



**"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 Sansan attends 16th Pacific Public Service Commissioners Conference

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Department of Personnel Management Secretary Ms. Taies Sansan at the 16th Pacific Public Service Commissioners Conference in Wellington, New Zealand.

**S**ecretary Ms. Taies Sansan attended the 16th Pacific Public Services Commissioners conference that held in Wellington New Zealand from the 13th to the 16th of November this year.

Representing the Papua New Guinea Public Service, Secretary Sansan along with 50 other delegates from the 16 Pacific countries gathered in Wellington for the 4-day event under the theme "In Service of Country and people: Public Service Leadership to meet the challenges of the region".

Secretary Sansan as a board member of the

Pacific Fale governance board thanked the New Zealand and Australian government for assisting PNG with the delivery of programs online and in person such the Director's Training course, Mentoring Program, workforce planning and most importantly the assistance on the public sector reforms which saw the completion of the independent review conducted on the functions of Department Personnel Management and Public Services Commission in 2022.

She elaborated that PNG as a country in the region with a larger public service size also have the challenges that the other

countries have shared in managing their public services which means that we have to find the solutions within ourselves in the region.

Secretary Sansan highlighted the need to train our public servants in the region by saying that the Somare Institute of Leadership and Governance is open to receive public servants from the region to be trained at the institution however what is needed is support from our development partners such as Australia and New Zealand to support us by funding these training programs for our public servants in Melanesia, Micronesia, Polynesia and the small

Island States.

The interactive 4-day program included key note speeches from the Commissioner of New Zealand Public Service Commission Mr. Peter Hughes and the Commissioner of Australia Public Service Commission Dr. Gordon de Brouwer discussing the importance of integrity and ethics in the public service.

Other areas of importance that were covered during the conference include navigating the adaptive workforce planning, transforming public service excellence, performance management and support for CEOs and agencies to deliver and strategic communications.

**Compiled by the Public Service Information Centre Branch**

## Nuicare Association to manage Medical Insurance



Deputy Secretary Reforms and Policy Ellison Kalimet addressing Public Servants at the Reforms Workshop for Momase Region.

**T**he Public Service Nuicare Association (PSNA) will take care of the Life and Medical Insurance scheme for public servants in the country, this was clarified by Deputy Secretary Policy and Reforms Mr. Ellison Kalimet with the Department of Personnel Management at the DPM Reforms Regional Workshop in Lae, Morobe Province.

He said the Public Service Nuicare Association has been registered with the Investment Promotion Authority (IPA) and upon that registration there's a constitution that sets out the provision of the governance on how the board will be appointed.

Mr. Kalimet said that a Chief Executive Officer will be appointed to take care of the overall administration of the association as it will also hold nominee shares for and on behalf of the people, purposefully to care for its public servants through the Department of Personnel Management.

There is a board in place already and Secretary DPM Taies Sansan is the Chair to the Public Service Insurance Board of Trustees and other members of the board includes the Secretary for Finance, Treasury, National Health Department, Education and The Police Commissioner including the CEO of the association.

The establishment of the association came from an NEC decision 178 of 2022 that directed the Department of Personnel Management to register an association to manage the scheme for Public Servants.

"We want the scheme to be established independently and to be operated on commercial terms so that's why we have to register it under the Investment Promotion Authority" says Deputy Secretary Ellison Kalimet.

The association will be operated under that NEC

decision and an Act will be drafted so right now what we are doing is involving the State Solicitors to draft the Nuicare Act said Kalimet.

"The Nuicare Act when it comes into place, we are expecting that to happen next year and once it is passed by the parliament then the Act it will govern the Insurance scheme".



Public Servants at the Momase Regional Workshop in Lae, Morobe Province.

## DPM Continues Reforms workshop for Momase Region



(Front L-R ) Deputy Morobe PA Miring Singolin, Glen Alok, Morobe PA Max Brutan, CEO Namawan Super Paul Sayer, Deputy Secretary Reforms and Policy Ellison Kalimet and participants at the Momase Regional Workshop.

**T**he Department of Personnel Management Reforms Regional workshop continued with the Momase Regional Workshops in Lae, Morobe Province that commenced on Monday the 6th of November and ended on Friday the 10th November.

Representing Secretary DPM at the workshop was Deputy Secretary Policy and Reforms Mr. Ellison Kalimet who has been delivering the keynote address and officially opening the week-long workshop.

Deputy Secretary Policy & Reforms Mr. Ellison Kalimet who delivered the keynote address on behalf of Secretary Ms. Taies Sansan welcomed the participants from the Momase Region to the 3rd leg of the week-long workshop starting today Monday the 06th of October and ending on Friday the 10th of October.

Mr. Kalimet told the participants that the workshop is important because it will highlight key initiatives that the Department of Personnel Management is undertaking which the participants

will be informed of during the course of the workshop.

"DPM has been working on a number of government initiatives and among them is the Housing Policy and the Medical and Life Insurance scheme" says Deputy Secretary Mr. Ellison Kalimet.

He said, Department of Personnel Management has partnered with The National Research Institute (NRI) to develop a Housing Policy which through this collaboration has cemented a partnership that will put forward the right policies that will guide housing for public servants in the country.

In expressing Secretary DPM's sentiments Mr. Kalimet told the participants at the workshop that the development of a housing policy is the way forward that will set the foundation of addressing the housing issue for not only the public service but for Papua New Guineans as a whole.

The housing policies develop will incorporate housing as a condition of employment in the district, provincial

and national level and DPM is working to deliver the policies that will set the roadmap to deliver institutional housing for public servants.

Mr. Kalimet thanked the Marape/Rosso government for taking the bold step to support the Public Service Ministry to push the department of personnel Management to find ways to deliver on this pressing issue of housing for Public Servants.

Provincial Administrator for Morobe Province Mr. Max Brutan who officially opened the workshop on Morobe Governor Luther Wenge's behalf thanked Secretary DPM and her team for organizing and facilitating this regional workshop that is going to address legacy issues in the public service.

"We are very proud that the Secretary and her team are here to address some of the legacy issues as well as new strategies and initiatives going forward on how we can be able to stand together to address the issues of our public servants" says Mr. Brutan.

## DPM Officer graduates as Valedictorian



Policy and Review Coordination officer David Kawage (middle) flanked by University of Queensland course coordinators Dr. Serah Warner (left) and Dr. Prue Brown (right) at the graduation ceremony in September of this year.

**D**epartment of Personnel Management's Policy and Review Coordination Officer Mr. David Kawage graduated as the top student with a certificate in Governance and Public Policy (Social Research Methods) that was undertaken at the University of Queensland.

Mr. Kawage along with Senior Public Service Reforms officer with the Strategic Policy Development branch Ms. Almalyn Bambam were amongst twenty-three other public servants from various government departments in both the National Capital District and the provinces who graduated with their certificates in Governance and Public Policy.

He said it was an honor for him to graduate as a valedictorian of his class which inspired him to have higher career goals in order to be an agent of change in the department, his family and his community as a whole.

He extended his gratitude to DPM Secretary Ms. Taies Sansan, Chairman L&D Committee, Executive Manager for Strategic Policy Development Ms. Ida Yuki and the Strategic Policy Development team for their endearing support throughout the

duration of the course.

Mr. Kawage said he plans on utilizing the Problem Driven Interactive Adaptation (PDIA) tool which is a learning by doing approach that helps organization develop the capability to solve complex problems, in his daily roles and responsibilities at work.

"The critical reading and writing skills gained is very helpful in my role as a policy officer. The social research methods and analytical skills imparted was very invaluable and have significantly aided me to understand the importance of developing evidence-based policies to provide accurate policy based advice in a timely manner to reflect the realistic state or condition of the policy agenda" says Kawage.

He aspires to be a team player and believes that he is ready in terms of technical capacity to take on board new challenging tasks with the skills and competencies gained from this course.

Apart from fulfilling the academic requirements of the University of Queensland participants as awardees of the scholarship were required by Australian Awards PNG to provide a work-place based research project.

"My research project emanated from the exit strategy which is a key result area of our division. The title of my research project was "Retirement Exit Database system" said Kawage.

"The objective of my research was to address the brain drain caused by the aging workforce as a result of the government incentivized retirement program. The database will be a search engine and a platform that will create a pool of retirees with corporate knowledge to be re-engaged on short-term contracts to transfer institutional knowledge and experiences to the younger workforce" said Mr. Kawage..



**Mr. David Kawage delivering his valedictorian speech at the graduation ceremony.**

## Awareness on PMS Important



Department of Personnel Management Executive Manager Contracts Admin and Assessment Marita Kouga addressing public servants at the Momase Regional Workshops.

**A**dministration of the Performance Management System by respective agencies heads is critical and important and awareness on this continues as the Department of Personnel Management Reforms Regional Workshops progress for the Momase Region.

This was the message from the Executive Manager for Executive Contracts Administration and Assessment while making her presentation at the Momase Regional Workshop in Lae, Morobe Province this month.

The PMS is a business tool that the Department of Personnel Management utilizes to assess the key re-

sult areas of agency heads in the country.

"One of the things that the 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 per-

formance 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's on a regular basis and to verify the overall delivery of services and reported to the National Executive Council by the Secretary for DPM".

According to the Public Service Management Act 1995, it provides for the appraisal of the performance of agency heads that

is consistent with their contracts of employment.

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.

However, a main challenge that the Department of Personnel Management faces in administering the PMS business process is compliance from agencies in ensuring that PMS as the agency head's contractual obligation must be administered properly so that performances are assessed objectively.

## DPM IN PICTURES

