



**6TH CONFERENCE OF AFRICAN MINISTERS FOR PUBLIC /CIVIL
SERVICE**

THE CHAIRMAN'S PROGRAMME IMPLEMENTATION PLAN

FOR THE PERIOD 2008 TO 2010

22ND MAY 2009

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1.0 INTRODUCTION

The Mandate of the Chairperson of the 6th Conference of African Ministers of Public/Civil Service is defined by the Midrand Declaration that was made at the end of the 6th Conference that was held in October 2008 in Midrand, South Africa.

The Declaration defines the Chairperson's work as developing Public Service and Administrative Capacity of the State, the adoption of the draft African Charter on Values and Principles of Public Service and Administration and finalization of the Long-Term Strategy (LTS) on African Governance and Public Administration. The chairperson is expected to continue to implement on-going activities in the programme.

The LTS recommends that the African Union Commission (AUC) in partnership with African Ministers of Public/Civil Service be mandated to:

- i. Advocate for, seek consensus and popularize the Vision of a Capable Developmental State anchored on the African Charter and proposed pillars
- ii. Facilitate the development of a continental knowledge-management architecture for public service
- iii. Define a strategy and workplan for each of the six pillars proposed in this LTS
- iv. Institute Public Service consultative forum(s) to anchor country and regional peer learning and innovation according to the master plan developed.
- v. Establish a multi-partnership framework to coordinate the mobilization of resources in support of the AUC and the programmes of the Ministers for Public/Civil Service

The Declaration recognizes that the Chairperson cannot implement all activities in the LTS over a period of two years but is expected to focus on more immediate challenges and concerns affecting member states. It is in view of this that ten thematic areas within the six pillars of the LTS are proposed for implementation over the next two years.

This Programme Implementation Plan is anchored on the Midrand Declaration and the Long Term Strategy (LTS).

2.0 OBJECTIVE OF THE CHAIRPERSON'S IMPLEMENTATION PLAN

The overall objective of the Ministers' Programme is to have a transformed Public Sector in the African continent by providing a forum for exchanging best practices, mentoring, coaching, sharing comparative advantage and enhancing scrutiny on the reform agenda in the continent.

This Programme Implementation Plan is accordingly focused on delivering on the above stated objective. In this regard, the Programme Implementation Plan provides a road map for implementation of activities within the mandate of the chairperson helps to determine the implementation strategy and defines the deliverables in programme implementation.

3.0 PROGRAMME IMPLEMENTATION STRATEGY

In terms of programme implementation the Chairperson will work closely with the Champions to broaden participation by member states. It is proposed that a selected thematic area be implemented by a continental champion who will be supported by two co-champions. The Chairperson has identified ten thematic areas to be implemented. If this is adopted by the Bureau there would be ten champions and twenty co-champions in implementation of activities. The role of the Chairperson will be to facilitate and coordinate the activities of the champions. The champion strategy will ensure that programme activities are implemented simultaneously in a number of countries; greater buy-in and ownership of programme activities across the continent.

The chairperson will work in close consultation with the African Union Commissioner (AUC) in programme implementation for guidance and support. This has already begun with a consultative meeting having been held in Nairobi in April 2009 to deliberate on the hosting of this Bureau Meeting and other issues related to the whole Ministers' Programme.

In terms of marketing and publicity, the Chairperson will work with the Regional Development Communities (RECs) and other stakeholders. The chairperson will work with stakeholders such as New Partnership for Africa's Development (NEPAD), Association of Management Development Institutes Network (AMDIN) and African Association for Public Administration and Management (AAPAM). These are expected to play a critical role in supporting implementation of programme activities by Champions.

It is expected that the Chairperson will collaborate closely with the African Union Commissioner, Development Partners, Bureau members and Champions in mobilizing resources for programme implementation. Collaboration with Development Partners has already begun as evidenced by the facilitative support they have given to this Bureau Meeting.

4.0 BASIS OF ACTIVITIES: THEMATIC AREAS

The activities to be undertaken by the Chairperson, as stated earlier, are defined by the Midrand Declaration and the Long-Term Strategy (LTS). These activities fall within six pillars. The six Pillars are Service Delivery and Development; Human Resources; Information and Communication Technology in Public Service; Organizational and Institutional Development; Budget, Finance and Resource Mobilization and Monitoring and Evaluation.

THEMATIC AREAS WITHIN THE SIX PILLARS TO BE IMPLEMENTED

a. SERVICE DELIVERY AND DEVELOPMENT

Thematic Areas

1. Africa Public Service Day
2. African Public Service Charter
3. Innovations and Awards
4. Ant-corruption

b. HUMAN RESOURCES

Thematic Areas

5. Human Resource Planning, Development and Management
6. Management and Leadership Development
7. Policy and architecture of human resources

c. INFORMATION AND COMMUNICATION TECHNOLOGY IN PUBLIC SERVICE

Thematic Areas

8. ICTs as an enabler for service delivery in Public Service

d. ORGANIZATIONAL AND INSTITUTIONAL DEVELOPMENT

Thematic Areas

9. Organizational Development
10. Post Conflict Reconstruction and Development

e. BUDGET, FINANCE AND RESOURCE MOBILIZATION

Thematic Areas

11. Performance Management and Measurement

f. MONITORING AND EVALUATION

Thematic Areas

12. Monitoring and Evaluating performance in Public Service Delivery

This Paper has been adopted by the Bureau members