



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

# OUR VOICE

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

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## Agencies Welcome Review of Election of PM



DPM Secretary, Ms Taies Sansan delivering her speech on behalf of the Chief Secretary, Amb. Ivan Pomaleu, in representing the bureaucrats and the public servants at the review launching.

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**S**ecretary, Ms Taies Sansan who spoke on behalf of the bureaucrats and the 130, 000 plus public servants nation wide has joined the Prime Minister, Hon. James Marape in welcoming the review of Constitutional Directive 4: Review of the Form and System of Government—Election of the Prime Minister.

The review is being conducted by the Constitutional and Law Reform commission.

The review includes;

- The three arms of Government,
- The Election of the Prime Minister,
- The Composition of the Parliament,
- The three levels of government, and
- The Head of State; and other Constitutional Issues.

"I welcome this very important review by the Marape-Rosso Government, and on behalf of my colleague heads of agencies and provincial administrators, we are excited to see how this review can transform our systems and processes, and transform this country for the next 50 years of nationhood", Ms Sansan said.

She said 50 years of Independence is a long and memorable time to admit that there are real issues and challenges that have emerged and lingered over time.

"But a responsible leader and government will address this status quo and seek consensus among the people for a concerted solution going forward, without detouring from achieving our ultimate goal as a nation," she said.

Secretary Sansan said the form and system of government and the laws were adopted from the former colonizers, and its timely reviews and changes are made to set the pace for the next generation of leaders to lead the country forward.

"Again, I thank the current government for setting the vision and the agenda for everyone to take the queue from, including the bureaucratic leadership and the public servants".

## DPM Commemorates Grand Chief 2nd Anniversary



DPM Staff viewing the slideshow video of the life of Late Grand Chief Sir Michael Somare.

**D**epartment of Personnel Management hosted a small but close gathering last Friday on the 24th of February to honor and celebrate the second anniversary of the life and death of Late Grand Chief Sir Michael T. Somare.

It was attended by Secretary Ms. Taies Sansan, members of the Executive Management team and staff of the department.

Speaking at the event, Ms. Sansan said that we have to honor our founding father and as our first Prime Minister, we must acknowledge his contributions to our country that he gave birth to on September 16, 1975.

She also challenged officers to think about their plans for this great nation and how they can contribute as individuals and as public servants to the nation building.

"Let us be good citizens, good public servants, do our work with honesty and pride, and let us deliver to the expectations as public servants that are paid fully by the government that never fails us. Service must come first and then money, be punctual to work, be a team player, don't backbite one another, we are all Papua New Guineans let us all respect one another, respecting those in authority and respecting the government of the day" said Secretary Sansan.

In two year's time we will be celebrating our fifty years as an independent nation and although we are still a developing nation since the formation of this country, where do we move from being a developing country to an emerging and hopefully to a developed country in the next fifty years, said Ms. Sansan.

The event was followed by the viewing of a slideshow of the life of

the late founding father.

Staff were given the opportunity to share memories, events and encounters with the Late Grand Chief.

The second anniversary of late Grand Chief Sir Michael Somare falls on the Sunday, the 26th of February this year, however, NEC in its decision No: 33, confirmed the 24th to be commemorated and celebrated as a national public holiday.



Secretary, Ms Taies Sansan cutting the cake, while Acting Deputy HRAS, Ms Constance Baisi and Acting Deputy Policy, Mr Ellison Kalimat looks on.



## EMT Outlines 2023 Work Plan at 1st Meeting



Executive Management Team members in deep discussions during the first EMT meeting.

**D**epartment of Personnel Management Executive Management Team held its first EMT meeting for 2023 on the 20th of this month.

All Wings and branches have outlined its yearly work plans.

The Executive Resourcing Services Wing had a slow start due to New Year, but have advertised in the Newspapers a couple of position vacancies for the District CEOs and Provincial Administration positions.

More position vacancies will be advertised for the Acting positions in the coming months.

The Policy Wing gave a rundown of their work plans.

They will continue to work on the Industrial Employment Condition response to the PNG doctor's log of claims.

They'll continue to maintain the three (3) per cent Salary increase policy, including the drafting of policy of the Public Service Standard Operations Manual, and

power delegated to the Autonomous Region of Bougainville.

The Management Information System (MIS) branch are working in collaboration with the Civil Registry to develop a central data collection system.

This centralized data system will have each officer's information from payroll number, to NID number and all their personal information.

The aim is to have a centralized data

system so that it would be easy for payroll and new hires.

The MIS team are also upgrading the payroll version, which will help with the One Person, One Position, One Pay policy.

Meanwhile, EMT Members will sit for an urgent EMT meeting for the finalization of the 2023 Management Action Plan and realigning the five year Corporate Plan 2023—2027 before its launching.



Senior Database Officer, Franklin Narotaw explaining the NID Database System to EMT.



## PS Male Advocacy Network First Meeting



The representatives from the eight agencies who attended the first Public Service Male Advocacy Network Meeting.

Officers from Department of Personnel Management Gender Equity and Social Inclusion branch for the Whole of Government have recently attended the Public Service Male Advocacy Network's (MAN) first meeting of 2023, which was hosted by the Department of Prime Minister and National Executive Council (PM & NEC) this month.

It was chaired by Mr. Henry Masin, Director, Human Resource Management (PM&NEC), and attended by male advocates from eight agencies.

These agencies are DPM, PM&NEC, Planning & Monitoring, Immigration & Citizenship Authority, Education Department, Bank of Papua New Guinea, National Maritime & Safety

Authority, Constitutional and Law Reform Commission, and Department of Information, Communication and Technology.

The members had a focused and interactive group discussion and resolutions that were agreed and endorsed by the members on the way forward for PS MAN and Women in Leadership (WIL).

This includes the Monthly Agency awareness, Two Community awareness, Review of the PS MAN terms of reference, the Five-year action plan and the establishment of a working committee for the 20 days of human rights activism campaign.

Last year the Public Service Male Advocacy Network experienced some difficulties in implementation,

network strengthening and creating fresh approaches to revive the network.

However, despite the challenges faced, the network had managed to implement some innovative solutions and have produced successful outcomes.

The GESI Whole of Government, PS MAN & WIL Branches have plans to complete outstanding work from 2022 and create innovative ways to build collaborative partnerships in PS MAN's work within the public service and in the communities.

The PS MAN is one of the programs used to institutionalize the National Public Service (NPS) GESI Policy.

The main objective of the PS Male Advocates is to support their respective GESI Managers and officer's in advocating on a voluntary basis on the women's human rights and gender base violence against women and girls in the public service, as well as the males themselves.

The PS MAN consist of male public servants who have been identified and undergone intensive training in strategic and influential decision making roles as PS Male Advocates.



Members of the PS MAN group.



## DPM's Netball Team is Back



DPM Netball team after one of their match at Rita Flynn Court against Internal Revenue Commission. DPM Won 11—8.

**D**epartment of Personnel Management through its GESI Policy and Implementation Strategy and Mainstreaming have revived the Women's Netball team.

It used to be one of the sporting activity for female staff members that aims to promote physical activity and healthy living, but came to halt due to COVID-19.

It was revived early this year were officers in government departments come together to compete under the Public Sector Netball competition every Saturdays at the Rita Flynn Court in Port Moresby.

The netball competition runs annually and is an off-season competition, which runs from November to February.

Acting Manager GESI (Internal) Mrs.

Mary Albaniel and team coach said that healthy living and lifestyle is one of the strategies that are used in Mainstreaming and is called "Life Balance", which incorporates fitness, exercise and positive thinking.

"These strategies are used to help officers who are workaholics so through this GESI policy of life balance, we encourage officers to take part in fitness activities" says Mrs. Albaniel.

She further encouraged DPM female officers to take part in this exercise and have some level of fitness in their daily routine.

Ms Albaniel said since lifestyle diseases such as heart attack or stroke, High blood pressure and diabetes are some of the main killer diseases in PNG, all staff are encouraged to take part in sports or some

kind of physical activities for fitness and healthy living.

All DPM female staff who are interested in the sport can give your names to team Captain, Ms Charleen Vere, Acting Senior Performance Management Officer, or Ms Albaniel.

The competition is held on Saturdays and trainings are twice a week at PILAG basketball court.

So far twenty DPM female staff have submitted their names to join the team as player and officials.



Part of the team posing for a photograph before the game.



## Staff Profile: Judith's Journey in DPM.

**B**ehind every departmental heads is a hardworking personal assistant.

Ms Judith Balaia said working as a personal assistant for the Secretary of a Central Government agency that is responsible for all the Human Resources mandate and functions of the public service can be challenging and daunting at times, but for her, it has been nothing short of an interesting journey and a learning curve.

Hailing from Milne Bay Province, Judith joined DPM in 2008 as an Executive assistant to the Secretary, and has been working in the Office of the Secretary for a total of fifteen years, two years under the leadership of former Secretary Late Margaret Elias, eight years under another former Secretary, Mr. John Kali, and six years with our current Secretary, Ms. Taies Sansan.

"The job is challenging, but I enjoy it everyday because I am an assistant for a female Secretary. I am always glad that I am part of an office that is responsible for decision making", she said.

"I have a passion for the job. That is why I am here at 7:45am every morning and finish off with the Secretary. I look forward to my daily tasks which includes,



Ms Judith Balaia giving her best smile at her work station inside the Secretary's Office.

but are not limited to ensuring that the Secretary's office is ready and set for meetings and appointments are confirmed apart from many others", says Ms. Balaia.

She added that she feels obliged to deal with every correspondences that comes to the Secretary's office and tries to assist in any way that she can because of the nature of the job and the office she's in, which deals with the whole of government and the public service.

"I am very cautious in making sure that things are running well and are in order, otherwise I refer them to the Secretary, the Executive Officer or the respective and appropriate wings to deal with the

matters", she said.

Ms. Balaia said that one of the things that she enjoys about her job is the sense of accomplishment and satisfaction that she gets when a correspondence has been approved as per the directives from the Secretary.

"It is like team work, when the external documents comes in and the Secretary makes her decisions and gives directives and then are sent to the respective Deputies, Directors, Executive Managers, Managers and actions officers, and when the job is done, I always have this accomplishment feeling", Ms Balaia said.

Some of the values that Ms. Balaia strives to uphold in

her role as an assistant to a departmental head is the public service code of ethics, being properly attired for work, always be ready and willing to assist the external and internal clients that walk into the office and to always put God first in everything that she does.

Her advice to young people who would like to join the department and the public service as a whole is to be passionate about your job, be loyal and to abide by the Public Service code of ethics.

She also urged new and young staff to do their jobs with dignity and diligence while striving and standing for the goals, aims and the missions of the department.