



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

August 31st, 2024

Gov't Committed Towards Welfare of Public Servants.



(L-R) Dept. of Personnel Management Secretary Ms. Taies Sansan and Deputy Secretary Policy and Reforms Mr. Ellison Kalimet posing for photograph during the consultation session on the "Draft Nuicare Bill" held this month at the APEC Haus, Port Moresby.

Inside this issue:

Public Servants to benefit from new Japanese Scholarship. **2**

Site inspection to proposed customary land for PS Housing Projects. **3**

PS Career Path Policy address Workforce Capacity Issues. **4**

SILAG graduands challenged to unlearn old habits. **5**

DPM in Pictures **6**

Compiled by DPM Media—PSIC Branch.

The government is committed to the welfare of Public Servants through the introduction of the National Health and Life Insurance Policy.

Department of Personnel Management Secretary Taies Sansan called on all public sector agencies to take ownership of the National Health and Life insurance policy and implement it for the benefit of all public servants in the country.

Secretary Sansan stated this when welcoming all government agencies during the consultation session on the Draft Nuicare Bill 2024 held

on Friday 9th August at the APEC Haus.

Ms. Sansan said DPM is committed to the welfare of the public service workforce and acknowledged the critical importance of introducing appropriate and relevant policy initiatives that addressed the needs of our public servants.

The policy is focused on the wellbeing of public servants which add value to the lives of their family members.

Secretary Sansan stressed that the policy initiative stands out as another significant milestone for the Public Service under the Marape-Rosso Government.

This policy is amongst other relevant policy initiatives that the department has introduced such as the 30-year Public Service Human Resource Development Strategic Plan 2020-2050, the SILAG Public Sector Training Policy, Public Service Housing Initiatives and the Performance Management System.

These initiatives are all aimed at enhancing the performance of public servants and improving the "public service delivery" mechanism.

Ms. Sansan said the essence of establishing this policy, is to ensure that the welfare of our public servants and their families is covered

in the event of sickness, accidents and deaths.

"I am deeply grateful for this policy as it is the first of its kind in the public service. Its operations and benefits will provide financial security for the public servants and the state".

This policy is fully mooted by the state, and public servants must take pride in embracing the ownership of this policy for their long-term benefit. I encourage my fellow Heads of Agencies to commit to implementing this policy with dedication" said Secretary Sansan.

Public Servants to benefit from New Japanese Scholarship



(Left-Right) Representatives from the Japan International Cooperation Agency, Dept. of Planning Secretary Mr. Koney Samuel, First Ass. Secretary Planning Mr. Reichert Thanda and DPM Manager PS Scholarship and Training Ms. Eileen Wahe as Secretary Sansan's delegate at the signing grant at signing ceremony, held this month.

Public servants will now be able to further their education in Japan, with the introduction of the new Japanese Development scholarship (JDS) called the Human Resources Development Scholarships which is fully funded by the Japanese Grant Aid.

A grant agreement signing to officiate the introduction of this new scholarship took place between the Government of Papua New Guinea and the Japanese Government, on Thursday August 22nd 2024.

Department of Personnel Management representatives were present at the signing ceremony of the Grant Agreement by Secretary Koney Samuel and JICA's senior representative while Secretary Sansan signed as witness in absentia.

Executive Manager for Capacity Building and Development Ms. Agnes Tamate, said now that the grant agreement signing has taken place, DPM will await the official invitation from Japan International Cooperation Agency (JICA) then DPM will make the announcement to the targeted agencies.

The Japan Development Scholarship for human resource de-

velopment scholarship by the Japanese Grant Aid, is fully funded and targets young government officials who are upcoming leaders engaged in formulating and implementing social and economic development policies, public administration, public policy analysis and law.

The selection of the scholarship will be done in collaboration with representatives of the government of PNG through DNPM, DPM, Japan's International Cooperation Agency (JICA) and the Consultant, JDS.

The program is aimed at supporting human resource development and will provide a 2-year master course in Japanese Universities and will spreading over a period of seven years.

A total of 45 spaces have already been allocated to PNG with the first batch of 15 to commence, in September 2024 for the 2025 intake and from 2026-2030 10 spaces will be allocated each year.

The Japanese Development scholarship is now open to the following agencies; Dept. of Treasury, Finance, Planning and Monitoring, Prime Minister & NEC, Personnel Management, Internal Revenue Commission, Bank of PNG, Climate Change and Development Authority, Dept. of Justice and Attorney General, Dept. of Foreign Affairs, RPNCG and the Conservation and Environment Protection Authority.



JICA's Chief Representative Mr. Hideaki Matsuoka, DNPM Secretary Koney Samuel and DPM's Ms. Eileen representing Secretary Sansan at the grant signing.

Site Inspection to proposed Customary Land for Public Service Housing Projects.



Pictured is the portion of the customary land owned by the Behori clan which is located behind the Pacific Adventist University , 14 mile. The road cutting through the land leads to Bautama, Central Province.

Department of Personnel Management through the Public Service Housing Division, continues to ensure that the dream to one day see all public servants benefit from the Public Service Housing Scheme is alive and ongoing as the team work tirelessly to make it a reality.

A recent site inspection to a customary land owned by the Behori Clan of Lower Koari Land Owner Group has strengthened the possibility of having 947.18 hectares of land, portion number: 3437C located at the back of the Pacific Adventist University at 14 Mile, spreading towards Mt. Erimata and all the way to Bushwara area, being used to expand the housing scheme for public servants in the country.

Deputy Secretary Policy and Reforms Mr. Ellison Kalimet acknowledged the Behori Clan and stated that DPM has been given the mandate to embark on the Public Service Housing Policy and the Public Service Housing Scheme by the government therefore DPM will work

together with Behori clan if they meet all the requirements and assist where ever possible.

Executive Manager for Public Service Housing Division Mrs. Nancy Levi also added that land is a scare resource and government or developers will not take the land away from the landowners but there will be proper dealing done to benefit the landowners and how their land can be utilized to generate revenue.

Ongoing negotiations by DPM and the Behori Clan have highlighted the group's interest to negotiate and discuss the freed-up land for DPM to use for Public Service Housing Projects.

DPM agreed to provide advisory roles and technical advice that will assist Be-

hori Clan members obtain titles of the surveyed land for it to be leased and bankable for development.

Furthermore, a memorandum of agreement being developed by DPM will be beneficiary to both DPM and the landowners.



DPM Public Service Housing Executive Manager Mrs. Levy, with researchers from NRI and Behori Landowner Group Chairman Mr. Foxie Kaeaka after the site inspection of the customary land.

PS Career Path Policy to address Workforce Capacity Issues.



(front left) Deputy Secretary Policy and Reforms Mr. Ellison Kalimet, Chief Executive Officer Somare Institute of Leadership and Governance Mr. Michael Barobe, and other external stakeholders during the Consultation Workshop on the PS Career path Policy.

The public sector career path policy is set to ensure that issues on public sector workforce capacity are addressed in order to enhance and improve service delivery in the public service.

Department of Personnel Management Deputy Secretary Mr. Ellison Kalimet said the public service career path policy is aimed at providing a standardized public sector qualifications and pathways for new entry into the public service as well as management of their career progression within the public service.

Deputy Secretary Mr. Ellison Kalimet on behalf of Secretary Ms. Taies Sansan encouraged stakeholders who attended the external consultation workshop on PS career path policy to openly provide inputs during presentations and discussions on the policy.

He said a crucial agenda of the government of Papua New Guinea is to enhance the efficiency and effectiveness of service delivery in an equitable manner through the public service machinery however service delivery in PNG is still considered as ineffective and not reaching most parts of rural areas across the country.

"One of the core factors that is hindering the progress of service delivery can be viewed as deficiencies in public sector workforce competencies, skills and breakdown in ethical values which has been affecting all elements of service delivery," said Deputy Kalimet.

This is due to a lack of cohesive policy coordination for public servant's career development pathways and clear vision of where the next generation of public servants will be sourced from, poor virtualization of how specialist professional skills will

be reproduced, weak managerial capacity and lack of leadership, said Deputy Secretary Ellison Kalimet.

"DPM as the responsible agency mandated by Section 44 of the Public Service Management Act to develop and enforce PS career path programs for public servants, has embarked on this policy initiative in response to NEC Decision No.61/2021 to effectively address public sector workforce capacity issues and improving service delivery".

The career path policy is a resonation of the Vision 2050, Pillar 1.20.1 which states that " the success of Vision 2050 is dependent upon the competencies of the country's workforce. A well educated, healthy, appropriately skilled and honest workforce that is committed, proactive and innovative is the kind of workforce required to implement Vision 2050".

SILAG Graduands Challenged to Unlearn Old Habits.



Department of Personnel Management Secretary and Chairlady of the Somare Institute of Leadership and Governance Board Ms. Taies Sansan is seen conferring a National Certificate 4 in Government Leadership and Management, to a graduand as SILAG Chief Executive Officer Mr. Michael Barobe, looks on. SILAG hosted the mid-year graduation especial for Certificate programs in the provinces.

Graduating students at the Somare Institute of Leadership and Governance were challenged to unlearn old habits and utilize the knowledge, skills and attitudes acquired so that they can transform themselves and contribute more effectively and meaningfully towards the greater good of their workplace, community and country.

Department of Personnel Management Secretary and Chairlady to the SILAG board Ms. Taies Sansan encouraged graduands to intentionally unlearn some old habits and biases and learn and relearn new ones so that they can become better versions of themselves.

Secretary Sansan made this statement when delivering the keynote address at the SILAG mid-year graduation ceremony for certificate hold-

ers based in the provinces which was held at the SILAG hall in Port Moresby on Friday the 30th of August.

"The knowledge, skills and attitudes that you have acquired from the SILAG training must transform you from the inside out so that you are a better version of yourselves," said Ms. Sansan.

She said, as humans we learn different things over time primarily through our diverse upbringing, culture and education, hence these repetitive experiences that have been reinforced over time to contribute to forming our habits and characters.

Furthermore, Secretary Sansan highlighted two very important reforms driven by SILAG in the last few years with the full support of the department.

"Firstly, we are in the process of an Amendment Bill to amend Section 35 of the PSMA 1995, with respect to

public sector recruitment, promotion and appointment".

The Amendment Bill when approved by the National Executive Council, it has the effect of promoting meritocracy in the public sector recruitment and appointments which will make SILAG certification compulsory for public sector employment, promotion and appointment.

Another, important policy mandate is under the Marape-Rosso Government's MTDP IV: 2023-2027 is for SILGA to become a specialized public sector university by 2027.

"We are in the process of addressing these policy changes and directives concurrently. I can confidently announce today that we are doing everything in our power to make sure that we will become a specialized university for the PNG National Public Service by 2027, offering specialized degree programs".

