



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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Agency Heads Graduate with Advanced Diplomas



(Right to Left) Department of Personnel Management Secretary Ms. Taies Sansan and Foreign Affairs Secretary Mr. Elias Wohengu at the SILAG graduation this month. The eleven agency heads were part of the 700 participants to be the first graduates of the institution bearing the name SILAG.

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Compiled by DPM Media—PSIC Branch.

Department of Personnel Management's Secretary Ms. Taies Sansan and Chairlady to the SILAG board graduated with the Advanced Diploma in Government Leadership and Management at the Somare Institute of Leadership and Governance this month.

Secretary Sansan was one of the eleven agency heads who graduated as pioneers of SILAG's flagship program as acknowledged by Chief Secretary to the Government Mr. Ivan Pomaleu.

"Let me also acknowledge the presence of current serving

departmental heads led by the distinguished secretary of DPM Ms. Sansan, who is also graduating in the Advanced Diploma in Government Leadership and Management" said Pomaleu.

"I would like to personally congratulate each of them for completing the task and I am also contemplating enrolment. I think it's a great achievement. I think it's a show of strength but humility to be able to show us that it needs to happen," said the Chief Secretary.

"The advance diploma in government which now they are completing is an advanced pioneering qualification under that NEC decision 61 of 2021 which

mandated that aspiring heads of state organizations must undergo a rigorous taught leadership program prior to assuming their roles".

The 11 heads of agencies were amongst 568 graduates of which 80 percent of them were said to be public servants while the

rest of them were from non-government organizations and private sectors.

In attendance at the graduation was the public service Minister Hon. Joe Sungi who congratulated the current departmental heads and other graduating public servants.



Secretary Sansan receiving her Advanced Diploma from Deputy PM Hon. John Rosso .

DPM Host Data Cleansing Forum



Participants from Whole of Government Agencies at the Data Cleansing Forum hosted by the Department of Personnel Management that was held from April 29th to May 1st 2024, at the Apec Haus Port Moresby.

Department of Personnel Management (DPM) hosted a three days' forum in Port Moresby on Data Cleansing of the Government's Ascender Payroll system.

The theme for the forum is **'Enabling Digital HR through HR Policy & Business Process Automation'**.

The Data Cleansing forum was the first to be held in 23 years which have seen agencies from both the national and provincial attending.

Deputy Secretary, Human Resources and Advisory Services, Ms. Constance Baisi said the government is in the process of upgrading the current government payroll system from Version 12 to Version 22.

DPM as the custodian to the government's HR data and HR Policy that forms the whole of government framework of the Ascender HR Payroll System wants to ensure that HR policies are reviewed and updated.

This will also see gaps in policy relevant to the system framework is adequately addressed, and every busi-

ness process is configured and automated on the Integrated HR Payroll Management System.

This is to address all poorly regulated areas on payroll, for instance, unattached officers, allowances, and other loose areas on payroll that are subject to payroll fraud, system abuse and data manipulation.

"Currently the system can be easily subjected to abuse".

Ms. Baisi said Data Cleansing is the prerequisite to enabling automation and configuration of all HR policies and business rules.

"We need to know what sort of issues are existing so that we can identify the relevant areas to be strengthened, reviewed and corrected or improved".

The objective of the forum is to seek stakeholders' feedbacks on all the issues they are facing as users of the system and to identify areas for improvement.

Stakeholder's feedback is important for DPM so that it defines the problematic area that can be addressed, reviewed or updated so that all areas are rightfully configured effectively.

Ms Baisi said data cleansing is an Integrated Monetary Fund (IMF) benchmark as part of its conditions to the government's loan requirements.

"So we are playing a pivotal role here on the part of the government".

The Deloitte audit as well has identified critical areas in policy, system and payroll data that also forms areas of focus for the data cleansing exercise and DPM will compliment these findings by adding more onto the problem areas.



Deputy Secretary HRAS & CA Ms. Constance Baisi addressing participants on behalf of DPM Secretary Taies Sansan at the HR Data Cleansing forum.

Survey Conducted on Affordable Housing for Public Servants



(Front Row left - Right) Dr. Lindsay Kutan Snr. Researcher with the National Research Institute, National Judicial Staff Services Deputy Secretary Humphrey John, Hedwick Kembek (Plan Pac-IFC) and Dr. Philip Kevan (NRI) with survey team from DPM&NRI survey and NJSS staff who participate in the household survey.

A household survey was conducted recently that focused on Affordable Housing for Public Servants in the country.

The survey conducted by the National Research Institute (PNGNRI) on behalf of the Department of Personnel Management targeted nine Government Agencies and was primarily centered on the Bomana Housing Project Portion 1212 headed by DPM through its Public Private-partnership with the International Finance Corporation (IFC).

The survey was aimed at understanding the current demand and supply trends that will help inform the project design, assess the current housing characteristics and affordability challenges faced by households.

The survey will also identify the specific housing needs and preferences of different demographic groups, understand demand for various types of housing and identify other interests with regard to the development in the Bomana area and within the National Capital District.

Senior Research Fellow with the National Research Institute Dr. Lindsay Kutan said the survey focused on understanding the perception of public servants with regards to housing affordability, as there have been issues with public servants living in informal settlements and coming to work because of not being able to afford a decent house.

"When I say afford, meaning buying an own occupied house and even renting a house. So, the survey was really trying to understand where they are in terms of their income level, preferences of housing and what housing affordability would look like whether its a K100,000.00 to K300,000.00 houses and in the different ranges," said Dr. Kutan.

The data collected from the survey will inform the Department of Personnel Management on the development of the Bomana Housing Project that is coordinated through the Public- Private Partnership, to get the developers to build according to the specifications collected from the survey.

Dr. Kutan said there were challenges during the survey, to get public servants in the selected agencies to participate since many of them expressed skepticism and questioned the credibility of the project as many similar government housing projects have failed in the past.

However, he said that, they were very clear in the beginning of the survey to participants of the agencies who attended that, the survey was not about qualifying for a house in the Bomana Housing Project but it was about their representation of a greater portion of public servants in terms of their views and contributions.

Data collected from the survey will again help developers understand and identify housing preferences of the target groups, income level, the design of the houses, cost of land and other factors that will contribute to the overall construction of the housing project.

The nine agencies that participated in the household survey are The Department of Personnel Management, Department of Foreign Affairs, Department of National Planning and Monitoring, National Department of Health, Department of Agriculture and Livestock, Department of Labor and Industrial Relations, National Cultural Commission, National Procurement Commission, The Office of the Public Prosecutors, National Narcotics Bureau and the National Judicial Staff Services.



DPM Trainee HR Policy Research & Development Officer Patrick David interviewing an NJSS staff during the survey.

Women Mentoring is Key



Deputy Secretary Human Resource Advisory Services & Compliance Audit Ms. Constance Baisi is an Alumni of the Australian Awards Scholarships Program.

Deputy Secretary, Human Resources Advisory and Compliance Services, Ms. Constance Baisi was proud to be part of the launching of the Women Mentoring Program for the Australian Awards PNG.

Ms. Baisi attended the launching on the 27th of March, representing the Department as well as being an Alumni of the Australian Awards Scholarship.

She presented her keynote address highlighting some striking statistics for women holding executive positions in the Public Service and the number of women working in the public service.

Ms Baisi said only 5 per cent of women have made it up to the executive decision making roles.

Out of the 130,000 Public Servants working nation-wide, about 48, 000 are women. This is 22 per cent of the

total Public Service population.

Deputy Baisi said DPM is also pleased to share that about 83 per cent of the women in the public service have gone through the Australian funded scholarship program and are occupying various roles across the public sector organizations.

"Professional development for women is important to fill the gaps shown by these statistics", said MS. Baisi.

She told AAPNG that the introduction of the Women Mentoring Program builds further on the professional development of women through the training initiatives.

Ms Baisi further stated that the mentorship program initiative for women can create that platform for knowledge transfer and skills development and women can excel in their career goals.

"We have a female departmental head, Ms. Taies Sansan, and under her guidance, we have fostered an

environment where women thrive and excel constituting 80 per cent of our executive management team", said Deputy Ms. Baisi.

Deputy Baisi and Secretary are both alumnae of the Australian Awards Scholarship program.

The Women Alumni Mentoring Initiative was implemented in July 2020 as a two-year pilot to provide a support mechanism for women alumni (alumnae) of Australian education and Australian Government funded education programs in PNG.

Its primary aim was to build alumnae confidence and leadership capability and increase their development contributions to PNG.

The initiative was undertaken by Australia Awards PNG (AAPNG) in collaboration with the PNG Australia Alumni Association (PNGAAA).

DPM GESI Team Attend Annual Learning and Reflection Workshop.



Acting Manager GESI Coordination and Mainstreaming Ms. Amelia Raka with the Department of Personnel Management presenting GESI updates and insights on the National Public Service GESI Policy at the Annual Learning and Reflection Workshop, held this month at the Hilton Hotel Port Moresby.

Department of Personnel Management Gender Equity and Social Inclusion team attended the Annual Learning and Reflection Workshop hosted by PNG Women Lead to share insights and updates on gender equality and disability equity in PNG.

Acting Manager GESI Coordination & Mainstreaming Whole of Government Ms. Amelia Raka who presented updates on GESI in the whole of Government said that there are currently six agencies that have in place internal GESI workplace policies, these agencies are Department of Transport, Department of Works & Highways, Department of Information Communication and Technology, Civil Aviation Authority and Department of Justice and Attorney General.

Ms. Raka also gave updates on the

Male Advocacy Network and said there are about 150 male advocates that have undergone training in partnership with the Fiji Women Crisis Center and Positive Advanced Consultancy.

She said the role of the male advocacy network is to raise awareness and advocacy to work with and with women to address and end violence in the workplace and communities.

"For the Public Service Women in Leadership, preliminary work has commenced to develop and design a mentoring and coaching framework in response to our GESI indicator which is to increase the number of women in decision making roles by 30% and increase the representation of women within an agency by 15%".

Ms. Raka outlined some challenges in the implementations of the National Public Service GESI Policy government agencies such as the decline in

advocacy and awareness, social acceptance of the NPS GESI policy has also been difficult with a lack of collaboration and partnership with key stakeholders to drive the agenda of social equity and inclusiveness and manpower resourcing.

As a way forward, Ms. Raka cited the reviewing of the NPS GESI Policy, strengthening of collaboration and partnership with relevant stakeholders to implement the NPS GESI Policy and a mentoring and coaching framework for GESI statistics and analysis and GESI case management.

The workshop is purposely held to highlight work by PNGWL partners and other stakeholders in the gender equality and disability equity and development space to meet, share, engage, share and learn from one and another.

DPM Attends 13th Affordable Housing Conference



DPM PS Housing Team with participants from the 10 countries that attended the 13th Affordable Housing Project Conference held in Singapore this month.

Development through its Public Service Housing Branch was privileged to attend the 13th Asia-Pacific Affordable Housing Project conference in Singapore this month.

The conference was about exploring innovative approaches and best global practices in crafting financial and funding opportunities for housing development, featuring key presentations from world organizations and leading industry experts.

Public Service Housing Executive Manager, Mrs. Nancy Levi and three officers attended the conference.

Housing Officer, Ms. Ruth Gii said the conference was a one stop platform to gain insights and experience first-hand on the latest innovations and opportunities in the housing market.

She said it will improve productivity, gain access to affordable finance, expand the scope of projects, access data, enhance collaborations and accelerate the provision of housing.

"I am happy DPM was invited to attend the conference because it also relates to the Medium Term Development Program Four (MTDP IV) 2023 - 2027 Strategic Priority Area 0.2, Deliberate Intervention Program 2.7 and 2.8", says Ms. Gii.

She said it also related to the Department's Corporate Plan 2023 - 2027 KRA

2.5, 3.2 & 9.3, and HRDSP 2020 - 2050 Thematic Area 4 & 5.

Some of the highlights from the conference were topics presented on shaping the future of Affordable Housing, Sustainable Design, Inclusive Place Making, Construction Excellence, Financial Viability, Affordable Housing Dilemma, Urban re-generation & Community Development, and Housing Finance & Policy Interventions.

"I would like to thank the Secretary for approving our travels as we have learnt a lot and we'll implement some of the things we learnt at the workplace such as Housing Development, Housing Finance (Mortgage) and Funding Models for housing opportunities, Urban development and City & Town Planning, PPP for affordable Housing Projects, Innovative solutions or strategies to close the gaps of af-

fordable housing and such others", said Ms. Gii.

Ms. Gii said the conference has enabled her and her colleagues to get more insights on the best practice strategies techniques of affordable housing and catalyzing partnerships between the public and private sectors to support the current ecosystem development and stability of housing finance markets.



The PS Housing Team during a site tour to a residential area under the Eastlink 1& II housing project at Canberra near the border of Singapore and Malaysia. This housing project represents the future of urban living and public housing bringing together commercial and community facilities.