



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

# OUR VOICE

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

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## PMS ORIENTATION FOR DPLGA



Group picture taken after the orientation with the Department of Provincial and Local Level Government Affairs Secretary, Mr. Philip Leo, their EMT and PMS team of DPM.

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Compiled by DPM Media—PSIC Branch.

**T**he Performance Management System (PMS) team of DPM coordinated an orientation and awareness session for the Secretary, Mr. Philip Leo and members of his senior management team of the Department of Provincial and Local Level Government Affairs (DPLGA) on the 24th January.

DPLGA is one of the first PMS users when the online PMS was rolled out.

Hence they are familiar with the online PMS process.

However, due to changes to their Agency Head and other contributing factors, they were not able to utilize the process over the years.

Performance Management Officer Mr. Norman Pena, Ms. Charlene Vere, Acting Senior Performance Management Officer and Mrs. Marita Kouga, the Executive Manager-ECA&A did the presentation recently.

The team presented;

The objectives of the orientation, DPM's Secretary's Mandate, the performance Based Con-

tract of Employment and terms and Conditions as per SRC 38th Report.

Business process of performance Management System and the obligations relating to PMS.

Introduced the standard data collection template with the approved contract KRAs, the online PMS tool and discussed the way forward.

The presentation was purposely to make the secretary and his senior management aware of the Agency Head's Contract Terms & Conditions and the PMS as per

their contractual obligations.

The session were to of provide awareness on the manual data collection Schedules and Online Business Tool (s) for administrating the annual performance commitments.

Mr. Leo advised the team that they have put in place an ID sign-in system that will be implemented on the 27th January to monitor time and attendance.

He further extends his appreciation to the PMS team of DPM and Secretary Ms. Sansan for the timely and informative presentation.

## DPM AND ABG FORGE PARTNERSHIP



DPM and ABG approved for Work Attachment Program 2025 meeting.

**I**n a significant step towards strengthening governance and service delivery, the Department of Personnel Management (DPM) and the Autonomous Bougainville Government (ABG) have approved a Work Attachment Program set for implementation in 2025.

The program aims to enhance the skills and capabilities of the public service workforce, ensuring they can effectively contribute to the socio-economic development of Bougainville.

The Executive Management Team (EMT) has endorsed this initiative, rec-

ognizing it as a critical investment capacity building.

Mr. Billy Mahin, Assistant Executive Manager for Legislative and Administration Reforms highlighted one of the key approaches of the program, which is a staff exchange, allowing public servants from both DPM and ABG to be temporarily placed in each other's institutions for a period of three months.

"This structured exchange will provide hands-on experience, mentorship, and targeted training, fostering a highly skilled and motivated workforce," said Mr. Mahin.

Moreover, the Work Attachment Program is designed to address skills gaps in both the national and Bougainville public service sectors.

Participants will be selected based on their skills, experience, and relevance to the program's objectives.

This strategic selection ensures that employees gain practical knowledge and exposure to different administrative and governance systems, enhancing their ability to deliver high-quality public service.

Mr. Mahin also highlighted that this initiative aligns with broader efforts to strengthen the

human resource capacity within government institutions.

"This program is not just about job placements, its about knowledge-sharing, professional growth, and creating a stronger public service that meets the needs of the people," he said.

However, the success of the Work Attachment Program will rely heavily on the commitment and collaboration of all stakeholders.

Both DPM and ABG will need to work closely to ensure that the initiative is well-structured, effectively implemented, and delivers tangible benefits.

## VOX POP

The Integrated HR Payroll system is the current payroll system used by the Government.

Recently a decision was made by the National Executive Council to bring back the HR functions of the payroll system back to DPM. Based on this, we went out to seek comments from staff on what their thoughts are regarding the decision to have the HR functions revert to DPM. The Media team interviewed a few staff and here is what they had to say.

### What are your thoughts on the Payroll being back to DPM?



Joyce Koi- A1 Manager

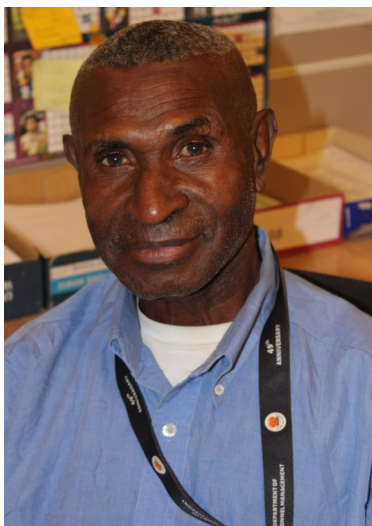
Monitoring and Compliance Branch  
(Highlands Regional Directorate)

"We have strict mechanism to ensure that payroll is monitored well in DPM and it is a one-stop-shop where everything is controlled at one place."



Amos Hillary- Senior Employee Relations Officer

" I think it is a good idea. Once the compliance is done here it goes straight to payment without any delay. It is finish on time, giving opportunities for other clients to follow up on their claims. Having everything centralized in one place only is good but we also have to get ourselves prepared for the responsibilities."



Sika Amaki Saeya- DPM Admin Officer

"It is good to bring back the payroll system back to DPM. I am very happy for the service we will provide to the whole public servants under DPM management."



Haraka Morea-Senior Monitoring and Compliance Officer.

Monitoring & Compliance Branch  
(Momase Regional Directorate)

"It is good that payroll system is back to DPM. We will make sure to gather information that is useful to ensure that public servants are paid."



Ioa Vitaharo- State of Service Reporting Officer

"It is very active and efficient in the activities that is to be done by DPM."

## STAFF PROFILE: MS KINIYE LEPI TAKES ONE STEP AT A TIME

**T**his month profile, we feature one of our very hard-working officers in the department, Ms. Kiniye Lepi, an Executive Assistant to Director's Office Corporate Affairs & Capacity Building (CA &CB) with the Department of Personnel Management.

Ms. Kiniye is 35 years of age who hails from Ialibu-Pangia district in the Southern Highlands Province. She graduated from the prestigious University of Papua New Guinea (UPNG) in 2014 with a Bachelor of Arts degree, majoring in Anthropology and minor Political Science. Passionate about education, she pursued a Graduate Diploma in Education at the University of Goroka (UOG) and became a qualified teacher. She taught at Mongol Secondary School in Mendi for two years.

However, life has other plans. For personal reasons, Ms. Kiniye made the decision to leave the teaching profession and moved to Port Moresby in search of new opportunities.

Ms. Kiniye joined the Department of Personnel (DPM) on the 10th of February 2021 and she is been working for five (5) years.

"I had chosen to work with DPM as it known as the heartbeat of the other public departments and it looks after all the public servants of the nation and it provides governance and support in human resource, management to the public service throughout the nation. I greatly appreciate and value my role at DPM as it gave me the opportunity to learn, grow, and gain valuable experience in personnel management and corporate administration," said Ms. Kiniye.

As she continues her journey, Kiniye remains committed to learning and growing, proving that change, when embraced with an open heart, can lead to incredible opportunities. She believes in making a positive impact in the department and contributing to the broader goals of



**Ms. Kiniye Lepi, Executive Assistant to Director's Office Corporate Affairs & Capacity Building (CA&CB).**

public service in Papua New Guinea.

Generally, for Ms. Kiniye, working as an Executive Assistance to Acting Directors office is very challenging as she deals with confidential informations for the officers. Everyday, there are important documents that she has to deal with.

However, she finds that managing these challenges involves dedication and willingness to grow and turn challenges into stepping stone. She found fulfilment in every task, knowing that her role played a small yet vital part in the smooth operation of the department, and this is all because of her passion in her work. "I love what I do everyday. It keeps me motivated to learn and improve," she said with a smile.

For Ms. Kiniye, success in any workplace comes down to dedication and a willingness to

help others. Patience is also a driving force in her life that keeps her going. As it is also one of the department's virtue she strongly believes in that.

Thus, team work and a strong work ethic are the keys to not just personal success but also to contributing meaningfully to the organization. Her advice to new staff and young professionals is simple but powerful.

"Whatever task is given to you, attend to it faithfully. Give it your best effort, no matter how small it may seem. And if other divisions or colleagues need assistance, always be ready to extend your knowledge and skills," she advice.

She believes that true growth comes from stepping beyond one's comfort zone and being open to learning from different roles and responsibilities.

## TRAINEE STUDENTS END STINT WITH DPM

Two final years students from the University of Papua New Guinea (UPNG) have ended their four months trainee with the Department of Personnel Managements with the Public Service Information Center Division.

DPM Media Officer Dianne Waketsi said the trainee's Sebastina Maloat from Autonomous Region of Bougainville and Nicole Rema from Southern Highlands are both final year Bachelor of Arts students at UPNG majoring in Journalism/ Public Relations.

"Their four months stint with DPM was a great opportunity for the two trainees to garner experience in the field of journalism through Public Relations with the division," she said.

"Public relations is the strategic art and science of connecting your story to the audiences that matter most. It is the art of convincing others of a company, brand, or product's rele-



**UPNG Trainee's Ms Nicole Rema and Ms Sebastina Maloat**

vance, rather than simply telling them," she said.

"It has been a great experience having these ladies gracing our office

with their presence, it is a great initiative that sets these young ladies who are about to enter the workforce to be prepared," she said.

## DPM NETBALL CLUB AIMS FOR GRAND FINAL

The Department of Personnel Management is encouraging healthy living and practices amongst women employees within its walls through sports, but not just any sports - NETBALL.

The creation of the DPM Netball Club headed by Evelyn Laho, the president of the Team DPM says the aim of the club is to promote health work life and balance and to socialize and bond to keep healthy networking amongst DPM officers.

"The DPM Netball Club is made up of female officers of DPM and spouses of DPM officers, as well as their daughters are encouraged to join," she said.

Team DPM takes part in the Public Servant Netball Association as every year. Laho said currently Team DPM is one of the top four teams in the compe-

tion and is set to be in the play off on Saturday the 15th of February heading into the final rounds of competition.

"We are hoping that this Saturday, we can bring the team up to the grand finals," says Laho.

"We are playing the Office of Censorship Team, who currently sit third place on the competition ladder. We currently sit in fourth place," she said.

"Team one plays against team two and team three plays against team four and the winner of the two teams stand by for grand finale," says Laho.

The currently competition is made up of two seasons annually called Pre-season and Proper season. Each seasons have five rounds of games.

From the second week of October the seasons start and that is where all the pre-season games start and then they move on to proper season games where, all the four top teams play off so that is called the Knock-outs game.

Laho encouraged female officers of DPM who are not doing anything over the weekend, to come down and support the Team DPM.

"DPM staff, families or friends who would like to join the team please feel free to come and join us.

A great team bonding experience, inspiring the spirit of positivity and a healthy workplace for all. A great family orientated day playing sport and having fun. So please come on down and support our ladies," said Laho.

## DPM IN PICTURES

