



NIPA LAUNCHES

PUBLIC SERVICE TRAINING AND CERTIFICATION PROGRAMME

By Lubosi Kikamba

The launch of the Public Service Training and Economic Governance Training for Cabinet Ministers took place on Wednesday, 21st February 2024, at the Mulungushi International Conference Centre, Kenneth Kaunda wing. President Hakainde Hichilema officially launched the training programme which started with cabinet ministers and will be rolled out to the entire public service. The Economic Governance Training for Cabinet Ministers was organised by the National Institute of Public Administration (NIPA) in conjunction with the National School of Government of South Africa. Notable Government officials present at the launch included the Vice President of the Republic of Zambia. Mrs. Mutale W. K. Nalumango and

Secretary to the Cabinet Mr. Patrick Kangwa. NIPA Executive Director Amb. Prof. Royson M. Mukwena and the Director-General of National School of Government, of the Republic South Africa Prof. Busani Ngcaweni were also present.

The holding of the Economic Governance Training stressed how important the creation and development of efficient and effective state institutions was to economic growth and how ministers are key players in the building and management of state institutions. key priority areas were identified as critical economic sectors for economic growth and job creation.

These areas include agriculture, tourism, manufacturing and mining. To these areas President Hichilema added energy as a

sector that was critical in driving all the prioritised sectors.

The Economic Governance Training marked the beginning of the Mandatory Public Service Training and Certification programme with the Cabinet Ministers being the first cohort.

During the launch, the Republican President received a certificate of participation as a demonstration of his commitment to the successful implementation of the Mandatory Public Service Training and Certification programme.

National
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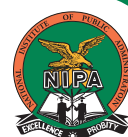


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ABOUT US

The National Institute of Public Administration (NIPA) was established in 1963 by Government as a Staff Training College (STC) for the Civil Service to meet the emerging challenges of building a new nation upon Zambia's attainment of Independence on 24th October, 1964.

Over the years, NIPA has evolved to meet the nation's training and development challenges with regard to skilled labour force. In 1998, NIPA transformed into a commercial entity under Act of Parliament No. 15 of 1998 operating under the following mandate:

1. To provide high quality training, research and consultancy in public administration;
2. To develop the capacity of the Institute in teaching, research and consultancy;
3. To provide high quality training, research and consultancy in private sector management and
4. To do all such things connected with or incidental to the foregoing.

OUR VISION

An Institute of choice promoting an ethical and competent Public Service

OUR MISSION

To provide market-driven training, research, and consultancy to the public and private sectors, and individuals to enhance their capacity for sustainable development

CORE VALUES

- Accountability
- Integrity
- Confidentiality
- Transparency
- Team Work
- Customer Centric

EDITORIAL TEAM



Merit B. Katotobwe
Chief editor, Marketing and
Communications Manager



Lubosi Kikamba
Assistant Registrar - Quality and Risk Assurance



Joseph Mwenya
Senior Marketing and Communications
Officer



Pauline T. Kabwe
Lecturer - Communication Skills



Muyani Shinjabale
Communications officer



Martin Nkolomba
HoD - Communication and Linguistics



Golden Mapulanga
Lecturer - International Relations



Amb. Prof. Royson M. mukwena (PhD)

Welcome to the first quarter issue of NIPA News for the year 2024. As you flip through the pages of this newsletter, consider yourself part of an exciting voyage into a future where excellence in public service is not just envisioned but enacted. In our previous edition, we celebrated

Executive Director's Message

60 years of NIPA's crucial role in Zambia's public administration landscape. Today, we build on that legacy, guided by our fifth strategic plan. This roadmap, entrenched in the values of integrity, innovativeness, teamwork, transparency, accountability, and a profound customer-centric ethos, symbolizes NIPA's unwavering commitment to elevating the standards of public service to new heights.

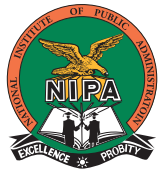
Our mission to provide market-responsive training, research, and consultancy is designed to empower individuals and organizations, ensuring sustainable development and social equity. As we embrace the challenges and opportunities of the coming years, our strategic objectives unfold as a series of signposts, guiding us toward our vision of being the

leading institute that molds an ethical and competent public service.

The theme for this quarter, "Unveiling the Future: A New Era of Public Service Excellence" is more than a chant; it is a reflection of a shared aspiration to make a permanent mark in crafting a responsive and dynamic public service capable of stewarding national growth.

Thank you for joining NIPA on this enriching journey. Your engagement with our initiatives and the ideas shared here fuels our collective progress and resilience.

**National
Institute of Public
Administration**



Chief Editor's Note



Greetings to our Esteemed Readers! As we turn the pages of history, the National Institute of Public Administration (NIPA) begins a new chapter—a chapter rich with the promise of progressive transformation and heightened service excellence. With this first quarter publication, we shine a

spotlight on the pioneering spirit that has characterized our journey so far and set the stage for the evolution that lies ahead.

Marking six decades of unparalleled dedication to Zambia's public service, last year's celebrations culminated in a reaffirmation of our commitment to public administration.

Now, embarking on 2024, we unfold our Strategic Plan with determination, ready to shape a future where ethical governance, innovative leadership, and collaborative success are our hallmarks.

As this publication reaches your hands, it carries more than updates and insights; it brings to the fore the concerted efforts of many. Efforts that have seen trainers sharpen their methodologies, researchers broaden their inquiries, and our administration

refine its operational efficiencies—all in the service of excellence.

In this edition, we invite you to delve deeper into the narratives behind our significant developments, considering how these shape our contributions to the nation. We spotlight voices that matter—from seasoned policymakers to the dynamic youth—each playing a role in our ongoing story.

Let this Editorial Comment be our collective resolve to cherish our past, celebrate our present, and create an illustrious future—the embodiment of the excellence that NIPA stands for. On behalf of the Editorial Team, we thank you.

Merit B. Katotobwe

President Hichilema Commissions Borehole



President Hakainde Hichilema cuts the ribbon at the unveiling of the commissioned borehole at NIPA on 15th February, 2023

On 31st August 2023, President Hakainde Hichilema visited the National Institute of Public Administration (NIPA).

During this visit, the President pledged a borehole, a bus and K100, 000 to both NIPA and Evelyn Hone College of Applied Arts and Commerce. On 15th February 2024, President Hichilema visited NIPA again to commission the borehole which he promised. During the event witnessed by students and staff, the President also fulfilled the pledge of K100, 000, a donation he explained came from him and his family.

Speaking during the commissioning of the borehole, NIPA Executive Director, Amb. Prof. Royson

Mukwena expressed NIPA's deepest gratitude that the President honoured his commitments, which included the payment for the conference facility used on August 31st, 2023, and the commissioning of the borehole.

Amb. Prof. Mukwena also expressed gratitude for the trust the President placed in NIPA by entrusting the Institute with the vital responsibility of training and certifying all public service employees across various sectors and levels.

He also assured the President that NIPA would reclaim the mandate bestowed on it and pledge utmost dedication to fulfilling the Institute's duties with excellence and integrity.

"Rest assured, Mr. President that NIPA is steadfast in its resolve to contribute to the advancement and prosperity of our nation", Amb. Prof. Mukwena said.

Thanking the President on behalf of the students, NIPA Students' Union President Alexander Fumbelo, said the drilling of the borehole would help reduce the water and sanitation problems faced by the Institute.





Republican Vice President, Mrs. Mutale Nalumango during the Cabinet Ministers training at Mulungushi Conference Centre. The training ran from 19th to 22nd February 2024.



Bank of Zambia Governor, Dr. Denny Kalyalya Deliberating during the Cabinet Ministers training at Mulungushi Conference Centre.



South Africa National School of Government, Principal, Prof. Busani Ngcaweni (in a suit at the left) during a Working Dinner Discussion at SAROVAR Hotel, 19th February 2024.



NIPA Staff during International Women's Day Celebration in Lusaka on 8th March 2024.



NIPA Registrar, Mr. Nasilele speaking during the borehole commissioning ceremony.



Some NIPA students appreciating the good gesture of the Head of State during the borehole commissioning ceremony at the Institute on 15th February, 2024.

Winner Kanyembo: Public Service Personified

By Joseph Mwenya



The Late Winner Kanyembo

Writing for an obituary is a work of art. According to Carlene Hempel, a professor in the School of Journalism in Northeastern University, "the key elements required for writing a beautifully written obituary is capturing the person in death as he was in life, to really seek out the components of his personality that will come out in the writing." Writing an obituary about Mr. Kanyembo is therefore, no easy task for us.

Mr. Kanyembo was in every sense a dignified civil servant whose dedication to duty personified the core values of the National Institute of Public Administration (NIPA) as a Centre of Excellence that aspires for a competent public service.

Mr. Kanyembo was born on 15th March 1954. He died on 9th December, 2023 and was put to rest on 12th December 2023 at Lusaka's Leopards Hill Memorial Park Cemetery. He is survived by a daughter and grandchildren. While to the family, he will be remembered as a loving father and grandfather; to NIPA, Mr. Kanyembo will be remembered as a true patriot who personified

public service in its fullest meaning.

A snapshot of Mr. Kanyembo's tour of duty at NIPA, where he worked from 1988 to 2020 is confirmation of a life well lived in the public service. The different roles in which he served can be mentioned briefly:

- Senior Staff Training Officer, Communication Skills - 1988. Chief Staff Training Officer - 1993 to 1995.
- Head, NIPA Burma Road Campus, responsible for coordinating training and consultancy services as well as supervising professional staff - 1993 to 1999.

“Mr. Kanyembo will be remembered as a true patriot who personified public service in its fullest meaning”

- Chief Consultant, Research, Consultancy and Development Division- 2000 to 2002.
- Registrar (Head Human Resource and Administration and NIPA Governing Council Secretary) - 2002 to 2017.
- Principal Lecturer, Communication 2018 to 2020.

In addition to these professional roles, Mr. Kanyembo served on many committees of the Institute, including as first Chief Editor of NIPANews.

His response to public service extended beyond the Institute to various national assignments which also demanded his expertise.

These included service to the government in speech writing, the arts, through the National Arts Council (NAC), integrity in public life through the Anti-Corruption Commission (ACC), Zambia Institute of Human Resource and Management (ZiHRM) and Zambia Law Development Commission, among others.

Mr. Kanyembo's leadership style was one of using collaborative approaches and devolving tasks to committees to allow for broader consensus and unity of purpose. This approach served to inspire a sense of community and a spirit of togetherness which is embodied in what staff of the Institute have come to know and refer to as the "NIPA family."

The modesty displayed by Mr. Kanyembo in carrying out his tasks surprised many upon discovering his royal lineage. Many who had interacted with him would attest to being impacted in profound ways by his strong but approachable personality.

Mr. Kanyembo leaves behind a lasting legacy of dedication and unwavering commitment to duty. Though his shoes are too large for us to fill, his exemplary legacy serves as an inspiring reminder for all of us to strive for excellence in public service.

May his soul Rest in peace!

The Inspiring Story of Snatra Mwemena

By Lubosi Kikamba

Being born with a disability comes with a number of challenges one has to face in order to contribute and add value to society. Snatra Mwemena is one person who has shown resilience and determination in asserting himself in order to be recognised as an equal member of society despite living with a physical disability. Snatra was born on 2nd June 1998 to Balaam Mwemena and Everin Kasuba. He went to school in Luapula Province at Mambilima Special School for his pre-school and primary education from 2002 to 2009. Thereafter, he did his secondary education at Mambilima Special School from 2010 to 2014.

From 2018 to 2020, Snatra was at the National Institute of Public Administration (NIPA) where he pursued a diploma in Public Administration. In an interview with NIPA News, Snatra described his upbringing as challenging. He had to deal with the negative judgments people had of him just because of his disability. With the support from his teachers at both primary and secondary school, a strong foundation was laid for him to have confidence in himself. His progression in education can be attributed to this support. He described his experience at NIPA as exceptionally wonderful. "It really helped me to stand on my feet and fight for what belongs to me, believe in myself and become so resilient about my life", Snatra narrated.

He also talked about the support services that he received while at NIPA as follows: "I was given a permanent accommodation in school such that whenever we close school, I never used to re-apply for accommodation till the time of completion". After graduating from NIPA, Snatra worked for the Chembe Town Council in Luapula Province in

the Ministry of Local Government where he was employed as an Administrative Officer from January 2021 to June 2023.

He was later transferred to Chilanga District of Lusaka Province to work at the Chilanga Town Council as a Committee Clerk from July 2023 up to January 2024. He later joined the Zambia Revenue Authority (ZRA) in 2023 as a Clearance Officer, the position he currently holds. At ZRA, his main responsibility is to enforce tax laws and regulations and to also conduct physical inspections on import and export goods.

"I will continue to be more focused and determined about myself in order to stay relevant in society"

Asked whether there are specific challenges or opportunities that shaped his career path, Snatra said the following: "Yes, numerous challenges. Being a Person Living with a Disability is really a major factor. It has brought huge impact on my life to believe in myself and fight for my life. It has made me to believe that education is the only way that can make me stay relevant in society". Despite the many challenges he has faced and still faces, Snatra is thankful to his support network. According to

him his support network has helped him so much in achieving his goals and has positively contributed to his success through words of encouragements and other interventions. He also dedicates time to God to appreciate the gift of life and what God has done in his life. Snatra also talked about the impact his disability has had on him as a person. "Living with a disability has had an impact on my life in the way I look at certain issues and most importantly the way I conduct myself in different environments", he told NIPA News. In terms of what keeps him going, Snatra attributes this to his determination and focus.

Although Snatra is not in full time advocacy work that champions for the welfare of persons with disabilities, in his individual capacity he does talk about inclusion of persons living with disabilities so that they also can be given an opportunity to compete favourably with other members of society. His proudest professional achievement is being employed by



Snatra Mwemena

ZRA. "My proudest professional achievement is to work with Zambia Revenue Authority. This is because I grew up wishing to work with institutions of that nature", he said.

Snatra's advice to other Persons Living with Disabilities is for them to believe in themselves that they can always do it despite living with any disability. He also advised them not to take any negative perceptions against them so seriously as it may impose negative thoughts and ultimately affect their intended goals. He urged them to be focused and to learn to ignore or overlook certain issues that do not mean well for their lives.

When asked about his future career goals, Snatra said that he was first focusing on completing his degree in Public Administration which he is currently pursuing at NIPA in order to

"Snatra's advice to other Persons Living with Disabilities is for them to believe in themselves that they can always do it despite living with any disability"

grow career-wise. He hopes to join politics and become a Member of Parliament one day. "I will continue to be more focused and determined

about myself in order to stay relevant in society", he said. As a Member of Parliament, he hopes to advocate for policies and laws that speak to promotion of inclusivity.

Snatra expressed gratitude to Management of NIPA, students and the entire NIPA community for the support they rendered to him throughout his study period. He is grateful for receiving the type of education he aspired to acquire which has shaped him to be a responsible person and also a leader.

Ambassador Mukwena elected AMDIN Vice President for Southern Africa

By Muyani Shinjabale

Ambassador Professor Royson M. Mukwena emerged as the Vice President for Southern Africa in a landmark event held in Mombasa, Kenya on 1st March, 2024. The African Management Development Institutes' Network (AMDIN) announced the election results at its recent assembly, heralding a new era of leadership and collaboration across the African continent.

Amb Prof. Royson M. Mukwena emerged as the Vice President for Southern Africa, securing a pivotal role within AMDIN's esteemed leadership framework. Hailing from Zambia, Amb Prof. Mukwena's election underscores not only his dedication and expertise but also elevates Zambia's position within the network's leadership sphere.

The newly elected leadership team, comprising, inter alia, President Guillaume Wakimesa Banga (ENA, DRC) and Secretary-General Prof. Busani Ngcaweni (NSG, RSA), brings a wealth of experience and a shared commitment to fostering collaboration and capacity-building across Africa.

The Secretary-General, Prof. Ngcaweni, emphasised the critical importance of shaping a new generation of African civil servants dedicated to Pan-African ideals and continental integration. This vision, encompassing areas such as trade, infrastructure development, poverty alleviation, and governance, aligns closely with AMDIN's overarching objectives.

In a move towards realising these objectives, AMDIN is on the edge of introducing a pioneering postgraduate diploma programme titled Governance in Africa (AfGOV), in collaboration with the Tshwane University of Technology (TUT). This ground breaking initiative aims to empower public servants from across the continent, equipping them with the requisite knowledge and skills to navigate the complexities of governance in Africa.

Furthermore, in a bid to enhance accessibility and reach, the National School of Government, in conjunction with other training institutes, will offer an online curriculum focusing on the African Charter on Values and Principles of Public Service in Africa.

This initiative seeks to empower public servants with the foundational principles and ethical standards essential for effective public service delivery.

As stakeholders across the continent celebrate these momentous achievements and initiatives, a renewed sense of commitment resonates throughout the AMDIN community. With unwavering dedication, members vow to advance the objectives of AMDIN and contribute to the collective progress of the African continent.



Amb. Prof. Royson M. Mukwena (PhD)

NIPA Ignites Academic Passion In Lilongwe

By Merit Katotobwe

This year, NIPA embarked on a mission to expand its reach and solidify its influence within the Southern African region, by taking its educational expertise to the vibrant city of Lilongwe, the capital city of Malawi. The endeavour was part of a strategic move to extend NIPA's academic offerings and fortify its reputation as a beacon of excellence.

NIPA's partnership with the TERE School of Public Health in Malawi, a relationship rooted in shared goals and complementary strengths, was elevated with a Memorandum of Understanding (MoU).

This pivotal agreement set the groundwork for a marketing campaign that aimed to not just promote the two institutions' programmes, but also to ingrain their commitment to quality education in the regional canvas of public service. This journey to Malawi was a step not only across geographical lines but towards a deeper collaboration

between institutions that share a passion for quality public administration and health education.

The careful execution of the campaign in the heart of Malawi was both a test and a testament to NIPA's resolve to transcend geographical boundaries and lay down roots in new, fertile grounds. The response was heartening, as an influx of interest from a diverse group of potential students, ranging from eager young minds to seasoned public service professionals, signalled the success of NIPA's outreach.

Aligned with the strategic objectives, NIPA's team, armed with an assortment of promotional materials and an unwavering spirit, set out to strengthen the MoU.

The mission: to elevate the Institute's presence, entice a new cohort of learners, and underscore the value of NIPA's certified programmes. The campaign gathered attention and inspired

numerous potential students, including public service employees, underlining a collective aspiration for a future rich in knowledge and professional growth.

This trip was more than a mere call to academic action; it was a dialogue between cultures, a bridge between institutions, and indeed, a signal that NIPA's influence on public service standards would echo well beyond the Zambian borders.

Through information sessions, discussions, and the exchange of ideas, the team saw the vibrant potential of a partnership that promises to equip current and future leaders with the tools for governance and administration that are needed today.

Through this engagement in Malawi, NIPA has not only strengthened its academic offerings but has begun to weave a broader narrative that resonates across the public administration spectrum.



NIPA and TERE team at TERE preparing to go out for marketing



NIPA Staff at Lilongwe City Council



Ai In Higher Education: Is It A Threat Or An Opportunity To Quality?

By Lubosi Kikamba

On 30th November 2022, OpenAI launched ChatGPT (short for Chat Generative Pre-trained Transformer), a chatbot based on a large language model. Within two months of its launch, about 100 million users were using ChatGPT, making it one of the fastest growing consumer app. Since the launch of ChatGPT, there has been intense debate in the education sector on the effects of AI technology, especially generative AI, on the delivery of education. It cannot be denied that just like any new technology, AI has brought both opportunities and challenges. This article will consider the opportunities and challenges that AI tools present to the enhancement of quality in higher education.

AI tools are being used in many areas of higher education. The following are some of the ways institutions are leveraging on AI technology:

1. Administrative support

It is not a hidden fact that ChatGPT and AI tools generally are now being used by different education institutions around the world.

Some institutions are using AI in administrative support to analyse data related to admission, retention and recruitment. This as a result has helped enhanced efficiency and reduce human errors.

2. Learning And Teaching

Users of ChatGPT are able to interact with the chatbot in ordinary language and are able to receive responses in ordinary language and can receive responses in table, bullet point, paragraph or essay form.

In addition, AI is being used to provide adaptive learning experiences that cater to the individual learner's pace and style.

For example, in May 2023, edX was one of the first learning platforms to announce new AI-enabled tools aimed at empowering educators and learners to attain world class learning outcomes. The two platforms were edX Xpert and edX ChatGPT plugin.

Xpert leverages the ChatGPT API to provide learners with real time, personalised academic and customer support as they learn on edX while edX ChatGPT plugin makes the full range of edX

courses and programmes discoverable to potential learners right within OpenAI's ChatGPT interface which is available in the ChatGPT Plugin store.

Tools such as Coursera Coach powered by generative AI enable learners to have access to a virtual coach that can answer questions and share personalised feedback in good time. The AI coach is able to provide quick video lecture summaries and resources like a recommended clip, to assist learners better understand specific concepts.

3. Ai in research

AI tools like Iris. ai have been used to significantly speed up the research process. Iris.ai is an AI platform for scientific text understanding, offering tools for literature reviews, research data extraction, post-market surveillance, and other tedious tasks. This AI technology also provides smart search and wide range of smart filters, reading list analysis, auto-generated summaries, and autonomous extraction and systematising of data.

3. Ai in Libraries

Some universities such as the University of Helsinki are using Iris.ai in their libraries. Iris.ai's Researcher Workplace, for example, can be used by libraries to provide cutting-edge search tools to their patrons and students who love to discover, innovate and have fun doing research. Iris.ai tools reduce time and increase quality as they explore interdisciplinary knowledge, narrow down to a specific reading list, find relevant literature faster, navigate with a visual interface and analyses a user's own content, Open Access collections or library subscriptions.

Potential Threats

Although there are a number of advantages that have been identified in the use of AI tools in higher education, concerns have been raised. The first has to do with bias. Education experts have highlighted the risk of perpetuating biases within AI algorithms, which could unintentionally reinforce inequalities in educational outcomes. Furthermore, concerns about the ethical implications of AI in decision-making processes, in particular student privacy and data security have also been raised. Some people who advocate for a human centred type of education have also added their voice. There is fear that overreliance on AI tools may diminish the role of human educators and researchers and this would ultimately negatively affect the quality and depth of educational experiences.

ChatGPT has itself given a disclaimer that it can make a mistake and that users should consider checking important information. For example, last year two lawyers were fined 5,000 US Dollars by US District Judge Kevin Castel after using ChatGPT which gave them six fake cases which they filed into court. This incident is a big wake up call for

those who may over-rely on AI tools without verifying the information provided. AI should not make people lazy.

It is important that people understand the limitations of an AI tool before using it. As guided by SARUA in its Statement on ChatGPT and Other AI Tools released in February 2023, the new realities (of AI technology) can be leveraged towards innovation in learning and teaching and to develop critical thinking of students at least in some subjects. Further, the European University Association (EUA) provided their position in February 2023 on artificial intelligence tools and their responsible use in higher education learning and teaching. On the consequences of AI tools on learning and teaching, the EUA guided as follows:

Universities should formally discuss the responsible, ethical, and transparent use of AI tools and other emerging technologies with

staff and students. Aside from updating institutional-level policies, guidance on approaches to day-to-day practice will be needed.

It is important to take account of academic integrity, such as the obligation to reference the use of AI in academic and student work and its restricted use for certain types of learning and assessment.

In conclusion, the integration of AI in higher education presents a complex landscape of both opportunities and threats. While AI has the potential to revolutionise teaching, learning, and research, it is essential to approach its implementation with caution and mindfulness of its ethical implications. By leveraging AI responsibly and thoughtfully, higher education institutions can harness its potential to enhance the quality and accessibility of education while mitigating potential risks.



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Optimising Supply Chain Management in the Public Sector

By Laustein Musonda

Jason Fernando in his 2024 article entitled "Supply Chain Management: How it works and why it is important" described Supply chain management (SCM) as the process of managing the flow of goods and services to and from a business, including every step involved in turning raw materials and components into final products and getting them to the ultimate customer. SCM involves the active streamlining of a business's supply-side activities to maximise customer value and gain a competitive advantage in the marketplace for the seller. Inda Sukati asserted in his 2018 book, *The Supply Chain Management Strategy and Practices on Supply Chain Performance*, that SCM encompasses a set of approaches and practices that effectively integrate suppliers with distributors and customers to improve the long term business performance.

As stated by Bsai Krishna, there are five major flows in any supply chain. These include: Product flow, financial flow, information flow, value flow and risk flow. Thus, a well effected SCM system will track the flow of products/services at every stage in the supply chain. SCM is very critical to the public sector due to its impact on the country's development process. For example, SCM plays a crucial role in enhancing tax revenue, fighting corruption, curbing thieving and reducing wastage of vital resources. These benefits are better understood by highlighting four critical objectives of SCM which are discussed below.

1. Transparency and Accountability

In June 2023, during a presentation to Controlling Officers, procurement experts and stakeholders, Zambia Public Procurement Agency (ZPPA) highlighted that public procurement is one of the most important economic factors. The

Agency further stated that Public Procurement accounts for an estimated 15% of the GDP and over 60% of the total National budget in Zambia. Thus, gaps in SCM will entail lack of transparency and accountability of huge sums of public finance. Effective SCM documents movement of the five major flows highlighted above. Information flow is concerned with providing correct documentation such as bill of lading, invoices and receipts which ensure transparency and accountability at every stage of the supply chain. It involves keeping accurate records, tracking goods and funds, and establishing clear protocols for transactions and procurement. By having transparent processes and systems, it becomes easier to identify any discrepancies, irregularities, or potential instances of corruption or inventory shrinkage. This role helps business owners have clear records for the flow of



goods/services out of the business and at the same time ensures accurate records for the flow of income into the business and ensures availability of records for audit.

2. Improved tax compliance

As the Zambia Revenue Authority (ZRA) endeavours to increase its revenue collection to 125.3 billion Kwacha in taxes this year (2024), there is need for citizens to improve their tax compliance. Sellers can ensure compliance at the point of sale by giving the correct invoice or receipt that stipulates the right taxes for the revenue authority while buyers can also ensure adherence by rightfully demanding for a correct invoice or receipt in a case where the seller does not willingly issue one after a transaction. Public institutions can help in achieving the ZRA revenue target by ensuring compliance through adherence to The Public Procurement Act No. 8 of 2020 as amended by Act No. 17 of 2023 as well as the Public Procurement Regulations of 2022 (Statutory Instrument No. 30 of 2022). After every sale of goods/services, taxes must be realised and accrued to the revenue authority. However, in the absence of effective supply chain practices, fraudulent individuals devour the nation of the much needed taxes thereby delaying the development of the nation. Public institutions must endeavour to do business only with companies and individuals that meet ZPPA set

standards and ensure growth of entrepreneurs by paying them within the stipulated time frame. Increased tax revenue collection is essential for national development and provision of social amenities for its citizens.

3. Fighting growth of the black market

Daniel Ekwall in his book *Supply Chain Security-Treats and Solutions* published in 2022, stated that it is the objective of SCM to provide security which prevents antagonistic threats from affecting its performance. Antagonistic threats, risks and uncertainties are demarcated by three key words: deliberate (caused), illegal (defined by law), and hostile (negative impact for transport network activities). Zambia has in the past grappled with security of both private and public property where as the sale of second hand property is also on the rise on the black market. In 2021, the Head of Security at ZESCO stated that the power utility company lost a total of 9 billion Kwacha due to vandalism and theft making it difficult for it to meet its mandate of powering the nation. The incentives provided by the sale of unchecked second hand goods may entail that the illegal business will continue to grow while the citizens and public institutions like ZESCO will have to contend with loss of their property. With effective SCM, business small and big will be able to show the flow of the goods both on the upstream and downstream.

Some products sold on the black market sale at less than the market price thereby prompting an increased demand which also results in more home break ins and vandalism of public property.

4. Reduction of waste generation

According to the European Union (EU) Waste Framework Directive 2008/98/EC, 'any substance or object which the holder discards or intends to discard or is required to discard is defined as waste'. Jerry Nathanson in an article titled "the Absurd Problem of New York City Trash" defined waste as any material that is no longer wanted either because it has been used or the useful part of it has been taken out. Waste is a valuable secondary carbon resource. In the linear economy however, it is predominantly landfilled or incinerated. With the global population rapidly growing, there is a constantly increasing demand of raw materials for the production of new goods to meet the daily needs of the ever growing population. However, after the use of these products they become waste and this waste piles up in the waste accumulation landfills (as is the case with the Chunga dumpsite) while manufacturers continue to mine more minerals and cut more trees for manufacture of new products thereby reducing the sustainability of the earth and exposing future generations to the negative effects of climate change. However, effective SCM which is

comprised of forward logistics (movement of products from the supplier to the buyer) and backward logistics (movement of used products or rejected products from the user to the seller) ensures that waste does not end up in a landfill but can be reused or recycled as suggested by the waste management hierarchy and the 3R's (Reduce, Re-use and Recycle).

Thus, creating an environment suitable for a circular economy, if SCM is well implemented in Zambia, there could benefit from delayed filling of landfills, reduced extraction of minerals and reduced production costs. For example, it takes about 30% less energy to produce glass from recycled

material as compared to using virgin material as established by the United States Environmental Protection Agency.

A study by Camelo Pina on "Life Cycle Assessment of a Plastic Part Injected with Recycled Polypropylene: A Comparison with Alternative Virgin Materials" in 2022 further established that recycled Polypropylene contributes to reducing the overall environmental impact of the component life cycle by 29.8% under ReCiPe, and by 42.8% under Carbon Footprint when compared to virgin Polypropylene

SCM provides the public sector strategies to establish and maintain competitive advantage in today's

global marketplace by ensuring public sector institutions gain utmost value for money.

As the body's organs cannot get enough oxygen and nutrients without seamless flow of blood. Without effective SCM, institutions in the public sector cannot have their operational and developmental requirements within the required time frames.

The principles of SCM must be fully implemented and imbedded into the processes that govern movement of products and services from the source all the way up to the final consumer and back into recycling processes.

NIPA Satellite Campuses

Ndola Campus We Have Moved

 From 748 Arusha Street, Ndola

 **OUR NEW LOCATION**
Plot 117-118 Monkey Fountain Rd,
Off Ndola-kitwe Dual Carriage Rd

CONTACT US:

The Head Of Campus
P.O.BOX 71776
Tel: +260 212 614821/2
Fax: +260 212 614820
Cell: +260 967 141495
Email: ndola.campus@nipa.ac.zm

Other Campuses

Livingstone Campus

The Head of Campus
Plot 541/11 Conner Of
Nehru Way And Airport
Road,
LIVINGSTONE.
Cell: +260 964 462 936 /
+260 950 000 991
Email: livingstone.campus@nipa.ac.zm.

Burma Road Campus The Head of Department Health Services Management

P.O Box 31990
Burma Road
LUSAKA
Tel: +260 211 228802/4
Cell: +260 764 677 671
Email: registrar@nipa.ac.zm

NIPA Library News

AMERICAN CORNER

- Unbiased information about the United States
- Information on higher education opportunities in the U.S.
- Access to English language learning and resources
- Conduct educational and cultural programmes
- Promote interaction with U.S. universities
- U.S. government exchange programmes
- Provides trainings, workshops, seminars on various skills development
- A great place for youths to use digital tools
- Film screenings
- A multi-purpose discussion room



NIPA LIBRARY

NIPA currently has four libraries based at the Main Campus, Burma Road Campus, Ndola Campus and Livingstone Campus, whose main objective is to provide and manage physical and digital literary resources and services in order to support effective and efficient provision of quality market driven learning, training, research and consultancy services for sustainable development.

NIPA libraries boast of very conducive study spaces and a broad range of current resources both in hard copy and electronic format for lecturers, students as well as members of the public who have subscribed for membership.

All our libraries have an assignment help desk for students. The main campus library also boasts of having an exciting American corner which provides information about the U.S and other secondary services such as exchange programmes and training workshops on entrepreneurship and other topics.



The Jewel of NIPA-The Ultra-Modern Conference Centre



Settled within the vibrant heart of the National Institute of Public Administration (NIPA) lies a true gem: the state-of-the-art Conference Centre. A beacon of innovation and excellence.

At the helm of this impressive facility is the ultramodern auditorium, boasting a capacious seating capacity of up to 800 individuals. With its sleek design and cutting-edge amenities, the auditorium serves as a dynamic hub for academic lectures, corporate seminars, and cultural events, providing a conducive environment for learning and inspiration.

But the Conference Centre's offerings extend far beyond its flagship auditorium. Tucked away within its confines are two meticulously appointed

boardrooms, each capable of accommodating 25 persons. Whether for intimate meetings, strategic planning sessions, or collaborative workshops, these versatile spaces offer the perfect setting for productive discourse and decision-making.

Stepping into the gallery, visitors are greeted by a space of unparalleled versatility and charm. With a capacity to host 250 guests, the gallery serves as a multifunctional venue ideal for a myriad of events, from art exhibitions and wedding receptions to gala dinners and social gatherings. Its flexible layout and contemporary amenities make it the venue of choice for those seeking a blend of sophistication and practicality.

Beyond its physical attributes,

the Conference Centre stands as a beacon of inclusivity and accessibility. Equipped with modern audiovisual technology, high-speed internet connectivity, and ergonomic furnishings, it caters to the diverse needs of its patrons, ensuring a seamless and enriching experience for all.

As the beating heart of NIPA's campus, the Conference Centre embodies the Institute's ethos of excellence, innovation, and service to the community. It is more than just a venue—it is a symbol of possibility, a catalyst for collaboration, and a nexus of ideas. Whether hosting academic symposiums, corporate conferences, or celebratory events, the Conference Centre stands ready to inspire, empower, and enrich the lives of all who pass through its doors.

NIPA CONFERENCE CENTRE

Facilities and Services

- Ultra modern Auditorium with a capacity of 800 persons.
- 2 Board rooms with a capacity of 25 persons each.
- Integrated state of the art audio-visual systems.
- Business Centre.
- Catering services.
- Weddings.
- Outdoor events such as kitchen parties.

+260 976 382 240

Email. g.miti@nipa.ac.zm

Pompi Courts NIPA

By Nasilele Mukela



Pompi gave a Youth talk entitled "A War Over your Identity". His main message was that the devil is fighting for the identity of the Youth and he uses three strategies to do that:

1. Peer pressure
2. Past hurt or past trauma
3. The Media

Pompi encouraged the students to find out their true identity in Christ in order to fight the three strategies of the devil's identity theft. He shared 1 Peter 2:9-12 which supports a Christian's identity.

As a graduate of an Honours degree in Business Systems from Monash University, South Africa, Pompei felt that it was important to speak to the students on matters that affect their character and wellbeing. Such events are important in empowering and equipping students with decision-making skills.

Popular Gospel musician Chaka Nyathando AKA Pompei, visited the National Institute of Public Administration (NIPA), on Wednesday 13th March, 2024. This was to kick-start his tour of higher learning institutions in commemoration of Youth Day. NIPA students were privileged to be the first students that Pompei met.



NIPA Accommodation Officer, Ms. Judy Shula greeting Pompei, as NIPASU President, Alexander Fumbelo holds a gift to present to Pompei.

Youth Day



NIPA Students pose with Permanent Secretary for the Ministry of Youth, Sport and Arts, Mr. Chileshe Kangwa at the Youth Week Indaba held at Mulungushi International Conference Centre from 8th March to 15th March, 2024 in commemoration of International Youth Day which fell on 12th March, 2024.



NIPA Students led by NIPASU President, Alexander Fumbelo (in Lozi traditional attire) at the Youth Week Indaba held at Mulungushi International Conference Centre from 8th March to 15th March 2024 in commemoration of International Youth Day which fell on 12th March, 2024.

NIPA holds leadership training for students representatives

NIPA held a leadership workshop for the National Institute of Public Administration Students Union (NIPASU) on 14th March, 2024. NIPASU had representation from all NIPA campuses. The Executive Director, Ambassador Prof. Royson. M. Mukwena and the Registrar Mr. Nasilele B. Nasilele attended the workshop in order to guide the

NIPASU leadership on their important mandate in the Institute. Speakers at the event included Dr. Muchemwa Sinkala, Director Business Studies Division, Mr. Nelson Zgambo, Deputy Registrar, Administration, Mr. Mutinta Mwananimbwe, Acting Deputy Registrar, Academic Affairs and Mrs. Irene Mumbi, Assistant Registrar, Student Affairs, among others.



NIPA Executive Director, Ambassador Prof. Royson. M. Mukwena addressing NIPASU members at the NIPASU Workshop held on 14th March, 2024.



NIPASU Publicity Secretary, Chris Zangata



NIPASU President, Alexander Fumbelo.



Mr. Nelson Zgambo, NIPA Deputy Registrar, Administration with Mrs. Irene Mumbi, Assistant Registrar, Student Affairs.



NIPASU Leadership workshop attendees



Likando Kalaluka, Acting Senior Student Affairs Officer



Dr. Muchemwa Sinkala, Director Business Studies Division



NIPASU Publicity Secretary, Chris Zangata

NIPA Participates in the Zambia Universities Sports Association (ZUSA) Games

The ZUSA 2024 games were held at Mulungushi University from Friday 29th March, to Monday 1st April, 2024. NIPA female students took part in three sports; namely, netball, volley and basketball while the male students took part in football, volleyball and chess.



NIPA Netball Team at the 2024 ZUSA Games



NIPA football team playing Levy Mwanawasa Medical University (LMMU) at the 2024 ZUSA Games.



NIPA football team playing Levy Mwanawasa Medical University (LMMU) at the 2024 ZUSA Games.



NIPA Students who participated in the 2024 ZUSA Games



NIPA Sports team.



NIPA Students at ZUSA 2024 Games.

Lusaka Main Campus

The Registrar
National Institute of Public Administration
P.O Box 31990
Dushanbe Road
Plot 4810
LUSAKA

Tel: +260 211 228802/4

Cell: +260764677671/+260767670985

registrar@nipa.ac.zm

academic@nipa.ac.zm

executivedirector@nipa.ac.zm

NIPA