



DEPARTMENT OF PERSONNEL MANAGEMENT
Office of the Secretary

MEDIA RELEASE

**DPM Conducts Staff Performance Appraisal Workshop for
Immigration Officers**

Tuesday 19th November 2025: The Department of Personnel Management (DPM), through its Strategic Policy Development Division, successfully conducted a three-day capacity-building workshop on the Staff Performance Appraisal (SPA) system for senior management and corporate officers of the PNG Immigration and Citizenship Service Authority (PNGICSA).

Held from 12–14 November at the Central Government Office, the workshop brought together contract officers, managers, regional heads, and branch heads to strengthen their understanding and application of SPA processes.

This initiative was delivered under the Human Resource Development Strategic Plan (HRDSP) 2020–2050, which aims to equip supervisors and managers with the skills and knowledge required to implement SPA effectively—driving performance, accountability, and service excellence across the public sector.

In her opening remarks, DPM Executive Manager for Strategic Policy Development, Ms. Ida Yuka, highlighted the pivotal role of senior management in ensuring the success of SPA implementation: “This exercise is based on your commitment and understanding of the process so that you can explain it to your staff. As a manager, what you do will matter for this office. This is about refining our performance as we move forward.”

The workshop provided participants with a comprehensive understanding of SPA’s alignment with national development priorities, including the government’s long-term vision and departmental corporate plans. Sessions covered the full SPA cycle—from planning and monitoring to review and assessment—ensuring individual performance goals align with organizational and government objectives.

A key feature of the training was practical exercises on cascading Key Results Areas (KRAs) from organizational goals down to individual tasks.

Presentations were led by Ms. Miriam Virobo, Senior HR Policy Research and Development Officer, who provided an overview of SPA processes. A hands-on session on completing the official SPA Form SDT 5.1 was facilitated by Mr. Joseph Oltipa, Acting Manager of the Workforce Planning Branch.

The team emphasized that a well-executed SPA system is critical for fostering a high-performance culture, identifying training needs, recognizing employee contributions, and managing salary increments. The successful implementation of SPA at PNGICSA is expected to enhance efficiency, ethics, and service delivery across the public service—ultimately benefiting the people of Papua New Guinea.

APPROVED FOR RELEASE

TAIES SANSAN (Ms)
Secretary

Picture attaced:



Caption: Executive Manager Strategic Policy and Development Ms Ida Yuki explains to Immigration staff the importance of a Staff Performance Appraisal (SPA). **PICTURE: DPM Media**