



"RISE UP, STEP UP, SPEAK"

OUR VOICE

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

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VISION

DPM to evolve into a new department in order to meet its role over the five year period of the DPM Corporate Plan.

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MISSION

DPM's mission is to lead and support reform efforts in enhancing the performance of PNG public servants and streamlining of agencies to improve service delivery.

Compiled by DPM Media
— PSIC Branch

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STAYING INFORMED



Department of Personnel Management staff attend an information session held by BSP Life a wholly owned subsidiary of Bank South Pacific.

THE Department of Personnel Management (DPM) staff attended a one-day awareness and information session which was led by BSP Life officers on 27th May, 2025 at the Central Government Building here in Waigani. The session was aimed to equip DPM staff with valuable knowledge about BSP Life's range of products and benefits. BSP Life Business Development Officer Kupana Tamate explained the various products available through BSP Life, highlighting the importance of understanding life insurance and its role in providing security for Papua New Guineans. Tamate emphasized BSP Life's commitment to protecting individuals and their families from birth until death, making it a

leading life insurance provider in the country. One of the highlighted products, Wantok Delite, offers a unique savings and protection plan featuring regular cash payouts every three years (10% of the sum insured) and a final balance payout at maturity. This innovative product aims to make life insurance accessible and affordable for all Papua New Guineans. Tamate explained that Wantok Delite would help fund significant life events — such as weddings, funerals, and bride prices — ensuring financial security for policyholders. Executive Manager Strategic Policy and Development Ida Yuki said that Life insurance is a valuable investment that can help

financially support your loved ones after your death. She thanked the BSP officers for the valuable insight into their products and services and encouraged staff present to join this program, if they had not yet joined. GESI Manager Mary Albaniel on behalf of staff present expressed appreciation for the informative session, noting that it provided valuable insights that would contribute to their personal and professional growth. She also encouraged staff to join, save and buy a home. BSP Life, the youngest wholly owned subsidiary of Bank South Pacific, offers mortgage protection, life, and health insurance services.

SECRETARY'S MOTHER'S DAY MESSAGE

Today, we pause from our busy schedules—not to tick off another task, but to honour something truly special: the incredible role of mothers.

As women in the public sector, many of us wear more than one hat.

We are mothers, mentors, caregivers, leaders, and changemakers. And somehow, we manage to bring all those roles together with grace and dedication.

Motherhood teaches us some of the strongest values needed in public service—empathy, resilience, problem-solving, and, of course, patience!

These are not just parenting skills—they are leadership qualities that drive real

results in service delivery.

At the Department of Personnel Management, we understand that building a strong and capable public sector means recognizing the human side of our workforce.

It means supporting the women and mothers who make sure systems run, people are served, and the nation keeps moving forward.

When mothers are empowered in the workplace, entire communities benefit.



Taies Sansan

Because a mother's instinct to nurture doesn't end at home—it flows into how we support our teams, engage with the public, and shape policies that affect generations to come.

So today, let's celebrate each other—not just as mothers, but as the backbone of service and leadership in Papua New Guinea.

Let's continue to lead with heart, with wisdom, and with courage.

To every mother in the Department and across the public sector—your contribution matters.

Happy Mother's Day!

MANAGING TRANSITIONS AND THE AGING WORKFORCE

PAPUA New Guinea is undergoing a demographic transformation in its public sector workforce, with a growing number of employees reaching the compulsory retirement age of 65. This shift, while challenging, presents an opportunity for strategic workforce renewal aligned with Vision 2050, which prioritizes human capital development as a foundation for national progress.

The Department of Personnel Management (DPM), in line with NEC Decision No. 122/2019, has actively implemented a retirement plan to ensure orderly exits and institutional continuity. Since the

initiative began in 2017, over 2,600 public servants have retired at a cost of K119.7 million. In 2025 alone, 495 retirees from 40 government agencies have received payouts totaling K34.3 million, processed in Pay Periods 10 and 11. These officers were identified by their agencies and validated by DPM. Secretary Taies Sansan reaffirmed that the retirement exercise is ongoing, underscoring the department's commitment to workforce planning and fiscal responsibility.

This effort supports the Vision 2050 pillars, particularly those focusing on effective governance, strategic planning, and



sustainable development.

The aging workforce brings both benefits and risks. On one hand, older employees possess valuable institutional knowledge and can mentor younger staff.

On the other hand, delayed exits risk knowledge bottlenecks, reduced innovation, and escalating pension costs. By facilitating timely retirements and reinforcing

succession planning, the government can mitigate these risks while leveraging experience for capacity-building.

DPM's retirement strategy, backed by clear policy and funding, is a critical step in modernizing the public service and fostering a competent, youthful workforce equipped to drive PNG toward its Vision 2050 aspirations.



YOU ARE BEACONS OF HOPE: SANSAN

WHEN speaking to graduands of the School of Medicine and Science at the 70th Graduation Ceremony where she was the guest speaker, DPM Secretary Taise Sansan told graduates that they were not just joining a profession but they were joining a movement - a call to serve, to heal, and to uplift.

"You are the heartbeat of a healthier Papua New Guinea. Let this moment remind you that while your sector may be smaller in numbers, your impact has the power to be greater than ever before."

"I stand here, not only to applaud you, but to charge you with a responsibility.

"You are beacons of hope, armed with knowledge, compassion, and the unwavering commitment to make a difference in our country Papua New Guinea," said Sansan.

"You are stepping into a profession that touches every home, every village, every heartbeat. You are now the healers of our nation. Not just in hospitals - but in communities. Not just with stethoscopes - but with empathy, courage, and wisdom. There will be days that test your limits. Days where the resources are not enough. Days where you feel alone. But always remember this:

"The canoe does not move forward if each paddles their own way."

Work with your communities. Work with your peers. Collaborate. Listen. Learn. And never stop growing. You carry the flame lit by those who came before you.

Keep it burning brightly.

The path you have chosen is not one of ease or comfort. It is a path of service and sacrifice. You will witness the fragility of life, the depths of human suffering, and the resilience of the human spirit.

Every life you touch, every patient you heal is a story in itself. Treat them with the same dignity and respect you would want for yourselves and your loved ones. Let kindness be the foundation of your practice.

You will miss holidays, special occasions, and time with loved ones. You will face ethical dilemmas and make decisions that weigh heavily on your hearts.

But in those moments, remember why you chose this path. Remember



LORRAINE Kari (right) who graduated with a Bachelor's degree in Pharmacy, scored top marks while attending the School of Medicine and Sciences. Pictured is Ms Kari receiving her prize from Department of Personnel Management Secretary Taise Sansan.

the faces of those you have helped, the lives you have saved, and the hope you have inspired.

"Let your service be a testament to the power of human compassion.

Your sacrifice a beacon of hope for a healthier future and as you embark on this noble profession, let

your passion be your guide, your empathy be your strength, and your dedication be your legacy. Go forth and make a difference. Go forth and inspire hope," she said. Equity in access, equity in location, and equity in delivery of healthcare services.



OUR VALUES

HONESTY

Behaviour that is consistent with Christian principles, social norms, family, expectations and policies, procedures of contemporary organizations.

INTEGRITY

Steadfast adherence to moral and ethical principles in private and public life in a manner that attracts respect, trust and a sense of dependability.

ACCOUNTABILITY

Taking ownership of one's own actions and accepting responsibility for the actions of individuals, groups and organizations in one's purview and ensuring records especially in relation to incentives and rewards are current and transparent.

RESPECT

An intrinsic human trait that promotes a positive relationship with individuals, community and organizations; and emphasizes a positive regard for the rule of law and the environment.

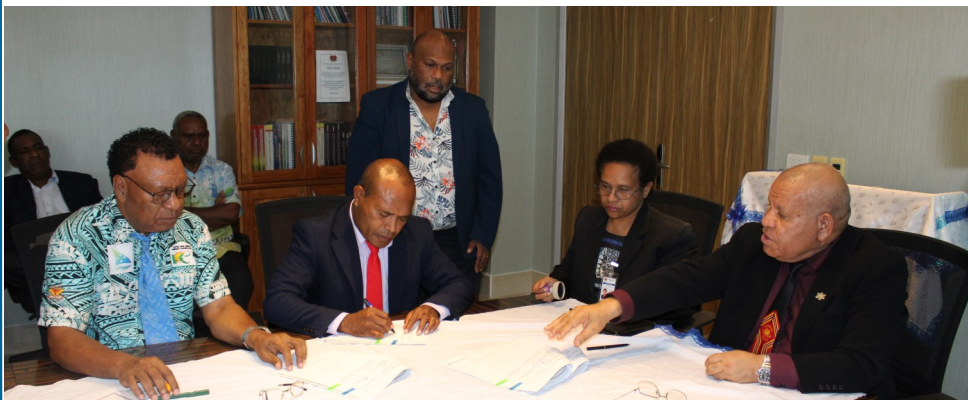
WISDOM

A capacity for deeper level of understanding of issues involving discernment, intuition, experience and maturity and the ability to inspire and encourage actions to overcome challenges for the achievement of all people.

RESPONSIBILITY

Accepting stewardship for people and country.

MOA SIGNED WITH NURSING ASSOCIATION



PNGNA General-Secretary Molina Kwalimu, PNG Nurses Association President Fredrick Kebai, Department of Personnel Management Secretary Taise Sansan and Department of Health Acting Secretary Ken Wai sign during the MOA signing.

The Department of Personnel Management and the PNG Nurses Association have signed a Memorandum of Agreement today May 23, 2025. Department of Personnel Management Secretary Taise Sansan said that this MOA for the three-year term (2025-2027) is a significant event as it builds upon the foundation laid by previous agreements, reinforcing our shared commitment to improving the terms and conditions of employment

of nurses and recognizing the invaluable contributions of our nurses. "Let us not forget the fundamental truth: nurses are the heart and soul of healthcare in Papua New Guinea. You are the front-line warriors, the compassionate caregivers, the silent advocates, and the unwavering pillars of strength for our communities. From bustling urban hospitals to remote rural clinics, you tirelessly dedicate yourselves to providing

crucial medical services, often under challenging circumstances. "Today's signing of the MOA signifies the current government's unwavering commitment to recognizing and supporting the essential services provided by our nurses. In a landscape where healthcare accessibility and quality are paramount, this agreement is a critical step towards strengthening the very backbone of our healthcare system," said Sansan.

SAFETY TIPS: MANAGING WORKLOAD

Experiencing heavy workloads at work can happen in any industry and during various times. If this happens, it can lead to workplace inefficiency and employee burnout and stress. It's important to understand when your workload is too much and learn how to manage it effectively to minimize potential negative consequences.

How to manage a heavy workload effectively:

1. Take regular breaks

By taking time regularly to rest and recuperate, you can prevent yourself from feeling overwhelmed by your workload.

2. Split tasks into subtasks

You can usually break down significant tasks into manageable subtasks that help you plan and give you a more realistic overview of what needs doing.

3. Limit multitasking

Multitasking prevents you from working effectively and could lead to you performing tasks inefficiently or to a lower standard.

4. Know your limits

It's important to spend some time getting to know what your unique strengths are and understanding your limits.

5. Schedule your tasks and set achievable deadlines

An important step in workload management is allocating a reasonable amount of time to complete deadlines.

6. Acknowledge realistic limitations

Acknowledging your limitations can help you create a plan that makes completing tasks easier.



FANI KONA

Your workplace can be a stressful environment but whipping out a few jokes can lighten the tension and help people better connect.

A guy goes in for a job interview and sits down with the boss. The boss asks him, "What do you think is your worst quality?" The man says "I'm probably too honest." The boss says, "That's not a bad thing, I think being honest is a good quality." The man replies, "I don't care about what you think!"

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For weeks, someone had been stealthily pilfering the last cookie from the break room jar. Suspicions and playful accusations circulated until one day, the culprit, armed with a confession and a half-eaten cookie, revealed it was a sneaky attempt at spreading cheer.

The cookie monster became an office legend.

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During a lengthy status meeting, a power outage plunged the conference room into semi-darkness. Rather than panic, the team began sharing ghost stories about haunted printers and mischievous fax machines.

The incident ended up being a legendary bonding moment, now humorously referred to as "The Dark Hour of Innovation."

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An email chain about "mystery motivational quotes" spread throughout the office.

Every message contained increasingly ridiculous and made-up quotes until someone finally revealed it was the work of an undercover comedian. The prank not only uplifted spirits but also set a new standard for pun-filled productivity.

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Every morning, the office coffee machine played its own sound effects as it brewed coffee. One day, someone started mimicking the sounds, turning the entire break room into a "sound of coffee" concert.

By the time everyone left for lunch, there was an unofficial award for "Most Creative Coffee Break Performer."

DETERMINATION IS NEPE'S GUIDING HAND TO SUCCESS

*Today we talk to 26-year-old **Brandon Nepe**, a young vibrant enthusiast who considers enjoying the perks of life as a hobby. A bright eyed, light-skinned typical Southern Highlander with a passion and drive to succeed.*

Brandon Nepe knows the true definition of determination. At a young age he knew that village life was not for him. He had constant encouragement from his parents and elders to get a better education where his drive to bettering himself and his family. Hailing from a tiny village in Yombi, Imbonggu District in the Southern Highlands Province, Nepe who is an only child, remembers how his mother would wake up early to prepare his breakfast of baked kaukau over the burning embers of a dying fire as the dawn broke, mother nature painting the early morning sky in an array of hues that signal a bright day ahead, before his journey his long journey to his primary school. "Life was hard, but I am grateful because they have thought me that through perseverance and diligence your achievements are worth it," he said.

From humble beginnings, today Brandon is employed with the Department of Personnel Management as the Staffing and Establishment Officer for the Highlands Region with the Human Resources Advisory Services (HRAS). "I was accepted to Wawin National High School where became interested studying Human Resource Management because the vital skills it entailed resonated with my personality in team collaboration, communication, and conflict resolution. "I graduated two years later and found myself being accepted into the University of Papua New Guinea to study Human Resource Management. I graduated with a Bachelors Degree in HRM four years later.

"While studying at UPNG (3rd year 2019), I did an internship with the DPM and upon graduation got recruited as the Staffing and Establishment Officer for Highlands Region Directorate," said Brandon. This position is responsible for managing public service workforce structures and ensuring compliance with staffing policies.

"My key duties include maintaining



Highlands Region Staffing and Establishment Officer Brandon Nepe sits at his workstation.

the establishment register, processing staffing and position changes, advising on organizational structures, and supporting workforce planning.

"While the role may be demanding, I find that such challenges has enabled me to adapt and grow with the department," says Brandon. He gleefully says that the work he is doing is contributing to nation building and has its satisfaction.

"I am also thankful to my Director Christine Rupen and Martha Poli for

through them I have learned a lot of valuable knowledge in my field of expertise. "Everyday we are evolving, the need for information sharing is vital, if not now, then when?" said Brandon.

"I want to thank the department and Secretary Sansan for the trust and faith in employing me. When asked what his plans are, Nepe responds that he has set his sights on furthering his education by obtaining a masters degree soon.

DPM IN PICTURES THIS MONTH



