



"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

**DPM
backs
training plan**

Page 2

**DPM leads
with Independence
colors**

Page 3

**DPM attends
Validation
workshop**

Page 4

**Blood
donation
drive**

Page 5

DPM, DOCTORS SIGN MOA



National Doctors Association President, DPM Secretary Taies Sansan and Acting Health Secretary Ken Wai sign the MOA.

THE Department of Personnel Management and the National Doctors Association have signed the long awaited memorandum of understanding (MoA) that aims provide clear provisions for terms and conditions of employment for doctors.

The last MoA for doctors was signed nine (9) years ago (2014-2016).

In her speech, DPM Secretary Taies Sansan said that the health sector is one of the most vital pillars in the country.

"At the centre of this system stand our doctors, who expertise and dedication and service to our people remain invaluable.

"Their contributions are not only in healing the sick, but also in strengthening communities, responding to emergencies, and safeguarding the future of the public health system.

She added that signing today is a symbol of partnership, mutual respect, and recognition.

And demonstrates that dialogue

and cooperation can bring forth outcomes that benefit not only the medical profession but also the people of the country.

Sansan added that the MoA key highlights include:

- An increase of 5% to the DMA compound over three years;
- Consolidated clinical overtime and on-call allowances; and,
- Telephone installations, rental and mobile credits.

Secretary Sansan commended the National Doctors Association for continually following the normal industrial relations processes and establishing common understanding in the negotiation process for possible solutions.

Secretary Sansan said on behalf of the Marape-Rosso government who is supportive of this MoA signing, "I extend my gratitude to the doctors for your patience, professionalism, and unwavering dedication and commitment to health services to our people in urban and rural centres in PNG.

MESSAGE FROM THE SECRETARY

National Repentance Day, 26th August 2025

On behalf of the Department of Personnel Management, I extend warm greetings to all public servants and citizens of Papua New Guinea as we join together to observe National Repentance Day.

As a Christian nation, this day is of great significance. It is a sacred time set aside for us to humble ourselves before God, reflect on our shortcomings, and seek forgiveness.

Repentance is more than words—it is an act of turning away from wrong and recommitting ourselves to a life of righteousness, unity, and service.

For us in the public service, and particularly within the Department of Personnel Management,

National Repentance Day carries a deeper meaning.

As custodians of the State's workforce, we are reminded that our duty is not only to manage human resources but also to uphold the highest standards of honesty, integrity, and accountability.

Repentance challenges us to examine the way we work, to correct mistakes, and to realign our actions with the values of fairness, transparency, and compassion.

The Marape-Rosso Government has consistently emphasized the importance of Christian values in



Taies Sansan

building a strong, united, and prosperous Papua New Guinea.

National Repentance Day gives us the opportunity to anchor those values into our daily work and personal lives.

By repenting as individuals, families, and institutions, we strengthen the moral foundation of our nation and contribute to better governance and service delivery.

In our workplaces, repentance means embracing humility, respecting our colleagues, and taking responsibility for our actions. I

n our families, it means fostering forgiveness, unity, and love, which in turn builds stronger communities and a stronger nation. The impact of repentance is far-reaching—it restores

peace, brings healing, and renews our commitment to one another and to God.

As we observe this important day, I encourage all public servants and their families to reflect sincerely, seek reconciliation where it is needed, and allow repentance to guide our journey forward.

Together, let us build a public service that not only delivers effectively but also leads by example in upholding Christian and moral values.

May this National Repentance Day be a time of renewal for us all, as we continue to serve our people and our country with humility, integrity, and faith.

Happy National Repentance Day Papua New Guinea.

TRAINING PLAN A GREAT MODEL FOR PUBLIC SERVICE

THE Department of Personnel Management has thrown its full support behind the Office of Censorship's new 2024–2027 Training Plan, describing it as a model for public service transformation and a critical step in building a competent, ethical, and future-ready workforce. Addressing the launch held recently at Lamana Hotel, Deputy Secretary for Policy and Reforms, Ellison Kalimet, acknowledged the plan's alignment with national reforms and legislative mandates.

"This launch is not merely a program unveiling - it is a legislative requirement under the Public Service Management Act," he said.

"Every department is mandated to produce training plans that reflect the real development needs of their workforce and submit them annually by March 31 to DPM."

He clarified that while agencies have the authority to approve in-country training, overseas scholarships must align with these approved plans and are subject to oversight by DPM.



Deputy Secretary Policy Reforms Ellison Kalimet, Chief Censor Jim Abani and Deputy Chief Censor Likomau Ali during the launch of the Training Plan recently.

He said the importance of strategic planning in human capital development, noting that training must be driven by institutional goals and capacity needs, not convenience.

Mr Kalimet highlighted two key policies currently before the National Executive Council (NEC):

- The Capability Needs Analysis Policy; and,
- Public Service Career Path Policy.

He explained that these policies would work hand-in-hand with the national training policy already in effect, administered through the Somare Institute of Leadership and Governance (SILAG) and it will support the government's broader push to professionalise the public service.

"All public servants, including new recruits, will be required to undergo mandatory training at SILAG," Mr Kalimet said.

REFORMS ARE ABOUT PEOPLE: SANSAN

The Department of Personnel Management (DPM) joined the Department of Provincial and Local Level Government Affairs (DPLGA) in marking a historic milestone with the official launch of DPLGA's Corporate Plan 2025–2030, its revamped organizational structure, and a rebranding initiative. The event was held at the Holiday Inn, Port Moresby, and officiated by Minister for Provincial and Local Level Government Affairs, Hon. Soroi Eoe, alongside Department Secretary Philip Leo, Secretary of the Department of Personnel Management, Ms. Taies Sansan, and senior DPLGA officials.

The launch was described as a defining chapter in DPLGA's 50-year journey, as the Department seeks to modernize its systems and strengthen governance at all levels. Minister Eoe highlighted that the reforms come at a timely moment, as Papua New Guinea approaches its Golden Jubilee



Minister Soroi Eoe, DPM Secretary Taies Sansan and DPLLG Secretary Philip Leo during the launch.

of Independence in 2025. He emphasized that the changes represent more than a new image, but a strategic shift towards building stronger systems of governance, accountability, and integrity across provincial and local levels of government.

Speaking during the event, Secretary Taies Sansan reaffirmed DPM's commitment to supporting

DPLGA's transformation journey, acknowledging the central role that people and organizational structures play in achieving effective service delivery. "Reform is not only about plans and frameworks—it is about people.

At DPM, we believe that strong governance begins with the right people placed in the right positions, supported by clear systems of accountability.

DPM leads with Independence colors

The Department of Personnel Management (DPM) is taking the lead in uniting the public service to proudly celebrate Papua New Guinea's 50th Independence Golden Jubilee on September 16, 2025. In line with the Chief Secretary to Government's Circular Instruction No. 19/2025, DPM is encouraging all staff across the public service to wear attire in the national colors of black, red, yellow, and white as a symbol of unity, oneness, and national pride.

For DPM, which plays a central role in shaping the nation's public service, this occasion is not just about commemorating 50 years of independence—it is about reinforcing the values of solidarity and loyalty that bind the workforce together. Wearing Independence attire represents a collective identity that transcends regional, cultural, and ethnic differences, reminding all public servants that they serve under one flag and one nation.

Secretary of DPM has emphasized that the public service, as the machinery of government, must set an example by demon-

strating visible patriotism during this milestone celebration. Staff wearing the Independence colors will reflect the spirit of service, commitment, and pride in being part of Papua New Guinea's growth story since 1975. As the department responsible for human resource management and development in the public sector, DPM sees this Golden Jubilee as an opportunity to strengthen unity across the workforce and inspire pride in serving the country. The act of wearing

the national colors is a simple yet powerful gesture that communicates a shared vision for the future while honoring the struggles and achievements of the past 50 years.

By leading this initiative, DPM is reaffirming its commitment to building a united, professional, and proud public service—one that continues to uphold the values of independence and strives to deliver for the people of Papua New Guinea in the decades ahead.



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.

DPM ATTENDS VALIDATION WORKSHOP

The Department of Personnel Management recently attended a two-day validation workshop hosted by the Somare Institute of Leadership and Governance (SILAG).

Along with participants from various government departments, DPM engaged in interactive discussions to validate four courses offered at the institute.

1. National Certificate 4 in Government – Local Government Administration
2. National Certificate 4 in Government- Public Administration
3. National Certificate 4 in Government – Public Finance
4. National Certificate 4 in Information Technology

This workshop serves as a quality assurance process where stakeholders from government departments are invited to provide their input on the relevance of newly developed or revised qualifications and their units of competencies.

Throughout the workshop, participants had interactive discussions on validating the content and structure of these courses to ensure they align with workplace needs, national standards, and stakeholder expectations.

Many of the participants expressed their admiration for SILAG's initiative. DPM's executive Manager Strategic HR Management Mary Gonadara who attended this event said the workshop was a valuable opportunity to enhance training efforts, strengthen



Management Information Systems (MIS) division staff with Don Bosco trainee's

cooperation, improve officers' skills, and better serve the public.

She said that there is a need for more validation workshops to develop resource books for training in departments and the public sector.

SILAG Workforce Training Development Director, Robert Nemala highlighted that there is an urgent need to rethink workforce development in the public sector.

He added that SILAG's goal was to create a more inclusive and adaptable workforce by aligning lifelong learning with the changing demands of the job market.

This would ensure that public servants were prepared to handle future challenges. One major goal is for SILAG to become a public service university by 2027. "This change will focus on devel-

oping leadership and governance skills to prepare future leaders for a dynamic public service environment," said Mr. Nemala.

The presentation also discussed future job needs, emphasizing the importance of adaptability, flexibility, and using data. Public servants are encouraged to adopt new technologies and work collaboratively. "We want to create roles that are project-based and impact-focused, moving away from traditional job descriptions," explained Nemala.

Mr. Nemala invited participants to help develop training materials that meet the changing needs of public service.

"Today's workforce must quickly adapt to new technologies and policies. With your input, we can keep our training programs relevant," Nemala added.



Participants from various government agencies who recently took part in the two day validation workshop hosted by SILAG.

DPM DONATES TO BLOOD BANK

The Department of Personnel Management staff recently took part Blood Donation Drive organized by a team from the Sir Brian Bell Centre for Transfusion Medicine or the Blood Bank.

First time blood donor Patrick David said that while he was hesitant at first, the will to help others was strong.

"I am happy that I am able to donate blood to help those in need," he said.

Dudley_____ said that he became a regular donor after experiencing the need for blood transfusion arose within his family.

He said that a lot of people need blood in our hospitals and if we have the ability to donate, please do.

Our assistance though small goes a long way toward helping those sick individuals in need.

Team Leader Sr Joesphine Mas said while supplies at the Port Moresby General Hospital were limited, such



DPM staff Mr Hilary was the first person to donate blood during the recent blood donation drive held here at the Central Government Office.

drives by the mobile team was essential at replenishing stocks.

"We are happy that the Department of Personnel Management has come on board to donate blood," she said.

"And I am happy with the big turn out of staff who turned up to donate blood, check their weight and blood pressure."

"Today we are collecting only 450ml of blood per person, this will then be taken to our

labs for testing and if given the ok, this packets of blood will be used," Sr Joesphine said.

She added that most of all the blood collected are used during surgeries or operation, and when injured persons are brought to the emergency section or special cases where children need blood in the children's ward.

"We are thankful for DPM's contribution towards a good cause," said Sr Joesphine.

FANI KONA

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

Here are one-liners that will be a hit.

1. My boss told me it's my responsibility as a security guard to watch the office... I'm on season 6, but I'm not sure how it relates to security.
2. I have a fear of elevators... I've been taking steps to avoid them.
3. Today at work, our computers crashed, so we had to do everything manually... It took me ten minutes to shuffle the cards for Solitaire.
4. Bread is a lot like the sun... It rises in the yeast and sets in the waist.
5. Eggs and bacon walk into a restaurant... The host says, "We don't serve breakfast here."
6. I get plenty of exercise at work... Jumping to conclusions, pushing my luck, and dodging deadlines.
7. Just found out the company that produces yardsticks won't be making them any longer.
8. Two fish were in a Tank... One said, "How do you drive this thing?"
9. To whoever stole my copy of Microsoft Office, I will find you... You have my word!
10. I stayed up all night to see where the sun went... Then it dawned on me.
11. The most challenging part of the week is the first five days following the weekend.
12. I visited the doctor with a mole that looked suspicious... He remarked that all moles look like that and said I should have left it in the garden.
13. A skeleton walks into a bar and orders a beer and a mop.
14. RIP boiling water... You will be mist.
15. One day... I'm gonna make the onions cry!
16. Recently, coworkers have been writing names on the food in the office fridge... I'm currently eating a sandwich named Kevin.
17. They call it gross pay because it's disgusting to see how much money you could have earned before taxes.
18. Sometimes I wonder if all of this is happening because I didn't forward that message to 10 people.
19. A bossy man walked into a bar... Then ordered everyone a round.
20. If Bill Gates had a penny for every time I had to reboot my computer... Oh wait, he actually does.



Mr Patrick David gets his blood tested by Sr Joesphine

DPM IN PICTURES THIS MONTH



