



"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 Concludes Data Cleansing Forum



L-R: Deputy Secretary ERS Mr. Vele Ravugamani (2nd Left) and Deputy Secretary HRAS Ms. Constance Baisi (3rd from left) posing with some of the Public Servants who attended the three days Data Cleansing Workshop in Port Moresby on the 29th of April to the 1st of May.

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Department of Personnel Management ended the Data Cleansing Workshop on a high note on the 1st of May, 2024, with positive feedbacks from participants.

The participants were Heads of Government Agencies, Provincial Administrators, Chief Executive Officers of Provincial Health Authorities, HR Managers and Organization Design Officers or Establishment Officers.

DPM has initiated significant Payroll Reforms, with the Digital HR Transformation Program serving as the overarching policy to enhance governance of the Ascender Payroll Integrated HR Payroll System.

The technical discussions on the forum was on **Data Cleansing**, specific to targeted areas of the Ascender HR/Payroll System.

Deputy Secretary, Executive Resourcing Services, Mr. Vele Ravugamani closed the three days Data Cleansing Forum and told stakeholders and government agencies who attended the forum that data cleansing is the way forward.

Mr. Ravugamani said the data cleansing of the Alesco Payroll system will address some of the bigger things that the Public Service is facing.

He said importantly, the storing of proper data so that Government Agencies and stakeholders, especially Treasury, Finance & Nambawan Super who plays the end part of when public servants will exit will make sure that the data that is being inserted will not affect the exit of public servants from the Public Service.

"How will you manage these data? There are processes

that has been shared during these three-days workshop, and you and I know that the sister agencies mentioned plays a pivotal role when you and I exit public service," said Mr. Ravugamani.

He said DPM values the partnership of all government agencies to assist DPM with the Data Cleansing and says that inaccurate data is an invalid data.

Deputy Secretary, Mr. Ravugamani said inaccurate data has policy and financial implications, and this data cleansing exercise the Department has embarked on is not the end.

"The journey that we have embarked on together with DPM is not by coincident, we are here to populate the Alesco Payroll system with accurate record," says Mr. Ravugamani.

"Garbage in, garbage out, Good in, Good out," he said.

Mr. Ravugamani said that is why the Department wants to capitalize the journey, as Deloitte in their audit has indicated this area for the Department and its sister agencies and stakeholders to address.

He challenged DPM team to conduct post forum dialogue for participants to be able to address some of the issues.

"Collaboration, networking, working to address the shared value that we will achieve together is important, as at the end of the day, all of us will benefit," said Mr. Ravugamani.

He said Public Servants who will exit the Public Service will exit in a fair and honorable way.

"It's easy to come into the public service, and difficult to exit, so it is important we will have to make it happen for them to exit easy and be happy".

DPM Participates in Pacific Workforce Planning



DPM Officer, Mr. Joseph Oltipa standing first from right with the participants from Fiji, Solomon Island, Vanuatu, Nauru, Samoa, Tonga, Kiribati and the Australian Public Service in Canberra, Australia.

DPM Staff, Manager Monitoring and Compliance Branch, Mr. Joseph Oltipa was part of the delegation of Public Servants from the Pacific Island that attended the Pacific Workforce Planning Study Tour in Canberra, Australia from the 27th of April to the 3rd of May, 2024.

It was hosted by the Australian Public Service Commission, and was participated by Public Servants from Fiji, Solomon Island, Vanuatu, Nauru, Samoa, Tonga, Kiribati and PNG.

The theme for the study tour was 'Navigating Tomorrow'.

Mr. Oltipa said the objective of the Study was to understand how Public Service Commissions can work to undertake planning activities for their employee.

It was also to share workforce challenges with other Pacific Public Servants, Understand how workforce planning can be delivered as a central HR Agency, and identify and plan the skills and capacity to plan a country's future workforce needs such as;

Identification of workforce risks that external impacts will have on the workforce;

How to connect these impacts with development plans; and

How this analysis can translate into a workforce plan/strategy to mitigate

workforce risks in the medium and long-term.

"Let us understand what Workforce Planning is to be able to achieve it in the Department", said Mr. Oltipa.

He said workforce planning is the process of ensuring that organizations have the right resources to achieve their organizational strategy.

Mr. Oltipa elaborated that workforce planning as a key component of business planning is an ongoing process used to generate insights into an organization's current and future workforce needs and risks arising from workforce capacity or capability gaps.

He said the importance of having workforce planning in PNG is to have the Right People, Right Skills, Right Place, Right Time and Right Cost that will lead to improve efficiency and effectiveness in accelerating service delivery in the PNG Public Service

The Pacific Island team learnt a lot of success stories from the Australian Public Service about workforce planning, as well as learning their present challenges.

Their four emerging challenges are;

- Changing community demographics and expectations;
- Digital transformation;

- Increased demand for emerging and specialist skills;
- Changing workforce profiles; and
- Geopolitical challenges.

Therefore, Mr. Oltipa pointed out that the workforce planning is important for organizations to be positioned for the future and workforce needs to be:

Agile, collaborative, responsive and able to navigate complexity;

Skilled, knowledgeable and committed to life long learning;

Maximizing data and technology and digital engagement;

Professional, engaged and committed to integrity; and

Citizen centered in approach, inclusive and representative of our diverse communities.

Mr. Oltipa recommended for the Department to prioritize and recognize Workforce Planning activity as an important function under the Policy Development and Reforms Wing.

He said it will purposely serve as guide for government departments and agencies to develop their individual workforce planning guidelines and strategies for addressing specific workforce gaps customized to their needs.

GESI Sensitization & Mainstreaming Continues



GESI (WoG) Coordination & Mainstreaming Acting Manager, Ms. Amelia Roku (2nd from left) posing for a photograph with the NCD Provincial Health Authority staff who participated at the two days GESI Workshop in Port Moresby.

Department of Personnel Management through its Gender Equity and Social Inclusion Division continues to implement the GESI policy through its trainings and workshop programs on a Whole of Government approach to government departments and State Agencies in Port Moresby.

More than 10 National Agencies out of the 103 that are based in Port Moresby have undergone GESI training and the Sensitization and Mainstreaming workshop since the inception of GESI in 2013.

GESI (WoG) Acting Executive Manager, Ms. Amelia Raka said her team are in the process of finalizing the correct statistics to provide an update to the Office of the Secretary.

Meanwhile, the GESI (WoG) team have conducted two recent Sensitization and Mainstreaming workshops this month to the NCD Provincial Health Authority, and the National Volunteer Services.

Both agencies have given positive feedbacks on the GESI Policy that is being conducted.

Ms. Paula Konge from NCD PHA who attended the GESI workshop for the first time said she has learned the importance of GESI Principles and Values that she is supposed to apply in real life as well as at workplace.

"Before I thought women are less

powerful than men, but after this training I know that both men and women are valuable and need equal treatment regardless of their background race, religion or whatsoever," said Ms. Konge.

Mr. Killian Raikau from NCDPHA who was a first time participant said the workshop has broadened his knowledge and understanding on the GESI policy and how he can be an influential individual at his workplace with the same respect.

"The interesting thing I learnt was that sexual harassment at workplace does not only involve physical contact, but also involves invading of private

space, name callings and whistling. I would now advocate for a change of mindset and attitude amongst my male colleagues in regards to sexual harassment," said Mr. Raikau.

Ms. Jacqueline Auka from the National Volunteer Services shared the same sentiments as the other two participants and requested for DPM to run GESI refresher workshops once or twice every year to ensure all government departments are GESI Sensitized.

Her colleague Mr. Emil Kairuku thanked DPM for conducting the GESI workshop which has enlightened them to act orderly.



GESI (WoG) Coordination & Mainstreaming Acting Manager, Ms. Amelia Raka (Seated fourth from left), and her officer, Mr. Bugi Ngele being flanked by the Management and staff of the National Volunteer Services after the workshop that was held on the 17th of May, 2024.

DPM Staff Receives Masters



Mr. Joseph Oltipa at UPNG's 69th Graduation after receiving his Masters Certificate.

Department of Personnel Management's Monitoring and Evaluation Manager, Mr. Joseph Oltipa recently graduated at the University of Papua New Guinea (UPNG's) 69th graduation with Masters in Economic and Public Policy (MEPP), on the 26th of April, 2024.

Mr. Oltipa has been working at DPM for close to 15 years.

He was introduced to the MEPP program by a former colleague in 2019.

"When I heard about the program, it captured my attention as this was the field of studies I needed to enhance my skills for the position I hold, mainly on

the research and analyzing part of it," said Mr. Oltipa.

DPM approved his expression of interest and he enrolled in 2021 for this program under DPM's sponsorship.

"I was supposed to complete the program in 2022 and graduate in 2023, however, I got caught up with work and personal issues, as well as my health which delayed my studies, but I am grateful I managed to complete it successfully and graduate", said Mr. Oltipa,

The MEPP program is a two-year flexible learning study program for working class people and public servants.

The first year was a foundational year where students undertook Graduate Diploma in Economics and Public Policy as bridging program to do Masters in Economic and Public Policy.

Mr. Oltipa was pleased that the program focuses at enhancing policy research and analytical skills, project formulation and management, strategic planning and management, and insights into economic principles and systems thinking.

"The program has enhanced my understanding on research and analytical skills and I am able to articulate and design evidence-based policies, projects and programs in

the space of public policy development and implementation", he said.

Mr. Oltipa thanked the Department for believing in him and sponsoring his studies and he promised to perform to the best of his abilities and work effectively.

He is encouraging young officers to not stop learning and take on such available programs that DPM is taking on board and supporting to enhance their skills and careers.

Mr. Oltipa is 41 years of age, and is from Mul-Baiyer Electorate in the Western Highlands Province.

Staff Profile: DPM Supports Career Path for Staff



Ms. Ioa Vitaharo

Meet 52 years old Ms. Ioa (Yo-wa) Vitaharo of Mashall Island in Aroma, Central Province.

She is the State of Service Reporting Officer in the Public Service Information Centre Branch within Secretary's Office.

Ioa commenced work at DPM at a very young age of 20 years old, with only a Grade 10 Certificate as her highest level of education.

In that era of 80's and 90's, Papua New Guineans can find a decent office job with a Grade 10 and 12 Higher Education Certificate.

She started as the Executive Assistant to the then Finance and Administration Manager, Mr. Rava Taviri.

"I started as a Grade 4 Officer at DPM", said Ms. Vitaharo.

"When I saw my first pay of about K400.00 if I could recall, it motivated me to come to work everyday, work hard, and earn my own salary as I was young that time," she recalled.

As time went by, Ms. Vitaharo saw the need to upgrade her education level and so she

wrote to DPM to support her studies at the then Administration College (ADCOL), now Somare Institute of Leadership and Governance (SILAG).

She successfully graduated with a Certificate 3 in Government Human Resource in 2012, Twenty years after she started in 1992.

It didn't take long for Ms. Vitaharo to obtain a Diploma in 2015 at the former Pacific Institute of Leadership and Governance (PILAG), now SILAG.

With the upgrading of her Education level, she was promoted to work as the Assistant Policy Coordination Officer under the Policy & Reforms Wing.

Ms. Vitaharo was then moved to becoming the State of Service Reporting Officer.

However, one of the job requirements of that SoS position was to have a Degree.

"And so I applied to the Department's Selection Committee and asked them to sponsor me to study at Divine Word University to get my Degree," said Ms. Vitaharo.

She said she studied at DWU for two years in 2021 and 2022 and finally graduated with Bachelor in Management in March of 2023.

"I would like to take this opportunity to thank DPM for the support and for believing in me and supporting me by sponsoring my studies to improve my knowledge and skills so that I can be qualified for the position", said Ms. Vitaharo.

"Most importantly I thank God for his blessings throughout my life".

Obtaining her Degree Paper wasn't easy for her she recalled.

She said there were ups and downs financially, and family issues, as well as trying to cope with the advance technologies the school offered with the complexity of the course offered.

However, Ms. Vitaharo did not give up hope, she persevered and was adamant that she can do it.

Ms. Vitaharo graduated in absentia in March of 2023.

Ioa would like to using this platform to encourage DPM staff who have Certificates and Diplomas as their highest qualifications to use such opportunities available to better their education and knowledge to be able to perform to the best of their abilities.

Data Cleansing Forum in Pictures

