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New Regulation for Technical Advisors

The recent announcement by Prime Minister Peter O'Neill regarding employment of Citizen and Non-Citizen Technical Advisors has resulted in a new Regulation approved by the National Executive Council under the **Public Employment (Non-Citizens) Act** and the **Public Services (Management) Act**.

The purpose of the new Regulations is to perform the manner in which technical Advisors under aid funded programs are engaged and contracted to the State. The new Regulations overcome fundamental problems adversely affecting aid programs. In future, technical advisors will not be staff of foreign governments and they will sign contracts with the State.

In future, technical advisors will have a lawful obligation

to serve the State under the laws of PNG and they will be able to occupy line positions and/ or exercise delegated managerial functions within agencies.

The new Regulation does not cover any Aid Programs and Technical Advisors engaged in the Disciplined Services of Police, Defense and Correctional Service; the Judicial and Magisterial Services; the Universities; and other State Owned Entities.

The Government's decision to remove staff of foreign governments from occupying Technical Advisors positions in the Public Service from 1st January 2016 now requires that Aid Programs are reviewed. Dialogue is ongoing with our Development Partners to ensure that the flow of aid is not disrupted to the crit-

ical areas of health, education and infrastructure.

Aid Programs are to be rationalized by moving aid to the Districts and to key priority areas in Health, Education and Infrastructure services to ensure best value for aid money in the interests of future development and prosperity.

The government aims to witness aid being focused where it is most needed, at the Provincial and District levels, and redirected away from Waigani as at the present time.

A Circular Instruction date 9th November 2015 to implement the new Regulations has been finalized by the Secretary Department of National Planning & Monitoring and is addressed to all Public Service agency heads so that proper arrangements can be made before end of this year.

Secretary Kali's Christmas Message

Congratulations to all the staff of DPM for the wonderful and successful year this year because we happen to meet all the targets set by the Alotau Accord 2012.

It all boils down to TEAM work because Together Everyone Achieves More and my speech of the year is in front of me and that's all the DPM staff.

For the year 2015, the Executive Management Team Members agreed unanimously to have a Christmas Party to end

the year mainly to recognise staff and department's achievement as well as coming together as a team to celebrate a year of achievement.

There are a lot of achievements in this year alone and to pinpoint each one of them would end up in a long least but to cut it short, the latest achievement is the approved submission on Citizens and Non-Citizens Technical Advisors.

The tireless efforts put in by the staff involved in this work as well as Dr Geoff Elvy, who is very instrumental in this work. It's not about putting cold wa-

ter on some people. It's about us, PNG, as a nation to step up and take ownership of our dreams and visions and actually achieving it.

"In order to see this regulation work, I will be working during the shutdown period so whoever wants to join me is most welcome," says Secretary Kali.

With that, I wish you all a Merry Christmas and Prosperous New Year 2016.

DPM Website Launch

The Department of Personnel Management has achieved another milestone again today (14th December 2015) when the official website was launched.



Secretary Kali cutting the ribbon to officially launch the website

This website will be used as a platform to spread the word of its achievements because our

mission is to be recognised as the number one human resource provider.

Secretary Kali officially launched the website and says that the department's mission statement is to design, develop and promote smarter HR strategies in making DPM a premier HR department in the Government. And one of the ways that we are going to do that is through communicating with the public both national and internationally.

"We want to provide the policies and standards for all public servants particularly

in providing and producing effective efficient and ethical leaders in the public sector, coupled with effective, efficient workers and public servants," says Secretary Kali.

The website contained many success stories that the department had achieved over the years.

This wouldn't be possible without the tireless efforts of the technical people that are responsible for developing this essential service of the department both the EPSP staff and the DPM MIS staff.

"We said to ourselves that we must rise up, step up and

speak up so we felt that the website is the key component in spreading the word on of our achievements and activities," says Secretary Kali.

The previous website lacked a lot of features that our clients have complained about as well as other government departments and staff and through the financial and IT specialist assistance of EPSP.



Secretary Kali doing a browsing demo

PNGIPA Hosts First Graduation in 5 Years



Female graduands of Kokopo Campus



Female graduands of Kokopo Campus



DPM graduands at PNGIPA Campus, Port Moresby

The Papua New Guinea Institute of Public Administration hosted its 18th graduation in 2015 after years of silence.

The PNGIPA Governing Council members met for the final quarter meeting and consolidated a number of agendas raised including the endorsement of the graduation list.

There were 3 graduations this year, one in Port Moresby which is the biggest one and for the Regional Centre in Kokopo and Madang for the Islands and Mamose regions respective graduations.

This graduation is a milestone event as the graduands will be graduating with two certificates, one according to PNG standards and the other according to Australian standards which is a result of the partnership between the PNGIPA and the Canberra Institute of Technology.

Director Mr Angori Wewerang, was appointed in May 2014 and under his leadership and guidance has made this year a success for the PNGIPA as well as the students undertaking courses at this oldest government institution in the country.



Public Service Minister Sir Puika Temu giving his keynote address

To mark this milestone event, Director Wewerang and DPM Secretary Mr John Kali attended the Kokopo graduation before making time to attend the biggest graduation for PNGIPA in Port Moresby on Friday 11th December 2015.

Kokopo Regional Training Centre graduated 44, Madang graduated 20 and Port Moresby graduated a total of 259

The revival of the PNGIPA is one of O'Neill – Dion govern-

ment's initiative to rebuild the Public Service in the country as well as the support and drive by the Public Service Minister Sir Puka Temu on the frontline of this revival program.

Graduands were encouraged to put the theory work that they have learned so far in contributing to the development and the building of this great nation.

Student Representative Council President applauds the efforts put into the revival of the institution but also point out some areas where the administration needs to look into for the future students of the school in terms of catering, study materials and resources.



Male graduands of Kokopo Campus

PSMA 2014 comes into effect

The Department of Personnel Management successfully brought into operation the new Public Services (Management) Act, effective as of October 1, 2014.

The new PSMA 2014 was one of several important administrative and legislative reforms which DPM was tasked to implement by the O'Neill/Dion Government as per the Alotau Accord of 2012.

The other new reforms include:

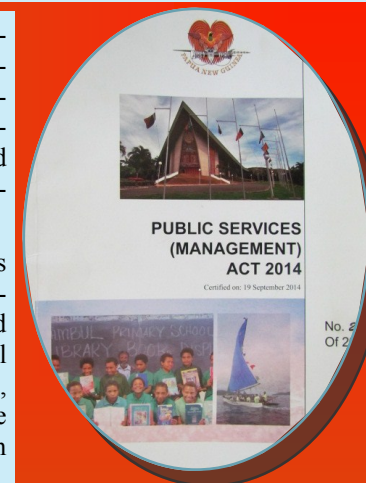
- The new Public Services (Employment) Regulations 2014 on employment of Departmental Heads, Provincial Administrators, District Administrators, Chief Executive Officers;

- The new Public Services (Employment) Regulations 2014 on employment of citizen and non-citizen technical advisors;

The new performance based contract of employment and standard terms and conditions

of employment of Departmental Heads, Provincial Administrators, District Administrators, Chief Executive Officers of Statutory Bodies and senior officers holding contract positions.

The new PSMA 2014 was passed by Parliament on September 5, 2014 and certified by the Speaker of National Parliament on September 19, 2014. It replaces the old one which has been in operation since 1995.



New PSMA document

PNG Nurses Association Sign MOA

The Nurses Union sign a Memorandum of Agreement with the Department of Health and the Department of Personnel Management regarding the nurse's overdue remuneration package.

This agreement was a result of a round table discussion between the association, the Health Department and the Department of Personnel Management within 48 hours before the actual signing.

"Today (Thursday 3rd December 2015) marks the signing of those agreements we reached last night and for

us to get on with the business of executing the agreement because I know that all the nurses out there want to hear about the good news," says Secretary Kali.

The new packages were structured in a way to give rural nurses the benefits to keep them away from seeking employment at urban hospitals

The key areas of the agree-

ment reached between the concerned parties focused on subsidising accommodation for nurses, which will be done through the nurses home ownership scheme, reclassifying all nursing grade levels by one grade and increasing domestic market allowances due to difficulties in recruiting nurses in the local market.

The agreement also includes a uniform increase in allowance to K750 per annum in order to ensure nurses are visible at work at all times.

Secretary Kali adds that the allowances would increase for

nursing institutions in order to attract the best people to teach.

The new packages were structured in a way to give rural nurses the benefits to keep them away from seeking employment at urban hospitals.

In turn PNGNA acting president Steven Nawik assured Secretary Kali and the public that their notice for a possible industrial action has been withdrawn and they will monitor all nurses to make sure they are at work, given the allowances they will be getting through this agreement.

Creation of MEAC a Major Change

A major change in the new Public Services (Management) Act 2014 is the creation of the Ministerial Executive Appointment Committee (MEAC) chaired by the Minister for Public Service with the Portfolio Minister as a Member.

The changes are made to the new act for the better management of the Human Resource management functions by line

agencies.

The creation of MEAC removes the Public Services Commission and the Central Agencies Coordinating Committee (CACC) from all selections and appointment processes of agency heads in the National Public Service.

The role of MEAC is to advise NEC on appointment and re-

moval of agency heads governed by the Constitution while DPM is responsible solely for advising MEAC and coordinating processes under the Act.

The MEAC comprises of Public Service Minister as the Chairman, Portfolio Minister of respective department/ agency concerned, Minister for Treasury, Minister for National Planning and Minister for Justice and Attorney General.

At the end of the day, MEAC assesses a shortlist of candidates provided by Secretary DPM for the appointment of a departmental head (and for Provincial Administrators from PEC) following a merit based selection process and recommends one candidate to NEC for appointment.

PNGIPA Precinct Launch—Minister Sir Puka Temu

“I believe in it because it has the potential to usher in a new generation of leaders in this country.”



R-L: Minister Sir Puka Temu, Malakai Tabar, Minister Julie Bishop, Minister Rimbink Pato.

That was the words of Minister for Public Service, Sir Puka Temu, during the official

launching of the Pacific Leadership and Governance Precinct at the Laguna Hotel.

“Underpinning this foundation is what will be a long and enduring shared commitment by the Governments of PNG and Australia to public sector reform. Only this kind of robust and visionary commitment will deliver the transformation of the School of Business and Public Policy and PNGIPA into regionally recognised high quality academic and educational institution,” says Sir Puka.

The precinct will facilitate the

establishment of professional networks and partnerships to develop and grow public sector leaders, men and women alike.

Of profound importance to the Precinct vision is the commitment they must make to maintaining a consistent and overarching focus on ethical decision-making, gender equity, social inclusion and the public interest both within their own institutions, but in so doing, it must deliver those values to the PNG public sector.

To the people of Papua New

Guinea, we pledge our service to you through this new initiative. We commit to realise our vision in its walls, and as we open our minds to the new ideas this partnership will for us, we state our ambition to make good of the opportunity the good Lord above has provided us.

Following the launch of the precinct, Secretary for Department of Personnel Management Mr John Kali led a delegation to Perth for a week to tour the precinct in Perth.

2015 China Seminar

The recently held seminar on Government Human Resource Management for Developing Countries held in Fuzhou, Peoples Republic of China was an eye opener and a life changing experience for Department of Personnel Man-

agement staff who attended. During the seminar participants were able to take part in lectures, forums, visitations, networking, sharing ideas and knowledge, experiences and friendships. A total of 106 participants



A group photo of the seminar’s participants.

representing 38 developing countries attended this seminar where they learned China’s secrets regarding governmental human resource Management, contemporary marketing management of its government, establishing business and policy support for the disabled, restriction mechanism and supervisory system of power through its lectures while the forums and the visitations took them to places where they have hands on experience on what they learnt.

DPM staff, Mr Billy Mahin

and Ms Agnes Tamate, attended that seminar which was fully funded by the Chinese Government and organised by the Fujian Foreign Trade and Economic Corporation Officials’ Training Centre.

They have learned some new things which they will present to the top management staff for their deliberation as well as possible action and improvement.

POEM

A SWEET SMILE

Your smile reminds me of the star
Sparkling sweetly from afar...
Its glow spreads over your face anew,
Cascading like the morning dew.

Your smile reminds me of the rainbow
Radiating around the vocal window...
It fills our hearts with friendly bliss;
A bunch of beauty no one should miss.

Your smile reminds me of the sun...

Shining brightly at the break of dawn;
Its rays rouse the silent streams:
Embracing the shores of nature’s dream...

By: [Adeleke Adeite](#)

Xmas is magic
bringing families together
sharing beats of love
laughter and lots of happiness.
longing to see you at christmas



DPM IN PICTURES





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"RISE UP, STEP UP, SPEAK UP"

OUR VISION

We aspire to develop an evolutionary model in human resource management best practice through learning and development programs while maintaining a dedicated focus on customer service reforms to enhance service delivery.

OUR MISSION

DPM's mission is to lead and support reform efforts in terms of enhancing the performance of PNG public servants and the right wising or streamlining of agencies so as to improve service delivery to the provinces and districts in meeting Medium Term Development Plan priorities

Roles and Responsibilities

The primary role of the Department is to provide strategic leadership in three distinct areas, namely employment, industrial relations and human resource development and management as defined under the Public Service (Management) Act. The Department is also required to provide strategic and policy advice to support the Minister for Public Service in achieving the Minister's duties under the Act and the Government's Public Service reform agenda.

Christmas and New Year Shutdown Period

Day/ Date	Purpose
Thursday, December 24, 2015	Working Day to lunchtime (half day for travel and shopping)
Friday, December 25, 2015	Christmas Day, Public Holiday
Saturday, December 26, 2015	Boxing Day, Public Holiday
Sunday, December 27, 2015	Weekend Day Off
Monday, December 28 2015	Christmas/ New Year Shutdown Day Off
Tuesday, December 29, 2015	Christmas/ New Year Shutdown Day Off
Wednesday, December 30, 2015	Christmas/ New Year Shutdown Day Off
Thursday, December 31, 2015	Christmas/ New Year Shutdown Day Off
Friday, December 1, 2016	New Year's Day Public Holiday

NOTE

You can contribute to this newsletter through write—ups, reports, briefs, information paper, etc. For convenience you can email your articles and write—ups to this email address:

m_dege@dpm.gov.pg

Looking forward to receiving your articles and write—ups.