



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

# OUR VOICE

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

**ISSUE No. 7  
JULY 2025**

\*

#### VISION

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

\*

#### 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

**Remembrance  
Day  
Message**

**Page 2**

**Importance of  
Marriage  
Registration**

**Page 3**

**Trainee  
Students  
farewelled**

**Page 4**

**DPM  
in  
Pictures**

**Page 6**

# TRAINING SUCCESS



**DPM Policy Development officer  
Mrs Mirriam Virobo explains what  
an SPA is for Community Development  
HR officers.**

The Department of Personnel Management's Strategic and Policy Development Division under the leadership of Executive Manager Ms Ida Yuki recently conducted a one-week Staff Performance Appraisal (SPA) training with staff of the Department of Community Development.

HR Policy Research & Development Officer Mirriam Virobo told participants that SPA's are conducted bi-annually to ensure that KRA's are implemented while also recognizing individual contributions, identifies work responsibilities, recognizes good and poor performances.

Mrs Virobo told community Development participants that SPA's are vital because it helped the government agency to plan, monitor, review, assess and make decisions

surrounding staff performances.

Participants thanked the team from DPM saying that while it's a first of its kind, they were intrigued with the information session.

Community Development and Religion Director for Human Resources and Advisory and Compliance John Limbao said for many years the department had not completed SPA's for staff but with this information session, a clear and concise path forward was marked for Community Development.

Mr Limbao thanked DPM for carrying out this awareness sessions because too many times HR personnel, managers, and supervisors did not know how to fill out SPA's for staff thus hindering their advancement or allowing them to move on to the next step in

their salary range.

He said that many times officers were left stagnant on the same pay range leading to lack of morale in the office. With this new information in hand Community Development will ensure that staff SPA's are conducted and better working conditions promoted.

Mrs Virobo said DPM would be carrying out further awareness sessions with other government agencies during the year and thanked Community Development staff for their eagerness to listen and learn.

"Funding has seen DPM scale down its awareness sessions but we are committed to ensuring the public service is well versed with the information needed to propel us into the years to come," she said.



## REMEMBRANCE DAY MESSAGE



Fellow Public Servants,

On Wednesday, 23 July 2025, Papua New Guinea observed **National Remembrance Day**—a sacred moment of national reflection and unity.

This day honours the brave men and women who gave their lives in military service, including during World War I and World War II.

This date was chosen to mark the beginning of the Battle of Kokoda in 1942, one of the fiercest and most significant campaigns in the history of our region.

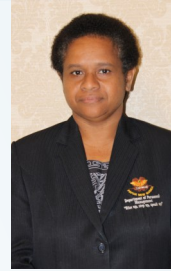
More than 600 Australians died, and over 1,680 were wounded, fighting side-by-side with our people to stop the Japanese advance on Port Moresby.

The conditions were harsh, the terrain unforgiving, yet the spirit of solidarity between Papua New Guineans and Australians was unbreakable. Among the many unsung heroes were the Fuzzy Wuzzy Angels—our own villagers, many of whom had never known war.

They carried the wounded, provided food and shelter, and risked their lives to save others. Their courage and compassion are forever honoured at Remembrance Park in Port Moresby and in the hearts of our nation. During the Battle of Kokoda, the villagers carried supplies and seriously wounded soldiers as far as Owers' Corner.

The men named them their "Fuzzy Wuzzy Angels," a title that has remained and is emblazoned on the memorial dedicated to their service. There is also a poem written in their honor by Sapper Bert Beros. Wreaths are placed on the graves of fallen soldiers and the day is spent honoring their memory at cemeteries like the Bomana War Cemetery.

Before World War II began, the island of New Guinea fell under



Taies Sansan

Australian administration.

As fighting ramped up, however, particularly along the legendary Kokoda Track from the Owen Stanley mountain range to the vital post at Port Moresby, the Australians discovered a new dimension to the Papuan peoples.

Australian forces fighting the Japanese in this forbidding region suffered heavy casualties, and often in the course of fighting wounded men became separated from their units, or isolated away from adequate medical care.

Those captured by the Japanese could expect long, horrific imprisonments, if they weren't killed outright.

Natives, though, treated wounded and lost Australians with great kindness, providing them with food and shelter or carrying them many miles back to the Allied lines—all at great risk to themselves, and for no rewards asked or promised.

Australians took to calling the New Guineans "Fuzzy Wuzzy Angels," and journalists made much of their heroism and presumed loyalty.

As we remember the fallen, we are also reminded of our own calling as public servants. We may not fight on the battlefield, but our mission is no less critical.

We are entrusted with the peace they fought to protect. We are the hands that deliver the government's vision and the hearts that uphold the nation's values.

Let this day renew our patriotism and sense of duty. Let the sacrifice of the past fuel the purpose of the present. In line with Papua New Guinea's Vision 2050, we are working toward a smart, wise, fair, healthy and happy society.

That future begins with how we serve today—with integrity, discipline, and unwavering commitment to our people. As we observe moments of silence, may we also reflect on how we can each contribute to building a nation worthy of those who gave everything for our freedom.

Lest we forget.





**Top: Potter's House Christian Fellowship Pastor and registered celebrant of marriages Pastor Monty Mongi with DPM staff after the information session held at Central Government Building.**

**Left: Participants listen to Pastor Monty explaining the fees and processes involved in registering marriages.**



## IMPORTANCE OF MARRIAGE REGISTRATION

The Department of Personnel Management staff were recently part of an information session on marriage registration.

Staff present said that they were married through customary marriages and the information session was a great way to understand how one could register their marriage correctly and lawfully so that the law or State could recognize their marriages.

Many were of the opinion that while married customarily, children born through such unions would not be recognized by the law.

However Potter's House Christian Fellowship Pastor Monty Mongi said disagreed.

He said in Papua New Guinea (PNG), marriage is governed by specific legal and cultural frameworks to ensure legitimacy and recognition.

He said currently the country recognizes three main types of marriage: customary, civil, and reli-

gious. Customary marriage is the most widely practiced, reflecting the diverse traditions of PNG's ethnic groups.

These marriages follow traditional rituals, such as bride price payments and clan involvement.

Although documentation may not always be required, the Marriage Act of 1963 legally recognizes customary marriages if they align with local customs and conditions.

Registration is encouraged to secure legal benefits and recognition.

Civil marriage is formalized under state law, requiring couples to meet legal requirements, such as providing identification (e.g., birth certificates) and proof of dissolution of any prior marriage.

Both parties must be at least 18 years old; those under 18 may marry with parental consent under certain conditions. Civil marriages are performed by registered celebrants and must be documented and registered with the government.

These marriages guarantee uni-

form legal rights across PNG, including matters of property, inheritance, and legal status.

Religious marriage is conducted within a faith-based setting, often by Christian denominations.

While the ceremony follows religious traditions, it must be registered with the government to be legally valid. Religious groups may vary in practice, but legal registration ensures state recognition.

Pastor Monty said regardless of type, consent and compliance with legal procedures are essential for a valid marriage.

He said understanding the legal distinctions between marriage types is critical for safeguarding rights and ensuring full recognition by authorities.

Overall, marriage in PNG reflects both legal structure and rich cultural heritage, offering multiple pathways for couples to formalize their union while honoring tradition and adhering to national law.

## 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.





Management Information Systems (MIS) division staff with Don Bosco trainee's during the farewell ceremony.

## TRAINEE STUDENTS FAREWELLED AT DPM

Students from the Don Bosco Technological Institute recently were farewelled after completing their on-the-job-training with the Department of Personnel Management.

The Computer Science Students in their third and fourth year joined the Management Information Systems (MIS) Division here at Central Government Building.

The students thanked the Department for the knowledge gained and said the experience was an eye-opener for them.

"We have enjoyed the training, everyone has been helpful and patient with us and for that we are grateful," they said.

"Our time here has opened up our level of insight into the workforce and the government section as a whole. We are to have come to DPM to learn more.

The MIS division farewelled the students with a small "kaikai" and a few words of wisdom.

Also attached to the State-

gic Policy and Development Division were students from the Pacific Adventist University.

Acting Manager for Policy Coordination and Advise Mr David Kawage said that we have students from UOG or UPNG who join the the division for a few weeks as part of their final assessment before they graduate and this is the first time that PAU students have being part of this program.

"The students were exposed to meetings, and taken on outings with staff. They learnt how to write reports, do research and analysis data that was given to them," said Mr Kawage.

He added that the presence of the students too was a great learning experience too for him to share his knowledge and ethical practices of the public service, and to mentor the next set of young people who are interested in joining the government department's and other state agencies.

The PAU students too were also farewelled with a small



Ms Ida Uki with the PAU trainee's during the farewell.



## MERI-BLOUSE SETTING A TREND

Department of Personnel Management women love wearing their "kolos". The term "kolos" is derived from the tok pidgin creole spoken in some earlier works as New Guinea Pidgin a contact language that developed from mixing language with native speakers, all within a fairly brief period. And the evolution of the 'kolos' or meri-blouse over the past decade has revolutionized the street wear and fashion for women.

But did you know that this much loved piece of clothing has been draped in controversy – some see it as an abomination while others accept it as

appropriate attire.

The first missionaries, London Missionary Society and the Lutheran Mission, introduced this piece of clothing for "savages" to hide their "nakedness". A quote taken from Sr Apologética of the Seven Wounds describes such, "It must be discreet, easy to make and be designed to hide the most obvious female appurtenances and extremities, and by all means cover the female lower appendages, known colloquially as legs. May God have mercy!"

Recognisable for its fluffy sleeves and wide brim, the meri-blouse has become a symbol of pride and many women today who are opting to wear this loose-fitting garment as the latest fashionable wear for all occasions and women at the Department of Personnel Management are part

of this trend today.

DPM's Public Service Institutional Housing Manager Ruth Gii says that she choose to wear "kolos" for comfort and trendy style.

"I sew my own meri-blouses and prefer it to other pieces of clothing. Its comfortable and can be styled easily," she said.

Another DPM officer Helis Mainde added that Meri blouses can be found sold at every corner of streets, at market places and recently in big shopping malls like Vision City. It is currently a fashion statement for many PNG women here and overseas.

"In recent times, the 'kolos' or meri-blouse has been redefined, revolutionized and has become a sense of identity for women. And with Independence just around the corner, meri-blouses are making an appearance in the PNG colors of red, black, gold and white.," she said.



## FANI KONA

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

Three doctors are discussing which types of patients they prefer. Doctor Watson says, "I prefer librarians. All their organs are alphabetized." Doctor Fitzpatrick says, "I prefer mathematicians. All their organs are numbered." Doctor Ahn says, "I prefer lawyers. They're gutless, heartless, brainless, spineless, and their heads and rear-ends are interchangeable."

—//—

I went for a job interview today and the interviewer asked me, "What would you consider to be your main strengths and weaknesses?" I said, "Well, my main weakness would be my issues with reality, telling what's real from what's not." They then asked, "And your strengths?" I said, "I'm Batman."

—//—

An employee is getting to know her new coworkers when the topic of her last job comes up. One coworker asks why she left that job. "It was something my boss said," the woman replied. "Why? What did he say?" the coworker asked. "He said: 'You're fired.'"

—//—

A young executive is leaving the office late one evening when he finds the CEO standing in front of a shredder with a piece of paper in his hand.

"Listen," says the CEO, "this is a very sensitive and important document here, and my secretary has gone for the night. Can you make this thing work for me?"

"Sure," the young executive says.

He turns the machine on, inserts the paper, and presses the "Start" button.

"Excellent, excellent!" says the CEO as his paper disappears inside the machine. "I just need one copy."



## DPM IN PICTURES THIS MONTH



