



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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Secretary's Christmas Message



(L-R) Secretary Taies Sansan, Chief Censor Jim Abani, National Trade Office Acting Sec. Jacinta Warakai, Public Service Minister Joe Sungi and Deputy Secretary Policy and Reforms Ellison Kalimet at the Launching of the new corporate plan.

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Compiled by the Public Service Information Centre Branch

A seasoned warm Christmas greeting to you all hardworking and dedicated staff of the Department of Personnel Management.

As we reach the end of another year, it would be remiss of me not to reflect on all that we have achieved as a Department throughout the year.

There are many achievements and equally many challenges however, we have persevered despite the challenges. It is the efforts that we as a department put into ensuring that we deliver on key government initiatives and directives that should be highlighted and celebrated.

It is with the support from you all, my deputies, senior management and all staff that have culminated in the achievements that the Department has achieved and for that I am grateful. Through our concerted effort the government of the day recognized the efforts put into delivering key government initiatives and has resulted in my reappointment for another tenure.

"I am honored and humbled to be re-appointed for my second term as the Secretary for the Department of Personnel Management. The

re-appointment as contained in NEC decision No. 251/2023 dated 30th August 2023 came into effect on 06th of December 2023. I would like to thank the Marape/ Rosso Government and the Public Service Hon. Joe Sungi for having that confidence in my abilities to lead and continue to provide that guidance and strategic direction to the department of Personnel Management for another four (4) years".

This year we successfully hosted the Department of Personnel Management Reforms Regional Workshops held in the four regions, which we concluded with the National Agencies this month. The regional consultations allowed and created an awareness platform to inform our public servants in the provinces and the districts on the key policy initiatives that the department is pushing as part of implementing the overall key policies and initiatives of the government. The views and opinions gathered from these consultations will go into finalizing the Public Service Housing Policy and its related policies which the National Research Institute (NRI) through the DPM and NRI collaboration will put together these policies, that aims to guide and steer housing for public servants in

national, provincial and district levels.

The consultations created an awareness on other key reform activities that the department is undertaking such as the Life and Medical Insurance scheme for public servants which is set to be launch next year, the Version Upgrade of the Ascender Government payroll system from V12 to V21 and The HRDSP 2020- 2050 Plan were amongst the many key government initiatives and reforms that were presented during the regional workshops.

All in all, I once again commend the DPM and NRI team who participated in these reforms workshop for their time, effort and commitment in ensuring that our public servants in the provinces and districts are aware and informed of these initiatives so we are able to work together as public servants by delivering services to our people.

The Public Service Housing Policy, the launch of the Corporate plan 2023-2027, the Public Service Medical Insurance, the Pay Roll Upgrade and the Roll out of the Human Resource Development Strategic Plan 2020-2050 are key highlights of what we as a department have

achieved.

The launch of the 5-year corporate plan is also a milestone achievement. The plan has 10 corporate objectives that we must deliver on. It sets and maps out our goals for the next 4 years, since this year 2023 covers one year of the corporate plan. Despite, limited funding we were able to achieve most of the corporate activities in the previous corporate plan.

I want to encourage and urge everyone to work together to deliver on this corporate plan going forward.

I once again would like to thank the Public Service Minister Hon. Joe Sungi for his unwavering support and guidance since his tenure as the Minister responsible for our department.

Furthermore I would like to take this time to extend my gratitude to the staff who have been working tirelessly throughout the year as I urge everyone to continue keep up the great work moving into the next year and with that I wish you all and your families a very Merry Christmas and a prosperous 2024 ! God Bless and see you all next year!

DPM 2023–2027 Corporate plan launched



Secretary Sansan , Public Service Minister Hon. Joe Sungi and members of the EMT raised a toast to the corporate launching of the 2023-2027 Corporate Plan at the Apec Haus.

Secretary Ms. Taies Sansan launched the 2023-2027 Corporate Plan for the Department of Personnel Management on the 06th of December at the APEC Haus, Port Moresby.

Secretary Sansan thanked the staff of the Department who had contributed immensely to achieving the objectives from the last corporate plan in the last four years despite minimum funding support, she also encouraged her department to deliver on the corporate plan for the next five years.

She said although the last corporate plan 2019-2022 was only for four years DPM managed to achieve most of the key objectives under the last corporate plan.

"In the last four years, DPM delivered in its key corporate objectives under the 2019 to 2022 Corporate Plan. Many of the key objectives as outlined in the last 4 years have been achieved though there remain a few challenges to see how best we can address them going forward" says Secretary Sansan.

She said the new corporate plan is aligned to the Medium Term Development Plan (MTDP IV) which also cap-

tures the Vision 2050 and is also aligned to the policy directive in the Prime Ministerial Strategic with subsequent NEC decisions and Key Results areas.

Secretary Sansan also highlighted objective number three in the new corporate plan which relates to the modernization of the public service Terms and Conditions that will support a lean and effective public ser-

vice structure.

As DPM's mission is for Papua New Guinea to have a cadre of qualified public servants the Corporate plan is set towards providing that guidance whereby it ensures that the department delivers on its mandated functions that are set out under the Public Service Management and major government policy initiative.



(left to right) Secretary Taies Sansan, Public Service Minister Hon. Joe Sungi and Director International APSC Ingrid Nielsen cutting the cake during the 2023-2027 corporate plan launch.

DPM signs MOA for Teacher's wage Increase



(Left to right) PNG Teachers Association President Aita Sanangkepe , Secretary DPM Taies Sansan and Acting Chairman Teachers Services Commission Samson Wangihomie during the signing of the Memorandum of Agreement between the parties this month.

Secretary Ms. Taies Sansan once again represented the state as the head of the Department of Personnel Management and signed a Memorandum of Agreement that will be covering the terms and conditions for Teacher's in the next three years and onwards.

Secretary Sansan said the agreement has been successfully reached and commended all parties involved especially the PNG Teachers Association for agreeing to the general wage rise of 3 percent and the Teaching Services Commission as the employer of hardworking teachers around the country, who explained and presented the flow-on of the approved general wage increase of 3% for teachers.

"The agreement has been reached by all parties and we are all here to sign the Memorandum of Agreement for wages and salaries increase of 3% for all teachers for 2023 to 2025 and onwards. I am also pleased to acknowledge that the union has finally put its house in order and came out in unity at last to represent the hardworking teachers throughout the

country who will now see a slight increase on their take home pay at this crucial time" says Secretary Sansan.

Secretary Sansan explained that on the 24th of April 2023, the PNG Teachers Association submitted the initial document in a letter form to the Department of Personnel Management and on 05th of June DPM responded and advised the union to submit a proper log of claims to the Teachers Services Commission as the employer of Teachers and not the Department of Personnel Management.

Ms. Sansan said the general increase at 3% maybe a small increase on the teacher's take-home pay but it is a significant marginal increase when the service allowance is added on which makes the take home for teachers reasonable during these trying times.

Secretary Sansan added that the total cost of increase is estimated to cost over K2 million per fortnight or 55 million per year and the implementation will be done in close consultation with the key implementing agencies going forward based on affordability.

She congratulated the 69,000 plus teachers for their patience and continuous hard work to develop, guide and prepare our future generation and said that despite the challenges in the economy and competing priorities teachers will continue to be the Government's priority and responsibility.

She also urged and challenge teachers who do not commit to their duties see this as a wake-up call especially since this government does not fail to pay public servants on time.

"Your salaries are paid automatically every fortnight and with this new agreement to be signed I would strongly appeal to all teachers to improve your performance and commit 100% to the cause of teaching our children in 2024 and beyond" said Secretary Sansan.

Teachers around the country make up more than 55% of the public sector workforce and the 3% increase is a significant increase the government wage bill and as at pay 25/2023 the number of teachers sits at 69, 489 on the Government payroll.

Triple Celebrations for DPM



Deputy Secretary HRAS Ms. Constance Baisi, Chief Censor Jim Abani, Deputy Policy and Reforms Ellison Kalimet cheering on as Secretary Sansan cuts her congratulatory cake from the DPM staff and Management.

The Department of Personnel Management and its staff had a lot to celebrate this December, with the launching of the department's 2023-2027 corporate plan and the re-appointment of Secretary Ms. Taies Sansan coinciding with the staff Christmas party on the 6th of December was surely a triple celebration for the department.

Deputy Secretary with Human Resource Advisory Services Division Ms. Constance Baisi congratulated and applauded Secretary Sansan on behalf of the department on her reappointment as the head of the Department of Personnel Management for next term.

"We as a department would like to take this time to extend our heartfelt congratulations on your reappointment as the head of our esteemed department. You have

constantly demonstrated exemplary leadership, unwavering dedication and most important a visionary approach that has propelled our agency to new heights" said Ms. Baisi.

"You have consistently demonstrated exemplary leadership, unwavering dedication and most importantly a visionary approach that has propelled our agency to new heights and this commitment is evident in every decision that you've made mostly notably the successful launch of the first ever Human Resource roadmap for the Public Service" said Deputy Baisi.

Deputy Secretary Baisi outlined some of the achievements and commended the department on their collaborative efforts that contributed to the success of the department.

" Notable achievements reached during the past term include the successful com-

pletion of the HR forum and the Staffing & Establishing Reviews, the ongoing five year retirement strategy, the DPM reforms workshops and the recently the return of HR Powers that now formally ends the SGO 11 since its inception in 2019" said Deputy Baisi.

Deputy Baisi also commended the rest of Department staff and congratulated the department on a successful launch of the corporate plan and the launching of the new plan will propel DPM into new heights as the department continues to align its objectives and goals towards Medium Term Development Plan (MTDP IV).

"Heartiest congratulations again to Secretary Sansan on a well- deserved reappointment as the agency head, your leadership and dedication continue to inspire us all and our heartfelt thank you to Minister Sungi and management team for supporting this event" added Ms. Baisi.

Human Resource Powers Restored to Agency Heads



(Left to right) Department of Labour and Industrial Relations Secretary George Taunakekei receiving the Instruments of Delegation from Secretary Taies Sansan during the formal Issuance Ceremony.

Department of Personnel Management Secretary Ms. Taies Sansan formally returned all Human Resource Powers that were previously revoked on the 01st of October 2019 to department and agency heads to be restored, which will be effected on Tuesday 2nd January 2024.

All agency heads were advised through a circular instruction No. 18 / 2023 instructing the heads of department to attend the issuance ceremony to receive their instruments of delegation during the final day of the DPM reforms workshop.

Secretary Sansan congratulated all heads of agency on the return of the HR powers and functions through the receipt of delegation of Instruments and urged them to use these delegated powers with care and not to use these powers to cause further HR issues in their respective agencies

but to comply with General orders devolved human resource environment and HR business processes in the Public Service.

"My department stands ready and willing to provide your HR teams with the necessary tools and authority to assist you in the exercise of these powers to succeed in achieving your organization's goals and values" says Secretary Sansan.

The decision to return all administrative HR powers to agency heads came about after the government revoked all HR powers through the Special General Order 11 (SGO11) 2019 as part of the government's cost saving initiatives to address the ever increasing Personnel Emoluments (PE) budget costs on the government payroll.

The SGO 11 was issued through the government directive as a means to rectify the standard rules that had been ignored or misapplied by respective government agencies under the

ment. She said however recent initiatives that have been undertaken to address these issues have resulted in the government trusts and confidence in the return of HR powers and one was the recent audit of the Government Payroll conducted by Deloitte.

"Agency heads have also been taking bold stands to ensure their agencies are complying to the relevant government business processes on HR matters and seeking advice on a regular basis to ensure compliance to relevant business processes" says Sansan.

Secretary Sansan said because of these initiatives and progress it is thus in the best interest of the Public Service that reinstating all administrative HR powers will enable the Public Service to continue its valuable work more effectively and efficiently.

DPM IN PICTURES

