

ORGANISATION PROFILE



THE AFRICAN ASSOCIATION FOR PUBLIC ADMINISTRATION AND MANAGEMENT (AAPAM)

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 AAPAM-African Association for Public
Administration and Management

 @AAPAM_org

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TABLE OF CONTENTS

2		About AAPAM
2		Historical Background
3		Mandate
3-4		Mission and Vision, Objectives Core Values
4		Membership
5		Administrative Organs
6-8		AAPAM Programmes <ul style="list-style-type: none">• Training• Applied Research• Consultancy• Inter-Country Visits• Conferences• AAPAM publications
8		AAPAM Special Events
10		AAPAM Networks
11		AAPAM Achievements
12		AAPAM Executive Committee
15		AAPAM Membership Form

ABOUT AAPAM

The African Association for Public Administration and Management (AAPAM) is an international professional organization that promotes best practice, excellence and professionalism in public administration and management in Africa through research, publications, training, seminars, consultancy, conferences and awards. AAPAM membership includes governments, private sector, civil society and international organizations. AAPAM operates mainly but not exclusively in Africa.

What is Public Administration?

According to UNDP, public administration has two closely related meanings:

- (a) The management and implementation of the whole set of government activities dealing with the implementation of laws, regulations and decisions of the Government and the management related to the provision of public services.
- (b) The aggregate machinery (policies, rules, procedures, systems, organizational structures, personnel and so forth) funded by the state budget and in charge of the management indirection the affairs of the execute government, and its interaction with other stakeholders in the state, society and external environment;

(United Nations Development Programme, Democratic Governance Group, Public administration practice note, Bureau for Development Policy, 2003).

AAPAM Historical Background

Founded over forty years ago, AAPAM has led efforts to strengthen the administration and management capacity African public administration systems. These efforts date back to 1962, when a group of Permanent Secretaries in charge of Public Services from several African countries, met to discuss two main problems, among others, facing the African Public Services then.

Similar meetings came to be held every year in rotation various capitals of independent Africa. By 1965 every Head of Civil Service looked forward to attending the Inter-African Public Administration Seminar as the meetings came to be known.

In 1971, this network of Heads of Civil Service decided to formalize their assembly giving birth to African Association for Public Administration and Management (AAPAM). The Association was inaugurated by the President of Sierra Leone, the late Dr. Siaka Stevens and had, as its first President, Kenya Cabinet Minister the late Dr. Robert Ouko.

Other Presidents of AAPAM include Mr. William Wamalwa (Kenya), Dr. Robert Dodoo (Ghana), Dr. Jonathan Chileshe (Zambia), Mr. John Mitala (Uganda), Mr. Tlohang Sekhamane (Lesotho), Mr. Abdon Agaw Jok Nhial (South Sudan), Dr. Roland Msiska, (Zambia) and currently, Dr. John Nakabago (Uganda).



Our Mandate

AAPAM derives its mandate from the Constitution and Rules as approved by the General Assembly in Livingstone, Zambia, 7th December 2005.



Our Vision

To be the leading professional association for African public service practitioners and managers.



Our Mission

To promote and spearhead Best Practice, Excellence and Professionalism in Public Administration and Management in Africa.

Objectives

AAPAM aims to:

- Provide a forum for exchanging ideas and experiences between Public Administrators, Managers, Scholars and Teachers of Public Administration and Management in Africa.
- Bring together top African Administrators and Managers to discuss topical managerial problems with a view to sharing experiences and trying to find solutions to Africa's development problems.
- Foster professionalization of Public Administration and Management in Africa.
- Assist, encourage and contribute to the study of the problems and techniques of Public Administration and management in the African continent.
- Promote research in Public Administration and Management on the African continent.
- Foster affiliation and maintain liaison with other international bodies and organization interested in public administration and management.

Core Values

AAPAM core values are:

- Commitment to enhance delivery of quality public service in Africa.

- Commitment to research and development to improve the quality of public services in Africa.
- Commitment to the principles of good governance in member states
- Results oriented.
- Transparency and accountability
- Commitment to teamwork

AAPAM MEMBERSHIP

AAPAM is an Association whose membership is based on three categories.

1.African Governments

They provide AAPAM with annual sub-event, offer hosting facilities for its seminars and conferences. The Government of Kenya in addition, hosts the AAPAM Secretariat in Nairobi and provides the Secretariat infrastructural support, logistics and diplomatic goodwill.

2.Corporate Members

This category of membership consists of;

- Management Development Institutes (MDI's)
- Universities and Training Institutions
- Government parastatals
- Other International institution and corporate bodies

3.Individual Members

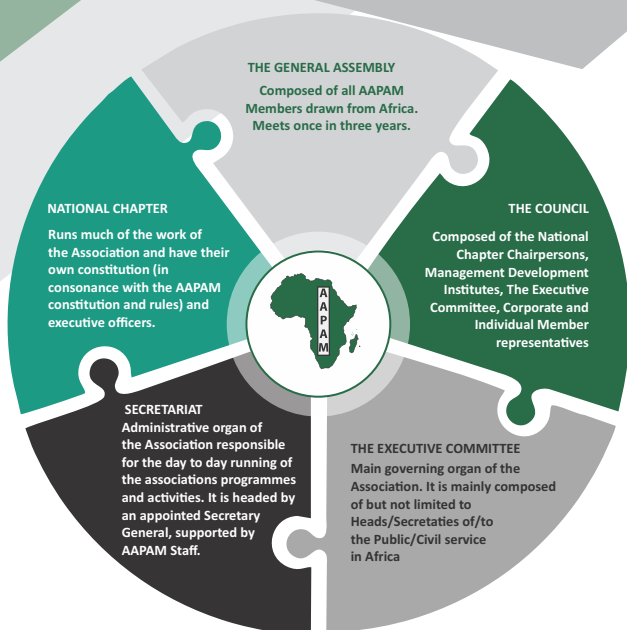
Mostly consist of senior level public sector managers, top administrators in the public services, management consultants and academics in institutions of higher learning in Africa, young professionals and students.

Membership Benefits

AAPAM Members enjoy the following general benefits among others:

- Receive free copies of our publications i.e. Journal, Newsletter and Conference Report;
- Are among the first to learn about cutting edge public administration theory and practice and continue to have access to research and our outstanding publications;
- Enjoy exchange programmes which will enable them to visit other countries in Africa and beyond and share learning experiences;
- Get Involved, in accordance with required expertise in the Association's consultancy archives, conferences and workshops;
- Enjoy networking opportunities with their peers and leaders in the public service;
- Enhance their skills through regional and national events among others

ADMINISTRATIVE ORGANS OF AAPAM



AAPAM's governing and administrative organs are:

The General Assembly - which is composed of all AAPAM Members drawn from Africa meets once in three years.

The Council - which is composed of the National Chapter chairpersons, Management Development Institutes, the Executive Committee and corporate and individual members' representatives. The Council meets once a year.

The Executive Committee - this is the main governing organ of the Association. It is mainly composed of but not limited to Heads/Secretaries of/to the Public/Civil service in Africa. This committee is comprised of an elected President, an elected Deputy President, AAPAM's Secretary General and five elected Vice-Presidents representing the five regions (North, East, West, South and Central) of Africa and an Ex-officio member. The committee meets at least twice a year.

Secretariat - this is the technical and administrative organ of the Association responsible for the day to day running of the association's programmes and activities. It is headed by an appointed Secretary General supported by AAPAM staff. The Secretariat has its headquarters in Nairobi, Kenya.

National Chapters - much of the work of the Association is run under the aegis of national chapters which have their own constitution (in consonance with the AAPAM constitution and Rules) and executive officers.

AAPAM PROGRAMMES

AAPAM's programmes include the following:

1. TRAINING

The Association conducts wide spectrum training for senior and middle level practitioners and young professionals in the private and public sector through Seminars, Workshops and short courses. The training's are in the field of leadership, governance, management, administration, human resource and other related spheres. The trainings are aimed at building capacity in the public sector.

The National Chapters equally organize seminars and workshops for public servants, university and college students, professionals, business people and local communities. They also hold day seminars, and observe the Africa Public Service Day every 23rd of June.

2. APPLIED RESEARCH

The association endeavours to foster the discovery of new and innovative knowledge and skills through research in the field of public administration and management. AAPAM brings together several practitioners and academics who conduct research on selected issues. The output benefits from both a comparative approach and input that is rich in theory and practice.

3. CONSULTANCY

Over the years, AAPAM has accumulated a wealth of experience in administration and management in addition to various programmes undertaken by the Association. To this end, it offers consultancy services to Governments, Corporate Bodies, Regional and International Organizations through its vast network of experts.

4. INTER-COUNTRY VISITS

These are organized at the request of interested parties.

5. CONFERENCES

AAPAM organizes an Annual Roundtable Conference and periodically, other conferences focused on current critical issues in African public administration and management in order to increase the knowledge and skills of senior level policy-makers across the continent. The conferences are aimed at sharing knowledge, networking and championing a common agenda towards development in Africa. The themes of the conferences are identified based on prevailing challenges affecting public administration and management in Africa.

The Roundtable conference brings together senior African government officials to: enhance their knowledge of international best practices and awareness of global socio-economic successes, challenges and lessons learned; find common solution to public sector problems; enhance the profile of the public service within governments and the public; and develop public sector networks and public service delivery.

The AAPAM Roundtable has been held every year since 1978 in different locations. The conferences enlist the participant of delegates from various countries across Africa, including: Ministers; High-level public functionaries drawn from the Executive, Legislative and Judicial Arms of Government; Heads of national planning ministries/agencies/ offices/commissions, Renowned academics and researchers; Civic leaders (from NGOs and Civil Society organisations); Representatives from banks and financial institutions industry, donor agencies, United Nations, The African Union, and other regional groupings.

6. AAPAM PUBLICATIONS

AAPAM produces a wide range of publications to circulate best practices and lessons learned in public administration and management amongst students, teachers, researchers and practitioners across the African continent. Through its publications including books, journals, newsletters and conference reports, AAPAM enhances the knowledge and skills of senior level policy-makers - aimed at strengthening the administrative and management capacities of the African public services.

a) African Journal of Public Administration and Management (AJPAM)

The AJPAM is a bi-annual publication focusing on various aspects of public and development administration and management in Africa are invited from all parts of the world. AJPAM gives preference to original works that are empirically based and/or suggest new insights and innovative ideas in African administration and management. AJPAM is widely recognized as an authoritative tool for the teaching and practice of Public Administration Africa.

b) AAPAM Newsletters

The AAPAM Newsletter is published bi-annually in English. It enables AAPAM keep members informed about the activities of the Association. It also deals with topical issues on public administration and management in Africa.

c) AAPAM Conference Reports

AAPAM publishes a formal report of its conferences in a hard copy format. These reports contain a play by play narrative of the conference proceedings.

d) AAPAM Case Studies

AAPAM is seeking to develop a case study collection focused on various topics of interest in African public administration and management. This collection would offer practitioners, students, and academics of public administration practical examples of public administration as it is lived in the African contexts.

e) Monographs and Books

One of the major objectives of AAPAM is to promote research in African administrative and management problems aimed at finding a solutions to Africa's multiple crises. Conferences and research projects carried out through the Association's initiative have resulted in the publication of books used as basic texts for teaching in Institutes and Schools of Public Administration and Management, as well as serving as reference materials for practicing managers and administrators. A list of these books can be found in the Book Corner pages in the AAPAM .

7. AAPAM SPECIAL EVENTS

AAPAM Awards

AAPAM's Awards program was launched in 2005 and consists of five categories of awards:

1. AAPAM gold medal,
2. AAPAM award for innovative management,
3. AAPAM award for outstanding contribution to knowledge in public administration and management,
4. AAPAM award for excellence in the teaching of public administration in Africa and
5. AAPAM award for best student essay.

The awards recognize persons and institution in the public service that have made outstanding contributions in field of public administration and management in Africa. They also aim to set standards of excellence for others to aspire and enhance the image of public sector as a worthy domain for career pursuits.

The awards are usually supported by individuals and organizations who undertake to promote innovation in the continent.

a. AAPAM Gold Medal

The Gold Medal Award marks the exceptional achievement of an individual who has shown distinctive leadership or has made a significant contribution to the advancement of excellence in public administration and management in Africa. Awarded biennially, the AAPAM Gold Medal is the highest honour accorded by AAPAM to outstanding public service.

With previous support from CIDA through IPAC programming, three gold medals were developed by the Canadian Mint (a 14-carat minted Gold Medal).

Gold Medal Past Winners

- Dr. John-Mary Kauzya (Uganda), in 2022
- Dr. Najat Zarrouk (Kingdom of Morocco), in 2018
- Amb. Francis Muthaura (Kenya), in 2015
- Professor Malcolm Wallis (South Africa), in 2011
- Professor Gelase Rwabyo Mutahaba (Tanzania), in 2009
- Professor Adebayo Adedeji (Nigeria), in 2007

b. AAPAM Award for Innovation

Whereas the AAPAM Gold Medal is an award for Individual achievement, the Innovative Management Award is to recognize organizational achievement. It is intended to encourage create managerial initiatives in public administration and management in Africa. Entries are judged by a jury on five categories: innovation, relevance, significance, sustainability and replication.

It is awarded annually and usually currently supported by willing donors, organizations and individuals.

Innovative Management Past Winners (Gold Medal)

Egypt - Egypt Post, Yalla Super App Integrated with WiN Loyalty Program, 2022

Zambia - Ministry of Chiefs and Traditional Affairs' (MOCTA), 'Ending Child Marriage', 2019.

Egypt – Ministry of Planning, Monitoring and Administration Reform (MOPMAR), 'Egyptian Birth and Death Registration System (EBDRS)', (2018).

Rwanda – Judiciary of Rwanda, 'Fostering Justice Delivery at Local Level in Rwanda' (2017).

Kenya – Ministry of Devolution and Planning Huduma Center (2015).

Kenya – Ministry of State for Defence, "Diesel Powered DEFTEC Made Mobile Field Kitchen (DMMFK)" (2012).

South Africa – Independent Electoral Commission (IEC), "Result Slip Scanning Project" (2011).

Tanzania – Tanzania Revenue Authority, Planning and Modernization Programme Unit, "Integration of TRA Operations" (2010).

Rwanda – Directorate General of Immigration and Emigration, National Security Services, "Online Visa Entry" (2009).

Tanzania – Tanzania Investment Centre, -"Investment Document, Facilitation Records Management Systems" (2008).

South Africa -South African Police Service- "Community Service Centre" (2007).

AAPAM NETWORKS

AAPAM appreciates the many facets of the Public Service and has thus established various networks, in order to effectively reach these facets. These networks include;

1. AAPAM YOUNG PROFESSIONALS NETWORK

In the implementation of any country's development programme, the Civil Service relies on the critical link consisted by the middle level public servants - consisting of the young civil servants and those progressing towards the top of the civil service hierarchy.

As a result, AAPAM constituted the Young Professionals Network whose membership includes young public/civil service professionals (who have entered the public/civil service in the last five years and who are 35 years or less).

- The Programme sponsors Young Professionals in the public service to participant in high level public sector conferences - where they lobby for issues concerning young/new public sector professionals.
- Aims to forge a link between the older more experienced public sector managers and build capacity among the younger generations of public servants.
- The Network aims to address the unique challenges faced by young professionals entering the civil service - give them the necessary skills, ethics, values and techniques to mould them into respected professionals and upcoming leaders.

2. AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK (APS-HRMNET)

APS-HRMnet was established as a recognition to the need for the development of competent and professional human resource managers in Africa's public sector.

The overall objective of the APS-HRMnet is to provide human resource managers in the public sector in Africa with a networking platform for advocacy, human resources management professional development, information and knowledge sharing to enhance organizational and individual capacity for effective performance in the public sector.

The Network is sponsored by the United Nations Department of Economic and Social Affairs (UN DESA), the Commonwealth Secretariat, the United Nations Development Program and the various African governments.

APS-HRMnet Activities

- Research, publications, education and training on human resource management in the public sector in Africa.
- Organization for certification of human resource managers in the public sector.
- Networking national, regionally and international.
- Providing advisory services to governments and undertaking advocacy activities in various aspects of human resource management.

3. NETWORK FOR ACADEMIA AND RESEARCHERS

This network aims at creating a platform for championing the needs and capacity development of the academia and researchers' fraternity. It also focuses on enhancing their interaction through a common networking platform.

4. WOMEN IN AFRICAN PUBLIC SERVICE NETWORK (WAPAN)

The vision of WAPAN is to promote diversity and gender approach in the African public administration and management. The network aims at:

- Supporting and promoting mutual value for women in the public service.
- Giving women and women leaders the opportunity to develop their own resources and potential.
- Creating platforms for women to network, exchange and share experiences and ideas.
- Fostering women empowerment through capacity development.
- Utilizing available platforms like digital transformation to foster gender equity.
- Mentorship of young women into leadership positions.

AAPAM ACHIEVEMENTS

AAPAM has made tremendous strides towards attaining its stated goals and objective; key areas of achievement include:

1. Observer/ MOU with United Nations
2. Observer Member of the Committee of Experts in Public Administration (CEPA)
3. Member of the United Nations Public Administration Network (UNPAN)
4. Member of African Union STC-8
5. Robust membership of competent public administrators
6. Partnerships at regional, continental and international levels
7. Provided scholarship opportunities for post-graduate studies
8. Reputable publications and literature on public administration and management
9. Spearheaded continental and international development goals

AAPAM EXECUTIVE COMMITTEE 2022 - 2026

Dr. John Nakabago - President
Director, Finance & Administration
Secretary to Governing Council
Uganda Management Institute
Republic of Uganda

Mr. Dada, Joseph Olugbenga, mni. - Deputy President
Director of Studies & Head
Computer & Information Management Studies Department
Administrative Staff College of Nigeria (ASCON)
Nigeria

SUB REGIONAL VICE-PRESIDENTS

Dr. Prof. Saleh Elsheikh - Vice President, North Africa
Central Agency for Organization and Administration (CAOA)
Egypt

Dr. Nicholas Francis Ayamga - Vice-President West Africa
Deputy Director
Parliament of Ghana
Ghana

Ms Yoliswa Makhasi - Vice-President South Africa
Director General
Department of Public Service and Administration
South Africa

Mr. Faustin Clovis Noundjeu - Vice-President Central Africa
Civil Engineer
Deputy General Manager
Cameroun Real Estate Corporation
510, avenue de l'indépendance, hippodrome
BP 3867 Yaoundé, Cameroon

Mr Ayoub Juma Kilabuka - Vice-President East Africa
Director of Corporate Services
Tax Revenue Appeals Board
Tanzania

Mr. Amos Gathecha EBS, NDC (K) - Vice-President Headquarters
Principal Secretary,
State Department for Public Service
Ministry of Public Service, Gender and Affirmative Action

Mr Rajab Lukwago- Vice President YPN
Senior Assistant Secretary,
Ministry of Energy and Mineral Development
Kampala, Uganda

SECRETARY GENERAL
Prof. George Kojo Scott

MEMBERS OF THE AAPAM COUNCIL

A. Representatives of Corporate Members

1. Uganda Management Institute.
2. Kenya School of Government.
3. Lesotho Institute of Public Administration and Management.
4. Ghana Institute of Management and Public Administration.
5. University of Pretoria.
6. Djibouti National School of Public Administration.
7. National School of Administration, Tunisia Representatives of Individual Members.

B. Representatives of Individual Members

1. Dr. Teferi HaileMichael

Director, Addis Center for Sustainable Development
Kotebe Metropolitan University
Addis Ababa, Ethiopia

2. Abdou Meizar,

Director, National Institute of Public Administration- Djibouti
Salines West
City 155, Djibouti

- C. Host of Country Annual Roundtable Conference
- D. Representatives of National Chapters
- E. Chief Editor- AJPAM
- F. Chair of the IMA Jury
- G. Rapporteur Generale

OFFICIALS OF THE YOUNG PROFESSIONAL NETWORK

Chairperson: **Mr. Rajab Lukwago**
Senior Assistant Secretary
Ministry of Energy and Mineral Development
Kampala, Uganda

Deputy Chairperson: **Mr. Aloma John Konuwa**
ICT Manager/Policy Analyst
Government of Sierra Leone
Sierra Leone

Representative West Africa: **Mrs Ciata Stevens d'Almeida**
Executive Director
President's Young Professionals Program
Liberia

Representative East Africa: **Ms. Saidah Malingha**
Assistant Secretary
Ministry of Justice and Constitutional Affairs
Uganda

Representative Southern Africa: **Ms. Gcino Mlaba**
Department of Public Service
and Administration - South Africa (DPSA)

Secretary: **Ms. Makafui Afi Nyatepe**
Assistant Director
Ministry of Defence
Ghana

for the AAPAM secretariat
Email: aapam@aapam.org

MEMBERSHIP APPLICATION FORM

Individual Membership

Name: _____
Job Title: _____

Current Employer: _____

Address: _____
Country: _____
Telephone: _____
Fax: _____ Email: _____

Corporate Membership

Name: _____
Type of Business: _____
Address: _____

Telephone: _____
Fax: _____ Email: _____

☐ I wish to join the Association as a Corporate/Individual member. I agree to abide by the Constitution and Rules of the Association and hereby enclose my membership fee (Kindly make out a cheque/draft or through bank transfer in convertible currencies payable to AAPAM) (Please note that the payment should be in full, i.e., net of bank charges)

Applicant's Signature: _____
Date: _____

Membership Fees

Enrolment

Corporate Member	US\$800
Individual Member	US\$100

Annual Subscription

Corporate Member	US\$800
Individual Member	US\$100

cut off here

If you are a progressive administrator, manager or academician, dedicated to improving management practices in Africa and are results-oriented, the Association is for you, we invite you to join us.

Fill in the Application form and send it to the AAPAM Secretariat as follows;

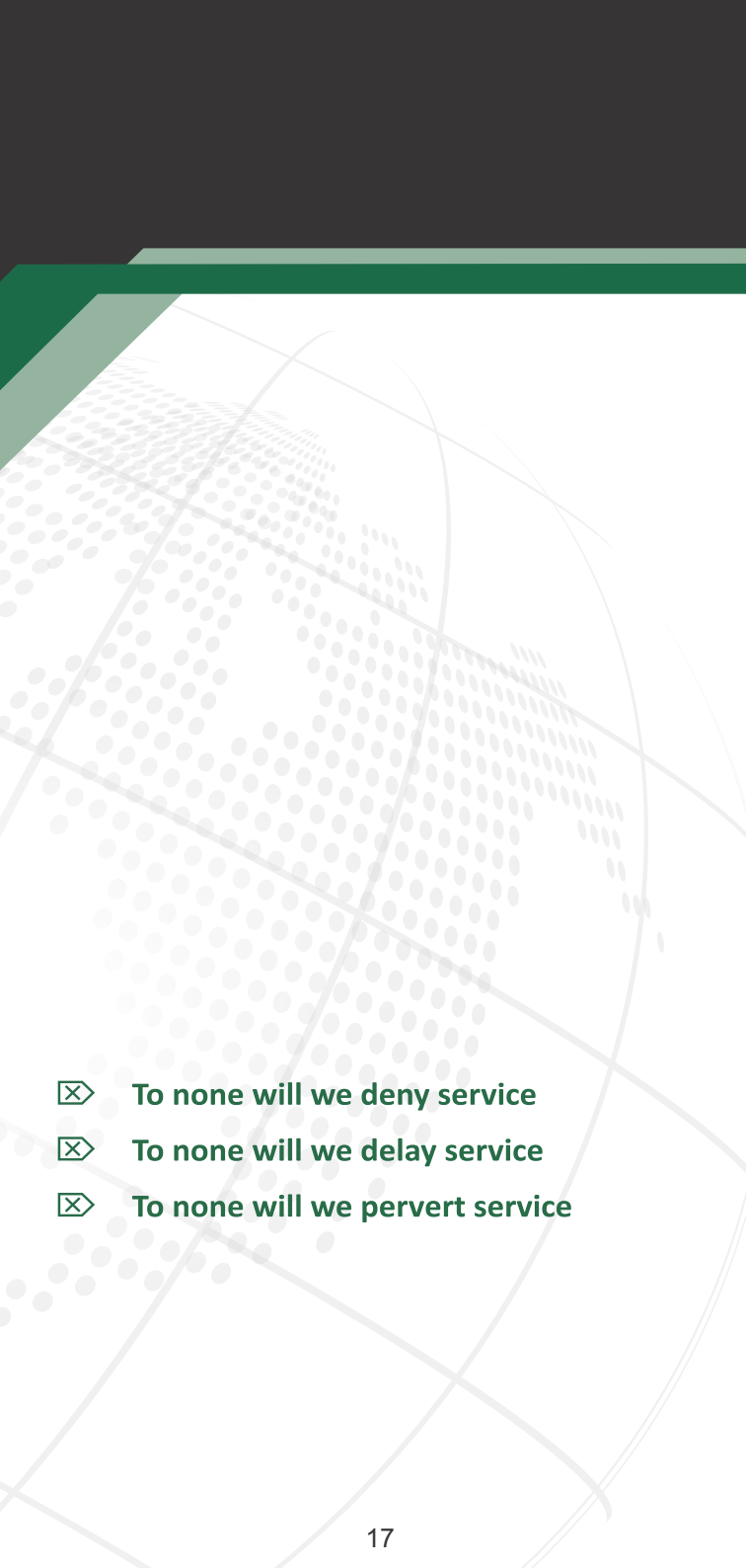
**The Secretary General,
African Association for Public Administration
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- ☒ To none will we deny service
 - ☒ To none will we delay service
 - ☒ To none will we pervert service



Design, Layout & Print:
PRINT SERVE