



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

October 31st 2024

Digital HR Transformation Catalyst for HR Reforms



Secretary Ms. Taies Sansan delivering her presentation at the Annual PNG Pay User Group Seminar held in Brisbane, Australia.

Inside this issue:

Eight Officers Inducted into the PS. **2**

Officers Awarded Somare-Whitlam Scholarship. **3**

DPM Conducts Agency Consultations. **4**

Mou Looks forward to a career in the Public Service. **5**

DPM in pictures. **6**

Secretary Ms. Taies Sansan told participants at the PNG Ascender User Group Seminar held in Brisbane Australia that the Digital HR Transformation Program being implemented by the Department of Personnel Management is envisaged to transform the Public Service into a modern, efficient, tech-driven workforce, ultimately leading to enhanced performance, reduced costs and a more responsive government. In her presentation at the seminar where she presented on the Ascender Pay in the PNG Government, Ms. Sansan opened her presentation providing a background on Ascender Pay in PNG and the Digital Transformation Program road map. In her presentation, Secretary Sansan provided information regarding how the payroll system has evolved over the years under the different names. In 2001 -2007 it was called CONCEPT [Ve8.06], 2008 - ALESCO, 2012 - TALENT2, 2015 - ASCENDER PAY, 2023 - CERIDIAN and 2024 - DAYFORCE. Secretary Ms. Sansan presented that the Department of Personnel Management is a pivotal government agency responsible for overseeing human resource management and development within the public service. "DPM plays a crucial role in formulating and implementing policies, systems, and frameworks that guide the recruitment, training, and management of public servants". She further stated that DPM is also tasked with ensuring the effective and efficient administration of public sector human resources, aiming to enhance productivity, accountability, and service delivery across government agencies. Through its initiatives, the department strives to align the workforce with the broader goals of national development and the public service reforms. The annual PNG User Pay group conference had over a hundred participants from 31 Government agency who attended. The seminar was themed *Empowering HR & Payroll - People, Processes and Technology*". The 2 day seminar had DPM and Department of Finance make presentations on the Ascender pay roll. Secretary Sansan also presented that the current version 12 being used is outdated, has poor data quality with the Business Process not being complied with and the lack of prudent monitoring coupled with poor HR Governance.

DPM Officers Inducted into the Public Service



The eight probationary officers with their National Certificates 2 in Government and Public Service Induction flanked by SILAG Trainers and DPM HR Officers during the Induction ceremony.

Eight probationary officers from the Department of Personnel Management were officially inducted into the Public Service on Friday 18th of October, at the Somare Institute of Leadership and Governance Port Moresby Campus.

The week-long induction concluded last Friday with the officers signing their Public Service Oath of Loyalty and receiving their National Certificates 2 in Government and Public Service Induction.

Executive Manager Strategic Human Resource Management Ms. Mary Gonadara on behalf of the DPM Secretary Ms. Taies Sansan, congratulated the eight officers for successfully completing the induction training and encouraged them to exercise the knowledge that have been imparted with during the training, so that they can make a difference in their jobs.

"It is my firm believe that what you have gathered this week, will help you do something differently in your work. You have gone through the values that will guide you which is also in the oath that you just signed," said Ms. Gonadara.

The permanency process in the public service includes attending the induction training and being certified with the Public Service Induction Certificate.

As inductees complete the induction program, they swear the Oath of Loyalty and

Service to the State and Executive Government, this signifies their commitment to serve in the public service.

The eight DPM officers attended the training together with fourteen officers from the Department of Defense who flew in from outside of Port Moresby.

Class Representative and Capacity Building Officer Mr. Simon Marme, said it was a privileged to have undergone the induction

do not know and the training has helped them understood a lot of things about the Department of Personnel Management and the public service in a new and different perspective.

"I used to think that working in government is about enjoyment and benefits. A learning that I grasped that reflects how government is structured is to give the best to the country and which we have a noble responsibility to play" he said.

He said, signing the Oath of Service is a commitment that he feels that if we followed by what we pledge, PNG Public service would be a nice place to work.

"I am well prepared to go into the public service and serve to the best of my ability and looking forward to handle greater responsibilities. With or without resources, I am ready to serve our public service, especially the people.

Mr. Marme added that attending the training with the Department of Defence, made him identify the many gaps and challenges in the different levels of government and line Agencies that DPM needs to and help to build its capacity.

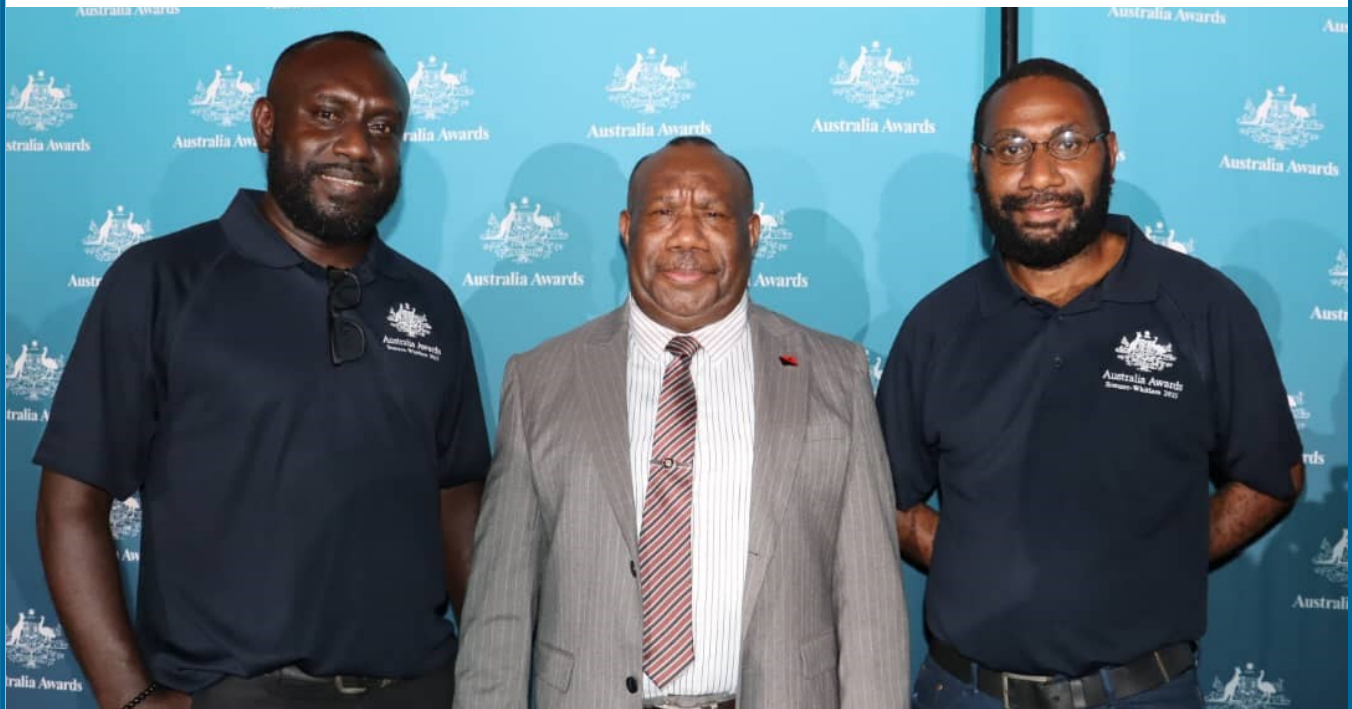


DPM Officers taking their Oath of Loyalty, during the induction ceremony.

training and thanked the Department of Personnel Management for sponsoring the officers and SILAG for facilitating the very important training.

Mr. Marme said, though we are in the public service, there are many things that we

Officers Awarded Somare Whitlam Scholarships



(Left to right) Snr. Reorganization and Change Management Officer Taki Zale, Public Service Minister Hon. Joe Sungi and Act. Manager Monitoring and Compliance Southern Region Francis Yangelle at the Launching of the ceremony .

Two Officers from the Department of Personnel Management are proud recipients of the Australia Awards Somare-Whitlam Scholarship 2025 Cohort from the Public Sector category.

The scholarship which was formerly known as the "Australia Awards Scholarship" has now been renamed to the Australia Awards Somare-Whitlam Scholarships to honor the legacy of two leaders late Grand Chief Sir Michael Somare and former Prime Minister for Australia Gough Whitlam for their contribution towards PNG's independence in 1975.

Senior Reorganization and Change Management Officer Taki Zale and Acting Manager Monitoring and Compliance Francis Yangelle are two officers from the department who are part of the Australian Award Somare-Whitlam 2025 Cohort.

Mr. Zale said he is very humbled by the opportunity given by the Department of Personnel Management through the support of the training committee and his immediate supervisors and the tireless

efforts of the Learning & Development Branch

He also appreciated, the valuable advice from past and present awardees of this department who have embarked on this journey which had inspired him to take this path.

Mr. Zale will be taking up a International Masters in Business Administration (HRM) at the University of South Australia while colleague and fellow awardee Francis will be studying a Masters of Public Policy at Flinders University. Both of their master's program are within a two-year period.

As a recipient of the prestigious Australia Awards Scholarship, Mr. Zale said, he is honored and looking forward to the future as the scholarship is not just a personal growth but a powerful way to contribute effectively towards the Department and the country's development upon the completion of his studies.

"The Australia Awards Scholarships is prestigious and highly competitive, so being chosen can feel like an acknowledgement of one's hard work, potential and commitment to positive change" he said.

The Australia Awards Scholarship interview process is thorough, focusing on selecting candidates who not only meet academic and professional criteria but also demonstrate leadership potential, a commitment to positive change, and clear vision for contributing to Papua New Guinea's development.

The interview panel consists of members from the Australian Government Department of Foreign Affairs and Trade, Academics and representatives from GoPNG.

He added that, for many the award opens doors to advanced education, professional opportunities, and cultural experience that might have otherwise been out of reach.

This can bring a sense of anticipation and eagerness to begin the journey, as well as a responsibility to represent one's home country and give back to their agency and community upon returning.

Agency Consultations



Team Two team leader Rhymbi Kokiva (middle left) consulting with the National Economic and Fiscal Commission team during the consultation session.

Agencies in the Economic and Social sectors were part of consultation discussions with Department of Personnel Management regarding five agenda items.

The consultations commenced on Monday the 28th of October to the 1st of November.

The consultations are mainly on five agenda items; Current status of unattached/excess employees, Employee Bio Data Discrepancies/Challenges, Employee Leave Data Discrepancies/Challenges, Agency 1PPP & Pos Occ Link, Agency PE Expenditure 2024.

The objective of the agency consultations is to present to the agencies their data and for agencies to verify if the data is correct for purposes of Data Cleansing.

The consultations have come about as a result of General Order 15/2024 informing agencies on the increase in the number of

unattached employees in the Government Payroll System.

Circular Instruction 15 notified all agencies to review and validate their unattached/Access Officers in consultation with DPM.

A total of 70 agencies were scheduled to appear before two DPM teams for the consultations.

DPM is currently taking action on the issue of unattached and the consultations is to present to them their data for them to verify and confirm. Furthermore, the exercise also aims to provide to the agencies system Data anomalies which requires agency verification and confirmation for it to be corrected in the system.

Circular Instruction 15/2024 notified all agencies, including National Departments, Provincial Administrations and Health Authorities to review and validate their unattached officers and bring before the Consultations with DPM teams in order for the following to be assessed;

- To maintain consistency on the approved establishments data held in the payroll system
- To improve the control on the payroll costs on personnel emoluments.
- To establish data integrity in the payroll system and the 1PPP.
- And to ensure there is sound decision making, better planning and budgeting.

Agencies who attended the consultations were also reminded of the deadline of Pay 24 on November 14 when agencies will no longer have visibility and access to both the Unattached positions and the Unattached Employees.

Most agencies have turned up for the consultations while a few did not.

The 2 teams who conducted the consultations will now compile their consultation outcomes and present their reports on the Agency Consultations.

Staff Profile: Mou looks Forward to a Career in the Public Service .



Assistant HR Policy Research and Development Officer Lawrence Mou

This month's staff profile, we feature one of our young officers in the department, Mr. Lawrence Mou who is an Assistant Human Resource, Policy Research and Development Officer with the Strategic Policy and Development Wing of the department. The 27-year-old hails from Kwalakessi Village in the Talasea District of the West New Britain Province.

In April 2023, Lawrence graduated with a Bachelor of Political Sciences at the University of Papua New Guinea and three months later he joined the Department of Personnel Management through a six-month internship program, along with three other interns.

"As the President of the Political Science Student Association, I negotiated this opportunity by formally writing a letter to the Department of Personnel Management. I was supported by a recommendation letter from Mr. Patrick Kaiku, a lecturer in political science who taught diplomacy and international relation".

During the internship Lawrence and the three other interns completed a brief report summarizing their tasks and accomplishments and based on this report, Secretary Ms. Tiaes Sansan recommended that the HR department consider retaining them within the department.

"My Executive Manager, Ms. Yuki, recommended that I return to the Strategic Policy Development Division due to the division's capacity shortage".

"My primary responsibilities include assisting senior research officers in developing guidelines, procedures, systems, and tools related to policy research. I am also responsible for maintaining a filing system, providing administrative support, and ensuring that branch decisions and directives are implemented."

He described his experience with the department in the last year as advantageous as he looks forward to building a career in the public service in the next 5 years.

"My time with the DPM has been advantageous, as I have had the opportunity to work on public service policies and collaborate with various government departments, agencies, and international organizations".

He said, working in the Public Service has been an enriching experience for as he has had the privilege of contributing to the nation's development and improving citizens' lives.

"One of the most satisfying aspects of my work has been the opportunity to collaborate with talented and dedicated colleagues from various departments. This interdisciplinary approach has allowed me to better understand the government's operations and develop valuable problem-solving skills"

When asked to share what his advise would be to new graduates like him, his advice is to prioritize career development over financial gain and embrace the challenges by taking on multiple tasks to continuously learn and grow.

"As Executive Manager Ms. Yuki once said, "The experience you gain from doing the work and tasks given is your asset, meaning no one can take that away. However, the product of your work is the state's property".

His long-term goal is to become a senior policy analyst within the Public Service.

He believes that this role will allow him to leverage his analytical skills and expertise to contribute to the development of effective policies that address the challenges facing our nation.

To achieve this goal, Lawrence plans to pursue a master's degree in public policy and actively participate in professional development programs .

" I'm particularly proud of my involvement in some of the government's strategic directives. It's experiences like these that reinforce my commitment to public service and motivate me to continue making a positive impact".

DPM IN PICTURES

Independence, Pinktober & Induction

