



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

March 30th, 2024

Invest in Women to Progress in the Public Service



L-R: HR Officer, Ms. Lucy Kasu, Acting GESI (WoG) Manager, Ms. Amelia Raka, Deputy HRAS, Ms. Constance Baisi, Acting MIS Executive Manager, Mrs. Denyse Ealedona, and State of Service of Reporter, Ms. Rejoyce Susuve at the celebration of the International Women's Day at the Australian High Commission.

Inside this issue:

Ward Members on Ascenda Pay-roll **2**

Ward Members Urged to Perform **3**

DPM Hosts APSC First Assistant Commissioner **4**

Staff Profile: From DPM Officer to Digital Expert **6**

Deputy Secretary Human Resource & Advisory Services, Ms. Constance Baisi said the International Women's Day theme for this year, 'Invest in Women to Accelerate Progress in the Public Service' is precise and clear.

She delivered her speech on behalf of the Secretary Ms. Taies Sansan during the celebration of IWD on the 8th of March, 2024.

Australian Awards PNG organized the event to highlight PNG Women who are breaking barriers particularly those who have excelled in their entrepreneurial endeavors through Australian Awards PNG Scholarships

Deputy Baisi highlighted

some of the challenges women at different government levels face everyday.

She said about 22 per cent of women are employed in the Public Service.

Of that, only 5 per cent serve in the leadership and decision making roles.

At the senior management level women make up 15 per cent while 17 per cent of women hold positions at the middle management level and the remaining 25 per cent of female officers which is about 38,714 are on line positions below.

"With the theme for this year's International Women's Day, we must invest inclusively on women and girls to help create a just and equitable society

for all," she said.

"Achieving gender equity is our government's priority and investing in the empowerment of women in all sectors within the Public Service is an essential human rights and cornerstone for building equitable and inclusive societies," said Ms. Baisi.

Deputy Baisi said under the National Public Service Gender Equity & Social Inclusion Policy's 2nd and 4th priority action areas focuses on Women in Leadership, Education and training.

Since the launching of the National Public Service GESI policy in 2013, the Women in Leadership training program has set the bench mark targeting

to increase the number of women in decision making roles by 30 per cent, based on merit and performance whilst 15 per cent of women must be employed in respective agencies across the public service.

Deputy Baisi said since 2017, a total of 765 women from the public service have undertaken studies through the prestigious Australian Awards program and Japan International Cooperation Agency (JICA).

Fifty four per cent of women undertook the Australia Awards Long Term Scholarships while 29 per cent were recipients of the Australian Awards Short Term Scholarships.

Launching of Ward Members on Ascenda Payroll



L-R: Public Service Minister, Hon. Joe Sungi (3rd from left), Inter-Government and Relations Minister, Hon. Soroi Eoe (4th from left) cutting the ribbon to signify the launch while DPM Secretary, Ms. Taies Sansan and other officers witnessed it.

After almost 50 years of independence and at last about 7000 plus Local Level Government (LLG) Ward Members are being put on the Government's Ascenda Payroll system.

The official launching took place at the Gateway hotel in Port Moresby on the 5th of March, 2024.

Inter-Government and Relations Minister, Hon. Soroi Eoe and the Public Service Minister, Hon. Joe Sungi officially launched the event.

Secretaries from the Department of Personnel Management, Ms. Taies Sansan, and the Acting Provincial and Local Level Government Affairs, Mr. Philip Leo were in attendance at the event including the other officers, media and few representatives from the Kikori LLG Ward.

The initial seven pilot sites includes; Hela, Enga, Gulf, Sandaun, Manus, East New Britain, and New Ireland. However, five more provinces; Central, Oro, Jiwaka, West New Britain, and Milne Bay, have also been loaded onto the pay.

Minister Sungi commended the Marape-

Rosso Government and NEC for this policy and their contributions that resulted in the ward members being put on the government payroll.

"In 2021, the NEC made a decision (No. 322/2021), and directed the Department of Personnel Management and the Provincial and Local Level Government to ensure ward members are put on the Ascenda pay integrated HR payroll system", said Minister Sungi.

The other agencies involved in this exercise as directed by NEC were; National Planning, Finance and Treasury.

"Today is a historical event which will see beginning of the ward members eventually being put on the Government payroll to receive their allowances as those who administer government services at the ward level", Minister Sungi said.

Meanwhile, Minister Soroi Eoe in his keynote address said a sum of K2.5 million will be paid out to 7277 elected LLG members and deputy presidents.

He said they will earn K300 and K350 per fortnights respectively, including a sitting allowance of K50 per person on every

meeting they attend.

Minister Soroi acknowledged the Government for the leadership they have displayed that came up with the policy framework, a vital policy to get the country on the right path in the context of the Government's 'Take back PNG' approach.

He also thanked the departmental heads of all the agencies involved and their staff who are working together to reform the Provincial and LLGs and the Public Service in the country.

"It is very important that the Government focus should be redirected to 80 percent of where our people are, where they are waiting for our services", said Minister Eoe.

"We must have good systems that will deliver to our people right down to the grassroots level where it all begins, you develop the LLG ward systems, you develop PNG", he said.

Meanwhile, work on completing the rest of the Wards will be completed on Pay 6 & 7.

Ward Members Urged to Perform



Three Ward Members from the Kikori LLG (Sitted in front) who came to witness the launch of the Ward Members on the Ascender Payroll. They had the opportunity to take a photograph with the Public Service Minister, Hon. Joe Sungi (4th left standing) and the Inter-Government and Relations Minister, Hon. Soroi Eoe (5th left standing) including departmental heads and senior Public Servants.

The 7277 elected Ward Members all around the country including the Autonomous Region Of Bougainville were told to do their duties diligently at the Local Level Government level since they are being put on the Government's Ascender payroll beginning Pay 5.

The Minister for Inter-Government Relations, Hon. Soroi Eoe in his keynote address during the launch on March 5th said the Government have high expectations for the Ward Members to perform.

"Now that you are on the Government's payroll, we expect you to actively do your duties in your respective wards to fill in your daily responsibilities and not travelling around the country or coming to Moresby", said Minister Eoe.

"We will also announce the determination of guiding the specific roles and responsibilities you will be undertaking as mandated leaders in your communities and wards, this will be in line with the review of LLG administrative Act,

furthermore, the attendance and schedule LLG assembly meeting is mandatory as it allows us to deliver essential services to our people", Minister Eoe told the Ward Members.

He encouraged them to maintain ward record books which will assist in the planning and budgeting for community projects in their respective wards.

"Your collaboration with ward development committees is vital for our collective success", he said.

Furthermore, Minister Eoe called upon ABG leaders and LLG presidents to closely monitor and asses the performance of their ward members in their respective wards.

He said if any ward members fail to fulfill their responsibilities, he urge the LLG Presidents to report the matter to the DLLGA and DPM for an appropriate action to be taken against the ward member concerned.

"Now that you are on payroll, do your duties with dedication and integrity", he said.

Meanwhile, the Public Service Minister, Hon. Joe Sungi also applauded the work of the ward members, saying they play a big role in our society and they are the lowest paid public servants.

Hon. Sungi reiterated Minister Eoe's statement and told the ward members to perform their duties faithfully since they are on the Government payroll.

He said the next step for the Department of Provincial and Local Level Government Affairs and the Department of Personnel Management is to look into the ward recorders.

Minister Sungi wants to see Ward Recorders to also be put on the Government payroll so they can record the deaths, births, social issues in their respective wards and communities.

"By having our daily activities recorded, it will assist us with the National Censors activities too," said Minister Sungi.

DPM Hosts APSC First Assistant Commissioner Talbot



L-R Seated: Deputy ERS Mr. Vele Ravugamani, Deputy Policy & Reforms Mr. Ellison Kalimet, APSC First Assistant Commissioner, Ms. Joanne Talbot, Secretary Ms. Taies Sansan and Deputy HRAS Ms. Constance Baisi, and flanked by the Executive Management Team and two APSC staff.

The Department of Personnel Management had the pleasure of hosting the First Assistant Commissioner, Ms. Joanne Talbot from the Australian Public Service Commission who joined DPM officers during a staff meeting on the 19th of this month.

Ms. Talbot and the APSC team shared insights on Workplace Reforms, Diversity and Inclusion in the Australian Public Service.

DPM Secretary Ms. Taies Sansan during the staff meeting has expressed gratitude in having Commissioner Talbot visit the department to provide strategies and advise on workplace reforms in the public service as the department embarks on its own reforms journey.

DPM and APSC also

acknowledged their long standing working relationship and the continued assistance between the Australian Public Service Commission and the DPM.

DPM Secretary briefed the guests with the Eleven (11) core functions of the Department, and informed them of the reform activities that are taking place, especially on the DPM & Public Service Commission Merger, the National Medical and Life Insurance Cover for Public Servants, Public Service Institutional Housing, Human Resource Development Strategic Plan 2020-2050, Version Upgrade (Payroll Upgrade) and NID.

Commissioner Talbot who was pleased to be visiting the Department and Papua New Guinea for the first time, said the Australian Public Service Commission

also share similar core functions with DPM as they also have been on their own reforms journey for four to five years, in the Australian Public Service.

"For APSC Reforms, is business as usual and it is kind of the way we work as we focus on the concept of Stewardship and leaving things better than how they were found. It's about how we deliver our advice to the government and how we deliver for our community" said Ms. Talbot.

During the question and answer session Secretary Sansan asked the Commissioner on how change management can be addressed in the workplace as reforms is a challenging task to undertake, and in response to Secretary Sansan's question the Commissioner said engagement was the key to

addressing and dealing with emotions during the process of reforms.

Engagement with those who the changes are going to impact, is really important especially by reaching out and talking to people in the service on what they think about reforms in the public service, said Ms. Talbot.

"Thinking about key messages that you want to communicate and having sessions amongst yourself to keep reminding yourself on how and why we are doing this, to see if there are results" she said.

Ms. Talbot's visit is timely as the Department through a National Executive Council decision is preparing for the merger between the Public Service Commission and the Department of Personnel Management.

National Women’s Day Celebrated



DPM female staff posing for a photograph after the celebration of the National Women’s Day.

Department of Personal Management was part of the high level panel discussion during the National Women’s Day Celebration hosted by the Department of Prime Minister & NEC, in partnership with the Department of Community Development & Religion, and the Department of Communication & Information Technology.

The National Women’s Day was attended by most of the Government Departments and State Agencies in Port Moresby, on the 25th of March this year, at the APEC Haus.

The discussions were based on the topics of Women’s Mental Health and how their holistic health can affect their productivities, the forms of Harassment in the Workplace, and Women in APEC Region.

There were panelists of high profile women in the government departments and DPM Secretary, Ms. Taies Sansan, and was chaired by the PM & NEC Secretary, Mr. Ivan Pomaleu.

More emphasis was placed on the issues affecting women and their performance at workplace.

Women were encouraged to have open discussions and conversations at workplace or to their support systems and have access to mental health resources and get the support they need.

The panelists highlighted that it is important for women to do check ups of their health and well-being and more awareness is needed to address women’s mental health in PNG as well as there is need to advocate for

policies to address mental health.

Secretary Ms. Sansan spoke about proper structure to support GESI to strengthen women network.

“We women in any organization need to open up on mental health issues. We need to be realistic,” says Secretary Sansan.

The National Women’s Day is celebrated on every 25th of March each year.



The Panelists and the Chief Secretary to the Government during the cake cutting.

Staff Profile: From DPM Officer to Digital Expert

Meet Ms. Ila Imelda Kapueina, a Senior Consultant with the Department of Personnel Management Digital HR Transformation.

A former staff of DPM, now a consultant with the Department, this is her story to inspire Public Servants to persevere.

Ila as most referred to her as is from a mixed parentage of East New Britain and Central Province.

She began her formal education in the 90's at Ted Diro Community school, now Primary School.

She attended Kupiano Provincial High School in Central Province and was selected to do her Diploma in Business Management at Divine Word College, now University.

After completing the Diploma Program, She started her career with the Department in 1997.

She became a Government Administration Officer from 1997 to 2001 and served in the Secretary's office.

Ila said she learnt the hard way to work with dedication and good heart.

Just four years into her job and she got promoted as the Training Officer of the HR Payroll System.

With her performance and

experience in the department, she was offered the Team Leader in the Economic Sector & Highlands Region Branch.

Ila later served as one of the senior Managers in the MIS Branch for five years.

Ms. Kapueina was working in the Management Information Services (MIS) Branch for almost seven years.

She was privileged to receive a scholarship at the Black Health & Thornburgh College in Queensland Australia, which she got her Certificate in Governance and Public Policy.

She then completed her tertiary education at the University of Queensland.

"When I returned, I worked for a little while with DPM and started my own company called the Swift Analytic Consultancy Service", said Ila.

She said she saw the need to start this company and work with DPM on consultancy basis on Digital transformation.

Ila now advises the Department to explore the challenges of technology in translating everything digital such as the automated workflows to bring confidence in the HR domain.

She believes strongly that this will change the face of



Photo Caption: Ms. Ila Kapueina

the Department as well as achieving some of the government policies such as the automation of the General Order.

Ila's advise is for staff to be punctual and manage their time well.

"Time management is the key to prosperity and getting priority work done to achieve positive outcomes in the department", said Ila.

She said her best advice she could give to all Public Servants is that they must always remember that they signed an oath to serve the country.

"Embrace challenges as a

stepping stone and do your work to the best of your ability", she said.

"Your HR Services will go a long way in terms of service delivery right down to the Local Level Government and wards where our families resides", said Ms Kapueina.

Her vision is to drive the Digital HR Transformation Program into the rural PNG.

She is visioning to see the digital transformation be realized and appreciated, cascading down to the Provincial, District, LLG's and Ward Levels,