



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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DPM Hosts Digital HRM Transformation Forum



Public Service Minister, Joe Sungi giving his keynote address. Seated left to right are; DPM Secretary Ms Taies Sansan, Internal Affairs Minister, Peter Tsiamalili Jr., and DICT Deputy Secretary Digital Wing, Mr Russel

Inside this issue:

DPM Signs 3 Per Cent Increment **2**

EMT Members Briefed on PMS Online **3**

Public Prosecutors Receive GESI Certificate **4**

DPM Signs DOR for Finance Staff **5**

Department of Personnel Management in collaboration with the Department of Information, Communication and Technology (DICT) have recently hosted a joint forum to disseminate information on critical ICT Policy Reforms to the Human Resource Management and ICT fraternity in the Public Service.

The objective of the forum was to inform public servants of the Digital HRM Transformation Roadmap the two departments has embarked on.

Public Service Minister, Hon. Joe Sungi officially opened the forum as the Keynote speaker, and spoke about driving the agenda through strategic leadership.

Minister Sungi highlighted some of the issues concerning public service which he intends to look into and address.

Among the issues are poor performances, high level of corruption, lack of discipline and commitment, high degree of incompetency, and political influences.

Minister Sungi said while addressing these issues, he gave his word to protect and defend public servants from political influence, but demanded them to perform.

"The application of ICT to digitalize or modernize Public Service is a major breakthrough by DPM in the ICT space," he said.

"It's the HR system that must be function. You set your targets and demand output," he said.

DPM Secretary, Ms Taies Sansan applauded the Minister's leadership, and said the forum demonstrates how important ICT supported by leadership has become to each organization's HR processes and to the financial efficiency of their operations.

Secretary Sansan said the digital transformation agenda is driven by strong ethical leadership.

She said public servants must acknowledge that technology is here to stay and despite age and experience, public servants must be ICT savvy going into the future.

"I see two main constituencies that contribute to a successful digital HR transformation, and that

is HR Business Process transformation and Cultural transformation," she said.

"We deal with human beings everyday, and culture too in the organization must change".

Ms Sansan said the forum advocates the digitalization of the Public Service General Order and the automation of all associated HRM business process.

"Business analytics project using dashboard reports on various personnel emoluments related data is an integral part of the digital transformation," she said.

Agency Heads, HRM Managers, and those who have attended the forum were given access to fortnightly PE dashboard reports.

DPM Signs MoA for 3 Per Cent Pay Increase



Left -Right: Public Employees Association advocate, Peter Togs, PEA President Brett Philip, and DPM Secretary Ms Taies Sansan during the signing of the Memorandum of Agreement between DPM and PEA recently.

It was good news for public servants nation-wide with the signing of the Memorandum of Agreement between the Department of Personnel Management and the Public Service Employees Association to have a 3 per cent increase to the salary of the 128, 000 public servants in the country.

DPM Secretary, Ms Taies Sansan said the MoA has paved way for the implementation of the increment commencing January 1st, 2022 to December 31st, 2024.

"DPM will work closely with the Department of Treasury and Finance Department to commence the implementation immediately," she said.

Secretary Sansan commended the Marape-Rosso government for recognizing and rewarding public servants in allocating K42 Million in the 2022 Supplementary budget that was recently passed in Parliament.

She said the Government requires a return on investment and has urged public servants that with the improved terms and conditions of employment, they have to improve

their performance to deliver Public Service to avoid service effective and efficient services. disruption.

"This same call is echoed every year to public servants. I want to call on all heads of government agencies including Provincial Administrators to monitor your staff and ensure they are at work to deliver what is expected of them in their key result areas," she said.

Secretary Sansan also applauded PEA for understanding the effect caused by Covid-19 pandemic, and for the Department to ensure there was harmonious industrial relations in the

At the same time reducing their expectations on the annual wage increase by the unions.

PEA in their log of claims have requested for a 7.5 % General Salary Increase and Medical Life Insurance.

NEC has approved the increment to be 3 per cent, and have approved the National Medical and Life Insurance Policy and the establishment of the Public Service Board of Trustees to manage the Policy.



Public Service Minister, Hon. Joe Sungi delivering official remarks.

EMT Members briefed on Online PMS



EMT Members listening to Executive Resourcing Services Wing Acting Senior Performance Management Officer (White Shirt standing), Ms Charlene Vere making a presentation on the Online Performance Management System.

A special Executive Management Team meeting was held for the Executive Research Division to update the EMT Members on the progress of the Online Performance Management System and methods to formulate and assess Departmental Heads and CEOs online.

The presentation has resulted in the recommendation to conduct training to DPM staff, especially the planning officers and the EMT members to input their respective Key Performance Indicators (KPI) quarterly assessment.

This is one of DPM's corporate plan to go digital.

Executive Manager, Executive Contracts and Appointments, Mrs. Marita Kouga said the training of the online PMS methods to EMT members is important because DPM as the

custodian of PMS must be experts before rolling it out to other state agencies.

Performance of agency heads through the Department of Personnel Management's Performance Management System will now be strictly done online.

The Manual Mode of Performance Management System will cease as of next year (2023) and Agencies will only be using the Online Performance Management System.

All government agencies will use the Data Gathering Form to upload the Departmental Head's Key Result Areas (KRAs).

Key Result Areas are assessments of a departmental head on

the implementation deliverables of the department's objectives such as Corporate plans, functional responsibilities, government directives.

DPM has rolled out the online Performance Management System since 2019.

Through the online system, it would be easy for DPM to monitor the Departmental Heads performances as according to their contracts which is performance based.



Part of the Executive Management Team.

Public Prosecutors Receive GESI Certificate



Lawyers and Staff of the Public Prosecution Office took a group photo after the GESI Workshop.

By Rejoyce Susuve.

Thirty-two lawyers from the Office of the Public Prosecutor received their certificates of attainment in September this year, after attending a two-day Gender Equity and Social Inclusion workshop recently in Port Moresby.

The purpose of the workshop was to equip and educate public servants on the role of the GESI policy and how it can be applied and integrated into the workplace policy.

DPM GESI Whole of Government team facilitated the workshop.

Public Prosecutor Mr.

Pondrus Kaluwin in his Prosecutions unit in the opening remarks stressed the importance of the GESI policy implementation in the public service.

Mr Kaluwin said, everywhere in the world today, there is a likelihood of gender issues and inequality in the workforce therefore these issues need to be ironed out to ensure that the workplace is a place for work and that operations can run smoothly to produce what the country wants.

Participants expressed their expectations of the workshop and what they hoped to achieve at the end of the workshop.

A participant, legal officer Ms Soynna Binding who is attached with the General

Prosecutions unit in the Waigani office said that the workshop has taught her the importance of Gender Equity and Social Inclusion.

Ms Binding promised to take on the role to implement GESI in all spaces of work within the Public Service and the Private sector.

"I understand that it was not about encouraging sameness but about encouraging each other that we must support each other in order for the whole of the organization and the public service to efficiently work," said Ms Binding.

"I will be implementing this in my approach towards all the different groups of people I come across in my

line of duty and also be a catalyst of change in terms of calling out those who know these policies and ignore it and also inform those who aren't aware of them" said Ms Binding.

Present at the certificate ceremony was the Chief Public Prosecutor Mr. Kaluwin, JSS4D Advisor Ruby Awa and Ms. Linda Shank Advisor for Family and Sexual Violence Prosecutor and Acting Manager GESI Coordination and Mainstreaming -WOG Ms. Amelia Raka, who represented Department of Personnel Management.

DPM Signs DOR for Finance Staff



Pictured is Director for National Agencies Mrs. Roselyn Wrakuavia signing the Deed of Release while one of her officers witnessing.

By Rejoyce Susuve.

The Department of Personnel Management's HR Advisory and Compliance team have signed and issued the Deed of Release for the long serving Public Servants at the Department of Finance this month.

This has seen 28 public servants who have received their Deed of Releases, and are waiting to be paid out on the 4th Retirement Batch of 2022 under the Public Service Retirement Exercise.

Among the 28 public servants are five senior public servants who will retire

at the end of this year.

National Agency Director, Ms Roselyn Wrakuavia said the retirement exercise is a continued exercise by the Government through DPM for public servants who have reached the compulsory retirement age of 65 or wish to voluntarily retire after 60 years old, or on medical grounds.

She said a K200 Million was appropriated for the 2022 retirement exercise in the national budget.

"With the senior officers retiring, there would be huge gaps in terms of knowledge and experience," she said.

She is urging young officers to work closely with senior officers and understudy them for institutional knowledge sharing.

Ms Wrakuavia and her team have identified minor problems from agencies HR Divisions which has prompted delay for DPM to make calculations.

She is appealing to their finance and HR to consult with DPM prior to sending the necessary details in for calculations in-order to do justice to them and make them retire and go home happy.

DPM in Pictures:

Few Pictures from the 3 Percent Increment signing ceremony of the Memorandum of Agreement between Department of Personnel Management and the Public Employees Association.

