



**“RISE UP, STEP UP, SPEAK**

# OUR VOICE

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

## KALI HANDS OVER DPM TO SANSAN

It was indeed an emotional handover takeover ceremony at the Department of Personnel Management conference room when outgoing Secretary John Kali handed over the reins to Acting Secretary Ms Taies Sansan, witnessed by Public Service Minister Elias Kapavore and executive management staff of the department.

Mr Kali thanked the officers in the department for their support over the last 40 years and urged them to give equal support to acting secretary Sansan as they did give to him during his time.

DPM has achieved a lot under Mr Kali’s leadership in his 41 years of service as well as the past 2 terms as Secretary.

“I would go through the list of our achievements and we will produce a book. We had transformed the public service in many ways that people don’t see.

“Today is Women’s Day and one of the important policies that we came up with is the Gender Equity and Social Inclusion in the public service,” Mr Kali said.

Mr Kali gave credit to the department for

coming up with the GESI policy to really encourage women to take up their post and their rightful place in their respective organizations.

“I remember telling the media that I will make sure a lot of women take leadership into the managerial and executive ranks in the public service and put more women into the workforce and we have achieved that,” said Kali. Acting Secretary Sansan will now head the department.

### Special points of interest:

- Briefly highlight your point of interest here.



## GESI WoG GETS NEW BUS FROM DoW

The presentation of a new bus to the Gender Equity and Social Inclusion whole of government branch from the Department of Works will improve the productivity of staff in the Public Service.

when receiving the key of the new bus said that it’s timely for DoW to come on board and assist the GESI branch to deliver a very important government policy.

The presentation of the new 15 seater bus was a promise back in 2014 when the policy was being rolled out and DoW Secretary David Werh and his department showed

Department of Personnel Management acting secretary Ms Taies Sansan

their support by pledg-

ing to give two buses of which the first one is given today.

Out-going Secretary John Kali who played a significant role in this policy was present to witness the presentation of the bus.

“Now the expectation is on all female staff to be more productive and committed. Increase participation of women in schools, universities, the work place and eventual-

ly in the political circles,” Kali said.

Kali added that he wants to see more women being represented in the Parliament to make decisions on the national level as well.

“My new role as the High Commissioner to Australia, I can assure you that gender will get that support.”



## BULLY BEEF WING RENAMED TO PITOI RUMANA

The Bully Beef Club at the Papua New Guinea Institute of Public Administration was very significant to nation building and a place where like-minded people come together with significant learning ideas, important discussions on the future of this nation and at the same time training to be leaders.



Australia Foreign Affairs Minister Honorable Julie Bishop has played a significant role in the inception of the Governance Precinct. The precinct was given the honor of opening and touring the new Sir Sere Pitoi Rumana Building, formerly known as the Bully Beef Club. John Kali was the tour guide.

Bishop made mention of Sir Julius Chan's book *The Memoire*, which made particular mention on the years leading up to independence and the Bully Beef Club he

referred to as the foundation for intellectual thought that led to independence in 1975.

"The Bully Beef Club was where young aspiring public servants were beginning training, where very young Michael Somare and other great leaders. Long into the night these young men have drafted the future of PNG, where it would be able to determine its own destiny," said Bishop.

The prestigious Governance Precinct is a shared vision by PNG and Australia and this collaboration was formalized in 2014 with a signing of a memorandum of understanding

between the government of PNG and Australia. And in 2016 the precinct was officially launched here in Port Moresby.

The new Sir Sere Pitoi Rumana building was funded by the Australian Government through the



partnership and is aimed at building capacity of public servants from national departments, provincial level and district level so that all public servants can be competent in delivery service to the people they serve respectively. Sir Sere Pitoi Rumana was the first chairman of PNGIPA council, formerly known as the Adminis-



trative College, who had passed on but his son witnessed the event and thanked the government for honoring his late father.

"With the partnership between PNG and Australia through the precinct will ensure that the future of PNG remains in good hands," said Bishop.

## MEET THE OGAPHS INTERNS

Department of Personnel Management signed a memorandum of agreement with the University of Technology in terms of student internship programs and this year is no exception when DPM took on board for final year students undertaking property management studies.



**Stephanie Khanjip**  
Majoring in Property Management Studies



**Dabuma Tandola**  
Majoring in Property Management Studies



**Jane Kulu**  
Majoring in Property Management Studies



**Aaron Felix**  
Majoring in Property Management Studies

# INTERNATIONAL WOMENS DAY MESSAGE- TIME FOR MEN TO STAND WITH WOMEN

We are at a pivotal moment for women's rights. The historical and structural inequalities that have allowed oppression and discrimination to flourish are being exposed like never before. From Latin America to Europe to Asia, on social media, on film sets, on the factory floor and in the streets, women are calling for lasting change and zero tolerance for sexual assault, harassment, and discrimination of all kinds.

Achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human



rights challenge in our world.

The activism and advocacy of generations of women has borne fruit. There are more girls in school than ever before; more women are doing paid work and in senior roles in the private sector, academia, politics and in international organizations, including the United Nations. Gender equality is enshrined in countless laws, and harmful practices like female genital mutilation and child marriage have been outlawed in many countries.

But serious obstacles remain if we are to address the historic power imbalances that underpin discrimination and exploitation.

More than a billion women around the world lack legal protection against domestic sexual violence. The global gender pay gap is 23 per cent, rising to 40 per cent in rural areas, and the unpaid work done by many women goes unrecognized. Women's representation in national parliaments stands, on average, at less than one quarter, and in boardrooms it

is even lower. Without concerted action, millions more girls will be subjected to genital mutilation over the next decade.

Where laws exist, they are often ignored, and women who pursue legal redress are doubted, denigrated and dismissed. We now know that sexual harassment and abuse have been thriving in workplaces, public spaces and private homes, in countries that pride themselves on their record of gender equality.

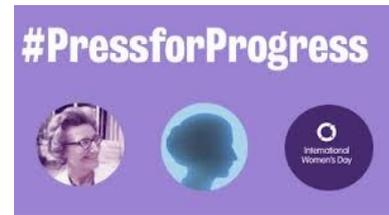
The United Nations should set an example for the world.

I recognize that this has not always been the case. Since the start of my tenure last year, I have set change in motion at UN headquarters, in our peacekeeping missions and in all our offices worldwide.

We have now reached gender parity for the first time in my senior management team, and I am determined to achieve this throughout the organization. I am totally committed to zero tolerance of sexual harassment and have set out plans to improve reporting and accountability. We are working closely with countries around the world to prevent and address sexual exploitation and abuse by staff in peacekeeping missions, and to support victims.



We at the United Nations stand with women around the world as they fight to overcome the injustices they face – whether they are rural women dealing with wage discrimination, urban women organizing for change, women refugees at risk of exploitation and abuse, or women who experience intersecting forms of discrimination: widows, indigenous women,



women with disabilities and women who do not conform to gender norms.

Women's empowerment is at the heart of the 2030 Agenda for Sustainable Development. Progress on the Sustainable Development Goals means progress for all women, everywhere. The Spotlight initiative launched jointly with the European Union will focus resources on eliminating violence against women and girls, a prerequisite for equality and empowerment.

Let me be clear: this is not a favour to women. Gender equality is a human rights issue, but it is also in all our interests: men and boys, women and girls. Gender inequality and discrimination against women harms us all.

There is ample evidence that investing in women is the most effective way to lift communities, companies, and even countries. Women's participation makes peace agreements stronger, societies more resilient and economies more vigorous. Where women face discrimination, we often find practices and beliefs that are detrimental to all. Paternity leave, laws against domestic violence and equal pay legislation benefit everyone.

At this crucial moment for women's rights, it is time for men to stand with women, listen to them and learn from them. Transparency and accountability are essential if women are to reach their full potential and lift all of us, in our communities, societies and economies.

I am proud to be part of this movement, and I hope it continues to resonate within the United Nations and around the world.

*H.E Antonio Guterres*



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**We're on the web:  
[www.dpm.gov.pg](http://www.dpm.gov.pg)**

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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.

# TOWER OF STRENGTH

## To our Tower of Strength

Firstly, congratulations on one of the biggest milestones you've achieved in 40 years or so as one of the Highest Public Servants

Growing up I always used to look up to you

It's amazing how you've come this far and still you say you are not done

You've always been our shelter, protector and most importantly our dad

Writing this little piece doesn't measure up to what you've done for us, your children

We know because we saw

We saw all the struggles, tribulations you faced

As a public servant and as a father

And there's one thing all my siblings will agree with me

You never said I give up

Of all the accomplishments in your life

There's one thing you've never failed And that was being our dad

I recall the days when you sat us down

To speak to us about life

And mostly of the principles and values you taught us

For instance, if you come to our home and live K1 or K2 on the dressing table out in the lounge

Few hours later, you will still find the money there

That's how our dad raised us

All the values you have taught us are slowly unfolding

And I hope one day one of us will rise up to your level



In terms of sports, work and parenthood

Dad there's really no one like you

You have your moments but that's it

You're not someone who carries a grudge

You speak your mind through honesty

And right there and then you let it go

And the next thing you we know, you light up the house

With your love, laughter and silent dance moves

You're a man who wears your heart on your sleeve

You give without judging

And you say yes to everything and everyone

And mum...well mum gracefully puts up with all of that

Some days I say, when will dad say no?

But that's just who my dad is He gets up at 5:30 in the morning

And starts knocking on all our doors

Wake up! It's time for school, it's time for work, dress up

Puts on his shoes and goes out for a 2-hour walk fast pace

By the time he is home, everyone is up except his baby

Typical dad knowing she could possibly be late for school

Rubs her face, back and feet

Kisses her gently on her forehead

And slowly tells her to get up and get ready for school

You see, that's my dad

He is so gentle yet so powerful

One of the things in this world is His children will always be his soft spot

And of all the thrones in this world

His throne is in our hearts

**Love you champ!**

**Anivo Kali**