



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

February 29th, 2024

Secretary Signs Contract



L-R: Agriculture & Livestock Department Dr. Sergi Bang, National Youth & Development Authority Director Mr. Joe Itaki, Provincial & Level Government Affairs Secretary Mr. Philip Leo, PM & NEC Secretary Amb. Ivan Pomaleu, Acting Governor General Job Pomat, DPM Secretary Ms. Taies Sansan, Agriculture Research Institute Director General Dr Nelson Simbiken & MRI Director Dr William Pomat.

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Department of Personnel Management Secretary, Ms. Taies Sansan signed her employment contract on the extension of her term for another four years.

Secretary Sansan including six other Departmental Heads signed their contracts at the Government House this month.

PM & NEC Chief Secretary, Ambassador Ivan Pomaleu was there to witness the signing ceremony by the Acting Governor

General, Job Pomat.

Ambassador Pomaleu told the Departmental Heads and public servants that they hold important roles in shaping policies and implementing decisions for nation building.

He said the government's decision in extending the terms of the majority of them was a significant decision to provide stability and continuity of government services.

"The Government has recognized your

valuable contributions to the public service. The decision to extend your contracts is usually based on your performance, experience and ability to lead effectively", said Amb. Pomaleu.

He told the departmental heads that the process involved careful evaluation to ensure that the right individuals are chosen to continue guiding their department and serving the public's interest.

He thanked them for their efforts and

dedication to serving the public service.

"As the government faces challenges and transitions, maintaining a stable leadership within key departments becomes crucial for the effective delivery of public services", said Mr. Pomaleu.

He said, by carefully evaluating their performances, the government can make informed decision that benefits both the organization and the public it serves.

SILAG Board Members Sworn In



(Board Members) L-R: Mrs. Ruth Philip Deputy Secretary Operations DHERST representing Secretary F. Jan Czuba, Mr. Kinsella Geoffrey National Training Council Director, Mr. Peter Bolas Magistrate, Mr. Philip Leo Secretary Provincial and Local Level Government Affairs, Ms. Taies Sansan Secretary DPM, Mr. Michael Barobe SILAG CEO, and Mr. Paul Niaga Acting Secretary Finance.

Board members of the Somare Institute of Leadership and Governance (SILAG) were officially sworn in on the 8th of February, 2024 at the Central Government Office Building.

Department of Personnel Management Secretary, Ms. Taies Sansan term as the Chairperson continues.

Ms. Sansan told the Board that the amendment of the Parliament Acts and the name change from Pacific Institute of Leadership and Governance (PILAG) to SILAG will fulfill its mission of providing public service training in becoming the leading institute in advancing in leadership, governance and skills, and revolutionizing the field of public service.

"We're at the stage of turning SILAG into a Public Service University," said Ms. Sansan.

She said the university will be responsible for training public servants, especially those who have graduated from Colleges and Universities, and have applied to work as a Public Servant.

Chairperson Ms. Sansan said this will allow them to know the roles and responsibilities of public service from

bottom up.

"We got this challenge before us and I am proud that we have a board in place to help run the affairs of the institute," said Ms. Sansan.

SILAG Chief Executive Officer, Michael Barobe welcomed the Board Members and appreciated the importance of having a board to run the institute.

"We need a board to guide us because the government has given us three years to prepare to set up this university, so the management team cannot work alone. We need a board who knows more about the public service, and can work together with Departmental Heads to deliver the main tasks in ensuring that SILAG achieves the university status by 2027," said Mr. Barobe.

Barobe added that as part of the reformation of the institution, a consultative workshop would be held in Mt Hagen Western Highland.

A similar consultation workshop was scheduled for Feb 20th in Port Moresby, which has seen all Departmental Heads and Human Resource Managers coming together to contribute ideas.

The SILAG Board is comprised of the Acting Finance Secretary, Mr. Paul Niaga, Provincial and Local Government Affairs Secretary, Mr. Philip Leo, National Training Council Director Kinsella Geoffrey, SILAG Chief Executive Officer, Mr. Barobe, Higher Education Secretary, Fr. Jan Czuba, and DPM Secretary as Chairlady.

Three other board members representing Women, Commerce and Church will be sworn in later.

Meanwhile, the board members added that the official inauguration of the Somare Institute of Leadership and Governance makes a critical milestone in the realm of public service training.

SILAG's commitment to equipping future leader with essential knowledge and skills set a positive trajectory for enchanting governance and leadership in the years to come.

The board is of the view that as SILAG continuous to build its reputation and expand its offers, the institute holds the potential to be a transformative force, sharpening the next generation of public servants and contributing to nation building.

PSMA Act 1995 Under Review



SILAG Board during the Swearing in of the Board Members

The Department of Personnel Management in collaboration with the Somare Institute of Leadership and Governance (SILAG) have undertaken a review of the Public Service Management Act 1995 to include a new section of the Section 44 that relates to training and appointment of public servants in Papua New Guinea.

According to a joint media statement by DPM and SILAG released this month, the legislative amendment will give effect to an NEC submission NO. 61/2021 that was approved in April 2021 to have a Systematic, Stable and Sustainable Public Sector Training.

This is line with DPM's Public Service Human Resource Development Strategic Plan (HRDSP 2020- 2050), that provides the strategic policy direction for the public service to systemize and structure a suitable human capital and institutional development in the National Public Service.

This means is that from entry level to executive level any aspiring public servant who want to progress their

career in the public sector must undergo targeted mandatory milestone training program.

Furthermore, clause 6 of the NEC decision approved that any public servant or other person applying to become a CEO, Departmental Head, a Provincial Administrator or a District Administrator must first attain a competency-based leadership training qualification in the Government at SILAG.

And in realization of these requirements, the enabling law, Public Service Management Act 1995 requires amendment to particular provisions on training, recruitment, and the selection of Public Servants.

Work has commenced towards amending the consultative workshops are being conduct-

ed regionally for stakeholders to ensure they contribute during the consultations since the amendment bill will have an effect on the entire public service.

A workshop, facilitated by SILAG in collaboration with DPM was held from the 14th to the 20th in February this year, in Mt. Hagen, Western Highlands Province and Port Moresby respectively to allow Heads of Government Agencies and Human Resource Managers to contribute to the process of legislative amendment.



Part of the SILAG Board Members

Version Upgrade Team Meeting



The Version Upgrade Team Meeting at Loloata.

A 2 day version upgrade workshop was held from the 14th to the 16th of February to bring the version upgrade teams together as work begins to complete the pay roll upgrade DPM is currently undertaking.

The Workshop held at Loloata is part of the Pay Roll Upgrade which DPM has commenced to implement findings and recommendations of the Deloitte Audit Report.

Department of Personnel Management Deputy Secretary Ms. Constance Baisi when addressing the workshop acknowledged Secretary DPM Ms. Taies Sansan and other stakeholders who have supported the pay roll upgrade.

Ms. Baisi said, the workshop is purposely to outline all

the key tasks and the responsibilities that teams need to undertake.

Deputy Secretary Ms. Baisi highlighted that one of the important tasks to be undertaken by the teams is Data Cleansing.

She reiterated that there has to be clear

the strategy on how the Data Cleansing team will undertake the exercise.

"Key among the activities to be undertaken the Data Cleansing exercise which is a very important activity. We anticipate that through this workshop, the teams are oriented and have a

clear idea of how to undertake various tasks in the version upgrade project are; the Business Rules team, Data Cleansing team, Ascender System Issues team and the Technical team.



The Version Upgrade Team during one of the presentations.

DPM Hosts PS Male Advocacy 2024



Some of the Public Service Male Advocacy Network who attended the first meeting for year 2024.

Department of Personnel Management Gender Equity and Social Inclusion (GESI) Whole of Government (WoG) Division hosted the first meeting of the Public Service Male Advocacy Network (MAN) for year 2024 at the Central Government Office building on the 23rd of this month.

MAN representatives from several government agencies attended the meeting.

The meeting was a call to action for all members of the committee to work together towards creating a more inclusive and equitable society for all, especially a conducive working environment for all despite race, color, religion, gender or size.

GESI (WoG) Acting Manager, Ms. Amelia Raka emphasized the importance of addressing the issues of gender, race, color, Religion and such other identities in the fight to equality.

Ms. Raka encouraged the attendees to be critical and sensitive at the workplace

when making reference and addressing co-workers and marginalized people.

Ms. Raka said the Gender Equity & Social Inclusion (GESI) Policy is a priority in the Public Service and is also outlined that under the Public Service Management Act section 22A, Departmental Heads are responsible for coordinating the GESI policy within their respective departments.

The mainstreaming of the policy has been implemented for the last 9 years, with DPM who coordinates all GESI activities and facilitates work plans with other stakeholders.

The highlight of the first meeting this month was a panel discussion by the GESI MAN committee members.

The Advocacy Network shared their experiences and insights on advocating for Gender Equity and Social Inclusion.

They shared challenges, benefits, achievements, and provided reports on the progress of having GESI MAN in the

workplace. One of the pioneer MAN advocate, Mr. John Rave told the committee that as a well-trained male advocate, he continues to run workshops and presentations in his workplace to advocate about the awareness of having an equitable and respectable workplace.

"One of the achievements we see is staff being free to raise or report complaints to our GESI Desk which we dealt with all the complaints diligently," said Mr. Rave.

PM&NEC GESI Principle Advisor, Mr. David Passirem said the high rate of gender based violence remains a significant concern with many women, men and children experiencing violence of all forms, and faces limited access to the justice system that needs to be addressed.

They were reminded to work together towards addressing workplace issues, and were praised that their voices have the power to create lasting change in the world.

Staff Profile: Tilly's Journey with DPM

Hailing from Maral Village in Imbongu district, previously known as Ialibu in Southern Highlands Province, Tilly Kaydowap escaped to Port Moresby from an arranged marriage and is now the Personal Officer of the office of the Secretary at the Department of Personal Management.

Tilly dropped out of Ialibu High School in 1995 after completing his grade ten (10). Since he had nothing to do after that, his parents and other family members forced him to get married to a woman they had arranged for him.

"I left home because I did not want to get married at a young age," said Mr. Kaydowap.

Tilly as he is well known for by all DPM staff flew in to Port Moresby in 1999 and stayed with his relatives at nine (9) mile, outside Port Moresby, helping them babysitting and looking after their children.

Tilly continued to stay with his cousin sister and her relative until 2002 when his brother-in law resigned from work and contested the National General Election.

He recalled, life was tough for him.

Fast forward to the next year, 2003, both Tilly and his

brother in-law decided to look for any jobs available. Tilly was lucky and secured a job as a security static guard under DPM, where he was on night shift guarding the building during the night.

"I was happy with my job and what I was doing, until in 2005 something I did not expect happened," said Mr. Kaydowap.

Some of his relatives came to Port Moresby from the village, Tilly's family said they were sending him some food and vegetables and a gift for him and told him to go get it at the airport.

"I was excited to finally have some food from my village so I rushed to the airport and waited. My relatives came and gave me my goodies , but to my dismay, they brought a young lady as my gift from my parents", said Tilly.

He later found out that her parents paid her Bride Price back in the village and sent her to Pom to be with Tilly.

Tilly had no choice, and he married that young lady who is now the mother of their three children of two girls and one boy.

In 2006, Tilly was referred to the Department of Personnel Management as a Security Officer.

He did his job diligently, saved up the little that he earned and was able to buy a

small piece of land at Morata.

He built a house and a church and moved there with his family in 2015.

In 2019, Mr. Kaydowap was assigned to the Secretary's office.

"Working here at DPM is good, I love what I do, the only problem I

face is 'transport' because when there is a lot of work and the Secretary and other staff are working late, I also remain at work because I must provide security or assistance were needed.

"So transportation is difficult for me in such times, otherwise everything is fine", he stated.

Because of his faithfulness and commitment towards his job, Mr. Tilly Kaydowap was awarded "The Best Junior Male Officer" at the end of 2023.

However, Tilly was hit harder at the beginning of this year as he was looking forward to a successful 2024.

His home and properties at Morata were demolished for evacuation leaving only the church building standing.



L-R: Mr. Donald Kala, Mr. Tilly Kaydowap (himself) and Media Officer, Ms. Vasinatta Yama.

His wife and children are currently living in the church building, while he lives in a makeshift hut he built from scraps and remains of his demolished property just beside the church.

Tilly wishes to encourage other people who are in similar situation to never give up.

"We should not look for excuses to be lazy, make use of whatever opportunity that comes your way as we are living in a competitive world".

Despite issues and challenges he faces, you won't miss a warm smile and greetings from Tilly every morning whenever you meet him in the office.