



"RISE UP, STEP UP, SPEAK UP"

OUR VOICE

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

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Competent Human Resource Establishments Needed in the Health Sector.



Public Service Minister Hon. Joe Sungi delivering his speech on the "Health Structural Reforms" during the 24th National Health Conference, held from 11th-13th of this month at the APEC Haus, Port Moresby.

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Compiled by DPM Media—PSIC Branch.

There is a need for competent Human Resource establishments in all levels of the health sector starting with the Health Department and right down to the provincial Health Authorities, says the Public Service Minister Hon. Joe Sungi.

Minister Sungi made this statement when addressing the Public Service Structural Reforms during the 24th National Health Conference, held this month at the APEC Haus, Port Moresby.

He said, this is very critical because at times some health workers don't attend to patients while they are

supposed to be on duty and the patients are left unattended while health workers go and attend to customary work, go for and other activities.

"The tracking of performance and attendance by HR and administrative staff of PHA's is so critical" he said.

He challenged, the health administration to track performance and attendance of health workers in the PHA's, because the health sector is the only sector that has 13 allowances paid onto their basic pay.

He stressed on the duties of the chairmen of PHA's boards and

the health secretary to critically assess performance of the CEO's of PHA's.

"Because they (PHA's) no longer come under the Provincial administrations as they are now the responsibility of the PHA boards and the chairman. So, we should not be thinking that the HR of the provincial administration will be able to track performances of the CEOs," said Minister Sungi.

He stated that, the health sector makes up the third highest sector in terms of staffing numbers, 12 846 make up the provincial level. This is comprised of 3507 (27%) administra-

tive staff and 9339 (73%) clinical staff across all PHAs locations.

The 13 different allowances administered is a must to ensure that the welfare of health workers is taken care of, he said.

"The competent Human Resource managers in PHA's can never be downplayed any more when we are talking about improving the performance of health workers, especially the clinical staff" he added.

PS Minister Welcomes Vice Minister



(Right to left) Chief Executive officer SILAG Micheal Barobe, PS Minister Hon. Joe Sungi, Vice Minister Hon. Francis Suine, Madam Secretary Taise Sansan and PSC Commissioner Apio Sione.

The Public Service Minister the vice minister of Public sultation and communication and member for Nuku Open Service assisting the Public between the two ministers. Hon. Joe Sungi officially welcomed the Vice Minister for Service Minister.

Public Service and member for Kerowagi Open Hon. Francis Kikin Suine during a brief meeting held at the Minister's office on Thursday 11th of November 2024, in Port Moresby.

Hon. Sungi welcomed the Vice Minister to the ministry and gave a brief introduction on the Ministry and its Departments; Public Service Commission, Somare Institute of Leadership and Governance and the Department of Personnel Management.

The meeting was to brief the Vice Minister about the roles and responsibilities of

According to the National Gazette G.939 the vice minister was appointed on the 7th of November to assist the minister for public service.

In the meeting, Minister Hon. Sungi emphasized the need and importance of close con-

The meeting was also to help the Vice Minister to settle in.

The Vice Minister will be working from SILAG, where there is an office space that used to be occupied by the former vice minister for public service during the 10th parliament.



The PS Minister and the Vice Minister during the brief welcome meeting .

Policy Review Lockdown Completed.



Executive Manager Strategic Policy Development Ms. Yuki (seated front right) with her team during the Policy Review lockdown, held from the 28th of October -1st of November, in Port Moresby.

The Strategic Policy and Development Division completed a week-long policy review lockdown from the 28th of October to the 1st of November to review and assess four policies that the division have been working on.

Executive Manager Strategic Policy Development Ms. Yuki said the four policies under review are Capacity Needs and Analysis (CNA), Career Path Policy, General Order Review 4th Edition, and the Exit/ Retirement policy.

Ms. Yuki said, the policy review lockdown was aimed at accounting for the delays in producing the final drafts of the policies since the deadline for the policy submissions was in March this year.

She said the objective for the lockdown was to complete the four policies by finalizing and printing them to be submitted to the executive management team

however when they went through the policies, they discovered that there were some things that needs to be elaborated and worked on.

Ms. Yuki said some of the reasons for the delays in the completion and submission of the four policies, were due to staff movement as actions officers who were working on these policies had left the department or have gone for their study leave.

"Overall, the policy review lockdown was very engaging, challenging and

productive for the officers. They were very attentive and consistent and this lockdown we have managed to process the G.O and the career path policies. The officers from CNA are very committed and they have a passion to meet the deadline too" added Ms. Yuki.



The strategic Policy Team during the Policy Lockdown.

DPM Supports ICAS GESI Workplace Policy Launch



Manager GESI Coordination and Mainstreaming WoG Amelia Raka (4th from left) Acting Chief Migration Officer Mr. Wellington Navasivu (5th from left) and the 10 pioneer male advocates from the ICAS.

The Department of Personnel Management congratulated the Immigration and Citizenship Authority Services (ICAS) for being the 7th public service agency to successfully launch their Internal GESI Workplace Policy.

The launch took place on Friday 8th November in Port Moresby and was attended by Manager GESI Coordination and Mainstreaming WoG Ms. Amelia Raka on behalf of the Secretary Ms. Taies Sansan.

Ms. Amelia Raka acknowledged the acting chief migration officer Mr. Wellington Navasivu, his management team and members of the board for their leadership and commitment to implement the National GESI Policy since 2015.

"I stand with Secretary Taies Sansan this morning to witness and congratulate Acting Chief Migration Officer Mr. Wellington, Members of the Board, the Management team and

staff of the PNG Immigration and Citizenship Authority Service on the launch of your internal GESI workplace policy and graduation of your pioneering 10 male advocates," said Ms. Raka.

"The launch of your GESI Policy marks a significant milestone for your authority as you proudly unveil your Internal Gender Equity and Social Inclusion Policy, harmonizing your efforts with the National GESI Policy".

"Your Internal GESI Policy serves as your compass, guiding you towards a workplace that is not only reflects the rich tapestry of our society but also empowers every individual within your teams".

"This commitment we witness today goes beyond words; it's a pledge to create an environment where everyone have the same rights, privileges, obligations and duties irrespective of race, tribe, place of origin, political opinion, color, creed, religion or sex, has equal opportunities to thrive"

added Ms. Raka.

Furthermore, the launching of ICAS Internal GESI workplace policy also culminated with the recognition of 10 influential men from the agency who completed their Level one Gender Training through the Male Advocacy Network.

The 10 male advocates have now joined the GESI journey to learn and discover the critical role that men play in the walk to minimize and to eradicate gender inequality in the workplace, homes and communities.

"To the 10 strategic and influential men that will be graduating today, you all walked into the training room on Monday this week with various views on Gender Based Violence.

"we look forward to working together through the GESI Help Desk to work with and for women and girls through advocacy and awareness to end the inequality that has been normalized".

Staff Profile : Ms. Tatiova Talitha Memafu



Senior Advisor—Contracts Ms. Tatiova Memafu encourages new officers who have recently joined the Department to take one step at a time.

This month staff profile, we feature one of our senior officers in the department, Ms. Tatiova Tathila Memafu, a Senior Advisor in Contract Administration and Employment for both Nationals and Non-Citizens, with the Department of Personnel Management.

Ms. Tatiova is 38 years of age and hails from Malalaua District in the Gulf Province. She earned a Bachelor's Degree in Business Management at the University of Papua New Guinea and a Post Graduate Certificate in Human Resource Management.

She's currently undertaking a Masters of Economics and Public Policy at the University of Papua New Guinea under the Australian Awards Scholarships PNG.

Ms. Tatiova have been working with the Department of Personnel Management (DPM) for 14 years since December 1, 2009.

"I had chosen to work with DPM as it gave me the opportunity to manage

people and support the government line agencies on the work with the Personnel Management. I also love serving this country and as a citizen, it gives me great pleasure to contribute to our nation's needs. In the past, DPM was an organization that everyone admired for its important functions and crucial roles with responsibilities of managing all government manpower in the country."

Generally, for Ms. Tatiova, working within the National Agency Directorate is very challenging as a line agency dealing with the hundred plus National Agencies. Every day, there are urgent matters that she has to deal with.

However, she finds that managing these challenges effectively involves prioritizing tasks from most important to least important.

Thus, it is important to maintain professionalism and proficiency to manage matters of importance for agencies.

To overcome these challenges, she takes 5-10 minutes break to ease

herself and relax before resuming work, as anyone cannot address every urgent matter at once.

Having achieved significant milestone through dedication and continuous learning, Ms Tatiova envision herself as a successful professional in her field after five years.

Setting specific career goals such as taking on leadership role or enhancing her skills set through training, she also reflected on personal aspirations like maintaining a healthy work-life and ensuring that both her professional and personal growth align with her long-term vision.

Lastly, Ms Tatiova's advice to the new staff who have recently joined the agency; whether a month, a year or two ago, is to take a one step at the time.

"Success does not come easily; it requires perseverance. Most importantly, cultivate a genuine desire to serve, as having a heart for service will bring you peace in your work," she advice.

DPM IN PICTURES

