



## DEPARTMENT OF PERSONNEL MANAGEMENT

### *Office of the Secretary*

#### MEDIA RELEASE

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#### DEADLINE FOR GOVERNMENT AGENCY STRUCTURE

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**15<sup>th</sup> April 2021**

The Department of Personnel Management is calling on all government agencies, provincial governments and Provincial Health Authorities to submit their respective structures to the Department before the *21<sup>st</sup> of April*.

This follows notifications sent out to respective agencies to adhere to the revised Public Service General Orders 13 and schedule 13.1.

As part of the ongoing efforts by the government for all government agencies to conform to the approved standardised designation, classifications, salary grades and the basic minimum entry requirements in the public service contained in schedule 13.1 of General Order 13.

Department of Personnel Management Secretary Ms Taies Sansan said, the process towards standardizing the structures of all government agencies has emanated from NEC decision number 53 of 2011 directing DPM to carry out a review into the Public Sector Job Grade movement and Pay Grade.

“The 2020 approved standard designations, classifications is derived from the governments approved system of job evaluation under the *Hay Method of Job Evaluation*”

Among some of the justification for the review by the government is the continuous increase in personal emolument costs of the Public Service, non-compliance by agencies and what appears to be inconsistencies in salary grades for similar type jobs across the Public Service. It is part of the implementation process of the revised designations and classifications as per schedule 13.1.

Under the implementation process all government agencies are required to complete a designation classification review matrix against the current approved establishment comparison table and submit by the 21<sup>st</sup> of April. DPM will conduct a reconciliation of the

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completed matrix by the end of April and issue notifications to agencies on findings and corrective measures to be undertaken.

To date the only government agencies who have submitted their structures to DPM are;

<b>Government Agency</b>	<b>Completed</b>
National Departments	DIRD, DHERST, DoW, DL&PP, PNG Forest Authority, RPNGC, DICT,
Provincial Administrations	Milne Bay, Western, SHP,
Provincial Health Authorities	ENB, ESP, WSP, Catholic Church Health Services, Depart of Health Medicine Quality Control Lab, Christian Health Services

At the completion of this process configuration of the standardized designations and classifications will be uploaded onto the Government Ascender Payroll by June.

Secretary Sansan is urging all national Departments, Provincial Governments and Provincial Health Authorities to take this matter seriously and adhere to this implementation process.

“DPM has issued two circular instructions in line with NEC decisions since 2020 to implement this very important government directive and I appeal to heads of government agencies to comply with these directives following the deadlines issued.

Many agencies have continuously and blatantly ignored important government directives and I now call on them to ensure compliance to ensure this very important exercise is adhered to”.

Ends//....

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