



NIPAM BULLETIN

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NIPAM'S REFLECTIONS ON THE PUBLIC LECTURE CONDUCTED BY THE ILO DIRECTOR GENERAL



Ms Maria Ndatiwelao Nangolo
Executive Director: NIPAM

The Namibia Institute of Public Administration and Management (NIPAM)'s Executive Director, Ms Maria Ndatiwelao Nangolo, applauds the International Labour Organisation (ILO) Director General, Mr Guy Ryder's thought-provoking public lecture held at NIPAM on 6 August 2018.

Mr Ryder presented the lecture as a guest of honour of the Ministry of Labour, Industrial Relations and Employment Creation. The theme of the lecture was "the future of work, sustainable development goals, and the role of the ILO in multi-lateral institutions". During the well-attended lecture, Mr Ryder postulated the drivers of work place change to be: demographics, globalisation, technology and climate change which he said are key influencers for the future of work.

NIPAM, as a public institution, with a mandate to conduct training, consultancy services, research and capacity evaluation in the public sector of Namibia couldn't agree more with Mr Ryder. The public sector world of work is not immune to the imminent change. As such, NIPAM endeavours, as part of its strategic intent, to direct its efforts to position itself and its clients for change to ensure future-readiness in response to the key drivers. This will create an enabling environment in moulding the Namibian public sector into a unified and coherent state machinery capable of delivering effective and efficient services to the Namibian society now and into the future.

A service delivery in a globalising world

NIPAM is committed to shaping its service delivery to enable its clients, the Public Sector to operate in a global context by ensuring that training content is aligned with global best practises and standards. In so doing, its creating an enabling environment for its clients to realise and to adopt competitive best practises. Moreover, the Public Sector has adopted globally focused work environments based on international best practises and standards. A good example is the Ministry of Health and Social Services in adopting the universal health package, including other best practises. As such, they have been able to provide quality services. The other example is law reform around marine and fisheries, which has resulted in global investments. In the case of Namibia, a number of ministries have adopted global best practices, albeit sometimes without operationalising them. Therefore, NIPAM undertakes to build capacity in areas of needs.

Investing in technology to drive output and growth

The establishment of the e-Government Project will continue to provide an online government platform from which public servants can collaboratively deliver services that are integrated, centralised and accessible to the citizens, businesses, government institutions and visitors alike.



Mr Guy Ryder
Director General: ILO

In light of technological advancement as a key driver for change, NIPAM, as part of its mandate and subsequent strategy, has prioritised technology as a corner stone in driving technologically focused training within the Public Sector. The training packages will include but will not be limited to e-learning platforms to deliver training and capacity building to foster e-government culture in service delivery.

Integrating climate change, the future of work and sustainable service delivery

Climate change is cross-cutting and thus will be embedded into training content. NIPAM's commitment is to ensure that the Public Sector has the technical know-how and readiness to address issues related to climate change. Through strategic partnerships with the Ministry of Fisheries, Ministry of Environment and the Ministry of Mines and Energy, NIPAM will explore setting relevant protocols on climate change, thus contribute to mitigating the impact of climate change on Namibia.

NIPAM's service delivery overview

NIPAM serves close to 150 000 people in the public sector. These include 98 Public Enterprises (with more or less than 20 000 public servants), 34 Offices, Ministries, Agencies (with approximately 120 198 public servants), 14 Regional Councils (with almost 1748 public servants) as well as 57 Local Authorities (with more or less than 8481 public servants). The above form an outright three tier sector of Namibia's government which are the Central Government, the Regional and Local Government as well as the Public Enterprises.

NIPAM's strategic focus for 2018 are to increase relevance, strengthen governance and financial sustainability, strengthen systems processes and procedures, and strengthen human capital and risk management.

Below are some of the courses that NIPAM is currently offering:

- Management Development Programmes
- Management Development Programmes are offered by NIPAM with an aim of developing certain competencies across the public sector. These programmes further empower public servants to be innovative, have an adaptive and anticipatory capacity and develop competencies and instincts to tackle uncertainties and manage complex challenges within the public service. The programmes are;
- Executive Development Programme (EDP)
- Senior Management Development Programme (SMDP)
- Middle Management Development Programme (MMDP)
- Supervisory Development Programme (SDP)
- Foundation Programme

Functional (short) Courses; These courses focus on practical learning to meet a specific learning need in the Namibian Public Sector. The functional courses offered at NIPAM can update or broaden skills and knowledge in a specific area to enable lifelong learning.

Information and Communication Technology programmes are ICT courses designed to assist the public sector employees with foundation and advanced understanding of the use of computer systems.

TRANSFORMING THROUGH CAPACITY BUILDING