



"RISE UP, STEP UP, SPEAK

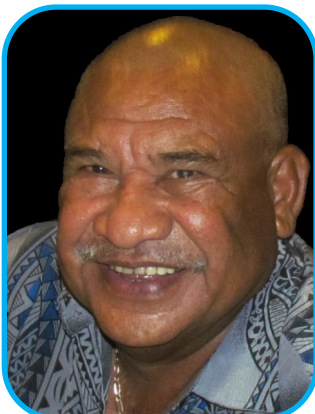
OUR VOICE

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

CABINET APPOINTS DPM SECRETARY AS HIGH COMMISSIONER TO AUSTRALIA

Department of Personnel Management Secretary John Kali is now the PNG High Commissioner to Canberra, Australia following a National Executive Council Decision late last year.

Mr Kali have served the country for the past 41 years as a public servant serving in



various capacities until his recent new role as High Commissioner designate to Australia.

Kali is one of a few very senior public servants in the country and his posting to Australia will continue to foster the relationship and partnership with Papua New Guinea and he is no stranger to the Australians because he worked with them and was working with them before he was appointed to the new post.

As soon as the papers are formalized, Mr Kali will officially leave office and an acting appointment will be made to over-

see the office while awaiting a substantive appointment to be made.

Mr Kali was on recreational leave when he made the headline on one of the daily newspaper.

Staff of the department were very saddened to learn of the news but wish Mr Kali and his family well as they prepare themselves to take on the new challenges that awaits them in the near future.

Meanwhile, Ms Taies Sansan will be acting Secretary for the next 3 months.

Public Service Minister as the portfolio minister, has appointed Sansan as acting secretary.

Volume 3, Issue 2

Special points of interest:

- **Meet Public Service Minister...**
- **John Kali appointed as High Commissioner to Australia...**
- **Upskilling public servants is number one on precinct agenda...**

PRECINCT AIMS TO EQUIP PUBLIC SERVANTS

Improved public sector in Papua New Guinea being the drive behind key discussions by the Executive Advisory Board of the Pacific Leadership and Governance Precinct in Madang recently is aimed at building capacity of public servants in districts and provinces.

Public service Minister Elias Kapavore said that the Precinct is helping to strengthen the foundations of the Public Service but if only people can commit, be re-

sponsive and be accountable.

"We need decisive, strong and accountable leadership. We can make change and we can make a difference to our country and it must begin now," he said.

The meeting also coincides with the launch of the new short course on project management.

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PUBLIC SERVICE MINISTER ELIAS KAPAVORE

Honorable Elias Kapavore, Minister for Public Service has a vast experience as a public servant and is prepared to serve the people of this country and the government of the day.

Minister Kapavore, born on 25th May 1970, is from Paka village in the West Pomio/ Mamusi area. He attended Pokapun Primary School, passed on to Palmalud High School and onto Divine Word University.

At DWU he received a management degree and a double masters in public and business administration. The degree was achieved through the Flexible mode offered

by the university for working class people with both studies completed while he was working in Vanimo.

Kapavore is the first DWU graduate to enter parliament.

In Vanimo he was the Chief Executive Officer of the Vanimo General Hospital and later the West Sepik Provincial Health Authority.

Kapavore graduated in the MPA along with fellow senior civil servants such as chief police fraud investigator Matthew Damaru, registrar of companies Alex Tongayu and registrar of Intellectual



Picture courtesy of dwu.ac.pg

Property
A m e l i a
Naaru

DECISIVE LEADERS NEEDED

Australian High Commissioner Bruce Davies said that this reflects PNG and Australia's shared commitment to ethical leadership, strong governance and inclusion in the public sector.

Davies added that development of public sector leaders is a priority of the partnership and the Board Meeting and Project Management course are important signals of intent for the Precinct to be increasingly focused on subnational areas.

"By empowering leaders in regional areas we will increasingly see

local solutions to the regional challenges in delivering key services," said Davies.

"The Pacific Leadership and Governance Precinct is a partnership between the Governments of PNG and Australia to support the development of ethical, capable public sector leaders throughout PNG."

The Precinct's eminent Executive Advisory Board comprises Archbishop Douglas Young, John Kali, Father Jan Czuba, Bruce Davis, Dame Meg Taylor, Tony Shepherd, Jean Kekedo, David Guinn and Serena Sasingian



IN THE BEGINNING GOD SAID LIGHT

and there was light.
Now God says, Give them a little theatrical lighting and they're happy, and we are.

So many of us dressing each morning, testing endless combinations, becoming in our mirrors more ourselves, imagining, in an entrance, the ecstatic weight of human eyes.

Now that the sun is sheering toward us, what is left but to let it close in for our close-up?

Let us really feel how good it feels to be still in it, making every kind of self that can be looked at.

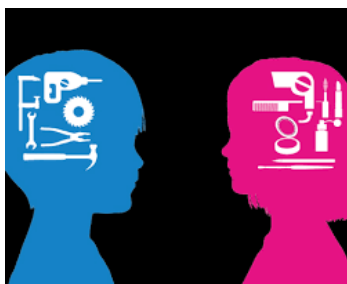
God, did you make us to be your bright accomplices? God, here are our shining spines.

Let there be no more dreams of being more than a beginning.

Let it be that to be is to be backlit, and then to be only that light

GENDER AND ITS DEFINITIONS

Gender is socially constructed and is a result of discrimination brought about by incorrect stereotyping women. These stereotypes situate women as inferior and incapable of doing “men’s roles” such as leadership and decision making.



There are beliefs that:

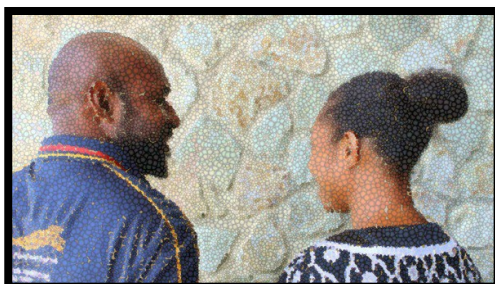
- ⇒ Gender is determined by natural behaviors, abilities and ways of thinking
 - ⇒ Gender exists as a pair of opposite (complimentary) roles in society and in the family (based on nature)
 - ⇒ Gender is fixed (unchanging)
 - ⇒ Deviation from unexpected gender behavior is unnatural and/ or immoral
 - ⇒ One gender is superior
- This results in the view that
- ⇒ Gender inequality is natural and right

- ⇒ People should be punished if they deviate from the prescribed gender roles
- ⇒ Changing gender is against religion and tradition
- ⇒ Any change in gender roles will ruin the harmonious way society functions

These stereotypes are reinforced by our families, churches, schools and the media so much so that we believe things to be true.

The better explanation of Gender is:

- ⇒ Human made
- ⇒ Based on norms of culture
- ⇒ A description of ways of relating (power)
- ⇒ Built on the unequal division of labor
- ⇒ Key to identity



Gender Equity and Social Inclusion Policy

- ⇒ Constantly changing
- ⇒ Contested
- ⇒ Performed diversely



Women are capable of doing all roles that men do but they are not given the opportunity or help.

It is ok to provide assistance to someone who does not have the same opportunity of equality. The constitution says it is ok.

Women do more work than men and usually it is unappreciated.

Men do not need permission to do many things whilst women have to ask to do everything. Men have enormous privilege.

Culture is not fixed. It changes based on influences like economy, globalization and modernization. The culture that your great grandfathers had is not the same as today.

WEBSITE CONTENT UPDATE APPROVAL FORM

Reminder to all Executive Management Team Members and all staff of the department that our MIS division has come up with a Website Content Update Approval Form that will be given to all Executive Managers on a weekly basis for the purpose of updating the information that are currently on the website www.dpm.gov.pg.

The form requires all information to go through a vetting process for necessary approval before it can be uploaded onto our website for

public consumption.

All completed forms are to be given to Mr Lonny Taingo for appropriate actions to be taken.

A reminder to all EMT members to make time available to provide necessary information on activities and achievements under your division to be reflected on the department’s website.

Updating of content and information depends on all staff.



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We're on the web:

www.dpm.gov.pg

"RISE UP, STEP UP, SPEAK UP"

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.

OATH OF LOYALTY



***Independent State of Papua New
Guinea***

***PUBLIC SERVICES
(MANAGEMENT) ACT***

**OATH OF LOYALTY AND SERVICE
TO**

**THE STATE & THE EXECUTIVE
GOVERNMENT**

I, _____ do solemnly swear that at all times and to the best of my ability, I will:

1. Give loyal service to the State and Executive Government of the day, without seeking personal favors over and above my normal remuneration and without fearing retribution for performing lawful duties.

2. Obey and uphold all the Laws, Regulations, General Orders and Instructions which apply to my duties and conduct in the Public Service, and inform lawful authorities of wrongdoing by others of

which I may know.

3. Strive to achieve excellence in serving the Public Service and the State and avoid deception, fraud, theft and all other forms of corrupt behavior, and be open, transparent and loyal to the public interest in all my dealings.

4. Deal honestly with all State Institutions, with Government clients, suppliers and consultants and reject all temptations to pursue my own personal interest at the expense of the public interest and the State.

5. Keep separate my political views and political associations from my Public Service duties and not grant favors on political grounds to any person in implementing the policies and plans of the Executive Government.

6. Give a full day's work for an agreed days' pay, obey lawful orders and respect and uphold the trust placed in me for the proper conduct of public business and for safeguarding public funds and assets under my control.

7. Deal with all important Government information entrusted to me in confidence and not divulge such information in

a manner which will undermine the integrity and security of the Public Service or the State.

8. Avoid all behavior on my part and all situations which may compromise my integrity and in which my presence may bring my name into public disrepute and reflect badly on the Public Service or the State.

9. Deal with my fellow officers, peers, subordinates and superiors alike, in a just and honest manner regardless of their gender, or their ethnic or regional origins.

10. Not associate with or deal with any person who intends to corruptly undermine the integrity of the Public Service, the Executive Government or the State and report such persons to the Ombudsman Commission.

11. Abide by the **Code of Business Ethics** and **Business Conduct** attached hereto, in all my dealings, and thereby achieve all of the above objectives in the best interest of Papua New Guinea.

So Help Me God!