



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

# OUR VOICE

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

31st January

## HONESTY MATTERS IN THE PUBLIC SERVICE

### Inside this issue:

Sungi Presentation **2**

Agency Head Awarded **2**

Beating Covid-19 Against All Odds **3**

PILAG Retirees Farewelled **5**

Staff Profile **6**



**Governors who were in attendance at the one day Ministers & Governors conference**

**By Journalism student Mathilda Ginio** greatest commodity in need in our public service and in our country. Honesty to the call of duty, honesty to the service our county deserve that we must run. District DDA chairmen and provincial governments once we can look at the public service, let's look inward and see how much we have delivered. We are all time bound as public servants. Politicians your time bound in a service. The Prime Minister spoke at length on many issues that affect the public service and provided his perspective on the influence exerted on the public service by politicians. However, he shuttled it down to the basics and that is honesty. "Honesty is what matters most today and is the integrity in public service. "Let's remove influence of politicians over public service. Let's uplift politicians to only policy directions and legislative passing". This was the statement the Prime Minister delivered when he addressed Ministers, Governors and agency heads who were present at the conference. The conference with the theme "Ensuring an effective and efficient public service machinery to ensure service delivery to our people", was aimed at bringing Ministers of state and Governors under one roof to discuss issues about the public service and delivery of services. The Prime Minister went on to state that politicians should only give directions on policy based on different government orientations which should be measured against constitutional fundamentals. Mr. Marape also spoke about the importance of the merit based appointment of agency heads on performance based contracts. The Prime Minister also suggested that all contracts of all department heads including provincial administrators, must be reviewed on an annual basis, and if financial and human resource management was below expectations, that particular person must be terminated. "No ministers or government should stand in the way of benchmark assessments of department heads and integrity of the

Continue to Page 3

## CONFERENCE AN AVENUE TO TALK ABOUT ISSUES



Public Service Minister Hon. Joe Sungi making his presentation during the conference

By Journalism student Esther Gahane

Public Service Minister Hon. Joe Sungi said, the focus of the one day Ministers & Governors conference was for all the department Heads, Governors and Ministers to get together to basically talk about the Reforms of public service matters on National level. "The Prime minister and the Prime Minister's department with my department had come up with this day so that we can all sit together and talk about matters that affect the service delivery of this country." He said, instead of us talking at the back and on the floor of parliament we must look for a way out that we can openly speak because there is no more body of leaders above us. "This is the body of leaders that will make sure that Papua New Guinea progresses or Papua New Guinea doesn't progress. So if you are thinking that there is someone else apart from you then you better start think again and say ' we are responsible for this coun-

try' there is no one else above us and I think that's the reason why we are here." He added. "Before we go into our first parliament session for this year, we must sort out the most important resource which is Human Resource, it's not finance because we always worry about finance and forget about Human Resource." Hon. Joe Sungi described Human Resource as the nerve system of the body and finance as the blood in the body. "We should now talk about public service because the human resource is the nerve system of any organization, when you cut the nerve system, the blood represents the financial resource. Finance is like the blood system of an organization. When you cut down the nerve system the hand cannot communicate, because it doesn't connect with the nervous system in the brain." He said that we should now talking about Human Resource matters than giving too much attention on finance because it will be the human who will spend the money not the

other way around. For too long this country has been always talking about finance and budget and we forget the most important resource which is human resource. He also mention that if we have a good provincial administrator in the province, that provincial administrator will make sure that province performs. When we start to appoint provincial administrators, we must know who we are appointing, we need persons with management and leadership experiences not your technical experience and that the reason we end up complaining about public services because it's ourselves to be blamed as political leaders. "I was once a Provincial administrator so it is important that we have the Provincial administrators here because they are the ones that will implement government decisions and policies down to the people. This is the final forum that we should talk about how we can understand each other and assist each other. Public service is like your wife or husband, if

our wife is well dressed and goes around it reflects the kind of husband she has and vice versa. Our public service is the same, you can talk sweet and do all kind of things at the top but if the public service missionary is not functioning properly, you have a problem. So I'm asking all of us the governors to look back and support the provincial administrators to sort out the human resource division in your respective provinces. Provincial administrators and department heads pay attention to your human resource divisions. I am so thankful to the Prime Minister's and my department for organizing this and most importantly support from our parliament committee Hon. Gary Juffa, Governor of Oro & Chairman of Public Sector Reforms and Service Delivery Committee. I request all of us as of today, if we can leave this conference with a priority shift from finance to human resource. The most important resource that any manager can manage is human resource and finance resource, if we can manage this two the rest is okay." he concluded.



## AGENCY HEAD AWARDED



Secretary Ms Taies Sansan & NCC Executive Director Steven Kilanda (holding Award) flanked by staff from DPM & NCC

By Journalism student Esther Gahane

DPM has awarded a certificate of achievement to the Executive Director of the National Cultural Commission (NCC) on the 21<sup>st</sup> January 2022 in recognition of NCC as one of the first agency using the online Performance Management System (PMS) effectively within the past two years. In a presentation ceremony to officially present the award to the NCC Executive Director, Secretary Ms. Taies Sansan said, that the program was about realizing the achievements that some of these CEO's have gone through in compliance with the PMS system. The homegrown web based online system is a system developed by DPM to

assess agency heads under the Performance Based contract system. The system can also be accessed through Mobile phones where an alerts is sent Agency heads with the Ministers and the Governors. "We were encouraging this type of activities and the system to be used so we can see where we are going in modernizing the public service. In the past a lot of things were done manually so as part of modernizing public service, the PMS was one of those systems that we thought would be good to see where the public service is going and where the country is going." She said coming back to performance assessments of agency heads was a key factor in this government's priority in moving performance of agency

heads, Deputy Secretaries, deputy provincial administrators and rest of the public servants down the line. So it was important that the system got up and running, we want to encourage agency heads especially provincial administrators, CEO's of statutory bodies, departmental heads who are not using this system to start using it. I want to thank the Executive Director for NCC Mr. Steven Kilanda who is one of the first CEOs to really complete this system using the online PMS. NCC's Executive Director Steven Kilanda said, that he thought they were lost among many agency in this country but he is fortunate that DPM has recognize them. "We are a very little agency but yet DPM can use us as a

guinea pig and we are the first one to get this award and we want to maintain this. Next year we want to come back and get this award again." He thanked Secretary Sansan and said that his agency will work together to make this system work so that other agencies can see and follow. Mr. Kilanda appeal to other agency heads and department heads, to move with global technologies. "We are complaining about DPM not doing anything but DPM has come up with this initiative, DPM is trying the best to do something, it's up to department heads and agency heads to adapt to the system, we have to implement the system."

## HONESTY MATTERS IN THE PUBLIC SERVICE

Continued from Page1

government institutions be strengthened. Ombudsman, Public service Commission and Independent Commission against Corruption (ICAC) must deal with cases of corruption within the public service, "Our public service delivery system must have the high integrity standard so we are account for the stewardship of our time and the

management of public resource," Marape added. He also advised Secretary Taies Sansan to check all the department heads if they do not manage the human resources or financial resources and also making sure that every department heads contract is reviewed on the yearly fixed 3yrs, 4years or 5years internship on the year. He

said that you all know this is the budget given to you for one operational year, if you are spending beyond 10% up or 10% less you are not fit to be a department heads. It starts with the leadership. "46 years on someone said doing same thing over and over accepting different better result. He also said, all public service programs must be poli-

cy based geared towards achieving national budget outcomes as per our national constitution. "No budget allocation must be made without policy. Accountability for performance, including management of financial and human resources, must be a key benchmark of all government departments.

## BEATING COVID AGAINST ALL ODDS



**Desmond Timothy**

In this article we have a story of an actual Covid19 encounter, a survival story by one of our long serving senior management officer. On Tuesday the 5<sup>th</sup> October, 2021 he started feeling unwell, having headache, fever and body pains at the office. He sought permission from his immediate supervisor and took leave to get medication and rest. Then on Monday 11 October he wasn't feeling any better so called up a doctor friend who turned up on Tuesday and gave him a jab and supply of malaria tablets. During the second week, he started having loss of appetite, stopped eating solids and was just on soup. His condition did not improve despite the medications. "On the third week of October, I had not been eating and my body was weak, yet I still had the fever, headache and joint pains." He recalled " On the evening of Monday 18 October, my children have taken me to Paradise Private Hospital, where I was put on IV drip and was tested positive Covid19. I was advised to isolate at home

and take home remedies with lots of steam-ing. On Tuesday, I advised Deputy Ka-limet of my positive Covid-19 status. The same day I received acknowledge-ment and advice from Secretary

Sansan to follow Covid-19 protocols, take the next 14 days off on isolation and have myself treated." Desmond said On Thursday 21 October, his condition had worsened, and he was struggling to breathe normal. He could feel clogging in his lungs, his breathing was shallow and he couldn't feel air going into his lungs. His elder daughter immediately came to his rescue and drove him to PIH. At PIH, there was also a big crowd lining up to go into the hospital. "My heart sank, hopes were dashed as I realized it would take a while before I could get medical attention. All I could do was pray and hope for help to come." He recalled After a while Desmond was moved into a wheelchair straight from the car and pushed directly to the Covid-19 isolation ward where he was immediately placed on oxygen, drip and all kinds of tapes and monitors attached to his body. After being on observation in isolation for 24 hours, doctors determined that his condition was severe and he had to be

admitted. For nine days in total, he was on 24/7 oxygen apparatus attached to his nostrils, drip permanently attached to his right hand, daily medication and checks by medical staff. He had 4 X-rays and doctors checking his condition daily. The isolation is an experience that he would never want to be in again. During the time when one is desperately fighting for their lives, it is the time to have loved ones nearby. However, this is not so and the isolation can be so lonely. "During my isolation, I observed a mother in the same ward who had Covid-19 but with underlying conditions that made her condition worse. I further observed that she was receiving daily flowers, cards from her family members and fruits everyday. Food was uneaten, flowers and cards by her bedside, not seen, read and appreciated. The lady unfortunately lost her lonely battle. I deduced that if only family members were by her side, she wouldn't have lost the will to live." I received lots of prayers, encouraging text messages from friends, family and colleagues. I was amazed at the prayers and messages of hope and encouragements sent to me through my phone. I can only thank God and acknowledge God's blessings on those who care selflessly. "he said One of the biggest challenges for him was knowing that his hospitalization was going to cost so much in this particular hospital. This thought was constantly on his mind and It worried him to the extent, that he just wanted

to get out of the hospital sooner rather than later. Whilst his health condition was a concern, he was more concerned and worried about costs. He begged the doctors to get him out sooner, but they insisted that his condition was not good and he'd risk his life getting out. 'As a public servant, I realized that public servants in my situation would suffer the same predicament of having to worry about costs. The best treatment will come at very high costs, and not all public servants will be fortunate enough to get such treatments in life threatening situations. I realized too there was patient in the next bed who was under support of his employer from the private sector. While for me a public servant, the burden of cost was on me and my family. "My challenge to the Department is to seriously look at our current policies on health and insurance for public servants. The lesson learnt that I would like to pose as a challenge to my colleagues is to live the average lifestyle, eat less processed food and more fresh garden food. Drink moderately, do not go on binge drinking. Smoke less or do not smoke at all. I do not smoke, so although I had clogged lungs, my lungs were healthy enough to withstand the virus attack. My children and family members who were close to me before I got admitted all tested negative for Covid-19. Not only did I receive my healing, but God shielded my family members from the virus which is contagious in nature." He concluded



## 12 PLIAG RETIREES FAREWELLED



Retired Officers with the management team of PILAG and Director Ms Roselyn Wrakuavia at the farewell reception

By Journalism student  
Mathilda Ginio

12 long serving officers from the Pacific Institute of Leadership and Government, were farewelled by the Institute on the 14<sup>th</sup> of January. Director National Agencies, Roselyn Wrakuavia who represented DPM joined the other invited guest speakers to farewell the officers. Ms Wrakuavia speaking during the farewell

of 12 retirees said, for the first time government has fully allocated k200m for this year's retrenchment exercise. Ms Wrakuavia thanked the government for implementing the retirement. She said, a total of 1,286 Public Servants that had reached the compulsory retirement age of 65 years had been retired but there was a big aging workforce and the number was continuing to increase. She also thanked the

Department of Treasury for making sure that funding was available for the retirement exercise. "While some people may think they had been marginalized to being retired early while they feel young and energetic but it is the process and the age that matters "People might think they have been demoralized but it's good to retire early" Not many people live beyond 90 so its good to take leave early and enjoy your

savings well. "The retirees tell us story that they had passion and they were committed to their jobs for the past 42 years, those who are retiring now have been committed and they have observed time as important part of their work. She added, it's a challenge for the public servants of today, there is no patience and commitment. They are only interest in money and focus is on their pay packet. leave." she added.

## EMT HOLDS FIRST MEETING FOR 2022



L-R Director Moke, Acting Deputy Secretary Mrs. Kokoda, Deputy HRAS Mr. Ravugamini and Secretary Ms Sansan

The executive Management of the department last year. Team held its first meeting for 2022 on the 25th of January. In welcoming EMT members Secretary Ms Taies Sansan thanked them for their contributions in 2021 which contributed towards the achievements

She told EMT members to be alert and take heed of what lies ahead. Secretary Sansan told EMT that 2022 is an exciting year as it is elections year but it will also be a challenging with the predictions of

the 4th wave of covid-19. Secretary Ms. Sansan also advised EMT that parliament will have its final sitting on February 22nd and rise. She advised that there will be a caretaker cabinet for the next 3 months and that public servants will run the government machinery and prepare for the incoming government. A number of key issues were listed on the agenda for EMT discussion among them is the issue of Time & Attendance and in particular the Clock-In system being currently used by the staff. Depu-

ties also used the first EMT meeting to provide updates to EMT from their respective wings. An update on the housing basket with Nambawan Super was also provided to EMT by Executive Manager PS Housing Ms Nancy Levi. Ms Levi also provided an update on the 100 allotments for DPM at Duran Farm and further provided an update on portion 1212 at Bomanana of which an expected one thousand houses are to be built. EMT concluded with a number of important resolutions to be pursued by respec-



## STAFF PROFILE



**Mrs. Marita Kouga**

In our first edition of the newsletter for this year 2022, we feature Marita Kouga in our staff profile. Marita T. Kouga from Ferguson Island, Milne Bay Province who is the long serving staff at DPM for 42 years now and she is the Executive Manager for Executive Contract Administration. From high school she went to Rabaul Secretarial College then joined DPM straight after graduating in 1980. She completed her Bachelor degree in Business Administration in 2007 which is the first degree from the Southern Cross University, Australia. "Taking up un-

dergraduate studies in Australia as an adult learner was a great challenge for me but graduating with the degree has been an achievement" she said. She first started as a typist with the Bureau of Management Services- Department of the Public Services Commission. Mrs. Kouga said that being a public servant and working in DPM is a privilege and an honor because from a humble beginning, she was able to grow in her career." Reflecting back, she says that her major achievements would be the acquiring of her Degree from an overseas University, growing in her career as far as acting Deputy Secretary for Executive Resourcing Service from March to 19<sup>th</sup> December 2018 and her services in the public service been recognized when she was invested with the Insignia of the National Logohu Medal (LM) in 2011 at the recommendation of former Departmental Head, His Excellency, John Kali. Mrs. Kouga said that resistance to change will prevent us from introducing better practices in our workplace. If change is imminent, it provides the opportunity to embrace it and use these to make our practices and our

attitudes relevant to the times we operate in. "I have made up my mind that as soon as I complete my current 3 year contract of employment, I will leave the public service and DPM to commit my time to helping my church community". "What motivated me to remain an employee of DPM for all my working life is the Department's core values of honesty, integrity, accountability, responsibility, respect and wisdom. As I perform my roles and responsibilities, I have the opportunity to align my personal values to that of the Department and exercise all these core values to make a difference in changing the perception of the public service. It saddens me to see that the younger employees do not value these and the code of business ethics seriously. Most of them carelessly let their addictions come in the way of professional behavior and in doing so tarnish the image of the Organization. I would like to appeal to every one of us to reflect on our own lives and begin 2022 with a commitment to being a professional employee of DPM".

## DPM IN PICTURES

