



"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 HR Managers Forum



L-R: Chief Secretary, Amb. Ivan Pomaleu, PS Minister, Hon. Joe Sungi, DPM Secretary, Ms Taies Sansan and Parliamentary Committee Chairman on Public Sector Reforms and Government Bureaucrats, Governor Gary Juffa at the opening of the HR Managers Forum at APEC house.

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Department of Personnel Management hosted a two-day Human Resource Forum in Port Moresby this month, which has seen HR Managers and Practitioners in the Public Sector, and CEOs of State Authorities attending in numbers.

Public Service Minister, Hon. Joe Sungi was the keynote speaker who officiated the ceremony.

Parliamentary Committee Chairman on Public Sector Reforms and Government Bureaucrats, Governor Gary Juffa, Chief Secretary, Amb. Ivan Pomaleu, and DPM Secretary, Ms Taies Sansan were guest speakers at the opening ceremony.

It was the 6th annual HR

Forum hosted for HR practitioners to be updated on various HR topics and plans, discuss issues affecting the HR space in the Public Sector, and find agreed solutions to these issues.

This year's theme was, 'Data Driven Leadership and Decision Making'.

Minister Sungi told the participants that leadership decisions must be based on credible data, and it will only happen when HR practitioners have data of staffing such as positions that are unattached, vacant, filled and such for an informed decision making process.

"The two most important resources are Human Resource and Finance.

Departmental Heads, CEO's of Authorities, and Provincial Administrators must work closely with their HR Managers to know the data of their staff, and ensure the Staff Performance Appraisal is appraised every six months to have a performance based public service", said Minister Sungi.

Meanwhile, Secretary, Ms Taies Sansan, who delivered the welcome remarks said in responding to various NEC decisions and undertakings by the government to address the issues of over expenditures in Pay Bill, DPM has implemented a number of strategies across the Public Sector, and it is timely the use of technology must drive these strategies in this global

world.

"DPM has recently launched the HR Transformation, where we will move away from the conventional way of perceiving digital transformation, and that is focused on technology savvy", said Secretary Ms Sansan.

Hon. Juffa said data must be used to identify the root causes of the problems in the Public Sector, to enable leaders to solve the root cause.

Chief Secretary, Ambassador, Ivan Pomaleu, reiterated the importance of having data in decision making and challenged the Public Sector of the absence to have analyzed data to be given to leaders for decision making.

Minister Announce PILAG Name Change



L-R Standing: (2nd Left) Public Service Minister, Hon. Joe Sungi, (3rd Left) A graduand of PILAG, and 4th, Deputy Speaker Hon. Koni Iguan posing for a photograph after the graduand was presented with his Certificate.

Public Service Minister, Hon. Joe Sungi told the graduands at the 5th Graduation for Pacific Institute of Leadership and Governance that they were the last batch of Public Servants to graduate under the Institution's name as PILAG.

"As of this year onwards, Parliament and NEC has passed and directed for the change of name to Somare Institute of Leadership and Governance, or SILAG", said Minister Sungi.

Minister Sungi said the "S" stands for the father of the Nation, Somare.

"Late Grand Chief Sir Michael Somare united PNG with his humility, integrity, and all the qualities that he carried with him", he said.

"This is the oldest government institution in the country which started in 1963 and one of the first student of this institution was late Grand Chief himself", said the Minister.

He said the institution concentrates on improving and up-skilling civil servants, and that was where the Late

Grand Chief led PNG to and the story of independence had started.

"I am thankful to the government because this institution is meant to be under the Public Service rather than going under the Department of Higher Education because this is a different training altogether and now it is demonstrated by the heads of the department to add a Diploma on Leadership and Management", said the Minister.

He added, "You can be a very good Doctor, but if you do not know how to lead and manage, you won't be able to run the health facility or institution and that is the reason why you are here".

Minister Sungi told the graduands that Leadership and Management are two different schools, and in the public service, they ensure committed and competent public servants are working.



Minister Sungi delivering his keynote address.

Meanwhile, the Parliament Bill of the change in name was presented by Minister Sungi in Parliament on 17th of March, 2023 and was passed the same day.

Secretary Congratulate Heads of Agencies



(L-R): Chief Secretary, Amb. Ivan Pomaleu, DPM Secretary, Ms Taies Sansan and Public Service Minister, Hon. Joe Sungi posing with all the other Departmental Heads who graduated at PILAG's 5th graduation this month.

Acting Chairlady of the Somare Institute of Leadership and Governance (SILAG) interim board and Secretary for the Department of Personnel Management, Ms. Taies Sansan congratulates the first batch of the Heads of Government Departments and State Agencies which graduated during the institutions 5th graduation this month.

"Ladies and gentlemen, this great institution also stands to make history and reach a milestone as ten (10) Heads of Department and State Agencies will be the first to graduate with the Advanced Diploma of Government, Leadership and Management from this important Institution of Government" says Taies Sansan.

These senior public servants were Dr. Francis Hualupmomi, Former Acting Secretary DHERST, Dr. Mange Matui, Secretary CLRC, Mr. Michael Barobe Chief Executive Officer, PILAG,

Mr. James Sea, Acting Commissioner, Office of Insurance Commission, Dr. Kulala Mulung, Managing Director Science and Technology Secretariat, Mr. Joe Itaki, Director General, National Youth Development Authority, Mr. John Mosoro, Managing Director PNG Forest Authority, Ms. Angeleen Paranda- Acting Director Legal Training Institute and Mr. Jim Abani, Chief Censor, Office of Censorship.

Ms. Sansan assured the graduands that the qualification that they will receive is unmatched, because the training that they received was skillfully structured and tailored to meet their specific public sector needs and to that the trainers are experienced and are appropriately qualified to deliver training using the Competency Based Modes of Training and Assessment. Therefore, she is confident that they will implement and practice what they have learnt at PILAG.

"In conclusion, I want to remind the graduands that the training here at PILAG or SILAG always emphasizes the need for leading and influencing Public Sector Ethical Practices, coupled with the observance and embedding of established Public Sector Work Values. I am sure that you will live and work within these requirements as such to support the government".

Easter Holiday Dates

Good Friday

Friday
7th April, 2022

Easter Saturday

Saturday
8th April, 2022

Easter Sunday

Sunday
9th April, 2022

Easter Monday

Monday
10th April, 2022

Sansan Commends SILAG & Dauli College of Higher Education



Dauli Teachers College Representatives after the signing of the MoU with SILAG CEO, Mr Michael Barobe and Acting Chair, Ms Taies Sansan.

Acting Chairlady of the Somare Institute of Leadership and Governance (SILAG) interim board and Secretary for the Department of Personnel Management, Ms Taies Sansan commends SILAG and Dauli College of Higher Education for fostering a partnership which will see both Institutions having exchange programs.

Ms Sansan was happy to witness the signing of a Memorandum of Understanding which will seal and guide the two institutions' exchange programs of up-skilling lecturers and tutors, for offering sister programs, and seeing reforms taking shape.

"The event is a milestone in the history of PILAG, or SILAG as it signs its first MOU with a Teacher's College in PNG, so that we achieve better things for our public servants and teachers in Hela and PNG," said Ms Sansan.

Ms. Sansan said she is privileged to observe first hand reforms that the premier school of Governance has taken under the watch of the current CEO Mr. Michael Barobe and his management in the last four years.

"I am pleased and honored to be given this privilege to speak to signify what I am sure will be the beginning of a very long and fruitful partnership in Public Sector capacity in building Hela Province, the Highlands Region and Papua New Guinea", said Secretary Sansan.

She said the MOU signifies the meeting of two minds of the respective heads of agencies that are progressive and sympathetic towards the opportunities and challenges of the reform agenda driven by the Marape-Rosso government.

"Therefore, such collaborations are encouraged to exemplify and embody the government's whole of

government approach to doing government business," said Ms Sansan.

Secretary Sansan said that it is important that the Policy reforms the government is driving is understood, especially, the Public Service Human Resource Development Strategic Plan 2020-2050 (HRDSP) that highlights strategies on how to deal with issues in the public service in the next 20-30 years.

"In terms of training, SILAG is seen as the delivery hub of the public service training, therefore, it is pleasing to see that the Dauli College of Higher Education is coming on board with the support of department of Higher Education," said Ms Sansan.

Secretary Sansan said DPM in support of the devolution and decentralization of the financial and

administrative powers to the lower tiers of the government is expected to have only 10% of the public servants in Port Moresby, 20% in the provinces and the rest in the districts and wards.

"Therefore, we must all work towards making this ideal become a reality and I urged SILAG and DCHE to have this vision in mind," said Sansan.

The MoU was signed late in March, 2023.



PILAG Interim Board Acting Chair, Ms Taies Sansan signs the MoU and witnessed by SILAG representative.

PS Medical Insurance To Start in Mid-2023



Acting Deputy Secretary, Policy & Reforms, Mr Ellison Kalimet presenting on the Medical Insurance Policy.

The Public Service Medical Insurance is expected to commence in the middle of the year and to implement this the government is expected to spend a total of K10 million for infrastructure costs says Acting Deputy Secretary for Policy Mr. Ellison Kalimet, at the opening of the 6th Public Service Human Resources Managers forum last

month.

Mr. Kalimet said that the initial infrastructure and setup cost of K10 million per year will be for the next five years and the seed capital will be utilized for licensing requirements and infrastructure developments.

Mr Kalimet thanked the Department of Treasury for the K6 million that will be used to implement their 2023 work plan.

Commencing in mid-2023, about 130 000 plus public servants will contribute a premium amount of 2.7% for a single or 5.7% gross salary for a family to the Public Service Insurance Board of

Trustees (PSIBOT) and the premium amount will be cut to cater for life and policy cover.

"For example, if a spouse or a children or dependent dies, the spouse gets 50% of the payable benefit and the children receive 25% if there are two children then they share the 25% which each will get 12.5% and if there are three, they get 8.3 % each and all these arrangements shall be declared and built into an operational manual" says Acting Deputy Kalimet.

The National medical and life Insurance Policy will be compulsory for all public servants and it will cover any medical expenses for health and life, which will include funeral expenses for any public servants that passes on.

He explained that the state will no longer be paying for funeral expenses, but the insurance will

do.

The insurance membership will be managed by a team of professionally trained and chartered Insurer professionals operating on sound actuarial and insurance methodology and practices.

The Insurance Policy and Funds shall be managed by the PSIBOT.

PSIBOT members will be appointed in accordance with the articles of an association and the members will come from the public service and the industry.

The board and the entity will be independent bodies which are not subjected to public service and political directions.

Mr Kalimet said an advantage is that the insurance will look after the funeral and repatriation expense of public servants whose body needs to be repatriated to their home provinces.

Ascender Payroll system to be Upgraded



Acting Executive Manager for Management Information Systems (MIS) delivering her presentations about the Ascender Pay version Upgrade.

The Ascender payroll system for the whole of government will be undergoing changes and updated from the current version that is version 12 to version 20 said Acting Executive Manager for Management Information Systems

the version 12 of the Ascender system is obsolete and unsupported, while the version 18 and latest versions have new features that can address our business requirements for digitalization of HR business processes such recruit-

(MIS) at the Department of Personnel Management, Mrs. Denyse Ealedona.

Speaking at the 6th Public Sector Human Resource Managers Forum, she stated that

ment, selection, termination, upgrade is the implementation of the time and attendance module.

The current system was purchased from Concept Australia in 2003 using Version 8, in 2015 it was upgraded to Version 12 and it has been eight years since then therefore the system is seeing another upgrade in 2023.

She said that a workshop will be scheduled for the first week of April and will be organized for HR Managers to train users on the version 20, the agencies will then need to provide a list of users to be trained using the request for the user access form.

One of the activities that will be included in the Ascender Version

upgrade is the implementation of the time and attendance module.

This module upgrade will enable agencies to maintain an effective manual or electronic Time and Attendance systems in place.

Furthermore, some of the strategies that the MIS division is undertaking in the version upgrade of the Ascender pay system include the installation of the version 20 for training and development environment in DPM's local area network, data cleansing and configuration of business rules and implementation of additional features such as General Order 3 - Recruitment and Selection and Time and Attendance.

Milestone Achievements for the Department

Four DPM Officers graduated on the 24th of this month from the University of Papua New Guinea's School of Business and Public Policy.

They are; Ms Roselyn Wrakuavia, Director National Agencies who graduated with a Masters Degree in Economics and Public Policy and three others were Mr. Joe Kipsy, Senior Strategic Workforce Planning Officer, Mrs. Christine Lakani, Senior Contracts Advisor New Guinea Islands Region, and Ms. Dorris Mininbi, Help Desk Coordinator Human Resource & Management who graduated with a Bachelor of Arts Degree in Business Management Human Resource Management (BBM HRM) Professional Studies.

Speaking on behalf of the group, Ms. Wrakuavia thanked the Department, the Secretary and HR for giving them the opportunity to complete their studies.

"I thank the department for allowing me the time-off to do my studies and also my division for the understanding and family for the support", said Ms Wrakuavia.

She extended her gratitude on behalf of the other three graduates to the department for the sponsorship and said that the achievements that they gained was for the department because the skills and competencies acquired will assist them to do their jobs better and on a higher level.

She thanked Secretary MS Taies Sansan for her leadership which enabled DPM staff and other Public Servants to apply for the Australian

Awards Scholarship, and said that this has helped to reduce costs and also builds their capacity and competency.

Ms. Wrakuavia applauded for the program to continue and give opportunity for officers who have served longer in the department and who have not had an opportunity to be part of such an arrangement.

Mrs. Christine Lakani also offered her appreciation to the department and to the Secretary for endorsing her training program as this achievement will enhance her career in Human Resource Management and Contracts Administration.

She said this opportunity has revealed to her that those who have been in the department for so long without undergoing training lack experience and certain skills, therefore, the training program is needed to enhance their knowledge and capacity building.

"The program has helped me and it is very important that officers who are long-term staff of the department be given the same opportunity to build their skills and knowledge and excel in their own

respective jobs in the department.



Ms Roselyn Wrakuavia with her Certificate.



Mrs. Christine Lakani after the graduation.



L-R: Ms Dorris Mininbi and Ms Roselyn Wrakuavia posing with their certificates after the graduation.