



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

August 31st, 2023

DPM & PSC Merger



Secretary, Ms Taies Sansan delivering her remarks during the 2nd in-house meeting.

Inside this issue:

DPM Presents Digital Transformation Policy **2**

DPM staff inducted into the Public Service **3**

DPM attends International G&W Conference **4**

DPM Officers Pleased with Workshop **6**

Compiled by DPM Media—PSIC Branch.

The National Executive Council has the merger between the Department of Personnel Management and the Public Service Commission.

This was one of the major announcement made by Secretary Ms. Taies Sansan during the second staff meeting held on the Friday 18th of August 2023.

Secretary took the time to congratulate DPM staff for their efforts in the department, as it was presented in Parliament by the Public Service Minister, Hon. Joe Sungi, the 2021 and 2022 Report.

She said most importantly, the Eleven (11) findings from the Delloitte Audit Report was presented in Parliament by the Minister, and this will see the Department finding solutions in addressing these findings.

The 11 findings are;

1. Large amounts paid every fortnight are not thoroughly reviewed,
2. Lack of data validation and data cleansing - which leads

3. Lack of automatic calculations in Alesco payroll system - which allows manual calculations outside the system,
4. Lack of consistent IT audit and lack of implementation of recommendations from previous IT audits,
5. Demarcation of functions (Conflict of Interest) between Department of Finance and Department of Personnel Management,
6. There is a need to upgrade the Alesco system from Version 12 to the latest version available at the time of implementation. The last upgrade was done in 2003. Latest upgrade available is version 20,
7. Leave records are not updated in Alesco - thereby leaving the risk open to processing wrong leave amounts and taking leave but having that taken leave accrue as untaken or fully paid upon retirement,
8. There are inconsistent salary grades across public agencies,
9. Lack of implementation of Disciplinary actions - resulting in multiple people paid on the same position,
10. Lack of training for HR Officers/IT and system

users, 11. Operational (Goods & Services) funds, even miscellaneous funds, are often used to pay salaries of employees.

Secretary Ms. Sansan said in addressing these findings, DPM is proposing four key areas and solutions.

They are; Alesco Payroll Version upgrade from 12 to 20 which is in progress, Automation of General Order, which DPM is moving into technology phase and will see GO to be the first to be automated which is in progress, the Automation of key priorities such as the HRDSP and Business Proses, which are in progress, and lastly the Digital HR Reporting for the Whole of Government which is also in progress.

There is a Dashboard created, from which it will regularly show the payroll updates, information and statistics on Staffing and Establishment, Hiring, Unattached Officers in the Public Service, Tracking of the pay by all agencies as access was given already to some Agency heads, Provincial Administrators,

and CEO's of PHA's.

The Special Parliamentary Committee on the Public Sector Reform and Service Delivery will keep track and provide the oversight role in assessing what the executive arm of the government is doing in implementing the particular NEC decision No: 196.

NEC has also approved reforms to DPM and to Public Service Commission, which will see some of the functions that are currently with PSC will be merged together with DPM and will become one.

Some of the functions that DPM is currently doing and some new functions, and the functions from PSC will all be put together under one agency.

"So there's a proposal for this department to be renamed as the Department of Public Service," said Ms Sansan.

Public Service Board of Commissioners will meet from time to time and are looking at having five commissioners.

DPM Makes Presentation at Seminar



Deputy Secretary HRAS& CA, Ms Constance Baisi presenting the Digital Transformation in Brisbane this month.

Deputy Secretary, Human Resource Advisory Services and Compliance Audit, Ms. Constance Baisi delivered her presentation on the Human Resource Digital Transformation at the PNG Investment Conference in Brisbane Australia.

She explained that this was in response to the current government's program to upgrade the current payroll version, and is aligned to the Vision 2050, transcending down to the PNG Strategic Development Plan 2020-2030.

It is inline with DPM's HR Development Strategic Plan, the Medium Term Development Plan 4, and the strategic program alignment of MTDP 7 on the Governance and Transformation in the Public Service, and is inline with the ICT Sector Roadmap 2018 which is currently run by the Department of Information, Communication and Technology (DICT) on the digital transformation policy.

"DPM have also aligned our Corporate Plan 2023–2027 inline with the Digital Government Act 2022, with the objective of inter-

facing all current government systems in terms of digitalizing these programs, and interfacing them into one Digital Management System for the Whole of Government", said Ms Baisi.

There are four components for the digital design and plan under the HR Digital Transformation:

Component One—is the Upgrading of the Ascender Pay, a HR pay system, a consolidated efforts with the Finance Department.

Ms Baisi said DPM's role is to ensure that the Department have a cleansed data to be transferred onto the production level.

This has seen the upgrading of version 12 to version 21 that DPM has purchased on a training environment with the intention and purpose to have a cleansed data and an integrated payroll system that is upgraded and cleansed.

"The implementation of the digital strategy will see the auditing and reviewing of system configurations, definitions against the business processes, and also review the current security groups in the ascender pay integrated payroll system", said Ms Baisi.

Component 2—is the Automation of the

General Orders.

It basically involves the forensic unpacking of the GO, designing the HR Business Process system pro-chart to map out the systems of each GO, and designing the flow charts on the Ascender integrated pay-roll system.

It's basically to configure system rules in the business processes and the integrated payroll system.

Component 3—is the implementation of the HR Modus.

The current features are the E-recruitment and Applicant training, Training course administration, and the HR Development is what DPM have utilized under the Digital Transformation Program.

Component 4—Digital Reporting, which features the HR Reporting dashboard as an improved way of utilizing data and predictive analysis of Personnel Emoluments budget.

This will enable agencies to have a controlled approach towards making an agency personal emoluments expenditure, and to have that digital data.

DPM Staff Inducted into the Public Service



The Nine officers who have completed the Public Service Induction Program and were inducted into the Public Service. They are pictured with their certificates at the oath taking and signing ceremony.

Nine officers from various divisions and Branches within DPM were inducted as Public Servants.

The officers are the first batch of 2021 probationary officers from DPM to be inducted at the Somare Institute of Leadership and Governance (SILAG).

Human Resource Advisory Services Compliance and Audit Unit Deputy Secretary, Ms. Constance Baisi congratulated the inductees and encouraged them to continue to strive in upholding the Public Service Code of Ethics and to have the good values instilled in them.

"I want to encourage you all to uphold that at all times, our doors are open, we are here for guidance and support and whenever you need assistance, please feel free to come and see us" said Ms. Baisi.

Ms. Baisi thanked the nine officers for their commitment during the week long induction program and officially welcomed them into the public service.

The nine officers are Mr. Norman Pena Performance Management Officer, Mr. Moses Kenowa District Housing Officer, Mr. Clement Nongo Research Officer (Govt. Pay Policy) Mr. Adrian Abedi Research Officer (Salaries Commission & Monitoring Committee), Ms. Lithiana Nondebia

eye-opener for most of them to be able to fully understand the Public Service, through the three programs that were covered.

"Through the Orientation to Agency, Orientation to Public Service and Orientation to Job program, we got to understand what public service really is," said Mr. Nongo.

He added that as government pay policy officer, he intends to use the knowledge acquired from the induction to fully implement what is required of him from the department to fulfil its aims and objectives which will

enable him to do his job efficiently and to ensure there is service delivery at the end of the day.

The five-day program started from the 07th and ended on the 11th of this month and was conducted by SILAG, and was facilitated by Mr. Diki Saia, the Public Service Induction Program Coordinator.



Swearing in Ceremony.

(Gender Equality & Social Inclusion Male Advocacy Network), Mr. Uakai Bouaka Assistant Statistics and Analysis Officer (National Agencies), Mr. Brandon Nepe (Staffing and Establishment Officer), and Mr. Sionney Haiveta (Contract Admin. & Employment) Advisor.

One of the inductees, Mr. Clement Nongo said the program was an

DPM attends International G&W Conference



Department of Personnel Management's Ms. Amelia Raka, (6th from left) and her counterpart Ms. Grace Mainde (3rd from left) from the Department of Petroleum and Energy with representatives from the nine participating countries.

Department of Personnel Management's Acting Manager for Gender Equality and Social Inclusion Coordination and Mainstreaming Whole of Government (GESI WoG), Ms. Amelia Raka attended the 10th Annual International Gender and Women Studies Conference in Bangkok Thailand, as a representative from Papua New Guinea working in the Gender space.

Ms. Raka along with her counterpart from the Department of Petroleum and Energy GESI Manager, Ms. Grace Mainde attended as observers.

Research papers were presented and insights were shared on Gender and Women studies by representatives from the nine participating countries which are; Thailand, Taiwan, Australia, India, Ghana, Sierra Leon, Canada, Philippines and PNG.

Ms. Raka said there is a greater need for the Public Service to share on

international platforms the implementation of National Public Service GESI policy in response to the government of Papua New Guinea's intentional agenda to address the various forms of Gender Based Violence that is impacting the lives of Papua New Guineans.

"Also to share our success, achievements and challenges that we have encountered and overcome as a government in the public service in addressing GBV. It will also give us the opportunity to network with other countries on their successful strategies that we could learn from or adopt and customize to improve our government mechanism for effective coordination and implementation," said Ms. Raka.

"It is also a great platform where we can showcase and report on the implementation of the NPS GESI Policy from the Public Service in

response to addressing GBV in the country," said Ms Raka.

Ten countries participated in the conference, however, only nine countries gave presentations on Women and Economic Empowerment, Intersexuality, Gender Based Violence, Laws, Legislation and implementation updates in the government, private sector and NGO's, Women and Health, PNG attended as an observer having had previously attended the 6th Annual Women & Gender Studies in Malaysia.

The 10th Annual Women & Gender Conference is an annual event where representatives from various countries working in the gender space and women studies come together and share insights and updates on mainly research papers that they are working on and receive feedback on the research they are undertaking.

Internal GESI Policy launching for DoWH



Secretary for Works and Highways Mr. David Wereh (left), DPM Acting Manager GESI Coordination and Mainstreaming (WOG) Ms. Amelia Raka and Mr. Ronald Howard DoWH GESI Helpdesk Manager at the launching of the policy early this month.

Department of Works and Highways launched their Internal Gender Equity and Social Inclusion Policy (GESI) early this month, the department is the third agency in the whole of Government to launch its Internal GESI policy and Workforce Planning and Development Policy.

Acting Manager GESI Coordination and Mainstreaming Ms. Amelia Raka congratulated the Department of Works and Highways on behalf of Secretary Ms. Taies Sansan on their leadership and tireless effort on ensuring GESI is institutionalized in the department.

"Today marks a significant milestone where your agency has now become the third agency in the whole of gov-

ernment to launch its GESI policy and Workforce Planning and Development policy that ensures to demonstrates a commitment to undertake and implement principles and values of the National Public Service GESI policy through specific actions that value and respect the diversity of the employees within the organization and maintain to provide a workplace that is fair, equitable, accessible and inclusive" says Ms. Raka.

Ms. Raka said that through the implementation of the Internal GESI policy and Workforce Planning and development policies specific steps and actions will be undertaken by their respective divisions and branches to focus on achieving the depart-

ment's that will reflect fairness, equity, accessibility and inclusiveness to be the trademark and brand of the department.

Secretary for Works and Highways Mr. David Wereh said that he believes that the launching of these two policies are very important and will continue to promote the idea of giving equal opportunity and equal participation.

The department of Works and Highways has been pioneering agency in the government in 2014 through the work of the Late. Mr Kereke who was a passionate advocate and role model in grounding GESI in the initial stages of the roll-out of the NPS GESI policy in the department.

DPM Officers Attend Workshop



DPM officers with their certificates of attainment from batch 1 of the workshop (front row from left) Tie Kifi, Salome Vincent and Amelia Raka, Alexandra Maguna and Moisa Kibu (left- back row) with participants from the eight other agencies and APS Academy facilitators (middle).

Eight (8) DPM Officers attended a workshop conducted by the Australian Public Service Academy.

The workshop was aimed at Building and Developing High Performing Teams and gain the knowledge of how to transition from their roles as technical experts to managers of people in order for real improvement in productivity to be accomplished.

The officers are Amelia Raka (Acting Manager GESI Coordination and Mainstreaming, Whole of Government), Ruth Gii (Senior Public Service Institutional Housing Officer), Tie Kifi (Team Leader Network Services and ICT Communications), Alexandra Maguna (Acting Manager Monitoring and

Compliance - Momase Region), Salome Vincent (Senior Salaries Officer), Renagi Tioti (Manager Human Resources and Advisory Services - Southern Region), Elias Yori (Manager HRAS New Guinea Islands Regional Office) and Moisa Nibu (Senior Retirement and Re-deployment officer, Southern Region).

Senior Public Service Institutional Housing officer, Ms. Ruth Gii said that she is pleased to have attended the workshop, because of the knowledge she gained on the characteristics of high performing teams, especially on having clear goals tied closely to teams and organizational priorities.

Ms. Gii said knowing the five dimensions of a high

performing team drive, focus, capability, energy and communication, will help her build a high performing team as she looks forward to transitioning from a technical officer to a manager in the near future.

The workshop has provided the officers the needed knowledge and skills to assist those who are leading public service teams, so that will be able to understand the key characteristics of high performing team and how to create conditions that enable a team to achieve the organization goals.

Executive Manager for Capacity Building and Development Division, Ms. Agnes Tamate said the course is designed to help managers and upcoming managers create and maintain

high-performing teams by aligning their work with the government priorities.

"A key outcome of this learning program is to build a high-performing team that identifies a range of actions that can be implemented back in the workplace to strengthen high performance," said Ms. Tamate.

The eight agencies that participated in the workshop were Department of Prime Minister and NEC, PNG Immigration Citizenship and Authority, Department of Finance, Department of Treasury, National Statistical Office, Department of Justice and Attorney General and the Auditor General's Office.