



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

August 30th, 2022

DPM Conducts Capacity Building Training



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L-R: Three officers from DPM Policy & Reforms Wing, being flanked by Executive Manager, Legislative & Administration Reforms, Mr Rick Kogen, Acting Deputy Secretary, Policy & Reforms Mr Ellison Kalimat, and ABG DPM & Administrative Services Acting Secretary, Mr Connelly Kekun.

The Policy and Reforms Wing have recently conducted a Capacity Building Training under the DPM and the Autonomous Region of Bougainville Twinning Program.

Under the Bougainville Referendum Charter, PNG government through the Department of Personnel Management was to support ABG Public Service build their HR capacity, on the road to self-government.

This was the first official training fulfilling the referendum, with more trainings to follow.

DPM has successfully assisted in the establishment of the ABG Public

Service and have already drawn down the administrative powers, in order for ABG to run its own affairs independently, as stipulated in the Bougainville Referendum Charter.

DPM Acting Deputy Secretary, Policy & Reform Wing, Mr Ellison Kalimat who officially opened the twinning program told ABG Public Service that DPM stands ready to provide necessary support.

Kalimat said such support in terms of building capacity to effectively perform the delegated HR functions.

Meanwhile, ABG Acting Secretary, DPM & Administrative Services, Mr Connelly Kekun, has

acknowledged DPM and Secretary, Ms Taies Sansan, for being supportive in the drawing down of HR powers and the allocation of resources to build the capacity of ABG Public Service.

Some of the first trainings offered are;

- HR Business Process
- Compliance Training
- Staff Performance Appraisal
- Retrenchment & Retirement
- Offline Calculations
- Performance Management System and
- Staff Performance Appraisal Training.

National Repentance Day

DPM has issue Circular Instruction 13 of 2022 advising all Departmental Heads, Provincial Administrators, Heads of other Funded Public Authorities and Public Servants that Friday 26th of August, 2022, has been declared as a National

Repentance Day.

It confirms the NEC Decision 481 of 2021 and Circular Instruction 23 of 2021.

All Public Servants are required to resume normal duties on Monday.

Refer to Page 6.

Central Governor Pays Courtesy Call on DPM



Seated L-R: Acting Deputy Secretary Policy & Reforms, Mr Ellison Kalimat, Central Governor, Ms Rufina Peter, Secretary Ms Taies Sansan, and Deputy Secretary, Mr Vele Ravugamani, being flanked by DPM staff.

Central Governor Ms. Rufina Peter paid her first courtesy call on Department of Personnel Management Secretary Ms. Taies Sansan

Secretary Sansan and Ms. Peter had a brief meeting to look at Human Resource employment development for Central Province.

"This is my first government department visit. I think it's logical to come to DPM first because human resources will get the work done," said Ms. Peter.

She added that, "We all know people's perception that PNG Politics is for men and that women are not effective political leaders, but as female political leaders, Kessy Sawang (Raicost MP) and I, have to be demonstrative and make this perception a myth. ."

Ms. Peter told a packed conference room full of DPM and Office of the

Chief Censor staff that she and Ms. elected.

Sawang will have to prove that in their five years in Parliament, and stating that she is looking at Human Resource as very critical to ensure their performances are demonstrated.

"We can be political heads, but we need public servants who can articulate our vision and make it happen, and that coming to DPM was logical," said Ms. Peter.

After meeting with Secretary Sansan, Ms. Peter met DPM staff, mostly women who gave her a rousing welcome.

DPM National Agency Director, Ms. Roselyn Wrakuavia who spoke on behalf of those present congratulated Ms. Peter, and told her that Papua New Guineans are empowered seeing such female political leaders persevere, determined and have the passion to beat the odds and get

"We have staff from Central Province here, but you see a packed conference room because we all want to catch the moment and celebrate your win too," said Ms. Wrakuavia.

DPM Secretary, Ms. Sansan also told Ms. Peter that DPM has a ratio of 60 per cent of women holding executive management positions, and the Department is looking forward to working with the Central Provincial Government in terms of public service job employment and human resource building.

Meanwhile, Ms. Peter said she needs to make sure the administration and bureaucrats administer and put people's interest first by articulating her visions, and making sure that the 300,000 people from Central Province from Amazon Bay up to Goilala are happy that a woman has delivered services.

ERS Conducts KPI Workshop for MBPHA



Milney Bay PHA CEO Dr. Perista Mamandi (fourth left), Snr Management Team & DPM staff posing for a group photo after the closing of the 2 days' workshop.

The Executive Contract Administration Division, under the Executive Resourcing Services Wing have recently conducted a successful two days workshop with the Milney Bay Provincial Health Authority (MBPHA) on the development of the CEO's Key Result Areas.

The workshop was held on the CEO's request for DPM to assist Milney Bay PHA to provide technical assistance of the heads of agencies Performance Management System, to develop the CEO's 2021 Key Result Areas.

The training was attended by the senior staff and management of the Milney Bay Provincial Health Authority.

Presentations were on the PMS and KPIs DPM Online program, PMS Contractual Obligations, PMS Business Process, Introduction of the Data Gathering Forms, and the Facilitation of the Formulation of the KRAs.

Two sets of KRAs were provided to guide the senior officers to agreeing on to develop the CEO's KRA.

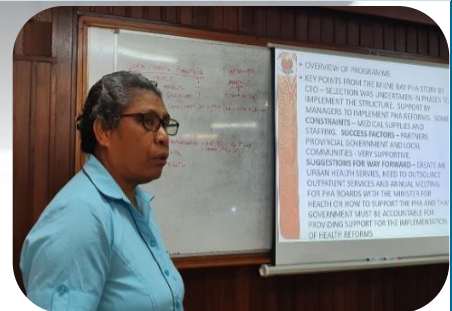
The KRA that was developed by the CEO, Dr Perista Mamadi himself, and the KRA's and Key Performance Indications (KPIs) developed by the National Health Department.

Executive Manager, Executive Contract Administration, Mrs. Marita Kouga who facilitated the training said the training and group discussions has helped the senior management of Milney Bay PHA to understand and know how to create their CEO's KRAs and KPIs.

Mrs. Kouga said DPM will continue to assist MBPHA until they build their capacity on using PMS Forms and utilizing the Online System.

Mrs. Kouga said some of the KRAs and KPIs DPM have assisted them in creating through discussions from the workshop are;

- to create an Urban Health Service
- Need to out-



Mrs. Kouga during the presentation on Agency Heads contractual obligation.

source outpatient services, and

- annual meeting for PHA Boards with the Minister for Health to discuss how to support the PHA and for the needed support of stakeholders in implementing Health Reforms.



Milney Bay PHA senior staff participating in the workshop discussions.

DPE GESI Mainstreaming & Sensitization



Department of Petroleum Staff, posing for a photoshoot with the GESI team after Day 1 of the Workshop.

Just two weeks after doing a presentation at the Department of Petroleum & Energy, on the introduction of Gender Equity, & Social Inclusion (GESI) Policy to the senior management of DPE, and they have requested for DPM's GESI (Whole of Government) to rollout the Mainstreaming and Sensitization workshop.

This resulted in the hosting of a two days workshop by DPM GESI (WoG) team on the 3rd and 4th of this month at DPE.

So far 30 staff from the batch one have participated in the workshop.

DPM GESI Whole of Government Acting Manager Amelia Raka told the participants that DPM has introduced the GESI Policy to provide guidelines for

officers and staff with Departments, Provincial Administrations, and Agencies to maintain gender equity and social inclusion into their internal business process and service delivery.

The two days workshop was intense with the presentation of six factors that influence or affects gender equity and social inclusion at workplace. They are:

- Stereotype
- Discrimination
- Gender Relations
- Gender Relations & Culture
- Sexual Harassment and
- Gender Based Violence

Ms Raka said many times

people and organizations and agencies have different see the Policy as a 'Woman' issues oriented policy.

"However, the GESI policy represents or includes workplace issues of all staff irrespective of gender, sex, position, race, status in the community, religion and such," said Ms Raka.

"For a workplace to be conducive, there needs to be a GESI officer or GESI Helpdesk to assist through professional implement GESI in their business processes and service delivery", she said.

"The principles and values of the GESI policy acts as a lamppost or guide for us to make decisions", said Ms Raka.

Ms Raka explained that departments

She said the policy has to be contextualized on the needs of each organizations to make it relevant.

Ms Raka concluded that data collections and statistics are very important tools in GESI to register cases, and issues can be dealt with at the GESI management level, or through professional channels like Police.



GESI Whole of Government Acting Manager, Amelia Raka

CLRC Completes GESI Training



CLRC Staff with their Certificates of Attainment. Posing with them are DPM GESI (WoG) staff (Sitting), being flanked by the CLRC Secretary, Dr Mange Matui, seated third from right, and senior CLRC staff.

The Gender Equity, and Social Inclusion (whole of Government) branch have recently completed a two days GESI workshop with the Constitution and Law Reform Commission.

This has seen 32 participants receiving Certificates of Attainment that they have been GESI sensitized.

Executive Manager, GESI (WoG) Mr Emmanuel Ginis who represented DPM Secretary, Ms Taies Sansan told the participants to go back and practice GESI at workplace, at home, and in their communities to contribute change in the society.

Mr Ginis applauded CLRC for their continuous and tremendous implementation of the GESI policy, and their lead in the Law and Justice Sector.

CLRC Secretary, Dr Mange Matui, said CLRC will engage DPM to conduct

more refresher workshops for his staff on GESI related matters.

Dr Matui said CLRC is the Chair to the Law & Justice Sector Gender, Equity, Disability and Social Inclusion Committee of Practice, and such workshops is important to CLRC.

As the leading Agency in GEDSI, CLRC has launched its Sexual Harassment Workplace policy in 2020, and are currently working on the Domestic Violence Policy, and the Health and HIV/Aids Workplace Policy.

Dr Matui thanked DPM for being the custodian of GESI policy and for rolling it out to government agencies.

"GESI values are fundamental that we



Presentation of Certificate of Attainment to one of the participants.

learn at home; love, respect, the foundations that makes us human beings," Dr Matui said.

Meanwhile, DPM EM, GESI (WoG), Mr Ginis said DPM will continue to rollout GESI Mainstreaming and Sensitization workshops to all government agencies, upon their requests.

DPM IN PICTURES:

On the 8th of August, 2022, the Country came to halt, and all eyes were on their TV screens and mobile phones watching the live coverage of the formation of the government, the appointment of the Parliament Speak-

er and the 11th Prime Minister of PNG.

DPM staff also packed the Secretary's conference room to capacity, watching the formation of the 11th government.

As a Central Government Agency, it was important for them to know the latest in the government to be able to deliver services to the people.

Photo 1 & 2 Below: Staff watching the Parliament sitting.



Continuation from Page 1:

DPM Secretary Ms Taies Sansan, and Acting Deputy Secretary Mr Ellison Kalimat, were among the agency

heads that attended the repentance day celebrations at Sir John Guise Stadium in Port Moresby.

Public Service Minister, Hon. Joe

Sungi also attended the repentance day event.

See photos below.

