



**"RISE UP, STEP UP, SPEAK UP"**

# OUR VOICE

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

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## Workshop, explains GoPNG Procurement Process.



(Left-Right) Deputy Secretary Policy & Reforms Ellison Kalimet in attendance during the workshop as Senior Procurement Specialist WoG & Frameworks Ms. Hane Hekwa explains the GoPNG's procurement process to the Project Steering Committee Members of the Bomana Portion 1212 PS Housing Projects.

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Compiled by DPM Media—PSIC Branch.

**A** workshop hosted by the Department of Personnel Management's Public Service Housing Team to understand the Government of Papua New Guinea's procurement process was held on Friday the 27<sup>th</sup> of September, in Port Moresby.

Deputy Secretary Policy and Reforms Mr. Ellison Kalimet, representing Secretary Ms. Tais Sansan said that the presentation was important and he acknowledged stakeholders who attended

the workshop to understand the procuring process and what it entails.

The National Procurement Commission team presented the eight main steps in procuring goods and services on behalf of the state to the Project Steering Committee & Technical Team of the Bomana Portion 1212 Public Service Housing Projects.

"This is a very important presentation as one of the resolutions that was passed for NPC is to do a presentation to the project steering committee members so that they are clearly aware of the

process and guidelines" he said.

"there will be a lot of procuring of contracts, so it is very important that those processes and guidelines have to be presented to give us a clear picture on how the tendering process is administered by the National Procurement Commission".

"Some of us in our own respective agencies you procure and we must know the threshold limit of what our departments can procure, so those are some of the important requirements in the tendering process".

"We are fortunate to be here today for them to give us a rundown and guidelines of the procurement process and some of the insights in what they do within NPC, especially on the tendering process".

Deputy Secretary Kalimet said the portion 1212 is a big project for the public service that deals with a lot of money, that's why it is important to follow the proper procurement guidelines and process to avoid any inconveniences and issues in the future.

## Data Cleansing Exercise Conducted for MPHA.



The Data Cleansing Team with Miline Bay PHA Chief Executive Officer Dr. Perista Mamadi (third from left) during day one of the data cleansing exercise.

**D**epartment of Personnel Management's Data Cleansing Team, concluded a week-long data cleansing and audit exercise for the Miline Bay Provincial Health Authority from the 17<sup>th</sup> - 21<sup>st</sup> of September, in Alotau Miline Bay Province.

This exercise is part of a three pilot Public Service Agencies whose Human Resource Data in the Ascender Payroll system is being audited, cleansed and updated so it can be uploaded onto the version 22 of the Ascender payroll system.

The other two agencies are Miline Bay Provincial Administration and the Department of Personnel Management, which make up the three pilot agencies.

Team Leader for the Data Cleansing team, Mr. Desmond Timothy said the HR Data cleansing is just one component among others that supports the overall ascender payroll version upgrade.

He said, different teams with specific terms of references, have been endorsed by Secretary

Ms. Taies Sansan to audit, identify, develop and adopt systems and processes that are consistent with the government pay policy.

Mr. Timothy said the current data cleansing focus areas emanates from the recent audit on the government payroll that was undertaken by Deloitte in 2021.

The data cleansing exercise is focus on three main areas; position cleansing, Employee data cleansing and Leave data cleansing.

Mr. Timothy added that the team not only validate and verified data on the ground but when there were issues encountered such as mis-match of positions referencing number the data

cleansing team also recommended a solution for those issues.

"As a pilot agency, many challenges were expected and it is from these challenges that we learnt the DPM DC team will plan and execute future audits with more strategic approach and preparedness".

Chief Executive Officer for Miline Bay Provincial Health Authority Dr Perista Mamadi, his directors and their HR team were helpful and supportive to the data cleansing team and thanked Secretary Sansan and the data cleansing team for having an outcome-based approach in their audits for the first time.



The data cleansing team is pictured working after hours to audit and cleans HR data for Miline Bay PHA.

## PSNA Signs Service Provider Partnership with Enga PHA.



( Left to Right ) CEO of Enga Provincial Health Authority Dr. Vincent Pyakalyia and CEO PSNA Mr. Sivakumaran Sathasivam during the signing of the Service Provider Partnership Agreement between the Nuicare Association and Enga Provincial Health Authority.

A service provider partnership agreement was successfully signed between Public Service Nuicare Association and the Enga Provincial Health Authority on Tuesday August 20<sup>th</sup> in Enga Province.

Chief Executive Officer of Enga Provincial Health Authority (EPHA) Dr. Vincent Pyakalyia met with Chief Executive officer for Nuicare Association Mr. Sivakumaran Sathasivam and signed the SPP agreement, confirming the PHA's immediate engagement as an SPP partner.

The Service Provider Partnership agreement, with PSNA is aimed at onboarding provincial health authorities of each province in Papua New Guinea and its goal is to ensure that Public Servants, gain direct access to public health facilities in their home provinces.

The signing was part of an official visit to the upper highlands Provincial Health Authorities to present the partnership of a service provider with Nuicare Association.

Acting CEO of South-

ern Highlands Provincial Health Authority Dr. Martin Sa'avu and his team conveyed their support for the agreement and encouraged PSNA to conduct information sessions for public servants in Southern Highlands Province.

Enga Provincial Administrator and Mr. Sandis Tsaka, showed his support for the National Health and Life insurance policy and recommended for PSNA to conduct information sessions for public

servants in Enga Province.

Furthermore, other PHA's in the region responded well to the visit and expressed support for the agreement, with many recommending more information sessions to be conducted by the PSNA team on the medical life and insurance.



((right to left ) CEO PSNA Mr. Sivakumaran , PNSA General Manager Pondros Posanau, HELA PHA Dr Micheal Mai, SHPHA A/CEO & Director Clinical Services Dr. Martin Sa'avu and SHPHA officers during the presentation of the SPP agreement.

## Exit Policy Aims to Encourage Retirement for Public Servants.



(Front left) Deputy Secretary Policy & Reforms Mr. Ellison Kalimet and the Strategic policy Development team during one of their validation workshops of the four priority policies, held this year.

**N**avigating life after the public service for most retiring public servants in the country continues to be challenging and confusing for some of those public servants who have not strategically planned out their retirement life.

Department of Personnel Management through the Strategic Policy Development Division have been working on the development of a Retirement Exit Policy, that will set a standard for each agency to prepare their officers who are ready for retirement.

Executive Manager for the Strategic Policy Development Division Ms. Ida Yuki said the Department her division is putting together four priority policies which the retirement exit policy that will provide guidelines on how to exit retired public servants.

Ms. Yuki said one of the main reasons that drives the development of this policy is the fact that, most retired public servants do not know what to do after they retire and exit the public service because their entire life have been

spent on a fourteen-day work period, where they have their salaries to rely on and when they leave the public service, they do not know what to do.

"For a lot of public servants who have retired, there is no program that prepares them for a life after public service and so through a decision by the government DPM has prioritized this and took it on as a project," said Ms. Yuki.

"There are a lot activities that they can be engaged in which will be useful and can sustain themselves after retirement, that's why we chose to pursue this policy".

This policy will set the standards of how each agency upon retiring their employees on retirement grounds, they have to get into a program that will prepare them psychologically, physically and economically as they prepare for retirement.

Although the exit policy has been perceived as a legacy policy due to different circumstances over the years, it is still a priority policy of the department to see it eventuate and implemented.

Ms. Yuki said recently a validation workshop of all the four priority policies for the division was conducted and refinement needs to be done to the policies.

"When a policy goes out its already sets the platform for operations and implementation, so it's got to cover all areas and we with that we realized the drafts that we had has to be refined" she said.

The exit policy will also have guidelines for an exit strategy program, that public servants who have served for fifteen years or more and are ready for retirement can be registered on this program so that they can be engaged in small and medium size enterprises when they retire.

Ms. Yuki said another highlight of the exit policy is the creation of a database that will keep information of retired public servants who have registered under the exit strategy program .

And if an agency has a priority program of which they are looking for certain expertise, they can search from their database and see if anybody is qualified to meet their requirements so that they can engage them.

## DPM Continues to support Career Paths for Staffs



Acting Administration Officer and security guard Sika Saeya at his workstation.

**T**here are no limits to what one can achieve and anything is possible if you put your mind and heart to it said Mr. Sika Saeya a security officer who recently graduated with a Certificate in Human Resource Management at the Somare Institute of Leadership and Governance (SILAG).

Prior to attaining his certificate in HRM, he was also appointed to his new role as the Acting Administration Officer with the Corporate Services and Capacity Building Wing in 2020.

Mr. Saeya who hails from the Western Province, commenced employment with the Department of Personnel Management on March 3<sup>rd</sup> 1998 as a security officer and has been serving the Department for the last 26 years.

He was very interested to work as a security officer when he first began his career with the Department and looked forward to his daily tasks and responsibilities every day.

"I was assisting staffs, protecting the assets of the Department as well as assisting the clients who come to the department," said Sika Saeya.

He said it has also been his desire, to upgrade his skills and knowledge when he first joined the department and worked hard see his dream become a reality.

As his career with the department progressed, so was his interest in pursuing and upgrading his education level and so he wrote to the department to support

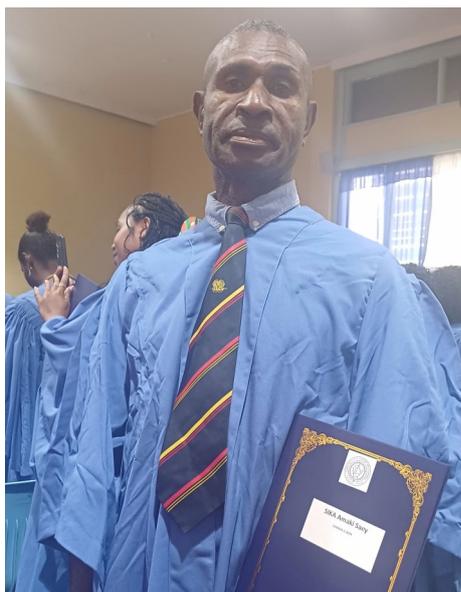
his studies at Somare Institute of Leadership and Governance (SILAG).

He successfully graduated with a Certificate in Human Resource Management this year, signifying another step towards achieving his dream of furthering his education.

After gaining the certificate in Human Resource, he is now confident in contributing meaningfully to his new role as an acting administration officer as he strives to improve in his work outputs.

I would like to thank the Department for the support and assistance, which has enabled me to complete my studies successfully, as I also look forward to pursuing my Diploma in HRM in the near future" he said

He encouraged his fellow colleagues and anyone in the department who wishes to upgrade their skills and knowledge to not give up and continue to work hard so that they can move up in life.



Sika Saeya with his Certificate in Human Resource Management, attained from SILAG this year.

# DPM IN PICTURES

## HAPPY 49TH INDEPENDENCE PNG!

