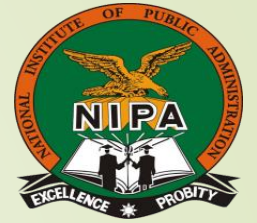


OFFICE OF THE PRESIDENT

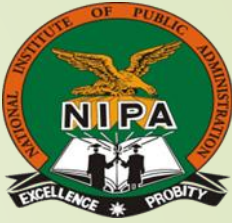


REINFORCING PUBLIC SERVICE EXCELLENCE IN ZAMBIA: NIPA RESUMES MANDATORY TRAINING IN JANUARY 2024

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PERMANENT SECRETARY, CABINET OFFICE



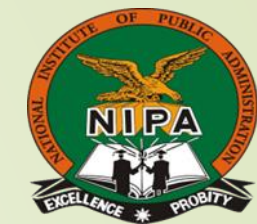
BACKGROUND



- This presentation is set against the backdrop of the Eighth National Development Plan (8NDP) for the years 2022-2026.
- The 8NDP emphasizes the modernization and enhancement of the performance of public officers and government entities.
- The government is dedicated to effective leadership, professionalism, meritocracy, performance, and accountability.



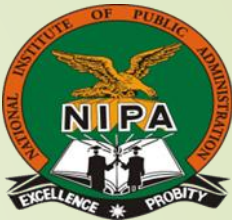
BACKGROUND cont'd



➔ In line with these reforms, the National Institute of Public Administration (NIPA) has been entrusted by the Government of the Republic of Zambia with the responsibility of reinstating mandatory training and certification for all public officers.



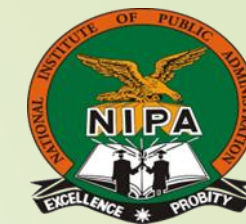
INTRODUCTION



- On 18th July 2023, government, through Cabinet Office, directed the National Institute of Public Administration (NIPA) to resume the mandatory public service training and certification programme.
- In addition, the Institute was tasked to introduce various courses (sector-specific and tailor-made) for continuous professional development in the public service by 2nd January 2024.



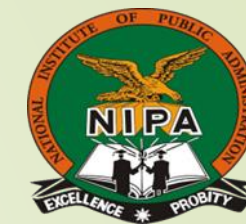
PUBLIC SERVICE TRAINING AND PROGRAMMES



- Pre-deployment** training and certification programme
- Public Service Excellence** (In-service) training and certification programme
- Executive Training** for Constitutional Office Holders, Heads of Parastatals and Senior Government Officials
- Senior Management Level** Entry Certificate



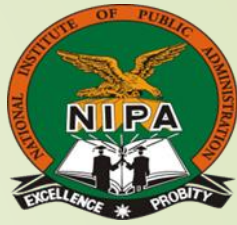
PUBLIC SERVICE TRAINING AND PROGRAMMES



- ❑ **Sector Specific** Continuous Professional Development covering various relevant topics to keep officials up to date with evolving practices and challenges.
- ➔ **Pre-retirement** training and certification a training and certification process required for serving public servants remaining with TEN (10) years prior to their retirement.
- ➔ **Economic Governance** Training for the Executives



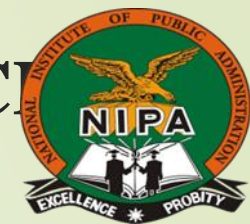
PRE-DEPLOYMENT TRAINING AND CERTIFICATION



- ❑ Eight (8)-week programme aimed at candidates who have received offer of employment in the public service prior to their deployment.
- ❑ Comprehensive curriculum focusing on core competencies, ethics, and foundational knowledge necessary for effective public service.
- ❑ Also focuses on cultural remodeling and imparting national values onto the would-be-public officers.



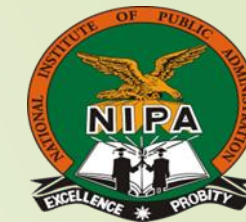
CERTIFICATION IN PUBLIC SERVICE EXCELLENCE



- ❑ Eight (8)-week programme aimed at serving public officers;
- ❑ Curriculum tailored focusing on advanced skills, leadership, and specialized knowledge essential advancement in public service;
- ❑ Meant to foster a competent and ethical public service.
- ❑ Competency framework for quality service delivery



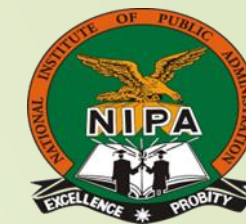
Executive Training for Senior Government Officials



- specialized programme aimed at Ministers, Permanent Secretaries, and other constitutional office holders, Heads of Parastatals, and Senior government officials.
- Focus on strategic decision-making, policy implementation, ethical leadership, and effective governance.
- The programme also covers subjects such as performance management, cultural remodeling, project management, monitoring and evaluation of public projects.



Entry into Senior Management Level (ESML)



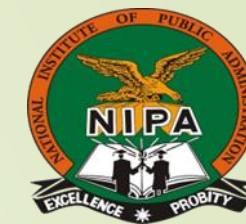
3-day course aimed at strengthening recruitment process at Senior Management

Service level and to ensure that senior managers are competent in their job role.

- The course is applicable to public officers and citizens who wish to apply for a position in or transiting into the senior management of the Public Service.
- To complete the course, candidates will be required to develop a project aimed at solving an identified challenge in the public service.
- The course will be offered online and shall run throughout the year.



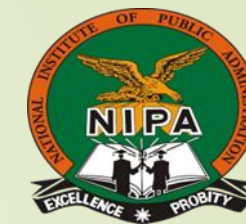
Sector Specific Continuous Professional Development



- ❑ These courses are designed to ensure public officers stay abreast with specific and evolving practices and challenges in their respective ministries, spending agencies and government institutions.
- ❑ The courses are also tailored for senior government officials transferring from one ministry to the other.



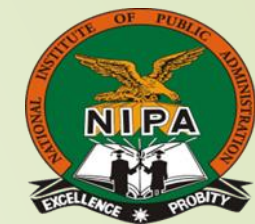
Pre-retirement Training and Certification



- Mandatory training and certification programme required for serving public officers remaining with TEN (10) years prior to their retirement.
- Develop an entrepreneurial mindset, understanding the core concepts of entrepreneurship, innovation, and business development.
- Acquire the skills to formulate comprehensive business plans, including market research, competitive analysis, and financial projections.



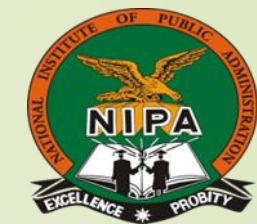
Economic Governance Training for the Executives



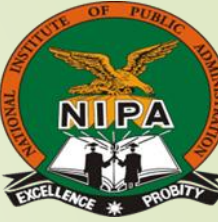
- ❑ An internationally designed and regionally delivered programme tailored for senior executives and leaders,
- ❑ Empowers senior executives and leaders by enhancing their understanding of the vital link between governance and economic growth,
- ❑ Provides practical skills in fiscal and monetary policy design, strengthening state institutions, and fostering inclusive economic growth,
- ❑ promotes ethical leadership through transparency, accountability, and inclusivity for the betterment of society.



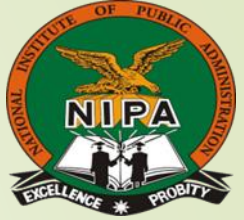
Conclusion



- ❑ Government directed NIPA to resume the mandatory public service training and certification programme.
- ❑ The President Mr. Hakainde Hichilema reaffirmed this Policy Directive on 31st August 2023 during his visit to NIPA.
- ❑ As public officers, stakeholders and citizens, our role is to support this noble cause.
- ❑ Various stakeholders have been engaged at national and provincial levels
- ❑ January 2024, the programmes shall commence, with the first cohort being senior government officials and cascaded from top to bottom.



THANK YOU



ANY QUESTIONS