



Marian's Transformational Journey of Perseverance, Purpose and Passion.

By Joseph Mwenya and Marian Chembeya

My interaction with Marian Chembeya is one I hold in high regard, particularly as it reflects the true spirit of perseverance and professional growth nurtured at the National Institute of Public Administration (NIPA).

Marian's story with NIPA began in 2006 when she enrolled for the Certificate in Law programme. By 2008, she had successfully earned multiple qualifications: a Certificate in Law, a Diploma in Law, as well as certifications in International

Human Rights Law, all attained through NIPA.

This formative academic experience ignited in her a lasting passion for the legal field and laid a solid foundation for her professional journey.

With these qualifications, she went on to join Corpus Global Corporate Solutions as a Legal Clerk, where she has now served diligently for over 11 years. Rising through the ranks with dedication, curiosity, and a deep commitment

to legal excellence, Marian remained anchored by one enduring aspiration: to one day attain a Bachelor of Laws (LLB) degree.

For the rest of this inspirational journey, I shall allow Marian Chembeya herself to share her experience in her own words.

Full story on page 6

OFFICE OF THE PRESIDENT



National
Institute of Public
Administration



TABLE OF CONTENTS

06	Marian's Transformational Journey
08	The Hidden Toll of Labelling
10	Twins Thrive at NIPA
12	Photo Focus
14	NIPA Strengthens Global Partnerships
16	Celebrating Library Week
18	Livingstone Campus Law Students Undertake Education Tour
19	NIPA Powers Up Zambia
20	Quality Education in Higher Education
21	NIPA Spearheads Change Management

ABOUT US

The National Institute of Public Administration (NIPA) was established in 1963 by the Government as a Staff Training College (STC) for the Civil Service, addressing the critical need for capacity building during the formative years of Zambia's nationhood following Independence on 24th October 1964.

Pursuant to the Government Reforms of 1966, the institution was formally re-designated the National Institute of Public Administration (NIPA), reflecting its expanded mandate for public service training and development.

In 1998, NIPA was transformed into a commercial entity under Act of Parliament No. 15 of 1998, operating under the following mandate:

- To provide high-quality training, research, and consultancy in public administration;
- To enhance the Institute's capacity in teaching, research, and consultancy;
- To offer high-quality training, research, and consultancy in private sector management;
- To undertake all activities connected with or incidental to the aforementioned objectives.

Over the years, NIPA has evolved and is now anchored on four fundamental pillars, namely:

1. Mandatory Public Service Training and Certification,
2. Academic Education,
3. Research, Innovation and Collaborations
4. Commercialisation of Business Entities.

OUR VISION

To provide market-driven Training, Research and Consultancy services to the public and private sectors and individuals to enhance their capacity for sustainable development.

OUR MISSION

An Institute of choice promoting an ethical and competent Public Service.

CORE VALUES

- Integrity
- Customer Centric
- Innovativeness
- Teamwork
- Transparency
- Accountability
- Confidentiality

EDITORIAL TEAM



Merit B. Katotobwe
Chief editor, Marketing and
Communications Manager



Joseph Mwenya
Senior Marketing and Communications
Officer



Laustein Musonda
Assistant Registrar - Risk and Quality Assurance



Muyani Shinjabale
Communications Officer



Sharon Akapelwa
Marketing Officer - Conference



Executive Director's Message

teamwork, transparency, accountability, and customer-centricity. We have actively engaged with various stakeholders to enhance public service standards and promote ethical governance.

This quarter witnessed significant milestones in our energy sector partnerships, inspiring individual achievements that reflect our institutional excellence, and ground breaking international collaborations that will shape our future trajectory.

We also launched innovative student support initiatives that prepare our graduates for entrepreneurial leadership in an evolving economy, demonstrating our commitment to holistic education.

In this issue, you will find stories of transformation, partnership, and success from across our campuses and programmes.

These narratives showcase the impact of our training, research, and consultancy services on individuals and communities.

As we move forward, our dedication to providing market-responsive education and fostering sustainable development remains steadfast. Together, we continue to build an ethical and competent public service for Zambia.

Thank you for your continued support and engagement with our initiatives.

*Prof. Jacob R.S.
Malungo (PhD)*

As we journey through the second quarter of 2025, I am delighted to share the remarkable progress made toward our strategic objectives. This period has been particularly transformative, showcasing NIPA's commitment to innovation, collaboration, and excellence in public administration.

Our activities during this quarter have been guided by our core values of integrity, innovation,

Chief Editor's Note



Merit B. Katotobwe

Welcome to the Second Quarter issue of NIPA News!

Reflecting on the past quarter, we are proud to share accomplishments that demonstrate our continued growth and impact. This period has been marked by strategic partnerships, inspiring personal journeys, and innovative

programmes that position NIPA at the forefront of educational excellence.

Our commitment to addressing national challenges through capacity building has yielded remarkable results, while our international engagements have opened new avenues for collaboration and growth.

In this issue, you will discover stories of perseverance, innovation, and achievement from our vibrant academic community. From transformational student journeys to ground breaking partnerships, these highlights showcase the diverse ways NIPA contributes to national development. We also feature exciting new initiatives that empower our students and strengthen our research capacity, reflecting our evolution as a

responsive and relevant institution.

Our campus activities and community engagements demonstrate the breadth of our impact beyond the classroom, reinforcing our commitment to social responsibility and inclusive development.

As we compile these stories, we celebrate not just individual achievements but our collective progress toward institutional excellence and national service.

Looking ahead, we remain excited about the opportunities that lie before us. Your continued support and engagement are integral to our journey toward excellence.

Thank you for being part of the NIPA community.

Enjoy this enriching read!

NIPA's Four Fundamental Pillars

1 Mandatory Public Service Training and Certification



2 Academic Education



3 Research, Innovation and Collaborations



4 Commercialization of Business Entities



Public Service Training

The seven training programmes are as follows:

1. Pre-deployment Training and Certification
2. In-Service Training and Certification
3. Public Service Leadership and Governance Training for Constitutional Office holders and senior government officials
4. Entry into Senior Level Management
5. Economic Governance Training for Cabinet Ministers
6. Pre-retirement
7. Sector-specific Continuous Professional Development

Marian's Transformational Journey of Perseverance, Purpose and Passion.

By Joseph Mwenya and Marian Chembeya

My interaction with Marian Chembeya is one I hold in high regard, particularly as it reflects the true spirit of perseverance and professional growth nurtured at the National Institute of Public Administration (NIPA).

Marian's story with NIPA began in 2006 when she enrolled for the Certificate in Law programme. By 2008, she had successfully earned multiple qualifications: a Certificate in Law, a Diploma in Law, as well as certifications in International Humanitarian Law and Human Rights Law, all attained through NIPA.

This formative academic experience ignited in her a lasting passion for the legal field and laid a solid foundation for her professional journey.

With these qualifications, she went on to join Corpus Global Corporate Solutions as a Legal Clerk, where she has now served diligently for over 11 years. Rising through the ranks with dedication, curiosity, and a deep commitment to legal excellence, Marian remained anchored by one enduring aspiration: to one day attain a Bachelor of Laws (LLB) degree.

For the rest of this inspirational journey, I shall allow Marian Chembeya herself to share her experience in her own words.

Marian writes...

In 2021, I began exploring institutions where I could pursue this dream. While I considered several universities, my decision to return to NIPA was guided by both practical and academic considerations. NIPA stood out for offering flexible evening classes tailored to working professionals like myself, a



a convenient and accommodating payment plan, and most importantly, credit recognition for my previous studies which enabled me to begin directly in second year.

Balancing a full-time job with evening classes came with many challenges. My days were dedicated to my career, while my nights were filled with assignments, group discussions, and rigorous academic preparation. But I wasn't alone. I was surrounded by a support system that made this journey possible, from colleagues within the faculty to a remarkable team of lecturers whose passion and dedication were a constant source of motivation.

I must especially acknowledge Mr. Martin Sampa, whose unwavering support; emotionally, logistically, and financially carried me through some of the most demanding seasons. Every evening, he was there to pick me up after class, reminding me that I wasn't running this race alone. He made sure I got home safely after each class and stood by

me through the long, demanding months.

Throughout my studies, I was inspired by many, but a defining moment came when I read an article about one of my lecturers, Ms. Malumba Kasongo, who had once been the best student in her intake. Her story stirred something within me. I no longer wanted to simply graduate—I wanted to excel. By my third year, I resolved to change the narrative. I worked harder, collaborated more intentionally with my study group, and gave my absolute best. That semester, I earned straight A's across the board — a defining moment in my academic journey.

The 2024 Graduation was the culmination of years of sacrifice, and I was content with what I had achieved—but nothing could have prepared me for what came next. I never anticipated being named the Best Overall Graduating Student across all Bachelor Programmes for 2024. Receiving this honour left me

stunned and deeply humbled. It affirmed a profound truth: that with faith, discipline, and resilience, dreams do come true.

In recognition of my academic achievements, I was awarded the prestigious Professor Jacob R.S. Malungo Award, which came with both a cash prize and a commemorative shield. I also received a special cash prize award from NIPA along with a meritorious recognition from her Honour the Vice-President of the Republic of Zambia, a meaningful gesture that affirmed the Institute's commitment to celebrating excellence.

In May 2025, I was further honoured by the Zambia Congress of Trade Unions (ZCTU) with a special cash award, an incredible gesture that reinforced the importance of academic excellence and dedication. To crown it all, I was deeply privileged to receive the prestigious Nelly Mutti Foundation Award, which I personally received from the Speaker of the National Assembly, Hon. Nelly Mutti. These were profoundly humbling moments that I will cherish forever. They serve as a powerful reminder of the lasting rewards that come with perseverance, passion, and purpose.

To anyone considering studying Law or any other field, I wholeheartedly recommend the National Institute of Public Administration. NIPA is not just a school; it is a transformative institution that nurtures ambition and supports students through flexible payment plans, evening and weekend programmes for working professionals, and a robust credit transfer system for returning students. The academic staff are experienced, supportive, and genuinely invested in their students' success. Whether you are starting



Speaker of the National Assembly, Ms Nelly Muti (left) presenting an Award of Excellence to Marian.

fresh or picking up where you left off, NIPA gives you the tools, the environment, and the opportunity to succeed.

Graduating with an LLB (Distinction) from NIPA is more than just a personal milestone — it stands as a powerful testament to the beauty of second chances, the reward of relentless hard work, and the strength found in community. This achievement was made possible by the grace of God, and the unwavering support of my family, friends, study group colleagues, classmates, and the dedicated faculty who journeyed with me every step of the way.

I am especially grateful to my lecturers; Ms. Kasongo, Ms. Beenzu, Mr. Mundanda, Senior Counsel Mayondi, Mr. Banda, Mr. Makina, Mr. Lungwangwa, Ms. Tionge, and our part-time lecturers, including Mr. Siame, Mr. Shantimba, and Mr. A. Banda. Each one brought a unique teaching style to the classroom, constantly challenging us to think deeply, analyze critically, and grow intellectually. Their dedication, mentorship, and excellence made all

the difference.

The Legal Department at NIPA is truly exceptional, a dynamic force shaped by some of the finest minds in legal education and they deserve their flowers while they can still smell them. I am proud to be a product of such an inspiring institution.

As I reflect on this journey, I remain deeply grateful and filled with hope for what lies ahead. I look forward to continuing my contribution to the legal field and to giving back in the same spirit of mentorship and support that shaped my own path.

To the dreamer, the working parent, the late bloomer, or the lifelong learner — your goals are still valid. You're never too late, and the right institution can help you achieve more than you ever imagined.

Let my story be a testament:
the right environment,
paired with determination
and faith, can take you
from quiet ambition to
unforgettable
achievement.

Breaking the Chains: The Hidden Toll of Labelling

By Sharon Akapelwa



The term "black sheep" is often tossed around lightly, labeling someone as a troublemaker or a source of shame within a family. Yet, this casual phrase masks a deeper, more painful reality. Behind this label lies a narrative that inflicts real damage distorting self-worth, fracturing family bonds, and perpetuating cycles of hurt that can span generations.

In many Zambian communities, this hurt is often perpetuated by well-meaning parents. Phrases like *"iwe ndiwe loose"* (you are useless) or *"kulibe kwe uzakayenda"* (there's nowhere for you to go) echo through homes, instilling a sense of hopelessness. These words, often directed at young men, underscore a societal expectation that they bear the weight of parenthood from an early age.

The Power of Labels and Their Hidden Wounds

When we label someone as "the black sheep," we reduce them to a stereotype an individual who simply doesn't fit in or is perceived as a problem.

These labels are more than mere words; they can act as weapons that imprison individuals within a one-dimensional narrative of failure.

This unfair and often unearned label can create a self-fulfilling prophecy. It chips away at confidence, isolates the individual, and reinforces feelings of rejection.

Those branded as the "black sheep" may internalize this shame, believing they are unworthy of love and acceptance.

Families often unintentionally reinforce this narrative, pushing their own kin further into despair.

The Hurtful Reality of Family Dynamics

In most families, conscious or unconscious use of this label serves as a way to distance themselves from pain or conflict. When a child struggles whether with mental health issues, rebellious behavior, or challenging circumstances parents and elders may respond with frustration, disappointment, or outright rejection. The unfortunate response can sometimes be to disown or neglect them, believing it will somehow resolve the issue.

What's lost in this process is compassion and understanding. The emotional toll on those labeled as "the black sheep" can be devastating, affecting their self-image and future relationships. Meanwhile, the elders who care for these troubled souls often do so with little support, bearing burdens they may not fully

understand.

The Impact on Mental Health and Society

When a young person feels branded as “the troublemaker,” they are less likely to seek help, fearing further rejection. Consequently, problems fester, perpetuating a cycle of pain and misunderstanding.

This dynamic affects society at large, creating a dangerous cycle where mental health struggles, family breakdowns, and unspoken pain are swept under the carpet. We are all affected when generations are held hostage by shame.

The Power of Words and the Wisdom of Compassion

Words matter especially when it comes to our children and loved ones. Proverbs 22:6 reminds us: “Train up a child in the way he should go: and when he is old, he will not depart from it.” This training must include nurture, encouragement, and hope not labels that crush potential.

In Zambian culture, a child belongs to the community from birth, symbolizing the collective responsibility to nurture every child as a future leader.

Every child is born with the seed of possibility. No matter their challenges or past, they deserve our compassion and patience. The labels we impose can either imprison them or set them free.

The choice is ours.

Hope: The Key to Breaking the Cycle

In a world rife with division and peer pressure, hope becomes a sacred gift. Society must begin to see troubled children not as failures but as individuals brimming with untapped potential.

Investing in mental health services, community programmes, and open dialogues can transform narratives of despair into stories of hope. When young people are supported and believed in, they can flourish into responsible individuals who contribute positively to their families and communities.

Every child is born with the seed of possibility. No matter their challenges or past, they deserve our compassion and patience. The labels we impose can either imprison them or set them free.

Creating a New Narrative for Our Families and Society

A society that fosters hope among its children is one that thrives. Men and women raised in love and understanding can break the cycle of shame. This journey begins with us parents, guardians, and leaders being intentional in our words and actions.

We must challenge the harmful stories we tell ourselves and each other. Every child, every family member, deserves dignity, patience, and a second chance.

The narrative of the “**black sheep**” is a damaging myth that can ensnare and destroy lives. Yet, we possess the power to rewrite this story. Let's choose compassion over condemnation, and hope over despair.

Beneath every label lies a human being a soul capable of growth, change, and redemption.

With love, understanding, and a willingness to look beyond the surface, we can break the cycle of shame, building a future where every family member feels valued, loved, and empowered to thrive.

Remember: true strength lies not in shame or rejection, but in hope for our children, our elders, and a society that refuses to give up on anyone.

Twins Thrive at NIPA

By Nataizya Kapata



Meet an amazing and ambitious set of twins Annedey and Sibeso Kaposhi, who have surprisingly chosen to take different careers paths at the National Institute of Public Administration (NIPA).

With these distinct degree programmes that promise to make a significant impact in their respective fields, they have graciously shared their unique bond and a reason for their separation in academic choices.

A chat with these sociable young ladies, it was certainly clear that their twin relationship has been a driving force behind their individual pursuits.

Born on 8th February, 2005 at University Teaching Hospital (UTH) Lusaka, the twins have enjoyed a unique relationship

according to them has a connotation of oneness.

"Growing up as twins has been an incredible experience – it's like having a built-in best friend, collaborator, and sometimes even a friendly rival!" Sibeso explained.

"Our bond has deeply influenced my perspective on teamwork, communication, and resilience. We have learned to appreciate diverse viewpoints and mutual support through studying together, debating career paths, and encouraging each other to try new things."

Their bond has influenced their academic choices, with Annedey pursuing a degree in Business Administration and Sibeso pursuing a degree in Public Administration.

The different choices of careers have necessitated the exchange of ideas which has not only enriched their

academic experience, but also fostered a deeper appreciation for diverse perspectives.

On their goals and expectations from NIPA, the twins expressed enthusiasm about the Institute's reputation for excellence and emphasis on practical skills. "My goal is to become a well-rounded individual with a strong foundation in Business Administration," Annedey said. "I'm confident NIPA's programmes will provide me with the ideal environment to achieve this."

In the epilogue of the conversation, the twins reflected on their time at NIPA and its potential impact on their future careers. "We are sure NIPA will equip us with the knowledge, skills, and competencies required to succeed in our chosen fields," Sibeso and Annedey agreed.



"We plan to contribute to the NIPA collaborating with peers on projects community by actively and initiatives," Annedy added. participating in class discussions, With their exceptional bond, these sharing our perspectives, and twins are poised to make a lasting

impact in their chosen fields. Their story serves as a testament to the power of sibling support, individuality, and the pursuit of excellence.

Sibeso encourages prospective students to "come ready to engage, ask questions, seek mentorship, and not shy away from challenges. "These programmes are designed to drive you, and that's how you grow." Outside academics, the twins share similar hobbies, enjoying music, dancing, watching movies, and singing together. As they continue their academic journey at NIPA, they're sure to inspire others with their dedication, enthusiasm, and commitment to making a difference.

Enrol Now For Law Programmes

Programmes on Offer:

1. Diploma in Law
2. Bachelor of Laws (LLB)
3. Master of Laws (LLM)
 - General
 - Criminal Law & Criminal Procedure
 - Constitutional & International Law
 - Employment & Labour Laws
 - Corporate Law
 - Human Rights Law
 - Banking Law



Mode of Study

Part-time, Full-time and Distance.

Apply directly online via <https://nipasis.nipa.ac.zm>
or Download an application form from our website, www.nipa.ac.zm

For more information contact our Admissions Office on:
+260 7676 70 985



NIPA Solwezi Campus Inaugural Labour Day Celebration on Thursday, 1st May 2025.



NIPA Ndola Campus Celebrates Labour Day at Levy Mwanawasa Stadium, Ndola.



NIPA Main Campus Staff during the Labour Day Celebrations on Thursday, 1st April 2025.



NIPA Livingstone Campus Staff during Labour Day Celebrations in Livingstone.



The Registrar, Mr. Nasilele (in suit) with Labour Day Awards recipients on Friday, 9th May 2025 at Main Campus.



NIPA signs MoU with Zambia Army on Wednesday 4th June 2025 at Army Headquarters, Lusaka.



Secretary to the Cabinet, Mr. Patrick Kangwa (Right) about to give his keynote address during the Governing Council Strategic Alignment Workshop held at the Quorum, Lusaka from 12th to 15th may 2025. Looking on is Governing Council Chairperson, Prof. Hambaba.



NIPA hosted the Russian House for the Flame of Memory Commemoration. The event was held on Friday, 9th may 2025 in the auditorium.



Participants of the Solar Training held by NIPA at Asmara Hotel, Lusaka from 14 to 17th April 2025.

NIPA Strengthens Global Partnerships

By Joseph Mwenya and Noah Njapau

The National Institute of Public Administration (NIPA) of Zambia emerged as a key player in forging international collaborations during the 28th St. Petersburg International Economic Forum (SPIEF), held from June 18 to 21, 2025. The forum, renowned for its role in facilitating major economic agreements, saw over 1,000 deals signed in 2024 worth approximately \$81.5 billion, underscoring its significance as a global economic platform.

At SPIEF 2025, Russian President Vladimir Putin emphasized technology, digital transformation, education, and labor productivity as pillars of modern economic leadership. Aligning with this vision, NIPA's delegation actively engaged with multiple international stakeholders to explore Memoranda of Understanding (MOUs) and research collaborations aimed at enhancing public administration and education in Zambia.

The key outcomes and areas for potential collaboration include:

- **MOU with the Institute of Social Sciences of Serbia:** NIPA is set to collaborate on improving public service procurement, a critical area for enhancing government efficiency. The contact for this initiative is Mr. Marko Jovanovich.
- **Research Collaboration on Disability Inclusion:** NIPA will work with a researcher affiliated with the Government of Mauritius to advance disability inclusion policies and research, expanding its social development agenda.



- **Engagement with Russian Educational Institutions:** NIPA is pursuing higher education scholarships in Russia, facilitating academic exchanges and capacity building for Zambian public servants. Mr. Abin Mwinga, First Secretary-Education at the Zambian Embassy in Moscow, is the point of contact.
- **Outreach to African Relations Commission:** Discussions with Novaya Formatsiya and its Head of Commission for Development of Relations with African Countries, Vishnevskiy Vladimir, indicate potential for broader African-Russian cooperation.

These partnerships reflect NIPA's strategic intent to leverage international expertise and resources to strengthen Zambia's public administration, research capacity, and educational frameworks. The engagements at SPIEF complement Zambia's national development priorities, including digital transformation and workforce

development, as emphasized in the country's 2025 budget and public service reforms.

SPIEF continues to evolve as a platform for fostering economic diplomacy in a multipolar world, with Russia pivoting towards alliances with the Global South, including African nations like Zambia. Zambia's active participation through NIPA signals its commitment to integrating into these emerging global networks, particularly in areas of governance innovation, education, and sustainable development.

Moreover, NIPA's recent initiatives, such as the China-Zambia Solar Joint Training Centre launched in partnership with LONGi and Sino Green Technology, demonstrate its role in advancing Zambia's energy transition and technical skills development. These efforts align with SPIEF's themes of technology and sustainable growth, positioning NIPA as a catalyst for public sector modernization and international cooperation.

The outcomes from SPIEF 2025 open avenues for Zambia's NIPA to deepen its collaboration with Russia and other countries, fostering knowledge exchange, capacity building, and joint research. These partnerships are poised to enhance Zambia's public administration standards and contribute to the country's broader socio-economic development goals.

As Zambia navigates challenges such as infrastructure development and economic recovery, the international linkages forged at forums like SPIEF will be instrumental in supporting its ambitions for inclusive growth and governance excellence.

Inspirational Corner

“Education is the Most Powerful weapon which you can use to change the world.”

Nelson Mandela



NIPA Conference Centre



**A Premier Venue
for Conferences,
Meetings & Events**

FACILITIES & 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 Service
- ✓ Weddings
- ✓ Outdoor Events Such As Kitchen Parties

Book Your Event Today!

Let us help you create a memorable and impactful event.

+260 976 382 240 -Email.g.miti@nipa.ac.zm

Celebrating Library Week

By Sharon Akapelwa

From 16th to 20th June 2025, libraries across the globe came together to celebrate Library Week. Throughout the week, NIPA and its campuses nationwide united to highlight this year's theme: "Empowering Minds, Building Futures: Libraries for All, Everywhere." This theme beautifully encapsulated the transformative role that libraries play in shaping individual destinies and fostering collective knowledge.

The spirit of empowerment was vividly demonstrated through an exhibition organised by the Main Library in collaboration with the Marketing and Communications Department.

This event stood as a testament to NIPA's unwavering commitment to ensuring that resources are accessible to all, thus nurturing a vibrant culture of learning and literacy. Open to the public, the exhibition invited attendees to recognize the vital contributions libraries make in empowering both individuals and communities.

In addition, the NIPA Main Library Team, in partnership with the Burma campus, undertook a heartfelt initiative by visiting the Heart Disease Hospital to bring joy to young patients. This visit transcended the mere delivery of gifts; it was an opportunity to share the profound joy of reading.

The team dedicated their time to reading with the children, creating memorable moments filled with imagination and warmth. As part of this outreach, they generously donated 33 storybooks to the children's fan corner, aiming to inspire a lifelong love for reading and provide a comforting escape for the young patients.

Together, these efforts underscored our ongoing commitment to inspire minds, build futures, and promote a love for reading that knows no boundaries. We extend our heartfelt gratitude to all who supported these initiatives, helping to pave the way for a brighter, more literate tomorrow for everyone.



Livingstone Campus Celebrates Library Week

By Joseph Mwenya and Mwiinga Shimilimo

The NIPA Livingstone Campus library proudly participated in this year's **National Library Week**, an important annual event aimed at promoting reading culture, literacy, and equitable access to information for all Zambians.

The 2025 Southern Province commemoration was hosted in Sinazongwe District at Maamba Private School from 24th to 28th June, under the inspiring theme: “*Empowering Minds, Building*

Futures: Libraries for All Everywhere.”

The event brought together libraries, educators, and learners from across the province to celebrate the transformative power of libraries in fostering lifelong learning and inclusive development.

A highlight of the event was a special showcase by **children with special needs**, who shared their unique talents in front of an enthusiastic audience, reinforcing the importance of inclusivity and

equal access to educational resources. One child in particular, who has no hands showed what she could do with her feet – beautiful writing, painting and molding clay!

The library's participation underscored its ongoing commitment to community engagement and literacy promotion, aligning with the national goal of building informed, empowered citizens through accessible and inclusive library services.

Livingstone Campus Staff Recognised for Research Contribution

As part of efforts to **improve research and innovation** in line with **Strategic Objective 2** of the institution's academic development plan, two staff members, Dr. Eng. Nelson Lungu and Mr. Dickson Mwika, have taken commendable steps to contribute to global scholarly discourse.

Dr. Lungu submitted three journal articles to the Institute of Electrical and Electronics Engineering (IEEE), a leading global publisher in engineering and technology research, namely:

- “*Assessing the Impact of Large Language Models on Social Engineering Attack Efficiency*”
- “*Leveraging Big Data Analytics and Applied Mathematics for Predictive Maintenance in Industrial Automated Systems*”
- “*Privacy-Preserving Analytics using Zero-Knowledge Proofs and Secure Multiparty Computation*”

These articles explore critical

issues at the intersection of artificial intelligence, cybersecurity, and industrial automation—highlighting the relevance of cutting-edge research to Zambia's digital future.

In the field of business and development studies, Mr. Mwika submitted a journal article titled: “*Environmental Factors Affecting SMEs in Developing Countries: A Case of SMEs in the Mining Sector in Zambia*”

This research provides timely insights into the challenges and opportunities facing small and medium enterprises (SMEs) in the mining sector, an area crucial to Zambia's economic development.

The institution warmly congratulates Dr. Lungu and Mr. Mwika for their academic initiative and encourages all staff to actively engage in

research that informs policy, drives innovation, and contributes to the broader body of knowledge.

CONGRATULATIONS DR LUNGU AND MR MWIKA

ON HAVING ARTICLES PUBLISHED

- Assessing the Impact of Large Language Models on Social Engineering Attack Efficiency
- Leveraging Big Data Analytics and Applied Mathematics for Predictive Maintenance in Industrial Automated Systems
- Privacy-Preserving Analytics using Zero-Knowledge Proofs and Secure Multiparty Computation
- Environmental Factors Affecting SMEs in Developing Countries: A Case of SMEs in the Mining Sector in Zambia

Nasilele B Nasilele (Esq)
Registrar and Board Secretary

Congratulatory Message:

Dr. Eng. Nelson Lungu

On behalf of the Management, Staff, and Students of the National Institute of Public Administration (NIPA), I extend our heartfelt congratulations to Dr. Nelson Lungu on the successful completion of your Doctor of Philosophy (PhD) in Electronics from the University of Zambia.

This remarkable achievement is a testament to your dedication, intellectual rigor, and unwavering commitment to academic excellence.

Your accomplishment brings great pride not only to the Institute but also serves as an inspiration to colleagues and students alike.

We celebrate this milestone with you and look forward to the continued value and insight you



Eng. Lungu being conferred with a PhD during the graduation ceremony held on Friday, 24th May 2025 at the University of Zambia.

bring to our learning community.

May this success mark the beginning of even greater contributions in your academic and professional journey.

Congratulations once again, Dr. Lungu!

Warm regards,

Nasilele B. Nasilele (Esq.)
Registrar and Board Secretary

Livingstone Campus Law Students Undertake Education Tour

By Joseph Mwenya and Mwiinga Shimilimo

As part of efforts to support experiential learning and promote student wellness under Strategic Objective 3: Improve Sports and Wellness, 23 Bachelor of Laws students from NIPA Livingstone Campus undertook an enriching educational tour to Lusaka from 7th to 9th April 2025.

The objective of the tour was to provide students with firsthand experience of Zambia's legal and legislative systems as part of their academic development.

During the visit, the students toured key institutions of national importance, including:

- The National Assembly, where they observed the legislative process and engaged with officials on constitutional and parliamentary procedures;
- The Supreme Court, where they gained insight into the functioning of the judiciary and court etiquette
- Heroes Stadium, a wellness initiative in line with the Institute's commitment to holistic student development.

The students were warmly received by their counterparts at NIPA Main Campus Lusaka, strengthening inter-campus bonds and encouraging peer networking and collaboration.

This practical exposure reinforced classroom learning and helped students appreciate the interface between legal theory and real-world governance. The tour also served as an opportunity for personal growth, civic awareness, and professional inspiration for the aspiring legal practitioners.

NIPA Powers Up Zambia: Training Addresses Critical Energy Gaps

By Merit katotobwe

The National Institute of Public Administration (NIPA) partnered with the Ministry of Energy to deliver a ground breaking four-day Solar Project Development Workshop at Asmara Hotel from 14th - 17th April 2025, bringing together diverse energy sector stakeholders in a strategic shift toward comprehensive project lifecycle training.

Despite multiple signed solar Power Purchase Agreements, implementation remains stalled due to financial modeling gaps among local developers, severe shortage of qualified EPC contractors, and incomplete understanding of the solar project lifecycle. The workshop strategically targeted these bottlenecks keeping agreements on paper rather than delivering grid power. The training's timing proved critical, addressing Zambia's urgent 1,600 MW energy deficit and the Presidential directive to generate additional 1,000 MW by end of 2025. By building local capacity in environmental compliance, grid requirements, and project execution, the workshop directly addresses implementation delays.

Comprehensive Training Approach

Rather than fragmented component training, participants gained integrated knowledge spanning environmental impact assessments, grid connection requirements, and EPC execution within a cohesive programme. The initiative built upon NIPA's successful Financial Modeling workshop in Livingstone, creating a complete capacity-building pathway.

Representatives from the Ministry of Energy, ZESCO, ZEMA,

compliance, grid requirements, and project execution, the workshop directly addresses implementation delays.

Concrete Skills for Immediate Impact

The intensive training delivered practical outcomes across specialist areas: environmental specialists gained understanding of solar project approval requirements, grid engineers acquired renewable energy integration insights, project developers learned EPC contractor management, and financial institutions developed technical risk mitigation understanding.

These targeted competencies directly translate to accelerated implementation, supporting the national 1,000 MW target while

Strategic Framework and Partnerships

The workshop exemplified NIPA's institutional pillars through standardized competencies, practical skill application, cross-sectoral collaboration, and local capacity building for renewable energy participation.

participation essential for solving complex national challenges.

Strategic backing from Kariba North Bank Corporation, Indo Zambia Bank, and ZANACO demonstrated private sector confidence in capacity building as an energy transformation pathway.

The workshop positioned solar development beyond specifications - each installation represents businesses operating at full capacity, hospitals with reliable power, schools enabling evening study, communities achieving energy independence, and climate-resilient progress.

From Training to Implementation

As participants concluded the programme, focus shifted to immediate knowledge application. Solar agreements awaiting implementation represent opportunities for economic growth and improved livelihoods nationwide.

"This workshop is not an endpoint but a launching pad," emphasized Prof. Malungo, challenging participants to transform plans into



"This workshop has particularly exemplified our third pillar of Research, Innovation and Collaborations," noted Executive Director Prof. Jacob R.S. Malungo, highlighting cross-sectoral

operational megawatts.

Story continued on page 21

Quality Assurance In Higher Education



By Launstein Musonda

Quality Assurance (QA) in higher education is the cornerstone of academic credibility, institutional accountability, graduate employability, increased innovation and enhanced national productivity. It encompasses systematic processes for monitoring, evaluating, and improving teaching, research, and institutional performance. Effective QA ensures that qualifications meet national and international standards, fostering trust among students, employers, and global partners.

Across Africa, higher education has experienced rapid expansion, prompting the need for robust QA systems. Initiatives such as the Harmonisation of African Higher Education Quality Assurance and Accreditation (HAQAA) have introduced the African Standards and Guidelines for Quality Assurance (ASG-QA) and the African Quality Rating Mechanism (AQRM). These tools aim to harmonize standards, facilitate student mobility, and promote mutual recognition of qualifications across the continent. Many African countries have also established national QA agencies, trained quality managers, and implemented

programme accreditation processes to ensure relevance and quality.

In the Southern African Development Community (SADC), regional collaboration has been strengthened through the Southern African Quality Assurance Network (SAQAN) and capacity-building initiatives like TrainIQA. These programmes equip quality managers with tools to implement strong Internal Quality Assurance (IQA) systems. UNESCO and other partners have conducted workshops in the region to address emerging challenges, including digital transformation, curriculum design, and alignment with the African Union's Agenda 2063. Such efforts have created a foundation for cross-border collaboration and recognition of qualifications within SADC.

In Zambia, QA in higher education is regulated by the Higher Education Authority (HEA) under the Higher Education Act No. 4 of 2013, amended in 2021. Recent reforms include the classification of higher education institutions, mandatory accreditation of programmes, and annual institutional audits. The HEA has also intensified enforcement by ensuring all institutions meet

minimum quality standards, while promoting capacity building through partnerships with international bodies. These measures aim to align Zambian higher education with global best practices and ensure its graduates can compete internationally.

The National Institute of Public Administration (NIPA) has been at the forefront of advancing QA in Zambia's tertiary education sector. NIPA is committed to delivering industry relevant programs that meet HEA accreditation standards and adhere to the Zambia Qualifications Framework. The Institute regularly reviews curricula in consultation with industry stakeholders to maintain relevance in a dynamic labor market.

Internal quality assurance mechanisms such as staff development programs, student feedback systems, and periodic programme evaluations ensure continuous improvement. Furthermore, NIPA actively networks with other Quality Assurance experts both locally and globally thereby being up-to date with best practices and contributing to Zambia's broader educational quality agenda.

continued from page 19

This initiative reinforces NIPA's role as a national development catalyst, positioning Zambian professionals to lead renewable energy transformation and convert energy deficit into abundance through strategic capacity building and cross-sectoral collaboration.

As solar agreements await operational conversion, this targeted training creates pathways from stalled projects to energy security solutions.

Our Conference Centre

"Ultra modern auditorium with stage capacity of 800 people."

- CORPORATE EVENTS**
 - Conventions, Conferences, Symposia, Workshops, Board Meetings, Examination Centre, Debates, Cocktail Receptions.
 - Excellent Catering Services
- SOCIAL EVENTS**
 - Concerts, Weddings, Kitchen Parties, Drama And Theater, Exhibitions, End Of Year Parties And Any Events To Suit Your Needs.
- CONTACT US**
 - +260 971723156 | +260 977 366 905
 - mary.zulu@nipa.ac.zm
 - Like us on Facebook: NIPA Conference Centre

NIPA Spearheads Change Management

By Laustein Musonda and Eleonah Kapapa

In an era marked by ambitious reforms and heightened citizen expectations, the Government of the Republic of Zambia has taken bold steps to transform its public service for the better. Through a directive by the Secretary to the Cabinet, the National Institute of Public Administration (NIPA) and Chalimbana Local Government Training Institute have been tasked to lead the national response to one of the most pressing barriers to reform: resistance to change among public service workers.

Why Change Is Necessary

For many years, Zambia's public institutions have operated using traditional, bureaucratic systems that are increasingly misaligned with the demands of modern governance. With the launch of the Eighth National Development Plan (8NDP) 2022–2026, the focus is now on creating a public service that is efficient, transparent, and citizen-focused. However, no reform effort can succeed without also addressing the “soft” elements, behaviours, mindsets, and workplace culture. Recognizing this, the government, with support from the GIZ GFG IV programme, has introduced the Zambia Public Service Change Management Framework, a structured roadmap designed to unify and guide

transformation efforts across ministries, provinces, and local authorities.

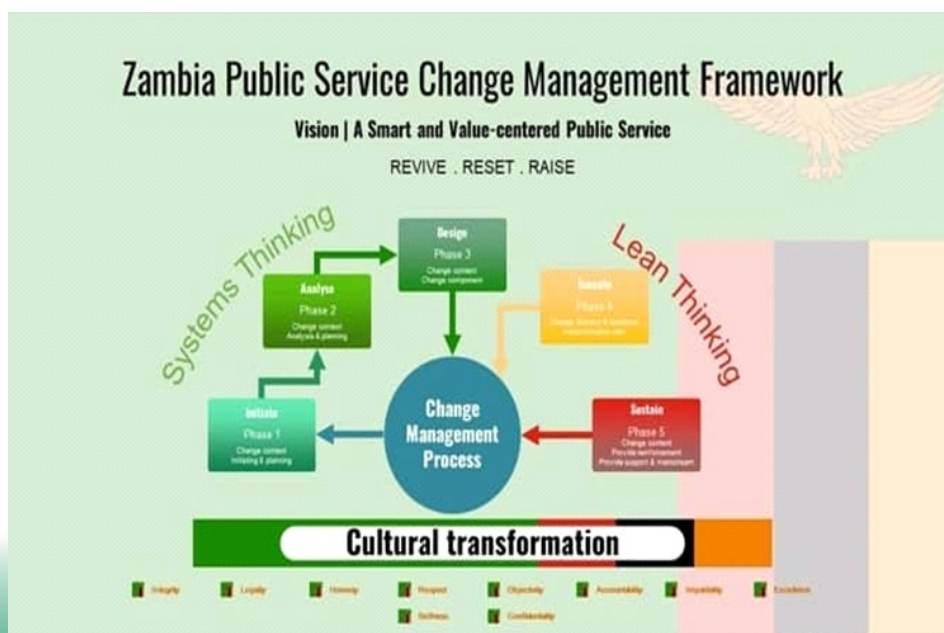
In a landmark move toward transforming Zambia's public service, the Government of the Republic of Zambia has officially launched the Public Service Change Management (PSCM) Framework. This initiative aims to equip public institutions with the tools and mindset to drive meaningful reform, overcome resistance to change, and deliver improved services to citizens.

The launch took place at the National Institute of Public Administration (NIPA) on 18th

February 2025, in a well-attended event featuring speeches, panel discussions, artistic performances, and strategic reflections. The programme was graced by the Secretary to the Cabinet, who officially unveiled the framework, supported by Permanent Secretaries, directors, development partners, and institutional stakeholders.

A Framework for Systematic, Sustainable Change

The ZPSCM Framework provides a five-phase structure to help ministries, provinces, and spending agencies (MPSAs) transition from



intention to implementation:

1. Initiation & Planning – Define goals, mobilize leadership, and plan resources.
2. Assessment & Analysis – Evaluate readiness and gather insights.
3. Design & Development – Develop solutions and build stakeholder alignment.
4. Implementation & Support – Roll out change with tools, training, and communication.
5. Closure & Handover – Sustain the change, embed it in daily operations, and evaluate success.

This process is backed by three integrated approaches:

- Systems Thinking to address complexity and root causes.
- Cultural Transformation to shift mindsets and behaviours.
- Lean Thinking to streamline processes and eliminate inefficiencies.

Launch Highlights: Voices for Transformation

The event featured a range of contributions, including:

- A moving poem by Dr. Samson Kantini (UNESCO) highlighting the human side of change.
- Drama by Twikatane Cultural Theatre, depicting resistance and hope within reform contexts.

- Panel discussions with senior officials from the Public Service Management Division (PSMD), Ministry of Finance, and SMART Zambia.

- Speeches from the consulting team, the funding agency, and the Head of the Presidential Delivery Unit, all emphasizing the need for unity of purpose and leadership-driven transformation.

Putting Change into Action

Already, several government entities have begun using the framework to support priority reforms.

These include:

- Ministry of Finance and National Planning – Implementation of the Accrual Accounting Reform to modernize financial reporting and improve fiscal accountability.

- Ministry of Mines and Minerals Development, Ministry of Agriculture, and Ministry of Home Affairs – Undertaking structured change initiatives aligned with the 8th National Development Plan (8NDP).

- Local authorities such as Lusaka City Council, Kabwe Municipal Council, Shibuyunji Town Council, and the Western Province Provincial Administration have joined in championing decentralized change at the sub-national level.

What This Means for Zambia

The launch of the ZPSCM Framework represents more than a policy milestone; it is a cultural reset.

It marks Zambia's commitment to creating a responsive, citizen-centric public service that aligns with both the 8NDP and Vision 2030.

As the Secretary to the Cabinet noted in his keynote address:

“Transformation is no longer a choice, it is a necessity. This framework is our collective path to building a public service that earns the confidence of the Zambian people.”

With leadership, vision, and the right tools now in place, Zambia is well on its way to making change not only possible, but permanent.



**Empowering
Knowledge,
Enriching Futures**

Opening Hours

Main Campus Library:

- o Monday to Thursday: 09:00 - 21:00
- o Friday: 10:00 – 21:00
- o Saturday: 09:00 – 13:00
- o Sunday and Public Holidays: Closed

Our libraries are open to NIPA students, staff, and registered external members.

To become a member or learn more about our services, please contact us: +260 764 344 600
Email: library@nipa.ac.zm



RESEARCH, CONSULTANCY AND DEVELOPMENT DIVISION (RCDD)



The Research Consultancy and Development Division (RCDD) is mandated to coordinate and undertake research and Consultancy services which are critical to the growth, development and existence of the Institute. Through this division, NIPA offers research and consultancy services to external clients and the Government.

SERVICES OFFERED BY RCDD

Short Courses: Workshops and Seminars

The short courses delivered through workshops and seminars aim to bring up to speed in-service staff in the public and private sector.

These cover areas such as:

- Public Relations, Auditing, Data collection, Processing, Analysis, Reporting and Publication
- Entrepreneurship
- Records Management
- Customer Service
- Leadership and Governance
- Public Sector Accounting

- Writing skills (e.g. Report writing, speech writing, minute writing)
- Supervision and performance management
- Change Management
- Supervisory skills for Senior and Mid-Level Managers
- Financial Management for non-finance professionals
- Humanitarian Law and Child Rights
- Secretarial skills
- Negotiation skills
- Industrial Relations (e.g. Collective bargaining, Grievance and disciplinary procedures, Arbitration and Litigation etc.)
- Investigations and prosecutions
- Project Management
- Monitoring and Evaluation
- Industrial Buying (Public Procurement, Bidding skills etc.)
- Strategic Planning using Balanced Score Card
- Training of Trainers
- Training Needs Assessment
- Government Accounting and Finance
- Local Government Administration

Research

- Baseline Studies, Endline Survey, Process Evaluation
- Market Research
- Applied Socio-Economic Research
- Social and Public Policy Research

Consultancy

- Job Evaluations
- Programme and Project Evaluation
- Development of Business and Strategic Plans
- Training Needs Assessment
- Development of Training and Learning Manuals
- Development, Implementation and Review of Monitoring and Evaluation Systems
- Professional Review of Documents

Contact Us:

**Plot 4810, Dushambe Rd,
P.O. Box 31990, Lusaka.
Tel: +260 211 228 804
www.nipa.ac.zm**

OUR SATELITE CAMPUSES

NDOLA CAMPUS



LIVINGSTONE CAMPUS



BURMA ROAD CAMPUS



SOLWEZI CAMPUS



HOW TO APPLY

Main Campus

1. Visit us:

Plot 4810, Dushambe Road,
P.O. Box 31990,
Tel: +260 211 228 804
Lusaka.

2. Online Application:

<https://nipasis.nipa.ac.zm/sis/>

3. Contact Admissions Office:

Mobile: +260 767 670 985
Email: admissions@nipa.ac.zm

4. Visit Our website

www.nipa.ac.zm.

Satelite Campuses

1. LIVINGSTONE CAMPUS

Corner of Airport Road and Neru Way
Email: d.mwika@nipa.ac.zm
Call/WhatsApp: +260 777 307 588

2. SOLWEZI CAMPUS

Mbonge Area
Email: p.mumba@nipa.ac.zm
Call/WhatsApp: +260 977 366 326

3. NDOLA CAMPUS

Monkey Fountain
Email: ndola.campus@nipa.ac.zm
Call/WhatsApp: +260 967 141 495

4. BURMA ROAD CAMPUS

Email: admissions@nipa.ac.zm
Call/WhatsApp: +260 767 670 985
Lusaka.

PROGRAMMES ON OFFER

1. Diploma Programmes

Entry Requirements: A Grade 12 Certificate with 5 Credits or better in English, Mathematics, and any other three subjects.

Duration: Three years | Fees: K6,550 per semester.

Available Programmes:

- Diploma in Management Studies
- Diploma in Human Resource Management
- Diploma in Health Services Management
- Diploma in Public Relations
- Diploma in Projects Management
- Diploma in Records Management
- Diploma in Public Administration
- Diploma in Social Work
- Diploma in Law
- Diploma in Business Administration
- Diploma in Banking and Finance
- Diploma in Information Systems and Programming
- Diploma in Accountancy and Government Accounting
- ZICA Diploma in Accountancy
- Zambia Institute of Marketing
- Zambia Institute of Purchasing and Supply
- Chartered Institute of Purchasing and Supply
- Diploma in Nursing

NIPA

**DID YOU KNOW
THAT YOU CAN PAY
FOR TUITION FEES
USING AIRTEL MONEY?**

Press *115# on your phone to access the Airtel Money Menu and follow the following steps:

- Option 4 (Make Payments)
- Option 7 (School Fees)
- Option 3 (Bill Muster)
- Option 1 (University)
- Option 6 (Others)
- Enter the first three letters of NIPA (nip)
- Option 1
- Enter your student number
- Enter Amount
- Enter PIN

Call / WhatsApp: +260 7676 70 985, +260 7676 70 984
Download an application form from www.nipa.ac.zm



PROGRAMMES ON OFFER

2. Bachelor's Degree Programmes

Entry Requirements: A Grade 12 Certificate with 5 Credits or better in English, Mathematics, and any other three subjects.

Duration: Four years | Fees: K10,400 per semester.

Available Programmes:

- Bachelor of Public Administration
- Bachelor of Human Resource Management
- Bachelor of Public Relations
- Bachelor of Development Studies
- Bachelor of Social Work
- Bachelor of Records, Archives, and Information Management
- Bachelor of International Relations and Diplomacy
- Bachelor of Laws
- Bachelor of Arts in Criminology and Criminal Justice
- Bachelor of Arts in Defense and Security Studies
- Bachelor of Business Administration
- Bachelor of Science in Computer Science
- Bachelor of Science in Purchasing and Supply Chain Management
- Bachelor of Transport and Logistics
- Bachelor of Accounting and Finance
- Bachelor of Economics
- Bachelor of Science in Information Systems
- Bachelor of Arts in Film and Media Studies
- Bachelor of Marketing and Creative Studies
- Bachelor of Science in Disaster Studies and Sustainable Development
- Bachelor of Science in Climatology and Meteorology
- Bachelor of Science in Land and Water Conservation
- Bachelor of Occupational Health and Safety

3. Master's Degree Programmes

Entry Requirements: A Grade 12 Certificate with 5 Credits or better in English, Mathematics, and any other three subjects; A Bachelors' Degree.

Duration: Two years | Fees: K8,800 per semester.

Available Programmes:

- Postgraduate Diploma in Teaching Methodology (Duration: One year | Fees: K7,200 per semester)
- Master of Business Administration (General, Finance, Marketing, and Entrepreneurship)
- Master of Public Administration
- Master of International Relations and Diplomacy
- Master of Public Relations
- Master of Records, Archives, and Information Management
- Master of Human Resources Management
- Master of Science in Projects Management
- Master of Arts in Climate Change and Global Sustainability
- Master of Disaster Risk Reduction
- Master of Science in Computer Science
- Master of Laws (General, Criminal Law and Criminal Procedure, Constitutional and International Law, Employment and Labour Laws, Corporate Law, Human Rights Law, Banking Law)

At NIPA, we believe in balancing academic excellence with active participation in sports, fostering well-rounded graduates ready for life's diverse challenges. As a proud member of the Zambia Universities Sports Association (ZUSA), we celebrate our students' talent, teamwork, and competitive spirit both in the classroom and on the field.



N
I
P
A

Lusaka Main Campus

The Executive Director
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

Livingstone Campus:

Corner of Airport Road and Neru Way
Email: d.mwika@nipa.ac.zm
Call/WhatsApp: +260 777 307 588

Solwezi Campus:

Mbonge Area
Email: p.mumba@nipa.ac.zm
Call/WhatsApp: +260 977 366 326

Ndola Campus:

Monkey Fountain Road
Email: ndola.campus@nipa.ac.zm
Call/WhatsApp: +260 967 141 495

Burma Road Campus:

Email: admissions@nipa.ac.zm
Call/WhatsApp: +260 977 794 696
Lusaka.