

Public Sector HR Network Launched in Africa

The Africa Public Sector Human Resource Managers' Network was launched during a workshop that was held from February 23-27 in Arusha, Tanzania. The initiative to develop a public sector HR managers' network in Africa was first discussed at the 2007 IPMA-HR International Symposium in Cape Town, South Africa. A small group of participants at that meeting volunteered to work to make the network a reality. The goal of the network is to enhance professionalization of human resource management in the public sector in African nations.

The February workshop in Arusha had a theme of Enhancing Professionalization of Human Resource Management in the Public Service in Africa. There were more than 150 participants from 22 African countries at the workshop. Participants addressed the following issues:

- Public service reforms and human resource development in Africa
- Initiatives for enhancing professional capacity of human resource managers in the public sector in African nations
- The role of human resource managers in transforming the public service
- Challenges facing human resource managers in the public service and strategies for overcoming those challenges
- Supporting human resource development in the public service: and defining the role of senior public service leaders
- Human resource development approaches and methodologies
- Analyzing human resource development needs in the public service—some countries' experiences
- Formulating a human resource development policy for the public service, and
- Institutionalizing professional capacity development of human resource managers in the public sector in African nations

At the workshop, the participants unanimously approved the establishment of the network and adopted its constitution and elected officers. George Yambesi, permanent secretary, president's office – Public Service Management, United Republic of Tanzania was elected president; and Odette Ramsingh, director general, Public Service Commission of South Africa was elected the deputy president. IPMA-HR was represented at the workshop by IPMA-HR Executive Director Neil Reichenberg, CAE, and IPMA-HR Vice President of International Programs John Lavelle. The establishment of the network has been supported by the United Nations Department of Economic and Social Affairs and led by John-Mary Kauzya, chief, Governance and Public Administration Branch.