



**"RISE UP, STEP UP, SPEAK UP"**

# OUR VOICE

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

## BUSINESS NAME

### SPECIAL POINTS OF INTEREST:

- Treasury explains budget cuts...
- New Learning Resource Centre for PNGIPA...
- PMS to put to rest disputes...
- DPM supports ABG...

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## TRANSPORT PROVISION- LONGTIME COMING

For the first time in a long time department of personnel Management has a pickup and drop-off transport provided for its staff

As part of the Gender Equity and Social Inclusion Policy, the department is working on its mainstreaming of the policy with Mrs Mary Albaniei at the forefront of the organizing and coordinating of this vital activity under the department.

Staff members, especially female officers, have had issues concerning their safety when commuting to and from work because

some have been robbed off their personal belongings by thugs which has caused some inconvenience to the overall performance output of each branch and division due to absence from work as a direct result of this incidents.

These concerns have not gone unnoticed and it was brought up during Executive Management Team Meeting and Secretary John Kali, has a champion of Male Advocacy Network, and head of the Department has taken into consideration to ensure that some prominence is given to this concern to address it.

As a result, the PSDW 15 seater bus was engaged to trial this new arrangement.

Staff have been advised that not all can be accommodated for during the initial stage of this arrangement but as time goes by and improvement done to this arrangement in terms of additional fleets and steady friendly routes for pickup and drop-off, all vulnerable staff can be catered for including all officers of the department.

## GESI POLICY BEING IMPLEMENTED

Speechless and humbled was Mary Gonadara when she learnt of the transport arrangement she is given because she is still nursing her baby.



The internal Gender Equity and Social Inclusion desk lately has arranged for pickup and drop-off of staff inside and outside the city as

well. Ms Gonadara has just returned from maternity leave, after giving birth to a healthy son, to resume her duties as the Acting Human Resource Manager but while she was on leave the GESI branch took note of her needs as a nursing mother to her son. Mrs Mary Albaniei, who is responsible for DPM GESI, ensure that all those arrangements are taken care of and when Ms

Gonadara resumed, she was surprised and at a loss for words. Ms Gonadara thanked EMT, GESI branch and everyone who has been involved in this arrangement. This transport arrangement is operating on a trial and error basis and improvements will be made as it continues.

## NEW LEARNING RESOURCE CENTRE TO COMPLIMENT ADMIN BUILDING



*The precinct partnership is focused on the development of PNG's next generation of public sector leaders, equipping them with skills, values, networks and experience to take forward the development of this country*

A new Learning Resource Centre will compliment the ongoing construction of the new administration building office at the Papua New Guinea Institute of Public Administration which will provide space for teaching, research and discussion.

PNGIPA, in its transition towards the Pacific Institute of Leadership and Governance Precinct continues to maintain its partnership with the Australian Public Service Commission and its government through this partnership arrangement.

PNGIPA has graduated more than 300 Papua New

Guineans including 42 public servants who were awarded Australian accredited diplomas through the precinct arrangement.

Another promising program, Future Leaders Program, launched earlier this year provides executive leadership training for emerging public sector leaders and is a collaboration between PNGIPA, University of Papua New Guinea and University of Queensland with guidance from Department of Personnel Management.

Australian High Commissioner to PNG Bruce Davis acknowledges that this modern partnership be-



tween PNG and Australia is based on shared economic and strategic objectives and the two governments are supporting the development of the leaders at all levels of government that can deliver essential services to its people.

“The precinct partnership is focused on the development of PNG’s next generation of public sector leaders, equipping them with skills, values, networks and experience to take forward the development of this country,” said Davis.

This new Learning Resource Centre will replace the deteriorating library which was constructed in 1963 and gifted to Council of Papua and New Guinea by the local Government of Australia in 1966.

## BLOOD DONATIONS



A very big thank you to the staff of DPM for the timely contributions towards Isikel Mesulam’s blood donation appeal. Special mention to Amos Hillary, Chris Kabauru, Mary Albaniel, George Benson, Rachel Kiap, Relby Luke, Jefferson Buanam, Tatiova Memafu and Iamo Walo

assisting as driver. 3 blood bags were donated and the staff also found out their blood counts. All other staff who were willing to donate blood but were unable to do so due to work commitments are

also acknowledged for their support in time of need. Mrs Mesulam have confirmed that blood donated were enough for Mr Mesulam.



# DPM SUPPORTS ABG-ALOTAU ACCORD FULFILLED

The Department of Personnel Management has been at the forefront of providing support to the Autonomous Bougainville Government working in collaboration with the National Coordination Office of Bougainville Affairs. We will step up our joint efforts with the ABG

ments of the Bougainville Public Service endorsed by the Bougainville Executive Council (BEC) in 2014.

Public Service terms and conditions for the ABG public servants were established by the Bougainville Executive Council.

The Alotau Accord directs the Government to give prominence to supporting the ABG as they are in a critical stage of preparing to conduct the Referendum on autonomy and independence.

In order to witness a successful Referendum, the ABG must demon-

strate the capacity to manage its own affairs.

In acknowledging the Peace Agreement, DPM in consultation with key stakeholders

and ABG commenced developing overarching MOU on the draw-down of powers

and functions.

The MOU was signed by the Minister for National Public Service and Minister for ABG Public Service on 20<sup>th</sup> march 2017.

Prior to the signing, DPM had already transferred its powers and functions to ABG public service.

This initiative commenced the development of the Public Service and Administration Act which authorized the existence of the ABG Public Service and its agencies The Bougainville Public

S e r v i c e



Government and the ABG Public Service to meet their needs.

The Chief Secretary for the ABG Public Service was appointed in 2014 and the key to ABG success is the development of the ABG Public Service which is now operating successfully.

DPM was fully involved in the design and evaluation of the Bougainville Public Service organization structures consisting of 14 Depart-



(Management and Administrations) Act was certified by Bougainville House of

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# TREASURY EXPLAINS COST CUTTING MEASURES

The government has cut down on cost mainly due to unnecessary spending on hire cars, catering, new cars, conferences, etc when the country is experiencing economic constraints.

This was highlighted during the second departmental heads meeting recently by the Secretary for Department of Treasury Dairi Vele. Government agencies have made changes and are cop-

ing with these changes because that's the way forward to continue business during these hard times.

The budget cuts have, as a result, freezes all re-



ruitment into the public service through the Department of Personnel Management sending out Circular Instructions to all government agencies to strictly adhere to these arrangements. Mr Vele further urged all senior government officers attending the meeting to seriously look at completing all

the incomplete projects they have started over the years and not starting and creating new projects because 2017 is the election budget while 2018 will be the Asia Pacific Economic Conference (APEC) Meeting budget which gives some time to complete those projects.



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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

## PMS ROLLS OUT IN OCTOBER

Performance Management System which is designed to hold departmental heads and CEO's responsible for their actions as agency head as well as indicating their re-appointment status will be up and running by the end of this year 2017 says DPM Secretary John Kali.

This contractual performance management system is aimed at promoting political and bureaucratic partnerships for service delivery.

This interactive online system has been developed and is now

being rolled out through the computers on office desktops. This will allow for ongoing monitoring and mutual review of the Agreements based upon Government service delivery priorities.

Nationals were engaged to design and provide technical advise which were in line with the department's vision of providing smarter HR services by being faster and paperless.

The system will have different excess levels while security will be tied to an active database so security will be very tight.

Mr Kali adds that this will be all

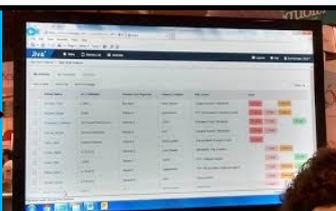
evidence based so no one will dis-



pute DPM's recommendation when it comes to appointments of government agency heads.

This system will be further designed to ensure that all public servants can be factored into it so all public servants are held responsible against their substantive positions.

A prototype has been completed and development phase is now being finalized for roll-out in October 2017.



*PMS, once completed and working, will ensure little to no paper usage with results generated by the computer.*