



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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Health Workers Migrated to The Payroll



Deputy Secretary Policy and Reforms Mr. Ellison Kalimet addressing Health Workers during the launching of Christine Health Services Workers migration onto the Alesco Payroll, in Kudjip Jiwaka Province this month.

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Compiled by DPM
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Branch.

Deputy Secretary Policy and Reforms Mr. Ellison Kalimet on behalf of Secretary Ms. Taies Sansan, witnessed the commemoration and the launching of 174 Christian Health Services Workers from the Kudjip Nazarene Hospital onto the government payroll, this month in Kudjip, Jiwaka province.

Deputy Secretary Ellison Kalimet on behalf of Secretary Sansan said the migration of the health workers onto the government payroll signified the government's commitment to ensure that there are health services provided right down to the people throughout the country.

It is a recognition of the hard work, of the 23 denominations who provide health care services and to which most of them have already been moved onto the Alesco payroll system.

"I want to commend the Christian Health Services for the work that you have done in providing the much-needed health services to our people, mostly the two thirds of population in the rural areas" said Deputy Secretary Ellison Kalimet.

He further acknowledged the contribution of those that have been doing all the yard work in managing the Christine Health Services facilities and Workforce, which all would have not been possible

without the management and foresight of the board of chairman.

"All of you must be commended for your hard work to ensure that healthcare services are provided, keep up the good work and you must continue to harness the collaboration between our organizations to continue to ensure that health services are provided"

Deputy Kalimet said, DPM is committed to continue assisting, Christian Health Services especially Kudjip Nazarene Hospital, as the structure of the hospital has already been approved by the department and will now go into seeking funding from the Department of Treasury to fund the structure of Kudjip

Nazarene Hospital.

In 2013, the National Executive Council in a decision approved the migration of health workers under the Christian Health Services to the government payroll.

This resulted in the roll out of the NEC decision which was implemented in phases. The roll out was first implemented in 2015 which saw the migration of CHS workers from its training facilities migrated onto the government payroll.

The CHS Secretariat staff were the next to be migrated on to the Ascender Pay roll in 2017 and the Health Services in 2022 following a directive by the National Department of Health to now have the Kudjip Nazarene Health Workers to be put on the government payroll.

Payroll Update Presented at Ascender User Conference



Manager Business Systems Development—MIS&SS branch Mr. Richard Awok providing an update on the payroll upgrade at the Annual Ascender Pay Group User Conference held in Alotau Miline Bay Province from the 11th–12th July, 2024.

The Department of Personnel Management's Management Information Systems & Support Services Branch- MIS&SS presented an update on the version upgrade undertaken by DPM at the annual Ascender User Pay Group Conference hosted by Concept Group PNG, in Alotau Miline Bay Province, this month.

Manager Business Systems Development Mr. Richard Awok who delivered a presentation at the conference said, it was a good opportunity for users to participate in the conference as it was very informative, to have other users to be able to share some valuable insights with us on the usage of the Ascender Payroll system.

Mr. Awok stated in his presentation that the current version of the Ascender Payroll system is obsolete which means production is running on an older version while version 18 and the higher version of the Ascender pay has some new features that can solve some shortfalls experienced in the system.

He said currently, the version 22 has

been installed on the training and development environment of the DPM's local area network meanwhile data cleansing and training for users on the version 22 have already begun.

Mr. Awok also emphasized that version upgrade will enable the improvement of service delivery, improve governance and control, improve human resource management, increase agency accountability and

sponsiveness and increase cost savings and enhance HR capacity.

Furthermore, he added that the Conference was more about bringing Ascender users together to bring forward their challenges and issues they are facing so that their experiences of using the HR/Payroll systems for the Vendor representative to address the issues and challenges.



Payroll Consultant Ms. Ila Kapuena making a presentation at the conference.

GESI PIPS Delivered to NVS



Acting Manager GESI Coordination and Mainstreaming -Whole of Government Ms. Amelia Raka (third from left) and Executive Director National Volunteering Services Ms. Molly Willie with the NVS Senior Management Team at the GESI PIP session this month.

The Gender Equity and Social Inclusion GESI Branch have successfully delivered the GESI Policy Implementation and Planning Session (PIPs) to the senior Management team of the National Volunteering Service of PNG.

Acting Manager, GESI Coordination and Mainstreaming Whole of Government Ms. Amelia Raka was pleased to witness a good turnout of the senior management team of National Volunteering Services who attended the planning and implementation session to prioritize the incorporation of Gender Equity and Social Inclusion (GESI) principles and values into their agency.

Ms. Raka said, as per the GESI Policy Implementation and Planning Session for NVS, through their executive management and senior management team, they have agreed to undertake the development of their internal GESI Workplace Policy, GBV Workplace Policy which they will be working closely with DPM to incorporate the principles and values of GESI in training manuals of volunteers that they engage, to work with the agency.

Ms. Raka further states that this is in line with circular instruction NO. 8 of 2014 which instructed agencies to develop their internal GESI workplace policies, their GBV policies and also incorporate it into their corporate plans and

workplans.

And to have the incorporation of GESI into the training manuals for volunteers that get inducted, into the National Volunteering Service is a bonus for us, added Ms. Raka.

Executive Director for NVS, Ms. Molly Willie said the GESI PIP session was important for her agency because it provided an opportunity for her directors and managers, to be corrected regarding certain aspects that were raised in the session and how their behavior can



Acting Manager GESI Coordination and Mainstreaming WoG Ms. Amelia Raka, during the NVS PIP session.

"Going forward we'd like to see more agencies come in and sit in at the executive management level to hear on our purpose, their roles and responsibilities, in the implementation of GESI because they being at the executive management level are in a better position to make decisions for GESI".

have a direct effect on the opposite gender.

DPM Staff Attend Cyber Crime Trainings



Cyber Cx Dr. Halfpenny with Department of Personnel Management Officers who attended the Cyber Crime Training.

Nineteen officers from various divisions in the Department of Personnel Management were privileged to attend a short but important training on Cyber Crime, organized by the Department of Information and Communication Technology (DICT) and delivered by CyberCX Australia, on Wednesday 19th March at the Stanley Hotel, Port Moresby.

The training covered basic areas on cyber security and how users can best protect themselves, how these risks can be minimized and the role we play as government employees in PNG's cyber security.

CyberCX principal consultant Dr. Halfpenny stated at the training that Papua New Guinea is vulnerable to cyber-criminal activities because the country shares borders with other Pacific islands nations, that's why PNG is important.

"Government employees play an important role in PNG's cyber security. You are the custodians of vital information

and you have access to secure systems. They are ;

A cyber attack on any government employee can have serious consequences. Your community and your country rely on you to be cyber safe" he said.

He outlined the types of cyber threats that can be encountered today such as;

Phishing - a type of cybercrime that uses email or other messaging systems like SMS or WhatsApp to trick a person.

Malware or Malicious Software- that can damage and steal information from computer systems.

Social Engineering- is when attackers trick people, into doing things that they shouldn't do.

Password attacks- is when an attacker tries to get into your accounts by using a weak or easy to guess password.

Dr. Halfpenny also outlined some basic but key methods and ways in which a user can protect themselves from cybercrime and a threats.

- Using strong and Unique passwords
- Using two-factor authentication
- Keeping your software updated
- Be careful of opening email links
- Changing default passwords
- Keeping your devices secured
- Only use approved apps
- Use a Virtual Private Network that makes a secure connection for your device.

Furthermore, he said staying safe online is an ongoing job and it is the responsibility of individuals to keep learning to stay ahead of threats. He urged participants to share what they have learnt from the workshop, with friends, families and colleagues as the more people know what to do, it will help them to stay safe online.

Staff Profile: Ms. Betty Eria



Ms. Betty Eria, Manager HRMIS- in her office, at the Department of Personnel Management.

This month we feature the lovely Ms. Betty Eria, who hails from the Central and Milne Bay provinces of Papua New Guinea.

Ms. Eria, is a familiar face when you visit, the Human Resource and Management and Information System Branch (HRMIS), on level 3 of the Department.

She is currently the Manager - HRMIS and has served the Department for the last sixteen-years .

The eight initial years of her public service career was spent working at the Port Moresby General Hospital.

In total Ms. Eria has over twenty years of experience in the public sector.

She said, being a team leader for her branch is sometimes challenging especially in terms of managing a group of people with different personalities and skill sets.

"It can be difficult to keep everyone on

the same page and ensure that we are all working toward the same goal. To overcome these challenges, I try my best to establish clear expectations and goals right from the start. I hold 5-minute stand-up meetings every Monday morning to discuss the weekly priority tasks and projects and allocate them to each team member" says Ms. Eria.

"I encourage open communication and actively listened to each team member's ideas and suggestions, making sure to integrate them into decision-making processes. We also set up a group email where we could quickly check in with each other and share updates."

But despite, the challenges that comes with the job, Ms. Eria said serving the public and delivering services to the people are what we do, hence even if the services may seem small, they all make a difference when the clients are happy.

Betty is also currently furthering her studies by pursuing a Bachelor's degree in Business Management with a focus on Human Resource Management (BBM-HRM),

A program which is affiliated with the

University of Papua New Guinea and the Somare Institute of Leadership and Governance.

"Balancing work and studies can be challenging, but I learned about Work-Life Balance. It simply is the amount of time used doing your job versus, doing what's important versus my study" she said.

She outlined, effective scheduling, time management, avoiding procrastination and seeking support as some effective strategies that has helped her manage her work and studies.

She encourages new officers in the department to step into challenging situations and make a positive impacts to be able to experience growth in what they are doing.

"Embrace the simplicity of working hard, treating others with kindness, and consistently following through on your promises as a public servant. Work harder than everyone under you or above you. Nothing commands respect more than good work ethic".

HAPPY BIRTHDAY, SECRETARY SANSAN!

