



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

June 30th, 2023

Payroll System Upgrade



L-R: Chief Secretary, Amb. Ivan Pomaleu, PS Minister, Hon. Joe Sungi, DPM Secretary, Ms Taies Sansan and Special Parliamentary Committee on Public Service Reform & Service Delivery, Hon. Gary Juffa, posing for a photo session after the 6th HR Managers Forum. Public Servants who attended were briefed about the upgrading of the Alesco payroll system.

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Compiled by the Public Service Information Centre Branch

Department of Personnel Management is currently undertaking the upgrading of the Government of PNG Integrated Human Resource (HR) Payroll system—Training and Development environment.

Public Service Minister Hon. Joe Sungi said Department of Personnel Management has taken the necessary steps to address the payroll issues that has plagued the system over the years.

"The version upgrade

project currently being undertaken by DPM is one of the corrective measures being undertaken by the Department to address issues on the current payroll system version 12, which has become obsolete and unsupported, requiring the upgrade to be undertaken immediately", said Minister Sungi.

The Minister added that DPM is well ahead in implementing these corrective measures and are in the process of putting together business rules and policies that

will guide this upgraded version.

Minister Sungi announced that DPM has put in place a strategy - one of which is the Digital HR Transformation program 2023-2027, which encapsulates the pathway in which the Department will strive towards achieving this goal.

Hon. Sungi said implementing the recommendations of the Deloitte Report require a holistic approach and the pathway towards conducting this lies in the measures DPM has

employed to address the issues relating to the payroll system.

"It is a massive task and I am optimistic DPM is on the right track and has taken every step required to address the issue concerning the payroll system which is highly commendable", said Minister Sungi.

The upgrading has started in December of last year, and is in its third phase. The fourth and the final is the training phase.

DPM & NRI Signs MoU



Group Photo taken after the signing of the agreement to develop a Public Service Housing Policy. NRI Director Dr. Osborne Sanida (4th from right) is showing the agreement with Secretary, Ms. Taies Sansan (3rd from right).

Department of Personnel Management (DPM) signed a Memorandum of Understanding (MOU) and a Contract Agreement with the National Research Institute (NRI) to develop a Public Service Housing Policy.

This is the first to be developed as an overarching Policy on Public Service Housing that is set to address the Housing issue in the Public Service in the areas of Institutional Housing and Home Ownership.

"Housing is not a condition for employment in the Public Service and most public servants are facing housing issues which needs to be addressed through such a policy" said Ms Sansan.

It will be an evidence based policy in which the NRI will be conducting research to assist DPM formulate the policy.

The main area of focus NRI will assist DPM on is the Development of the Public Service Housing Policy on the District Housing Policy and the

Institutional Governance Framework.

These documents will support the implementation of the Human Resource Development Strategic Plan 2020-2050, which focuses on the Districts, to have 70 per cent of public servants working and living in the districts, 20 per cent to be working and living in the Provinces, and only 10 per cent in the head quarters in Port Moresby.

It is the 70-20-10 policy.

The policy will provide frameworks and guidelines which outlines the rules and regulations of public service housing covering both Institutional Housing and Home Ownership.

Secretary,

Ms Sansan said the Public Service Housing Project, Portion 1212 at Bomana, once completed, should have a Policy in place to guide the management of the Institutional Housing, and give every public servant the opportunity to apply to own a house under the Home Ownership Scheme.

The draft policy should be completed by the end of this year,

We anticipate to have it launch by March, 2024.



NRI Director Dr. Osborne Sanida (Sitting Left) and Secretary, Ms. Taies Sansan (Sitting Right) signing the MoA

DPM and NRI enter Into A Contract Service Agreement



NRI Director Dr. Osborne Sanida (Front Left) with Secretary, Ms. Taies Sansan, with a signed copy of the Contract Service Agreement (CSA).

Department of Personnel Management whilst signing the Housing Policy MoU, has also signed a Contract Service Agreement (CSA) on building the institutional strengths of the two organizations to carry out their respective mandates effectively and efficiently.

This is particularly from the perspective of using evidence-based data and information to make good decisions.

The National Research Institute (NRI) Director, Dr. Osborne Sanida in delivering his speech during the contract signing said this in recognition of the contributions of both institute.

He said, PNGNRI is mandated to provide quality research, which contributes to evidence-based public policies and decision-making processes

that improves service delivery, leading to better quality of life for all Papua New Guineans; while DPM, as a central government agency, is responsible for oversight of Human Resource matters in the public service.

"Through this Contract Service Agreement and collaboration, PNGNRI and DPM intend to promote and advocate for sustainable public service policies, particularly in relation to enhancing the performance and productivity of the public service sector in the national and subnational levels, based on evidence-based research", said Dr Sanida.

He said the collaboration of NRI and DPM will enhance the roles and responsibilities of DPM relating to administering the Public Service Management Act and regulating the SCMC Act (1988) and are supported

by research.

The service agreement include:

1. Research activities in relation to the development of good public sectoral policies,
2. Sharing of information and joint research projects
3. Organization of conferences and workshops to advocate and promote good public sector policies and,
4. Human Resource development of capabilities and Social Science Research Methods course offered by PNGNRI and any relevant DPM-organized training.

The main agreement is to provide technical advise on research on the Public Service Housing Policy.

DPM Installs Microsoft Office 365



DPM & DICT IT Officers with the Microsoft 365 booklet.

Department of Personnel Management is one of the first government departments to migrate from the old email system to the new Microsoft Office 365.

This is part of changes the Department of Information & Communication Technology (DICT) have introduced through a Whole of Government approach.

This is aimed at ensuring Government departments & agencies have standards in operations in terms of Information & Communication Technology (ICT).

The main concern of this migration is to protect the Data Security and Transparency of government files.

The Office 365 is a cloud-powered platform to Microsoft that is similar to a workstation.

It has Microsoft features and applications such as Word, Excel, PowerPoint, Outlook, One Drive, Teams and other category such as

Content Management and Project Management tools and such.

IT officers from DICT and DPM have been conducting in-house training on the usage of Microsoft 365 and its importance of using it.

Read Below the Vox Pop we did, getting the views of DPM Staff on the Microsoft 365 and their understanding of it..

VOX POP:



Name: Mr. Niwia Olewale
Position: A/ Manager HR Policy-Coordination and Advice.

"I understand that you can take your work with you wherever you go as long as you have internet access. Its functionality and usage are user friendly and helps me by giving reminders about meetings and allows me to save my work without relying too much on a flash drive".



Name: Ms. Agnes Tamate
Position: Executive Manager Capacity Building and Development

"Still waiting for my password to be sorted out and the authentication to be fixed so I can access the platform".



Name: Mr. Joachim Luma
Position: Manager Legislative Reforms

"I have a basic understanding of Microsoft Office 365 and its functions; I have been using Outlook to send and receive emails. I think that training is needed to utilize all functions, however, my only concern is the security of the files that I have uploaded". **Cont. on Page 5.**

DPM Takes Bold Stand to Address Legacy Issues



A file picture of Secretary, Ms Taies Sansan during the Meet and Greet in the beginning of the year.

Department of Personnel Management is taking bold stand to mitigate unethical conduct in the Department, as the first step to address this legacy issue in the Public Sector.

DPM has issued Circular Instruction 7 of 2023, dated 31st of May, 2023, advising all Departmental Heads, Provincial Administrators, Provincial Health Authorities, and Heads of other Public Authorities informing them of this bold stand.

Secretary, Ms Taies Sansan stated that there is so much public perception and much talked about in the mainstream and social media on the

unethical conduct of officers in the public service.

She said it is widespread and is taken as a norm at every level.

"The Government is making an attempt at the strategic levels to manage the widespread corrupt practices by reforming the necessary legislative framework, including the setup of the Office of the Independent Commission Against Corruption (ICAC), Ms Sansan said.

She said whilst the Government reforms to combat corruption is ongoing at the strategic level, DPM is responsible to take charge at the administrative level to commence implementation.

"It is common knowledge in public forums that some public servants are taking 10 per cent of any payments made in exchange for facilitation of claims in the Government Offices," said Ms Sansan.

Secretary Ms Sansan said it is unfortunate that the public service have reached this embarrassing stage and attempts has to be made to correct this decay in the public service.

She said Public Servants at every level must know that such practices are in breach of relevant legislations and is a serious offense.

"This kind of behavior must be openly discouraged with all relevant laws enforced by the responsible authorities at every level in the Public Sector", said Secretary Ms Sansan.

"On that note, I am now taking this bold stand on this legacy issue by starting with my department," she said.

The Secretary said there were instances of her staff at DPM accepted gifts in cash and kind for doing their paid jobs and were reported to her office.

The matter is under investigation, and staff responsible will be dealt with accordingly.

"It is this Department's responsibility to ensure that public service code of conduct and ethics is upheld at all times and I urge all the state agencies to take responsibilities to assist relevant law enforcing agencies to set up similar arrangements for unethical conducts to be reported consistent with the relevant laws," said Ms Sansan.

Vox Pop on Page 4 Continues...



Name: Ms. Dorothy Kiha
Position: Assistant Monitoring and Compliance Officer - National Agencies Directorate

"At the moment I am only accessing and using Outlook email because that's how we communicate with our clients".



Name: Ms. Eileen Wahe
Position: Manager PS Scholarship and Training

"I have been utilizing the email and what I really love about the platform is that it automatically saves your work onto One Drive"

Staff Profile: One Step Higher in Her Education Journey



Director National Agency, Ms Roselyn Wrakuavia with her Certificate in the bamboo after her graduation early this year.

Graduating with Masters in Economics and Public Policy at the University of Papua New Guinea earlier this year was not an easy feat and journey for Ms. Roselyn Wrakuavia, Director National Agencies at DPM.

She recalled juggling work, family and studies amidst the Covid restrictions in 2020.

She pushed hard, and finally graduated in 2023 on April

26th, with three other DPM officers in their respective programs.

Hailing from Yangoru Sausia District in the East Sepik Province, Ms. Wrakuavia is a High School teacher by profession, and taught for two years before joining the East Sepik Provincial Administration.

In 2012, she joined the DPM

In 2021 Ms. Wrakuavia said she was selected with nine other Public Servants as

recipients of the Australian Awards under the PNG scholarship to study Masters in Economics and Public Policy at the University of Papua New Guinea's School of Business and Public Policy.

She said it was a tough and challenging journey during her studies, especially having to study economics which she found it quite difficult.

Good news was that she was self taught, and has improved in her studies as her daily interactions with other government Departments such as Treasury and Finance has helped her understand some of the topics and concepts that were covered during her coursework.

"Studying Masters Degree in Economics in the country has reflected the kind of work that is done here because there were immense discussions based on the economic front such as budget and revenue which helped me understand the concepts better by associating it to the PNG context," she said.

"I didn't think I would pass the exams as I have never taken a day-off to study because I'm always working. However, I was fortunate

enough to find out that some of the topics covered in the exams were being discussed with me earlier on with someone from Treasury, Finance, National Planning and Prime Minister's Department, which has helped me in my exams," said Ms. Wrakuavia.

The training has empowered her and she is very pleased with the outcome of her studies.

She said the studies has helped her to understand many things from the economics front, while linking it to Public Policy, Governance and HR.

She thanked Secretary Ms Taies Sansan for her leadership that enabled her and other public servants to be part of the Australian Awards Scholarship, which will help to reduce costs and also build their capacity and competency.

Her officers described her as more of a mentor that guides her team.

N:B: National Agencies Directorate, is a division under the Human Resource Advisory and Compliance Services (HRAS) that facilitates and provides strategic HR advisory for the hundred plus National departments and agencies.