



**"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 Commences Regional Reforms Workshops



Members of the DPM Team led by Deputy Secretary Policy Mr. Ellison Kalimet flanked by representatives from the Western Highlands region participants attending the Workshop.

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The Department of Personnel Management commenced its Regional Reforms Workshop starting with the Highlands Region on the (insert date) in Hagen for the Highlands Region and in Kokopo for New Guinea Islands. Department of Personnel Management's Deputy Secretary Policy and Reforms Mr Ellison Kalimet who officially opened both workshops and delivered the keynote speech on behalf of Secretary Ms. Taies Sansan said, it was a pleasure to be able to officiate at this very important and significant reforms workshop for these 2 regions.

"The regional workshops provided the department with an opportunity to touch base with the people on the ground. It is also an opportunity to provide awareness about key policy initiatives for the whole of government that you all need to be made aware of," said Mr. Kalimet. The two regional workshops highlight key reform activities that the department is currently undertaking one of which is the development of a Public Service Housing Policy and its related policies which intends to put forward and have the right policies that guides housing for public servants.

for Papua New Guineans as a whole said Mr. Kalimet. Mr. Kalimet said, housing for public servants have been a long-standing issue of which successive governments have tried to address but I would like to acknowledge the support of the Marape/Rosso government for taking a bold step to support the public service ministry to push us to find ways to deliver on this pressing issue.

DPM in partnership with the National Research Institute is working on developing a housing policy which will address the issue of housing not only for public servants but

Special General Order 11, Payroll Version upgrade, Retirement process and requirements, Unattached Redeployment process, offline payments, Gender Equity and Social Inclusion, Schedule 13.1 and the Health Awards.

Other reform activities that were covered during the week-long workshops are the Public Service Life and Medical Insurance scheme, Performance Management System (PMS), Human Resource Strategic Plan (HRDSP 2020- 2050),

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## Public Service Housing Being Addressed



Deputy Secretary Policy & Reforms Ellison Kalimet delivering the welcome address on behalf of Secretary .

**H**ousing for public servants is being addressed through ensuring that a Housing Policy is in place. The Public Service Housing Policy and its related policies are being developed to address this issue says Department of Personnel Management Deputy Secretary Policy and Reforms Mr. Ellison Kalimet at the opening of the Highlands Regional workshop.

Mr. Kalimet who opened the workshops in Mt Hagen for the Highlands region and in Kokopo for the New Guinea Islands region on behalf of Secretary Ms. Taies Sansan said, the housing policy is a way forward in setting the foundation for addressing the housing issue not only for public servants but for Papua New Guineans as a whole.

Department of Personnel Management in collaboration with PNG National Research Institute (NRI) will develop housing policies that will incorporate housing as a condition of employment at the district, provincial and national level and DPM is working to deliver these policies that will set the roadmap to deliver on institutional houses for public servants.

The department has now paved the way towards a whole of government approach since the launching of the Portion 1212 in Bomana for 1000 houses to be built for public servants through a public private partnership with International Finance Corporation, who will commence building houses for public servants once developers are confirmed.

Deputy Kalimet echoing Secretary Sansan's sentiments said, housing for Public Servants has been a

longstanding issue of which successive governments have made some efforts to try and address meanwhile he acknowledged that bold stance that the Marape/Rosso government is taking to support the Public Service Ministry to push us to find ways to deliver on this issue.

The Public Service Housing Policy is being developed alongside the District Housing Policy and the Institutional Governance Framework. The housing policy is sector driven which will focus on Public Sector Housing Policy that intends to provide the guidelines and framework that is going to outline the rules and regulations of public service housing.



## HRDSP TO LIFT PS STANDARDS



Department of Personnel Management Executive Manager Strategic Policy Development Division Ms. Ida Yuki explaining the Human Resource Strategic Development plan 2020 -2050 to participants at the NGI Reforms Workshop.

**T**he Human Resources strategic development plan 2020-2050 is going to lift the public service standards and improve the performance of public servants in the country in the next thirty years says Department of Personnel Management Executive Manager for Strategic Policy Development Ms. Ida Yuki at the week-long DPM Reforms Regional workshop held in Kokopo East New Britain Province.

The human resource development strategic plan is the long-term plan that aims to raise the next generation of nation builders and a cadre of public servants who will lift and raise the public service workforce says Ms. Yuki.

She said the HRDSP aims to drive future public service workforce planning strategies from entry, through career progression and exit through the identified eight thematic areas which would like to transform the public service image in the country.

"The eight thematic areas are reducing the size of the bloated public service; ensuring that DPM's corporate responsibilities are responsibly executed; raising the next generation of next nation builders whilst enhancing the nationalism and the competency level; to redistribute service delivery and have 70% of manpower based in the districts; 20% in the provinces and 10% in the national level", improve terms and condition of public service employees, tough penal-

ties for maladministration, employer and not just a place where anyone can just walk in and get a job. institutionalize public service data base and plan for future public service workforce".

Ms. Yuki said the HRDSP plan was launched in 2021 by Hon. Joe Sungi Minister for Public Service and the Prime Minister James Marape however funding was an issue that is why the Department of Personnel Management is rolling it out this year.

She said, it is part of the awareness to inform and transform the mindset of the public service out there that we could work towards those eight goals to change the look of the public service.

We are basically targeting the new entry of graduates who enter the public service by making it a competitive

"The public servants who enter the public service, they have to be qualified and they must understand how the PS system works, in that way we know that they mean business and are not just here for the pay but are here to serve their people and to effectively deliver services to them" says Ms. Yuki.

That's the whole idea of the HRDSP plan and those eight thematic areas addresses the different issues that we have been confronted with in terms of the payroll bill, the code of ethics and business conduct added Ms. Yuki.

## Public Servants to have Life and Medical Cover



Participants at the New Guinea Islands DPM Reforms Workshop in Kokopo

**P**ublic Servants in the country will now have access to a life and medical Insurance scheme that will benefit and cover the 130,000 public servants in national agencies, provincial and district administrations said Department of Personnel Management Deputy Secretary Policy and Reforms Mr. Ellison Kalimet.

"The Insurance will cover two areas, health and life. For health it will cover any medical expenses while life will cover funeral expenses when a public servant passes on and the state will no longer pay for funeral expenses but the insurance will do" says Mr. Kalimet.

This scheme will ensure financial security for all public servants after serving the state and if a public servant resigns, full contribution will be repaid to the public servant. During the employment tenure, if a declared family member dies a percentage of benefit will be paid for funeral and repatriation expenses.

"The National Health and Life Insurance policy is ready for launching and will be made compulsory for all public servants and once the National health and life insurance policy comes into effect as of mid-next year, departments and agencies would not have to pay for funeral and repatriation expenses for those public servants who comes from other parts of the country," said Deputy Kalimet.

Mr. Kalimet made the presentation during the second of the Department of Personnel Management Regional Reforms Workshop will

The government will undertake the seed initial establishment and infrastructure setup cost of K10 million per year for the next five years beginning in 2023 and K6million has already been warranted into the DPM account to cater for infrastructure development.

He said according to a National Executive Council decision NO. 282/ 2005 the NEC approved for the establishment and operations

of a national insurance scheme which never took off until recent directions from the Marape/Basil government. This led to the formation of one of the Key Result Areas for the Ministry of Public Service particularly to look at improvements in the terms and conditions of our public servants.

By early next year about 120,000 public servants proper will start contributing a premium amount of 2.7% of gross salary for singles and 5.7% for a family to the Public Service Insurance Board of Trustees or the PSIBOT and the premium amount will be divided to cater for health and life policy cover.

The Public Service Insurance Board of Trustees (PSIBOT) has been established to managed the Insurance scheme and shall be an independent body, operating on commercial terms and headed by a chief executive officer who is going have many years experience in the insurance industry globally.

Furthermore, Deputy Secretary Kalimet said a circular instruction will be signed and circulated to inform the Public Service about the National Medical & life Insurance Policy.



## Participants Reminded of PMS Importance



Acting Senior Performance Management Officer Charlene Vere delivering the PMS presentation in Kokopo for the New Guinea Islands DPM Reforms Workshop.

Participants attending the New Guinea Islands DPM regional workshop held in Kokopo on the 23rd to the 27th of October 2023 were given a rundown of what the Performance Management System is.

Participants many of whom use the PMS system to enter Key Result Areas for their respective agency heads were provided with information on the use of the system and what is expected of them.

In delivering the PMS presentation during the Workshop, Acting Senior Performance Management Officer Charlene Vere gave a brief rundown of what the PMS system is and the expectations from agencies on the information required from agencies.

Ms. Vere in her presentation reiterated that the PMS system is a HR process for managing performance of agency heads. She said, prior to 2018 there was not a system in place to

measure and assess the performance of agency heads.

"One of the things that regional workshop is here to address is to conduct awareness to the provincial administrations in the NGI region about the Performance Management System based on their contracts of employment" says DPM executive Manager for Executive Contracts Admin and Assessment Mrs. Marita Kouga.

She said, the contracts are performance-based contracts so they should be assessed like the rest of the Public Servants. The key components of the Performance Management system are the key result areas that they must develop and identify the key performance indicators so that on annual basis they must perform against these to make sure their mandated responsibilities are performed to deliver services to our people.

"The Performance Management System

commits each agency heads to performance targets as agreed to with each portfolio minister, departmental heads, governors or board Chairman on a regular basis and to verify the overall delivery of services and reported to the National Executive Council by the Secretary for DPM".

Hence the PMS system focuses on promoting and ensuring the ethical behaviors based on the core values of: accountability, responsibility integrity, honesty, wisdom and respect are practiced in the public service.

"The online PMS system is used to input key result areas, its key performance indicators, monitor and update quarterly KPI deliverables and progress status assessing yearly KRA's by agency heads and political heads".



## DPM IN PICTURES

