



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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Public Servants Must Make It Happen



A Police Graduate saluting Ms Taies Sansan at PILAG's 4th Graduation

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Department of Personnel Management Secretary and interim Chair of the Pacific Institute of Leadership and Governance (PILAG) Board, Ms Taies Sansan, has urged all Public Servants to make it happen, by realizing the National Government's agendas and policies.

She said this during PILAG's 4th Graduation this month.

Ms Sansan said the government can only set policy agendas and make available resources.

"I want to stress that it is very important that government policies are implemented within the scarce allocation of resources we have, and ensure that every person feels the touch of government services", said Ms Sansan.

She also told the graduands, most of them public servants, that the Marape/Basil government have competing needs, priorities and challenges in terms of the delivering of goods and services in the country.

"With the knowledge, skills, and competencies you have acquired at PILAG, you will help me, PILAG, and the government to instill and inspire a cultural revolution of uncompromising and unyielding commitment to competently discharge the Oath of Service you have pledged to God and the people of this Country, through the government," Ms Sansan said.

The National Public Service is the single biggest employer in the Country with its presence from Waigani in Port Moresby to the remotest parts of PNG.

It has 141 government agencies across the 22 Provinces, with over 125,000 public servants on the Government Ascender payroll.

Ms Sansan said the legacy mandate of the government of the day is to undertake reforms, intended to make the public service small.

A major impact of these reforms was the devolution of the HR powers that were given to the agency heads 13 years ago, and the decentralization of the financial and administrative powers to the lower tiers of the government.

DPM as the central government agency is supporting the reform, and is expected to have only 10 per cent of public servants in Pom to deal with policy matters, while the rest are implementing

the work of the government in the districts and provinces.

This has also seen Prime Minister James Marape launching DPM's 30-year Human Resource Strategic Plan 2020-2050 last year.

The plan highlights challenges and problems and have identified strategies to implement over the next 30 years.

"My challenge to you is; dare to be different, dare to be a change agent, dare to challenge the status quo, dare to be part of the solution, dare to be the best version of yourself every day, dare to be the change that you want to see in others." only then, we can see the change, the perception of the public service for being complacent and corrupt to competent and committed".

DPM Health Awareness



L-R (Seated): Acting DS Ellison Kalimat, Secretary Ms Taies Sansan, Professor Isi Kevau, Rosely Wrakuavia & Marita Kouga, flanked by other DPM staff.

Department of Personnel Management staff were given an opportunity, to listen to renowned heart specialist professor Isi Kevau during a presentation on health issues affecting Papua New Guineans.

Professor Kevau was invited to give a health talk to the staff and made a presentation on communicable and non-communicable diseases that are on the rise in the country.

Department of Personnel Management Secretary Ms Taies Sansan said, it was necessary for a specialist doctor to give a session on conditions leading to health issues such as heart disease and

other related communicable diseases so public servants can be made aware of the health risks.

"There's a lot of public servants who are medically sick and need to undergo medical checks to know their status."

"I think the National Department of Health and provincial Health Authorities should take the lead in doing awareness programs to public servants, so lifestyle diseases can be prevented".

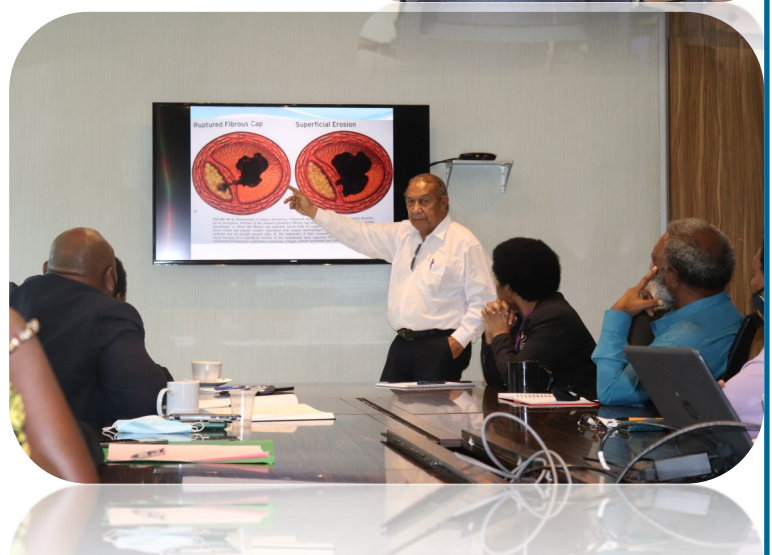
The Department of Personnel Management and the Department of Health have been in discussions for the establishment of a Clinic for Public Servants.

Department of

Personnel Management is now in the process of finalizing a Medical & Life Insurance for Public Servants.

A submission is now before the National Executive Council for its endorsement.

Awareness on the policy will be made as soon as it is endorsed by NEC.



Secretary Warns of Punctuality



L-R: Acting Deputy Secretary Policy & Reforms Mr Ellison Kalimet, Secretary Ms Taies Sansan, & Deputy Secretary Executive Resourcing Services, Mr Vele Ravugamini.

The Department of Personnel Management Secretary, Ms Taies Sansan, has challenged the Executive Management Team to lead by example in timing and attendance to work.

Ms Sansan said this during the recent EMT Meeting.

Recent changes in timing and attendances has seen EMT members signing in on a time sheet on their attendance, before attending the meeting.

Ms Sansan said the issue of time and attendance are ongoing in the Department and Public Service as a whole, and it needs to be addressed.

"The Clock in, and Clock out system that was installed in all the PC's in the Department was one of the measures to address this issue".

However, Ms Sansan said there are no action being taken to do pay deductions as yet.

"This is a challenge to you all. We are contributing to the cost of the Government".

She called on EMT members to take responsibility in addressing it.

Corporate Affairs and Capacity Building and Human Resource Management will be given the Clock in and Clock out list from MIS for further analysis so that correct measures can be made.

Staff are advised to report to their line managers or MIS if they are on duty travels or are attending meetings and are not able to clock in and out, so that they manually record them to avoid getting pay-cuts.

Ms Sansan also advised EMT members of the inappropriate dressings by young officers.

She said, "EMT members must encourage the young officers to dress appropriately".

Ms Sansan said she was frustrated to know that many DPM staff are still chewing betel-nut in the office, despite issuing circulars, which she said is not working.

"Senior officers, let's take responsibilities," said Ms Sansan.

"We must also respond to external correspondence immediately," Sansan said.

She said a lot of external correspondences have been sitting idle for more than three months and this must stop.

"Once you get the external correspondences, you must not let them call you to follow-up, you must call them and acknowledge receipt of it, and respond quickly to their matters."

Meanwhile, Ms Sansan said Managers must follow orders in order to address payroll matters, time and attendances.

Easter Holiday Dates

Good Friday

Friday
15th April, 2022

Easter Saturday

Saturday
16th April, 2022

Easter Sunday

Sunday
17th April, 2022

Easter Monday

Monday
18th April, 2022

New Staff On-Boarding 2022



Deputy Secretaries and DPM Consultant Mr Clant Alok (Seated), flanked by the new staff.

The Department of Personnel Management's Human Resources Wing, as usual, have recently conducted an induction or an onboarding program to the newly recruited staff of DPM.

It was also a welcome and introductory session, attended by the three Deputy Secretaries of the Department, and Senior Executives.

HR outlined the roles, rules and functions of the Department and Public Service as a whole.

It was for the staff to know their roles as Public Servants to DPM, to know where they are in the Department.

And for the staff to be familiarized about the Department's Vision, Mission, Roles and Responsibilities.

Acting Deputy Secretary, Policy and Reforms, Ellison Kalimet represented the Secretary, Ms Taies Sansan, and welcomed the new staff.

Ms Sansan will meet with the new recruits, once she could.

Mr Kalimet who spoke on behalf him and Ms Sansan told the staff to be punctual at work.

"Don't think that you're a public servant so you can clock in clock out anytime you want to," said Kalimet.

He said as the leading central agency in the PNG Public Service, "we must show good examples at all times during working hours and on off days or on holidays."

"This is by way of our punctuality, dressing, and approach in daily activities," Kalimet said.

Deputy Secretary, Executive Resourcing and Services, Vele Ravugamani, also told them to be agents of change.

"Don't follow the example to other public servants, and an agent of change," said Ms Constance. Some of the newly recruited staff are on 12 months' probation, while others are on the Six Months Short Term Contract.

He encouraged these young staff to be the agents of change, so that DPM can be the leading agency in all fronts to change public service in the Country.

Acting Deputy Secretary, HR Advisory and Compliance, Ms Constance Baisi, also shared the same sentiments, that the General Orders are there for Public Servants to read, understand and follow.

"DPM as principle Advisor to the National Executive Council and the Minister on all matters concerning

employment in the National Executive Service and all Public bodies is something we in

the department must be proud of and be the good example to other public servants, and an agent of change," said Ms Constance.

Some of the newly recruited staff are on 12 months' probation, while others are on the Six Months Short Term Contract.

DPM Consultant and senior public servant, Clant Alok and Director Corporate Affairs and Capacity Building, Michael Moke also attended the on-boarding program.

They encouraged the young staff to give their best to their work to be the agents of change in public service.

DPM Suggests Creation of a Real Estate Regulator



CLRC Working Committee including PSIH Executive Manager, Nancy Levi, seated 2nd from Left.

DPM who is participating as member of the Constitutional Law Reform Commission's Working Committee reviewing laws relating to Real Estate, has recommended to the committee that a Real Estate Regulator needs to be established.

The review has come about due to the absence of laws to regulate the real estate industry in the country.

DPM's participation as a working committee member is for the welfare of public servants, to making sure they can afford to rent a place, own homes, or have a decent place to live and serve the people.

Lack of policy on Real Estate to regulate the industry has left residential and commercial estates to put high rentals and prices in reaction to market forces.

The four main real estates CLRC and the government agencies such as DPM are looking into are;

- Residential Estate
- Commercial Estate
- Industry Estate, and
- Land Estate

Speaking during the NCD and Central Provincial Consultations on the Terms of Reference NO.16, which is to review the laws on Real Estate industry in PNG, DPM Rep, PSIH Executive Manager, Nancy Levi, recommended to create a separate body or Authority to regulate the Real Estate Industry.

Levi said DPM is concerned about public servant's welfare, and are involving in bringing governance to the National Housing Commission.

"Overtime, due to accountability, transparency and governance issues has forced government agencies to step in and start buying and delivering homes to their staff," Levi said.

This has caused DPM to create a 'Whole of Government Housing Committee', that is chaired by PM NEC and co-chaired by DPM Secretary, Ms Taies Sansan.

NHC are summoned to report back to the chair on the progress of their work.

A total of 16 grey areas or loopholes have been identified for NHC to address.

DPM has put up a matrix for the 'Whole of Government' program, which has seen 14 agencies within NCD running the home ownership program.

"DPM wants to see government agencies delivering for their staff, and we also want to bring back governance to NHC, so that we can realize the government's efforts, as well as looking after the welfare of the public servants," said Levi.

From the 'Whole of Government' program, DPM Secretary and PM NEC can be the voice of NHC to Treasury and the National Planning and Monitoring.

"In future DPM will have to back out in housing issues, and concentrate on HR matters alone," said Levi.

DPM is also working in presenting an issue paper to NEC on the 'Whole of Government Institutional framework'.

DPM has developed the matrix or tool kits to manage institutional homes, so they would incorporate it into NHC's policies, so this can help managing institutional houses at the district level.

The HR development strategic plan 2021–2030 talks about moving the HR functions to the district level, so they can recruit public servants from district up.

Staff profile: Graduate Against All Odds

In this April edition of the Newsletter, we feature Loretta Kialos from Madang Province.

She works with the Department as the Executive Assistant to the Executive Manager Industrial and Employment Conditions for almost 8 years.

As the saying goes, 'behind every successful woman and man, there is a man or woman behind'.

For single-mum Loretta, it was, "behind a successful mother, is her kids and immediate family".

Kialos recently graduated with her 2nd Diploma in Government Human Resource from the Pacific Institute of Leadership and Governance (PILAG's) 4th Graduation on the 8th of April, 2022.

She dedicated her career achievement to her family, and thanked DPM, and

her superiors in the Division for providing the opportunity for Public Servants like her to further her studies.

"I am anticipating to fully complete my bachelors degree in the near future," Kialos said.

DPM's Human Resource Development Strategic Plan 2020-2025 supports career development for public servants.

Kialos and her colleague, Lynne Zuguzugufa who recently graduated with Diplomas in HR are fruits of this strategic plan.

Kialos said the course was relevant to her area of responsibility at work.

"This really helped me to contribute to my divisional technical officers were required," she said.

She said this will also give her an opportunity to elevate her position to take up higher challenges in her career in the department.

"In my view, DPM as an agency responsible for HR matters prioritizes upskilling and equipping public servants, so that there will be skilled public servants in the sector".

Kialos said, "I would like to encourage my colleagues to give their best and take up challenges, because this is where you will achieve your possibilities, and overcome your self-esteem if you feel like you are one of those".

Kialos said it is important for public servants to know the General Orders (GO) and the Public Service Management Act (PSMA).

She urged DPM staff to uphold the motto, 'Rise Up, Step Up, and Speak Up', anywhere in the Public Service Sector, reflecting DPM's initiative.



Loretta during her graduation at PILAG, 2022.



L-R: Public Service Minister, Joe sungi, PMNEC Secretary Ivan Pomaleu, DPM Secretary Taies Sansan, and DIRD Acting Secretary Aihi Vaki during PILAG's 4th graduation.