



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

# OUR VOICE

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

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## 32 ABG Public Servants Graduated



L-R: DPM Secretary Ms. Taies Sansan (Seated 4th from right), Chairman SPBF Inc Mr. Bart Philemon (Seated 3rd from right), and SILAG CEO Mr. Michael Barobe posing with the participants and guests after the graduation.

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DPM Secretary and Chairlady to the Somare Institute of Leadership and Governance (SILAG), Ms. Taies Sansan congratulated thirty-two public servants from the Autonomous Bougainville Government for graduating with certificates in leadership and governance in Buka, Autonomous Region of Bougainville this month.

Secretary Sansan stated at the graduation ceremony that it was an honor for her as the Chairlady to be able to witness this 32 public servants who graduated as the 7th Cohort of the SP Brewery Funded Leadership program.

The program was facili-

tated through the Public Private Partnership between SP Brewery and SILAG.

"I stand here today not only as Secretary for the Department of Personnel Management, but as the Chairlady to the SILAG Board to congratulate the 32 graduands, you have done well in the completion of your training program to be able to graduate today".

She also thanked and acknowledged the SP Brewery Foundation Inc. for their significant and continuous financial support of K250,000.00 annually, to support and fund the essential leadership program in the last five years.

"Thank you for also seeing the need to invest and develop young and aspiring public servants become ethical leaders in the Public Service to serve especially at the sub-national level".

She added that, the theme for this year's graduation, "Developing future leaders in the Public Sector through public private partnership" summarizes the importance of a collaborative effort from both the private and public sector to ensure that upcoming public servants of today are capable of promoting positive changes in the future.

Secretary Sansan challenged the graduands by asking them what their

plans are to contribute to the development of Bougainville in its pursuit to become an independent nation, now that they have attained their certificate in leadership and governance.

The Certificate in Leadership and Governance program is funded by SP Brewery Foundation Inc. through the public private partnership agreement that was signed on the 24th of March 2016 between the Department of Personnel Management, representing the Government of PNG and the SPBF Inc representing SILAG as the implementing agency of the PPP training arrangement.

## DPM Attends Data Governance Workshop



Acting MIS Executive Manager, Mrs. Denyse Ealedona making a presentation at the Data Governance Workshop at Holiday Inn Hotel in Port Moresby.

Department of Personnel Management attended the Data Governance Workshop which was hosted by the Department of Information, Communication and Technology (DICT) in Port Moresby on the 5th of June, 2024.

The theme was 'Data Governance for Transparent Access & Informed Decision Making'.

DPM was represented by the MIS Division Acting Executive Manager, Mrs. Denyse Ealedona who gave a thorough presentation of the reform work DPM has undertaken in terms of the Digital HR Transformation program 2023-2027.

In her presentation, Mrs. Ealedona highlighted that DPM is trying on the digital Transformation agenda and has put in place the HR Digital Transformation program (2023–2027).

The program has four components;

- Component 1: Government of PNG Integrated HR Payroll System Roll-out is component 1, which is to upgrade the current GoPNG Ascender Pay Integrated HR Payroll System from Version 12 to Version 22.
- Component 2: Automation of the General Order and HR Business Process Workflows will see the development and delivery of an automated business-process driven system, based

on an updated version of the Public Service General Orders, targeting relevant staff across GoPNG agencies.

- Component 3: Implementation of the E-Recruitment module. By accessing it, agencies across the health, education, and other critical sectors can effectively manage personnel emolument expenditure and strategically plan to meet recruitment and capacity building needs in line with GoPNG priorities.

Mrs. Ealedona said this will benefit the GoPNG critical sectors through targeted expenditure on its human capital and reduce costs and/or misplaced expenditure associated with poor HR decision-making.

- Component 4: Digital HR Reporting (HR & Personnel Emoluments Budget Monitoring Dashboards). This component aims to enhance efficiency, promote transparency, and facilitate data-driven decision-making, fostering better governance and performance across various sectors and industries in the human resources domain.

Mrs. Ealedona said the two main forms of data that DPM is responsible for are the Payroll Data from the Ascender Payroll system and the State of Service Reporting (SoS) Data that is collected from State Agency's Management Annual Plans (MAPs).

"DPM collects the Establishment, Structure/Position, Bio data, and Personnel

Emolument & Budgetary Data, and then processes the data manually by cleaning it and uploading it onto the payroll system.

The data is extracted for the purpose of the dashboard.

Mrs. Ealedona said the payroll data is shared within DPM and within the Public Service.

The Public Service State of the Service Report is an annual report on the state of services compiled manually by the Public Service Information Centre (PSIC) branch that is shared to parliament through printed copies.

"In terms of data sharing, DPM has a Digital dashboard for the Whole of Government which shares real-time reporting data created for agencies to access HR Data", said Mrs. Ealedona.

She said it enables agencies to access data at their fingertips.

Mrs. Ealedona presented that lack of policies to guide Data Governance and the manual inputting of data into the payroll system are two of the many challenges that is faced by the Department.

She recommended that Data Governance require a robust set up of a data warehouse for whole-of-government reporting.

And for DICT to provide assistance in setting up the data storage warehouse.

## Conversation on GESI Implementation by Border Agencies



Acting Manager GESI Coordination and Mainstreaming WoG, Ms. Amelia Raka doing her presentation at the Women in Leadership Conference on behalf of DPM Secretary, Ms. Taies Sansan.

Department of Personnel Management was represented by GESI (WoG) Acting Manager, Ms. Amelia Raka at the first ever Women in Leadership Conference that was hosted by the five Border Agencies in PNG in May this year in Port Moresby.

They are PNG Customs, Immigration and Citizenship Services Commission (PNGICA), National Agriculture and Quarantine Inspection Authority (NAQIA), National Fisheries Authority (NFA), and National Maritime Safety Authority (NMSA).

Ms. Raka delivered to the conference the Secretary's speech on behalf of the Secretary, Ms. Taies Sansan.

She applauded the five border agencies for hosting the inaugural Women in Leadership workshop to boost and empower their female staff to celebrate and highlight successes, challenges and carriers women in the five border agencies encounter.

Secretary's speech also highlighted data and statistics in terms of GESI related matters happening in the Government Departments, especially for the five border agencies.

Data presented showed that the 131,000 plus public servants working nation-wide, 48, 679 of

them are women, which is 37 per cent of the total workforce.

From the 48, 679 women that are working in the public service, only 371 women are at the top management, while 986 are at the middle management. The rest are at the lower management.

The statistics showed only 6 women leaders serving in leadership and decision-making roles (Executive level).

Of the five (5) border agencies, three (3) out of the five (5) agencies are on the ascender Payroll while the remaining two (2) agencies, National Maritime Safety Authority and National Fisheries Authority manage their own payroll system.

Ms. Raka said given the statistics, and the theme for the Women in Leadership Conference, 'Including, Inspiring and Improving', it will be highly valuable to

have constructive conversations of how Border Agencies can take on the implementation of the GESI Policy.

"In order to include, inspire and improve to enhance the great work that each of the border agencies have commenced in your respective agencies. I must commend the Acting Chief Migration Officer, Mr. Wellington Navasivu and your Management Team for deliberately taking ownership of the GESI Policy since 2018 to pave the way and role model the implementation of the GESI Policy," said Ms. Raka.

"That data that I have just shared is for women in the public service, but it would be good to share data that would reflect the situation of all the women in the country and where they are in terms of challenges and achievements faced by women, including those in the private sector", concluded Ms. Raka.



Participants from the Five Boarder Agencies who attended the Women in Leadership Conference.

## GO Review Final Validation



Final internal reviewing of the General Order 5th Edition led by the Policy Development & Reforms Wing.

Department of Personnel Management through the Policy Development & Reforms Wing and the Business Process Owners are in the final stages of the validation on the Public Service General Order Review—5th Edition of 2024.

The Business Process owners, mainly from the HRAS & Compliance Audit Wing, Executive Resourcing Service Wing, Corporate Affairs & Capacity Building, and HR Payroll & Management Information System joined the two days session for the final review and validation of the third draft.

Policy Development Executive Manager, Ms. Ida Yuki said the team have incorporated all the changes that has occurred overtime since the last review of the 5th edition draft in 2021.

"Basically the key changes that the review team have accommodated were the Housing Policy, the GESI Policy, and the Insurance Policy", said Ms. Yuki.

Other changes are the Digital Transformation at DPM, and GO such as the position of the Chief Secretary which was abolished, but reinstated.

"These cosmetic changes were accommodated in this review and the validation exercise that we conducted is to confirm with the business process owners of the changes being made before it goes in for endorsement by the Executive Management Team and the Secretary for Printing", said Ms Yuki.

There are also changes such as the GO 2 from

which when Corporate Plans are developed by State Agencies, they should review their Organizational Structures in ensuring that the structure is aligned to the Corporate Plan.

Ms. Yuki said other changes includes the outdated forms that is now updated and was in for validation by the business process owners.

Such as the Form RS3.18 on the Suspension from Payroll List and appraisal forms.

The procedure for Public Servants or Officers wishing to contest the National Elections is also accommodated in the GO 5th Edition.

Once endorsed, a submission will go to the National Executive Council.



Ms. Ida Yuki holding a copy of the draft review 5th edition.

## BPNG GESI Male Advocates Certified



Bank of Papua New Guinea Staff showing off their attainment certificates after attending a weeklong Male Advocacy Network training.

**T**welve (12) officers from the Bank of Papua New Guinea who are advocates of the Male Advocacy Network (MAN), a program under the Gender Equity and Social Inclusion (GESI) were accredited certificates as Male Advocates.

This means that they are certified to advocate on topics such as Gender Based Violence and Gender topics at their workplace, at home and their communities.

GESI (Whole of Government) Coordination and Mainstreaming Acting Manager, Ms. Amelia Raka said DPM as the custodian of the GESI (WoG) policy is happy to continue to partner with BPNG and other State Agencies to fully implement the GESI Policy.

"We coordinate the Public Service Male Advocacy Network (PS MAN) and we will continue to roll it out to all agencies, something similar to us rolling the GESI Policy Implementation Planning sessions and the GESI Sensitization and Mainstreaming sessions", said Ms. Raka.

Ms. Raka said basically, the advocates of the Public Service MAN are equipped to effect change in the public service on cultural and religious norms and misperceptions about women, inequality and violence

against women and other gender issues.

Meanwhile, among the 10 male officers who graduated were two women who were part of the training and advocacy group.

The PS man was established in 2013 and is made up of male public service officers who joined the network to advocate on Gender issues.



One of the participants showing off his certificate with GESI (WoG) Coordination and Mainstreaming Acting Manager, Ms. Amelia Raka after the Certificate presentation.

## DPM in Pictures: ABG Public Servants Graduation

