have worked hard throughout the year and I urge you all to keep up the good work in 2022. With that I take this time to wish you all and your families a very Merry Christmas and a Prosperous 2022!



## VOX POP INTERVIEWS WITH STAFF ON COVID-19

**T**he country as a whole suffered the effects of covid-19 and so we have decided to conduct random interviews with staff and ask them about what their thoughts are about covid-19.



GESI Officer - Review Team UAKAI BOU-AUKA from Central Province

We follow covid-19 protocols but the pandemic hasn't really affected my work schedule and I'd say it has made it a bit flexible in terms of meeting deadlines.

My main challenge is coming to work and returning back home because I use public transport and this puts me at a very high risk of contracting the virus and spreading it so in fear of contracting covid-19, I am very careful when using public transportation.

Covid-19 is real and it is here to stay, I believe the transmission of covid-19 should be contained if we follow the simple rules set out for us to follow.



UPNG Student- HR Trainee NATHAN MOVI from Morobe Province

Covid-19 makes it difficult to liaise with other government departments through face to face contact and carry out some tasks that I was supposed to work on. We the trainees should do job rotation but due to Covid-19 we only stick to one division for this whole 8 weeks. Covid-19 is spreading and killing hundreds of people around the globe including PNG. I think

Covid-19 will only spread depending on the type of environment it is found and the type of immune system people have. The vaccine was introduced but it won't prevent the spread of Covid-19. While working here I realized that Covid-19 does not spread so fast as expected, even though fifth floor has a number of cases before we arrived. No one looks sick or shows symptoms of Covid-19.



Senior Research Officer-Job Evaluation LOUIS IVARA FROM Gulf Province

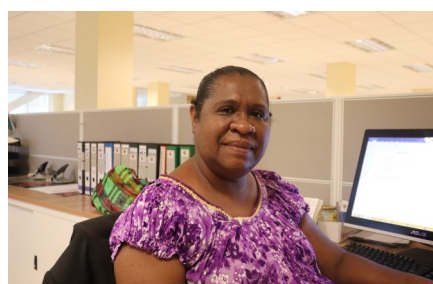
We did some research on pay policies however we faced some challenges to get that information across to the whole of public service due to Covid-19. I think we should have testing, not really the regress kind of testing like swabbing but at least have a minor clinic or something underneath so we can do checks on staff. I do not agree with the swabbing method of testing people. They should have try other simpler ways of testing Covid-19. Also I do not agree with "No Jab No Job policy" because it is evident that throughout PNG the whole population has never been really affected by Covid-19. It's only those ones with underlined conditions.



UPNG Student- HR Trainee FENNY PUPO from EHP

As a student trainee, I came to realize the effect of Covid-19 in the workplace. It is unfamiliar to me how it was like pri-

or to the New Normal. Given the basic knowledge of how DPM function and the respective business processes of various divisions, I am able to identify the shift that is taking place in an attempt to adhere to the protocols. The measures set to combat Covid-19 slows the movement of our clients to travel and execute their duties, the designated time span for specific tasks was exhausted so as other areas of work due to the pandemic



Executive manager Public Service Housing ..NANCY LEVI

The pandemic was new with a lot of unknown variables. When something is unknown, invisible and deadly—It creates fear and anxiety amongst people, which was tangible. Covid-19 affected the lives of people negatively for the good and for the bad in different circumstance and situation. But Papua New Guinea are born and have a genes of resilience in them and that has allowed us to stand the test of times. It has affected the way we normally did business that is following the new Covid-19 protocols. As an organization we had to rise up against the pandemic and delivery with assurance to the public services from 2019-2021 by arranging and organizing Covid-19 committees to address the HR issues, formulate national circulars in line with the emergency orders. We had to even shut office for fumigations. We also organized and delivered PPE's as part government agencies coming together to assist communities in NCD. We also organized and delivered Covid-19 testing and vaccination in CGO building for tenants.

## STAFF PROFILE



**Senior Monitoring Compliance Officer Mr. Francis Xavier Yangelles**

In our final edition of the newsletter for this year, we feature Francis Yangelles in our staff profile column. Francis Xavier Yangelles 34, from East Sepik province who is currently the Senior Monitoring Compliance Officer graduated from the University of Papua New Guinea in 2014 with a bachelor's degree in Psychology and Human Resource Management. He joined DPM in 2015 as a graduate trainee under the Public Service Workforce development Program. Francis is currently doing his Graduate Certificate in Governance and Public Policy under the University of Queensland as a sponsored student under the prestigious Australian Awards. "From graduate trainee I be-

came the Acting Monitoring Compliance Officer in 2018 then went straight up to the Senior Monitoring Compliance Officer in 2020 which is from grade 10 up to grade 12 and now I am in grade 15." Francis said that he believes in small achievements from time to time in things like the values, code of conduct and not really competent but being able to absorb task or giving task to others, supervise and absorb information. "For myself it's like a progress and not really big steps, for now I can go to the next level which is the Manager and then to director and going up but the Vision is there, everyone is seeing what I am seeing and everyone wants to go up so I prefer taking simple things step by step accordingly." Francis shared one of the challenges he faced when doing his job is communication. He said communication is one of the biggest challenges he faced internally and externally. Internal communication challenges range from understanding colleagues in order to work independently or in a team. The chal-

lenges he faced when communicating externally is when he interacting with provincial administration and health authorities outside the provinces and in rural areas due to poor network connection to send emails and make phone calls. His message to other colleagues and young officers is to work together as a team. He said DPM deal with business processes, when you understand business processes then you will know how to ask and get that information that you want to collect so to fill some of the gaps on how to interpret those rules and regulations you have to work with colleagues by asking questions to learn from each other. "Experiences are one step or two step ahead and the policies are coming in late where information are not written but within People and they are learning over time so in order to catch up you have to research, lead and do team work to learn more', he concluded.

## DPM IN PICTURES

