



**"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 Service Housing Bucket



### Duran Farm Housing Project

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**D**epartment of Personnel Management is in discussion with the Bank of Papua New Guinea Superannuation and Life Insurance Review Secretariat on a proposal to have a 'Housing Bucket' account concept for public servants.

The Housing Bucket account concept is a proposal submission by DPM for SLIRS to review and make possible legislative and policy changes on Superannuation and Life Insurance to accommodate for a Housing Savings account, parked under the super-funds.

In a recent meeting by the Executive Management Team and SLIRS, they have accepted the recommendation by DPM to make legislative changes, however, this will happen after their nation-wide consultations with stakeholders and superfunds.

Executive Manager, Public Service Institutional Housing, Nancy Levi, said DPM sees this as one of the main priorities of the welfare of public servants.

"It is a concept to propose financial affordability that will enable Public Servants to plan and purchase affordable houses currently and in future", said Levi.

Ms. Levi said DPM has recommended for a legislative change to superfunds, because most Public Servants nationwide do not have the financial capability to own a home, or obtain bank loans to buy a home.

The submission also highlighted the Home Ownership Scheme and Public Service Institutional Housing projects.

Ms Levi said this concept will strengthen the

home ownership programs and address affordability in a practical way for the provision of safe, secure, and affordable houses.

Ms. Levi pointed out that the current housing advance product under Nambawan Super Limited is that the superfund contributor is required to repay the amount they took out from their own housing advance.

However, the difference is that with the creation of a Housing Bucket, it will result in a separate bucket account with interest credited under

each Public Servant.

Apart from the fixed percentage an employee can nominate to the housing bucket account salary sacrifice, other allowances, gratuity, pay increase annually, which can be nominated to this account and can also be collected by the superfunds.

It will give Public Servants full access to their own money for any approved housing purposes such as; Loan repayments, Loan equity, Construction of a new house, and Renovation, repair and maintenance.



DPM Housing Committee's Site Visit of Duran Farm



## GESI Continues With Sensitization Workshops



Staff of the Department of Information, Communication & Technology, DPM & PMNEC photoshoot after the workshop.

**T**he Department of Personnel Management through its Gender Equity and Social Inclusion Division continues to implement the GESI policy through workshop sessions.

So far 4 National Agencies out of the 103 National Agencies that are based in Port Moresby have undergone GESI training and workshops and have created GESI positions within their respective agencies.

These are Immigration and Citizenship Authority, Department of Information, Communication and Technology (DICT),

Department of Petroleum & Energy and DPM.

A recent workshop has seen staff from ICA and DICT undergoing the GESI Sensitization and Mainstreaming workshops.

GESI Whole of Government Executive Manager, Emmanuel Ginis said, the workshop was basically for them to understand the policy, and what they can do in their respective roles within the agencies to implement the policy, and make it more reliable and effective.

Mr. Ginis said it was also to help them frame their internal workplace policies.

"Most organizations can say public service values, they are implementing respect, honesty and GESI by boasting about accountability.

fair representation of male and female, but GESI is not just balancing the numbers of men and women. It is more about ensuring the processes and systems are fair and inclusive as well," said Mr. Ginis.

"It is about addressing biasness that we sometimes do unconsciously or consciously that people accept it as a norm."

Mr. Ginis said, this is to ensure we apply empathy at workplace, which requires public servants to be proactive to apply

"GESI is important because there is a voice to challenge the systems, processes and biasness, unlike in the past."

"Many GESI cases that are coming in are administrative cases in position appointments, which we consult the General Orders and the Public Service Management Acts and address them," said Mr. Ginis.

Other cases such as sexual harassment, Gender-Based Violence and such are recorded and referred to appropriate authorities such as Police.



DICT Staff in deep discussion during the GESI Workshop



Immigration Citizenship Authority Staff, flanked by two GESI Officers after the GESI Workshop.



## Graduates Urged To Be A Catalyst For Change



Director Corporate Services, Mr. Michael Moke delivering the welcome address at the Australian Awardees Returning Graduates Reception on behalf of DPM Secretary, Ms. Taies Sansan.

He said the Australian Awards PNG (AAPNG) allocates around K50 Million to K100 Million per year on the program and expects a return on its investments, including the Australian Tax Payers.

Mr. Moke said, DPM as the custodian of PNG Public Service, representing the PNG Government, they expect the awardees who have returned to PNG to make a difference in both the public and private sector.

Moke said, to move the Country forward or to be in par with modern develop-

ments, young people like the awardees who have Masters and PhD's must be appointed as CEOs and Departmental Heads.

Meanwhile, Mr. Moke said DPM will continue to support the efforts of AAPNG and congratulated the 34 awardees.

**T**he 2020 recipients of the prestigious Australian Awards Scholarship were told to be catalysts for change.

This was the message from the Department of Personnel Management Secretary, Ms Taies Sansan on behalf of the PNG Government.

In her speech which was delivered by Corporate Affairs & Capacity Building Director, Mr. Michael Moke, during the welcome reception the awardees were told to contribute meaningfully in their respective organizations whether it be private or public sector and be catalysts for change.

The Graduates were told to try as much as they can to fulfill the national goals as set out in Vision 2050, Development Strategic Plan and Medium Term Development Strategic Plan 3.

There were 34 awardees in total. 30 of them have received their Masters Degree, mostly with Merits, and 4 have received their Doctorates.

Since the start of the PNG-Australia

partnership, many Papua New Guineans have benefited studying in Australia, and attained Diplomas, Degrees, Masters and Doctorates.

DPM is closely working in partnership with the Australian Government to ensure that PNG's economic and social development issues are properly addressed.

In Ms. Sansan speech, she stated that such partnership is important to collectively address national challenges and improve PNG's systems and processes.

The Australian Awards Scholarship program is prestigious as it provides the needed upskilling and knowledge so that the awardees can return to PNG and contribute meaningfully to the development of PNG.

Meanwhile, Mr. Moke concluded the Secretary's welcome remarks, with an encouragement for the awardees to return the investment by Australia and PNG Government for them to study overseas.



Director Corporate Services & Capacity Building Mr. Michael Moke delivering Secretary's speech

## Another DPM Achievement



Photos L-R: Jacob Tese with his degree certificate. Josephine Konjib receiving her degree certificate. And Tese poses with his daughter after the graduation.

"The future belongs to those who dream and who believe in their dreams".

This statement has inspired two senior staff of the Department of Personnel Management to pursue a higher educational qualification and achievement in their professional careers.

Ms. Josephine Konjib, Manager Southern Region, and Mr. Jacob Tese, Acting Manager Salaries & Conditions Monitoring Committee have recently graduated with Masters of Economics and Public Policy (MEPP) at the 67<sup>th</sup> Graduation at the University of Papua New Guinea.

Ms. Konjib has been with the Department for over two decades since commenc-

ing in November of year 2000.

In 2012, Ms. Konjib was awarded an Australian awards scholarship to Flinders University in Australia to do her Bachelor in Government & Public Management (BGPM).

After completing her studies, she returned in 2016 and took up the position of Manager - Southern Region, Infrastructure, Law & Justice Branch, under the formerly Monitoring & Compliance Division.

She is currently the Manager Compliance, Southern Region.

Ms. Konjib did not settle for a Degree and in 2020, she was awarded another Australian scholarship

award to attain her Masters at UPNG, which has seen her graduate this year with a masters.

Like Ms Konjib, Mr. Jacob Tese attained his Bachelor's Degree in Public Policy Management in 2007 at which he currently holds. UPNG.

He worked his career up and joined DPM in 2011 as a Research Officer with the SCMC Branch.

After four years in the department, he was promoted to the Senior SCMC Research Officer position in 2015.

In 2017 he received another promotion as Acting Manager Resource Data Management.

Tese said he needed to upgrade his education

background and improve his skills and knowledge to fit such managerial positions.

While studying for his Master's program, he was appointed the Acting Manager SCMC position at which he currently holds.

Both Tese and Konjib graduated with flying colors, a gain for themselves, their families and the Department.

DPM's Public Sector Career Path is one of the policies developed in the Human Resource Development Strategic Plan 2020-2050, as a way forward for the future cadre of public servants.

Tese and Konjib have urged fellow colleagues to follow their dreams, make use of the available opportunities to better their career.



## Ivuyo Retires At 56



Ms. Velina Ivuyo seated second from right flanked by fellow HRAS colleagues

One of the long-serving dedicated staff of the Department of Personnel Management Ms. Velina Ivuyo exits the Department after 30 years of her service to Public Service.

Ivuyo hails from Tufi in Northern Province.

She joined the department in 1990, at the young age of 26 as a Data Entry Officer at Payroll, and is still at the Payroll Section until her exit on March 29th of this year.

Ms. Ivuyo's last message is for the young officers at DPM to learn knowledge from the experienced and senior officers.

"Passing down knowledge is important for young ones

to learn and carry on the legacy in public service, for service delivery," said Ivuyo.

"However, none of the new ones have knocked on my table and ask to know information," she said.

Ms Ivuyo also encouraged young public servants at DPM to concentrate to enhance their careers, instead of looking for jobs with higher income to start their careers.

DPM National Agencies Director Ms. Roselyn Wrakuavia and few HR and

Payroll staff were presented to witness signing of her Deed of Release and farewell Ms. Ivuyo.

Wrakuavia said, Ivuyo's voluntary retirement at the age of 56 years is a big loss to the HR and Payroll section in particular.

"We have a big gap that has to be bridged especially at the payroll section now."

She said a lot of people at Payroll and HR have learnt a lot from Ms. Ivuyo and

she has left a legacy at the department.

Meanwhile, Ms Ivuyo said after serving the Department and Public Service for 32 years, she is happy to leave.

She is encouraging all DPM staff to serve with their heart, so they can be career public servants.

Her Deed of Release was signed on the 29th of March, 2022, which has also seen the end of her career in the Public Service and DPM.



Ms Roselyn Wrakuavia signing the Deed of Release.



Ms Ivuyo signing her Deed of Release.



## Joakim Graduates Despite Covid-19 Pandemic Challenges



Joakim Luma raising a point during the Constitutional & Law Reform Commission's review on laws relating to Real Estate.

**I**n this month's edition, we feature Mr. Joakim Luma, Manager Legislative Reforms.

Luma is 36 years old and married with three children.

He hails from Mai Village in West New Britain Province.

In 2020, he left for studies at Australian National University, under the

Australian Awards scholarship to do his masters in Public Policy for two years.

It was also during the time of Covid-19 Pandemic, and strict lockdown measures were put in place, restricting people's movements.

Many of Luma's colleagues suspended their studies in fear of losing their lives to Covid in another country, and returned to home to their families.

"It was challenging for me when my colleagues left. I wrote to the former DPM Secretary, who is the current PNG High

Commissioner to Australia, His Excellency John Kali, if I could suspend my studies and return to PNG," Luma recalled.

"Mr. Kali encouraged me to stay put and complete my studies, which I'm grateful I sought his advise," said Luma.

"Those of us who were there just relied on WhatsApp video call to keep in touch with our families".

"It was depressing having lectures and classes online, there were movement restrictions and we had no one to talk too, no where to go, and a lot of my colleagues have experienced mental breakdown and loneliness".

A positive experience during these challenging times for Luma was the savings culture, where he managed to save funds.

Luma stood the test of time during Covid and graduated with his Masters in Public Policy.

"It was a great union for me and my little family," Luma said.

His daughter was just two months old when he left for studies in early 2020.

When he returned at the end of 2021, his daughter was already two years old.

Luma thanked DPM for supporting him and has encouraged young DPM officers to take on the challenge and apply for such scholarships while they can.

## DPM IN PICTURES

