



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

PACIFIC PUBLIC SERVICE COMMISSIONERS CONFERENCE-PAPUA NEW GUINEA

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Ethical leadership and governance will be the main agenda put forward by Papua New Guinea as we host the 2017 Pacific Public Service Commis-

Coming on board to support this conference is the Pacific Leadership and Governance Precinct because the precinct is aimed at strengthening public service leadership at all levels in PNG and the Pacific.

During the opening of the conference Mr Kali said he is looking forward to sharing PNG's experience with its Pacific neighbors.

Mr Kali adds that the Government's policies promote values that leaders in the public service and the workforce must have and these values will

ensure not only creativity and productivity but also commitment, passion and ethical in the discharge of their respective duties. Prime Minister Peter O'Neill had the honor of welcoming and officially opening the conference at



Secretary John Kali officially welcoming the conference participants.

the Airways Hotel in Port Moresby.

For this year's conference, they were privileged to have Dame Meg Taylor Secretary General for Pacific Islands Forum to be among them and con-



Special points of interest:

- **PPSCC a success...**
- **New approach for GESJ on East New Britain Province...**
- **Keapara hosts 2nd Departmental Heads Meeting...**

sioners' Conference this week.

Department of Personnel Management Secretary, Mr John Kali, will be chairing the conference which aims to put PNG's National Public Service Ethics and Values-Based Executive Leadership & Management Capability Framework as part of the discussions with our neighbors.

The framework was discussed to bring to light the idea to institutionalize this important document as well as discussing the future direction of this conference.



tribute to the discussions. PIF is interested to know what each jurisdiction will do with respect to the ethics and leadership framework.

PERPETRATORS TO ROLE MODELS

Nothing for us without us is a term used to assist perpetrators to become role models.

West New Britain Province was a pilot project province to roll out the Public Service Gender Equity and Social Inclusion Policy and has grown from strength to strength with the political leadership and public servants' determination in ensuring that this pilot project comes to fruition.

GESI officers in the province have come to realize that issues which the policy is trying to address is all about changing the mindset, which has proven very difficult to address because officers who are perpetrators are mostly senior male officers and when applying the Public Service

General Orders to discipline them, most times it ended with the perpetrator being suspended to 2-3 weeks and then he is back at work.

This has prompted the GESI officers to think outside of the box to address this on-going and recurring problem because at the end of the day the perpetrator hasn't learnt anything.

Therefore, the GESI officer has tried a new strategy from this phrase

"Nothing for us without us" by utilizing the perpetrators as GESI committee members. Mind you, most of the perpetrators come from patrilineal societies and they assume that GESI policy is for women

...they assume that GESI policy is for women only...

only but when they are singled out to assist GESI officers, they have come to realize the importance of the work and what



it's trying to achieve and now they are heavily involved in GESI related activities and programs.

These senior male officers are now very conscious of their presence and what it can do to address issues relating to GESI in the province both at work, home and the community.

NEW CALEDONIA TO HOST NEXT PPSCC

The Pacific Public Service Commissioners Conference concluded in a high note with public service commissioners in the Pacific having something to take back to their respective countries while giving credit to Papua New Guinea's public service stability which is a direct result of political stability.

The conference agreed that New Caledonia will host the next conference and representatives from Micronesia, Polynesia and Melanesia will be assisting in organiz-

ing this event.

The theme will be Open and Transparent Government and Leadership but concentrating on impact of social media on transparency and role of government, citizen acentric policy development

where more public engagement and influence and looking at citizen and how we capture the citizen public perception of the public service.

It is very apparent that social media has been very influential in the way the government has been scrutinized so as public service leaders we want to develop a policy on how



we can work around these issues.

Since the Pacific Islands Center of Public Administration is no longer in existence, the Pacific Leadership and Governance Precinct will be taking the lead in public service capacity building in the Pacific.

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Secretary Kali and his colleague, Samoa Public Service Commissioner, Vaosa Epa addressing the media after the conference.

THE WINGS OF DAYLIGHT

*Brightness appears showing us everything
It reveals the splendors it calls everything
But shows it to each of us alone
And only once and only to look at
Not to touch or hold in our shadows
What we see is never what we touch
What we take turns out to be something else
What we see that one time departs untouched
While other shadows gather around us
The world's shadows mingle with our own
We had forgotten them but they know us
They remember us as we always were
They were at home here before the first came
Everything will leave us except the shadows
But the shadows carry the whole story
At first daybreak they open their long wings*

By W. S. Merwin

KEAPARA HOST D.HEADS MEETING 2/2017

Keapara village was buzzing with activities as the villagers prepare themselves to welcome senior public servants who made their way there to attend the second Departmental Heads Meeting.

This is the first time in history for departmental heads to be accommo-



Keapara women welcoming the delegation by feeding them pariwa.

dated in a village setting while contributing to the discussion and agendas of the meeting.

Prime Minister Peter O'Neill was the keynote address to close the meeting before the country goes to the poll.

Being the first of its kind, all senior public servants were keen to attend and experience this opportunity where a meeting of this importance being held in a village setting. There were more than 200 participants converging on the village as early as 9am even though the drive from Port Moresby is about 2 hours plus.

The villagers prepared a welcome reception for the delegation and its tradition for visitors to be fed with pariwa (sago mixed with banana) from the village ladies.

Chief Secretary Ambassador Issac Lupari, CACC Secretaries, and all other departmental heads with their

senior staff were welcomed by school children who sang the National Anthem and said the pledge before the guests can move into the meeting area.

Critics say it wasn't a really good idea to host such important meetings in villages but leaders who attended the meeting agreed that all villages need basic government services and it was an eye opener for them to see first-hand the hardships and lack of adequate basic government services like health and education.

During the course of the meeting, Treasury Secretary Dairi Vele pledged K10,000 to DPM to assist in the hosting of the Pacific Public Service Commissioners Conference to be held next week.

After the meeting was closed by Prime Minister, delegations who wish to overnight at the village remained while those that needed to return back to their families did so after the meeting.

Those who remained for the



School children preparing to sing the national anthem as part of the welcome reception.

night were showered with village entertainment before they call it a night.



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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

KAK CONTRIBUTIONS TO THE COUNTRY HAILED

In his closing remarks of the Second Departmental Heads Meeting of 2017, Prime Minister Peter O'Neill welcomed everyone to Keapara, Alukune and Karawa or KAK adding that it's his third visit and so gives him the honor of welcoming the first timers to this village.



P.M O' Neill addressing the departmental heads.

His welcome remarks were received with a big applause from everyone attending the meeting. Prime Minister acknowledged the contribution of KAK in producing some of the key people in the differ-

ent aspect of development of this country before and after independence as well.

Mr Kali echoed PM's acknowledgement of KAK's contribution to the country.

Prime Minister further urged the Departmental Heads, CEOs and senior public servants to maintain their integrity, impartiality and independence in their support to the government and the service that was delivered to the people of this country in the last challenging 5 years of this government's term in office.

"The independence in the discharge of your duties for which we are very grateful," adds Mr O'Neill.



PM also acknowledged the local KAK leaders and people for being a good host to this important meet-



School children singing the National anthem as part of the welcome reception.

ing. The Second Departmental Heads Meeting was co-hosted by Chief Secretary to Government Ambassador Isaac Lupari and Secretary for the Department of Personnel Management Mr John Kali.