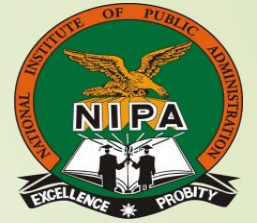


OFFICE OF THE PRESIDENT



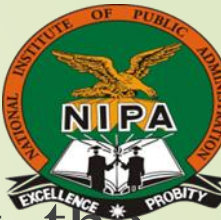
NATIONAL INSTITUTE OF PUBLIC ADMINISTRATION

**BRIEF HISTROY OF NIPA
PRESENTED BY
AMB.PROF.ROYSON
M.MUKWENA (PHD,FZIH RM)
EXECUTIVE DIRECTOR -NIPA**



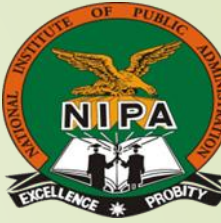
1. INTRODUCTION

❖ The purpose of this presentation is to briefly highlight the history and evolution of National Institute of Public Administration (NIPA), in order to provide background and context to the presentation by the Permanent Secretary (SD) on GRZ's reintroduction of mandatory public service training and certification.





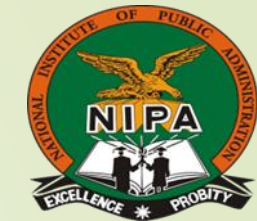
1. INTRODUCTION....



- ❖ The presentation will enable us understand and appreciate how far the country and NIPA have come and also where we are headed to.
- ❖ The National Institute of Public Administration (NIPA) was established in 1963, under the name Staff Training College, as the training wing of the Government.



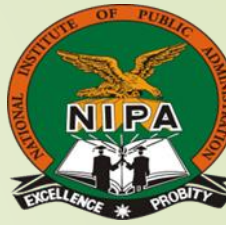
1. INTRODUCTION....



❖ Since then, the Institute has evolved from being a department under Cabinet Office to a semi-autonomous **commercial** entity that it is today.



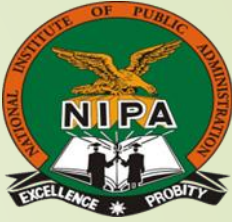
2. HISTORICAL MILESTONES



- ❖ 1963 Established as “STAFF TRAINING COLLEGE” - To prepare Zambians to take over the running of the country’s Civil Service after Independence in 1964.
- ❖ 1966 Re-named “National Institute of Public Administration” - Fully established as training Wing of the Zambian Civil Service.



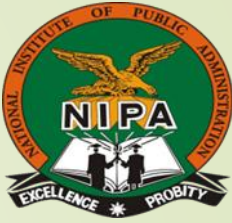
2. HISTORICAL MILESTONES...



- ❖ 1970 Broadened mandate to cover the entire Public Service (including parastatals).
- ❖ 1966 – 1986 NIPA was headed by a Principal who was at the level of Under Secretary (Deputy Permanent Secretary) and reported to the Permanent Secretary Personnel Division at Cabinet Office



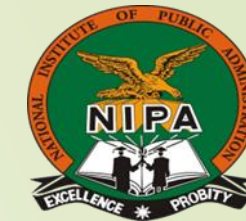
2. HISTORICAL MILESTONES...



- ❖ In 1985, following the recommendations of the Lavu Commission, the Zambian government decided to upgrade NIPA.
- ❖ As part of this upgrade, the position of the Principal was elevated to the level of Permanent Secretary, replacing the previous Under-Secretary (Deputy Permanent secretary) role.



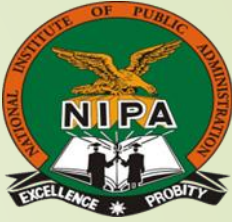
2. HISTORICAL MILESTONES...



- ❖ This change aimed to equip NIPA to better address the evolving training and development needs of senior management levels, including permanent secretaries and heads of parastatal institutions.
- ❖ 1987– Commencement Order to upgrade NIPA issued and new Principal appointed at the new level of Permanent Secretary



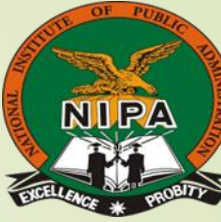
2. HISTORICAL MILESTONES...



- ❖ 1993– Public Sector Reform Programme (PSRP) launched by GRZ.
- ❖ PSRP led to major changes in the funding, structure and operations of NIPA. Commercialisation of NIPA as a result of PSRP.



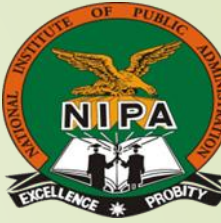
2. HISTORICAL MILESTONES...



- ❖ 1998 - Transformed into a semi-autonomous Institute by Act of Parliament Number 15 of 1998.
- ❖ Statutory Instrument (SI) signed by the Republican President in his capacity as Minister of the New NIPA, to operationalize the Act.



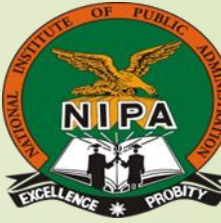
2. HISTORICAL MILESTONES...



- ❖ 2000 - NIPA Started operating as a Semi-autonomous Commercial entity.
- ❖ New policies formulated, operational and structural adjustments made in line with the new status.



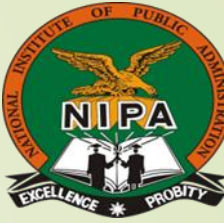
2. HISTORICAL MILESTONES...



- ❖ Hived off from Government financial support and started generating its own income.
- ❖ Diversified its training, research and consultancy services to include private sector clients including school leavers.



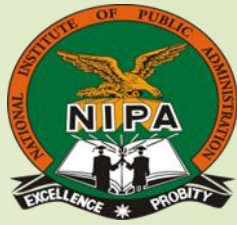
2. HISTORICAL MILESTONES...



- ❖ In 2005, NIPA conducted its final civil service law and obligatory examinations, marking a significant shift in its focus and functions.
- ❖ The year 2012 marked the last induction of permanent secretaries by NIPA, as the institution continued to evolve.



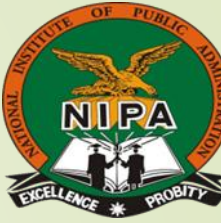
2. HISTORICAL MILESTONES...



- ❖ From 2015 onwards, NIPA expanded its educational offerings to include bachelor's degree programmes and postgraduate diplomas.



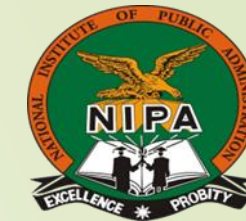
2. HISTORICAL MILESTONES...



- ❖ And in 2020, NIPA launched master's degree programmes. Currently, NIPA boasts an impressive array of 57 academic programmes, comprising 41 undergraduate and 16 postgraduate programmes, all registered and accredited by the Zambia Qualifications Authority (ZAQA).



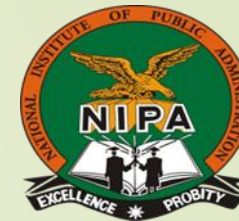
2. HISTORICAL MILESTONES...



- ❖ This achievement of 57 ZAQA Accredited and Registered academic programmes makes NIPA the institution with the highest number of accredited programmes by ZAQA among all higher learning institutions in Zambia.
- ❖ 2nd June 2023, Gazette Notice no. 732 of 2023 placed NIPA among the ten (10) recognized public higher education institutions/universities in the country. The list includes, inter alia, UNZA, CBU, and MU.



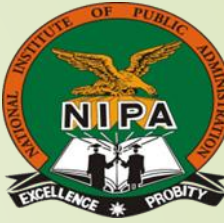
2. HISTORICAL MILESTONES...



- ❖ In 2016, for operational purposes, the oversight role of the institute was delegated to the vice president through gazette notice no. 836 of 2016, a change that lasted until September 23, 2021.
- ❖ On 24th September, 2021, through Gazette Notice No. 1123 of 2021, the oversight role of the institute was returned to the president.



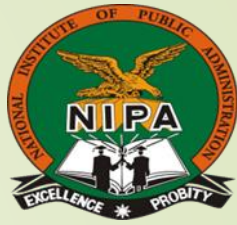
2. HISTORICAL MILESTONES...



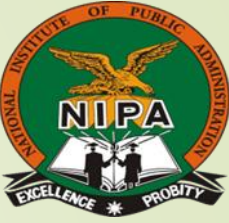
- ❖ In 2021, NIPA conducted its last induction of a minister, signaling further developments in its role and responsibilities.
- ❖ On 18th July 2023, the Zambian Government issued a directive to NIPA, instructing it to revitalize Public and Civil Service Training and Certification, with the commencement date set for 2nd January 2024.



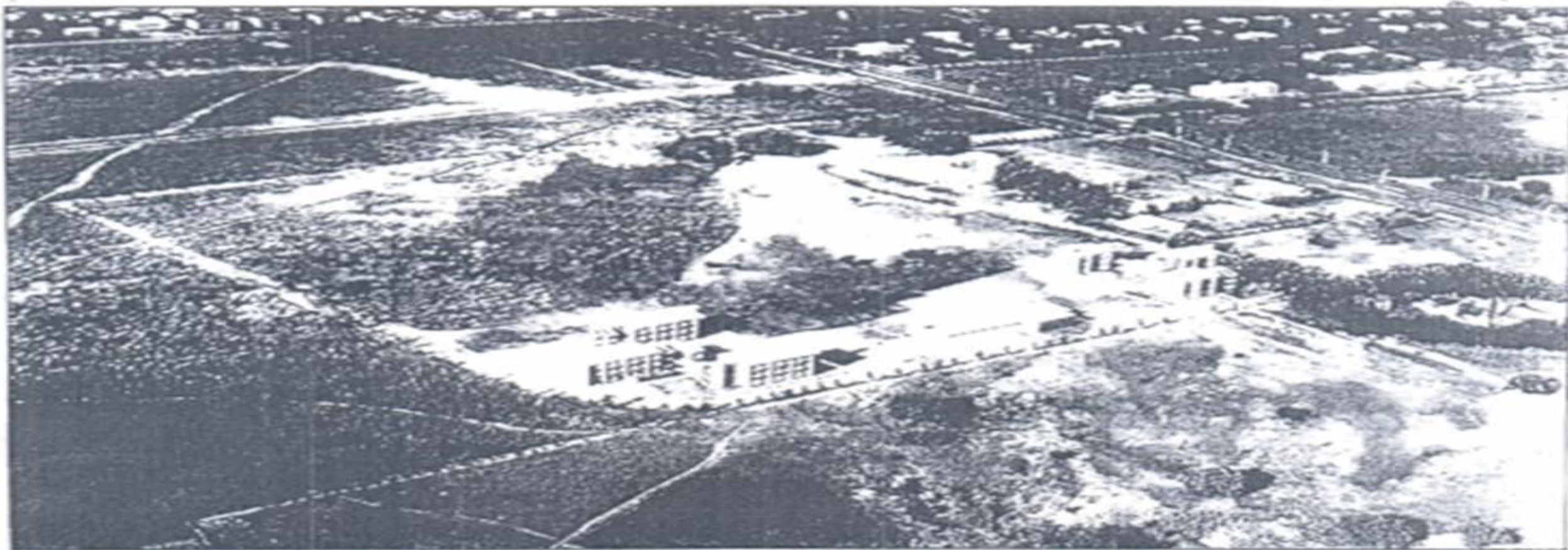
2. HISTORICAL MILESTONES...



- ❖ The reintroduction by GRZ of mandatory Public Service Training and Certification Programme aligns with the government's commitment to strengthen public service performance management systems, promote effective leadership, professionalism, meritocracy, performance, and accountability among public servants and institutions



PICTORIAL OVERVIEW



An aerial view of NIPA in 1963 before it was completely built up and the surrounding areas were still virgin land



Sir Evelyn Hone - Governor of the then, Northern Rhodesia laying the foundation stone for NIPA (then Staff Training College) on 30th October, 1963



From right, NIPA Principal Ian Mackinson. Then President of Republic of Zambia Dr. Kenneth Kaunda and Mrs. Mackinson wife to Mr. Ian Mackinson singing the National Anthem at NIPA during an official occasion when The Staff Training College was re-named National Institute of Public Administration in 1966



Frontage of NIPA Main Campus in the sixties



Former Principal Ian Mackinson poses with course participants' from Swaziland clad in their traditional attire after a training programme in 1967



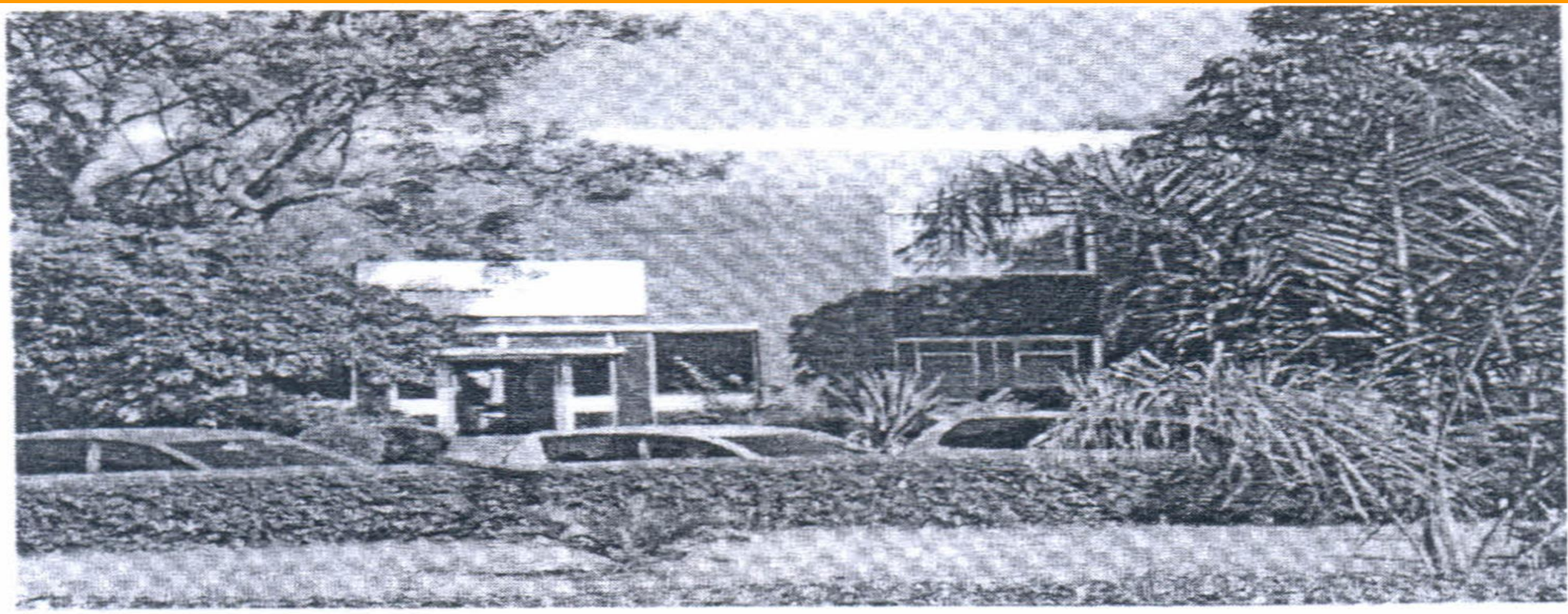
**First Republican President Dr. K.D. Kaunda
visiting NIPA and being shown around -1989**



Ian Mackinson with Aaron Milner, Secretary-General to GRZ - 1970 visiting NIPA



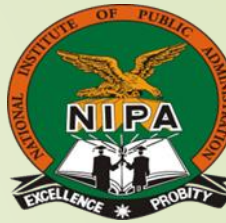
The Hon. A.M. Milner, M.P., Secretary-General to the Government, opens Nigeria Hostel. July, 1972 as an official from Nigerian Embassy looks on.



Frontage of NIPA Main Campus in 2013



INFRASTRUCTURE DEVELOPMENT: NIPA AFTER 50 YEARS



THE NIPA ICT/INFORMATION AND CONFERENCE CENTRE



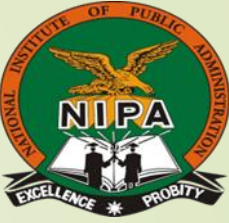
THE NIPA INFORMATION AND CONFERENCE CENTRE



Vodafone kiosk



ONE STOREY CLASS ROOM BLOCK



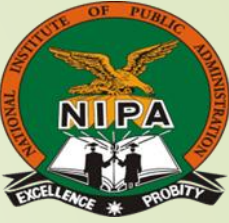
**His Excellency Mr. Hakainde Hichilema arriving at
NIPA on 31st August , 2023**



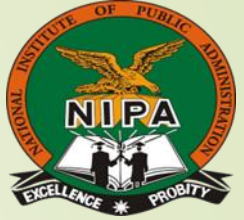
His Excellency Mr. Hakainde Hichilema addressing Staff and Students at NIPA



His Excellency Mr. Hakainde Hichilema with Ministers, Staff and Students at NIPA



THANK YOU



ANY QUESTIONS