



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

HUMAN RESOURCE BUSINESS PROCESS CONVERTED TO STUDY GUIDE

Designing and developing a study material from academic purposes in just 3 weeks



seems impossible but these team of experts have proven that with commitment and drive, nothing is impossible.

The Public Service

material, when validated and certified to be recognized as an academic course ma-

terial, will be parked under the Papua New Guinea Institute of Public Administration as part of the courses available on offer.

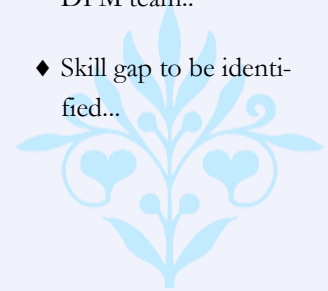
Department of Per-

and develop an academic course material.

DPM, as the resource and process owners, and PNGIPA, the design and development experts, are working in collaboration to ensure that his important public service document is captured in the best way possible to ensure that aspiring human resource practitioners and current HR practitioners when undertaking this course at the PNGIPA will be competent in the workplace when they complete this course.

SPECIAL POINTS OF INTEREST:

- ◆ DPM highlights achievement under Sir Puka's leadership...
- ◆ Late Isikel Mesulam's words of wisdom...
- ◆ Sir Puka takes up Health but assures Kapavore of DPM team..
- ◆ Skill gap to be identified...



Human Resource Business Process is a document outlining the different processes that need to be followed when public servants and especially human resources practitioners execute the Public Service General Orders.

This study resource

sonnel Management staff under the Human Resource Advisory Services and Capacity Building and PNGIPA curriculum development officers have been working tirelessly for the past 6 weeks to put together all the information required to design

All was made possible through collaboration between all parties and support given by the department and PNGIPA which the team emphasized during its presentation to EMT.

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KAPAVORE KEEN ON ADDRESSING SKILL GAP IN PUBLIC SERVICE



New Public Service Minister Elias Kapavore is keen on creating partnerships with development partners and private sector organizations to address skill gap in the public service.

Minister Kapavore made those remarks during the handover takeover of the public service ministry earlier this month.

“A research done by United Nations Development Program and Deloitte identifies a skill gap and I

have asked them on how we can work together to establish a way forward to address skill deficiency in the public sector,” said Minister Kapavore.

Kapavore adds that he is humbled, privileged and honored to be given this ministry and acknowledges Sir Puka Temu as a leader who leads by example.

Kapavore gave statistics on reports done by NGO's and development partners and have requested that

government must introduce a central monitoring off all reports compiled about PNG and government must sanction them before they are released because whether positive or negative, it's about the country.

“Government must collect all reports and compile an overall report so that its reflective of our country's performance and it must be sanctioned by government before its released,” added Kapavore

The laws have been amended and now all agencies must respect the GESI policy and the General Order and give a fair go to women who apply for promotional opportunities

ALL AGENCIES TO RESPECT WOMEN

The Department of Personnel Management has given prominence to this overlooked and neglected area of capacity building since Independence in our male dominated society and that is giving women equal opportunity in service delivery.

Under the political leadership of Minister Sir Puka Temu and bureaucratic leadership of Secretary

John Kali in 2013, Public Service Minister launched Public Service Gender Equity and Social Inclusion policy including mainstreaming across the Public Service and the development of the Gender toolkit which was piloted in two provinces; West New Britain and Gulf.

In terms of implementing this policy all agencies are required to create GESI

positions and helpdesk, Male Advocacy Network (MAN) and Public Service Women In Leadership Program (WIL) across Public Service.

The laws have been amended and now all agencies must respect the GESI policy and the General Order and give a fair go to women who apply for promotional opportunities.

PAYROLL DATA CLEANSING STILL ONGOING

Another achievement under the political leadership of Sir Puka Temu is the roll out of the integrated HR payroll system to public hospitals, provincial health authorities and provincial administrations to ensure government's data integrity is not misused.

Abuses and corrupt practices in the payroll are

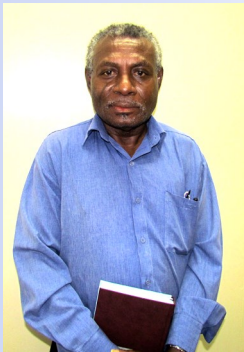
progressively being brought in line through rigorous data cleansing and instituting system controls resulting in significant savings in the pay bill.

Roll out of integrated HR payroll system with testing, commissioning, installation, initial training and bringing online 114 agencies.

As at 2nd June 2017, 34 agencies are now online processing their own pay. Integrated HR Payroll (IHRP) System rollout to Hospitals and Provincial Administrators with a total of 15 hospitals and 4 Public Administrations in 2013 and has been progressing well ever since.



TRIBUTE TO LATE ISIKEL MESUALM



Humble, in its plainest and simplest definition, is one word to describe this outstanding man who have left his family, friends, colleagues and loved ones to be with the Creator.

His conduct is one that is seasoned with time and the knowledge and experience he encountered have made him a wiser man in both his personal and professional life.

He has stood the test of time and will be remembered by all who have crossed paths with him.

In paying tribute to Late Isikel Mesulam, is his encouragement to DPM EMT and all public servants during an EMT meeting some time back.

For those of us in this country when we sign these type of contracts (Executive Managers Contract signing), it's not just for us. It's for our wives, our children, our cousins, our uncles and our bubus and the many people

And I guess at times like this, it's also incumbent on us to think of the responsibility that comes with it as public servants.

It would be good to remind ourselves in times like this, the Oath of Loyalty that we swear when we joined the public service.

We are celebrating 41 years of independence for the Independent State of Papua New Guinea.

Many of us don't really think about that. Only yesterday I contributed on comments on the email be-



tween ourselves and Public Service Commission relating to the appointment of the Commander of the Defense Force and Police Commissioner.

And I express how important it is for us to protect those appointments from political influence because of the fact that these kind of positions are to do with the independence, the sovereignty, the stability, security and everything about the independent state of the country.

We swear an oath of loyalty to serve the government but we have a higher duty to serve the independent state. Former Chief Justice Sir Arnold Amet define the State

in the court in one of the cases as all the people of this

country collectively known by that corporate name the Independent State of Papua New Guinea. We celebrate 41 years and we as public servants must remind ourselves that whilst we are loyal to the government we also have a duty to all the people of this country who are collectively known by that corporate name Independent State.

Many times when we swear oaths of loyalty or especially when I help people to give their oaths, I remind them of, many of us know about this, Matthew 7:7 in the bible, "Ask and you shall receive, seek and you shall find, knock and the door shall be open to you" ...there is another bible verse in Ecclesiastes 7:7 it says that "Extortions make a wise man foolish and a bribe corrupts the heart".

My friends that basically is the basis for the oaths that we swear and our code of ethics.

In congratulating you, let us all remind ourselves that those roles come with greater responsibilities.

I am very proud to be in this department, to be amongst people who understand the values of what it means to serve and to serve well by promoting values, leadership and all that.

I am quiet humbled to be amongst you and especially to serve under someone like John Kali. Let's be proud of what we are doing and achieving as a department and especially what we are achieving for the whole of Papua New Guinea

Thank you.

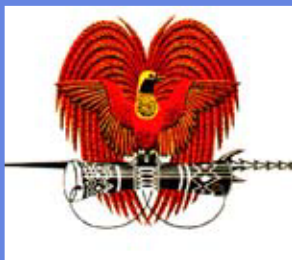


I am very proud to be in this department, to be amongst people who understand the values of what it means to serve and to serve well...



who depend on us.





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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.

TEMU WELCOMES KAPAVORE WITH ASSURANCE OF TEAM DPM

Political and bureaucratic leadership is the way forward for this country were the farewell remarks of outgoing Public Service Minister Sir Dr Puka Temu, during the handover takeover ceremony earlier this month.

Minister Temu, now Minister for Health, warmly welcomes the

new Minister Elias Kapavore and thanked him for asking many questions regarding public service on the floor of parliament during Minister Temu's term as Public Service Minister. "Not many politicians understand how the public service works but I thank you for your concern for our public servants. I will now ask other politicians to ask you questions regarding public service on the floor of parliament," Minister Temu adds jokingly. Minister Temu, author of Alotau Accord I, initially wanted DPM to be abolished but having come on board and realizing the enormity and importance of the work that this department is doing particularly in civil service in terms of performance, leadership and how to address so many issues in our country, Minister Temu had a change of heart.

"I admire the role the civil service plays all around the country since independence and well before that," Minister Temu said.

Minister Temu also mentioned that he requested to go back to Health because he intends to retire after this term in office.

"It's been a real pleasure, over the last



5 years, to have been supported by a capable secretary who is the most senior departmental head in the land, supported by very competent secretaries and hardworking staff," said Sir Puka.

Sir Puka adds that the most important policy instrument he gets to present in parliament was the Gender Equity and Social Inclusion Policy and has applauded Secretary Kali for his contribution in that regards.



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