



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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ABG AND PNG GOVERNMENT SIGN OVERARCHING MOU



PNG Public Service Minister and ABG Public Service and Administration Minister sign MOU

Minister for Public Service Sir Dr Puka Temu and Secretary for Department of Personnel Management Mr John Kali led a high powered delegation to

the Autonomous Region of Bougainville to execute a joint Memorandum of Understanding with the Autonomous Bougainville Government for the draw-down of powers as per the Bougainville Peace Agreement.

This follows a joint understanding through the Joint Supervisory Body (JSB) for the National Government to devolve a lot of its powers to the Bougainville Government which include human resource management, education, labor and employment, agriculture and livestock, communication and information, community development, arts and culture, health, tourism and environment and conservation.

Secretary Kali emphasized that the most important ingredient was the development of capacity of the Bougainville Public Service, in terms of its institutions and the public servants in order that the powers are effectively assumed and utilized for the good of the people on the autonomous island.

To this end, Minister for Public Service and his Department Secretary have been pivotal in helping to establish the public service on the island and helping to create the necessary ac-

and Secretary Kali appealed to all agency heads concerned to incorporate in implementing this milestone agreement with the Bougainvillean's.

The effective and proper implementation of the MOU will empower the Bougainville Public Service to help in the full attainment of autonomy in readiness for the referendum.

ABG is impressed with DPM's work with the leadership of the Minister while Papua New Guinea Institute of Public Administration is



countabilities for the drawdown of these national powers.

Accordingly, Sir Puka

extending its support to ABG in terms of capacity development.

Special points of interest:

- Capacity building to improve service delivery
- Late Mrs Rosemary Stanley farewell
- Joint MOU between PNG and ABG signed
- PNGIPA trains next generation of leaders

LIFE STILL HAS A MEANING

If there is a future there is time
for m e n d i n g -
Time to see your troubles coming
to an ending.

Life is never hopeless however
g r e a t y o u r s o r r o w -
If you're looking forward to a
new tomorrow.

If there is time for wishing then
there is time for hoping-
When through doubt and darkness
you are blindly groping.

Though the heart be heavy and
hurt you may be feeling-
If there is time for praying there
is time for healing.

So if through your window there
is a new day breaking-
Thank God for the promise,
though mind and soul be aching,

If with harvest over there is
grain enough for gleanning-
There is a new tomorrow and life
still has meaning

MADANG SERIOUS ABOUT SERVICE DELIVERY

Madang Governor, Jim Kas, hosted dinner for the delegation led by Secretary John Kali where the discussion of public servants capacity building was presented with a challenge for Madang to take ownership and ensure that the Papua New Guinea Institute of Public Ad-



Madang Provincial Administrator Mr Danny Alois in serious discussion with Mr Kali regarding the partnership

ministration regional training center is up and running as well as attracting more public servants in Mamose Region to undergo training.

The public service machinery has been criticized in recent times as a monster but nothing has been done to help this monster to move forward and DPM through PNGIPA is doing all it can to ensure that this monster is competent in service delivery in respective provinces and the whole country and there is no better way than to equip them with the necessary tools to utilize to achieve this goal.

The Governor and the Provincial Administration was very interested and is willing to assist in any way they can in ensuring that their public servants are equipped to run the province effectively.

In due course, all the programs run at PNGIPA will be taught at the regional training centers so

that more people can study at one time instead of sending one or two officers to Port Moresby Campus to study because it is very costly and time consuming.

PNGIPA to consider retaining trainers currently under their establishment so that they can train retired public servants to deliver academic materials to students undergoing studies in different courses and certificate programs.

Those retired public servants have the experience and with the training skills imparted to them, they can deliver both theory lessons and practical examples to the students.

The delegation also presented this concept to the Divine Word University, who has been providing Masters in Business Administration for Public Servants, to see how best they can utilize the existing arrangement to cater for public servants to further their education and contribute to the development of this country.

DWU has welcomed this discussions but is also very mindful of the costs involved and the arrangement of payments to be made to the school when a public servant is to understudy programs offered at the university.

DWU also stated that public servants who will under study at the campus must be ready for the challenge and must have the capacity to learn quickly.

DPM Secretary and Chairman of the PNGIPA Governing Council, Mr John Kali, PNGIPA Director Mr Angori Wewerang, Deputy Director Mr Peter Sapsi and Finance Manager Mr Peter Lelesi were the delegation spearheading the discussions with the necessary stakeholders in Madang Province to ensure that this concept is well understood in order for it to progress into something tangible.



AN EMERGING YOUNG WOMAN LEADER: MRS STANLEY

Department of Personnel Management has lost another officer, Mrs Rosemary Stanley, who passed on while on study in Australia.

Mrs Stanley has served the department for the last 7 years and won an Australian award to study masters in Business Administration at the Australia National University until her untimely passing.

She was diagnosed with breast cancer but the cancerous tissue had already spread to much of her body already and her chances of survival was lower, however, she fought until her last strength gave way and she was called back to meet

the creator. She left behind her hus-



Mr Stanley and baby daughter

band and children to bring her body safe from Australia to Papua New Guinea and to her native land in East New Britain Province.

Mr Stanley, in his little

eulogy of the last moments of his late wife, said that she has passed on peacefully but has left me with the challenge of bringing up our children myself.

"That's why I thank God to allow my late wife to be my wife," adds Mr Stanley who managed to be strong, choking back tears, for the sake of his young children.

Mr Ravu Vagi, on behalf of DPM, acknowledged the assistance that the Australian Government has assisted in repatriating the body back to PNG. Mr Vagi adds that Mrs Stanely is an emerging young woman leader in the department and her loss is a loss to the department and the country as well.



PNGIPA TRAINING NEXT GENERATION OF LEADERS

The Department of Personnel Management continues its leadership, through Secretary John Kali, in breaking barriers in advocating for gender equity in all its discussions and decisions.

One of the areas that this policy, Gender Equity and Social Inclusion Policy, is making an impact is the Papua New Guinea Institute of Public Administration intake of students.

PNGIPA will be transi-

tioning to the Pacific Leadership and Governance Precinct and one of the program currently running is the Future Leaders Program, which is designed specifically to strengthen public sector



Some public servants during the Precinct launch.

leadership and service delivery in the country.

25 public servants are understudying this 10-month program will have skills based training, group learning and dis-

cussions which will enable them to make informed public sector decisions in the near future.

This program is tailored for

PNG public sector employees which will provide solid foundations for them to confident in their own ability to create policy, make decisions and respond to the needs of the people.

With the District Development Authority, public servants must be prepared to start making decisions at the district level because this regulation demands a certain leadership capacity.



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VISION

At the department of Personnel Management we aspire to be a 'SMARTER' Leader in transforming Human Resources in the delivery of government services in PNG. By 'SMARTER' we mean that we adopt strategies that are:

1. S = Specific
2. M = Measureable
3. A = Achievable
4. R = Realistic
5. T = Timely and able to be
6. E = Evaluated and
7. R = Reported upon

MISSION STATEMENT

The mission of DPM is to promote 'SMARTER' HR strategies through ethical leadership across the public service.

The Department intends to work collaboratively to facilitate the introduction of the public service wide workforce information planning and to strengthen the performance framework so as to help all officers in the public service understand how they contribute to assisting their agency achieve its service outcome priorities

CAPACITY BUILDING IMPROVES SERVICE DELIVERY

Improving service delivery in the Public Service rests on capacity development and Personnel Management Secretary, Mr John Kali, is having discussions with various stakeholders in order to address this matter.

"I have met with Governors and their Administrators in Madang and East New Britain to discuss how the National Government, the Provincial Government and the industries can work together through institutional partnerships to improve the capacity and capability of the Public Service in the Islands and Mamose regions," said Mr Kali.



Mr Kali adds that he is intending to have similar discussions with Gover-

nors from the Highlands and the Southern Regions as well.

"Instead of continuing to criticize the public service, I am asking all stakeholders, the government, both the National and Provincial Governments, the learning institutions and the industry to enter into strong and stable partnerships to analyze the needs of the workforce and develop training programs to address these needs in a positive and proactive way," added Mr Kali.

The discussion was based on how the partnerships could help in delivering tailor made modules through the PNGIPA regional training centers to help develop the skills and competencies necessary for efficient, effective and ethical service delivery in the respective provinces throughout the country.

"This can only be achieved through proper on the job training and upskilling of public servants," Kali said.

The ENB Provincial Administrator, Mr Wilson Matava said he was very pleased with the new direction Mr Kali was providing for public service capacity development and said his Government would fully support this.

In similar discussions, the newly appointed University of Natural Resource and Environment Vice Chancellor, Professor John Warren, expressed that his discussions with Secretary Kali were timeliest because the university was re-writing all its courses and programs to be offered at UNRE in order to incorporate whatever curriculum materials that can be obtained from the information that will be provided to the University.