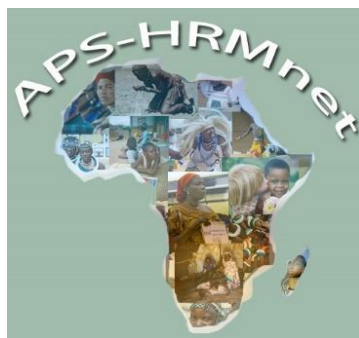




AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK: PUBLIC SERVICE INNOVATIONS AWARDS (APS-HRMnet- PSIA)

Submission Rules and Guidelines for 2026

Introduction

The Africa Public Sector Human Resource Managers' Network (APS-HRMnet) in an effort to execute its mandate and contribute to the transformation of the management of the human resource management practices in public sector institutions in Africa, as a measure to improve service delivery and achieve the Sustainable Development Goals (SDGs), introduced the Africa Public Sector Human Resource Managers' Network Public Service Innovation Awards. Being a platform for HR practitioners and scholars in the public sector in Africa for networking, advocacy, professional development, information and knowledge sharing, the APS-HRMnet will use the Awards program to: identify and share best practices in the management of the human resources in public sector institutions, promote excellence, integrity and professional standards, share tools, models, methods and data concerning HRM management in the Public service, promote continuous learning and advocate for strategic positioning of Human Resource management by show-casing the innovations that are transforming public sector performance through HR Management successful practices in Public Sector Institutions..

Implementing the 2030 Agenda and the Africa 2063 strategy to achieve the SDGs and the Africa Aspirations calls for creativity and innovation in all fields, especially in the delivery of public services. Effective, efficient, accountable and equitable delivery of services is under the hands of human resources who need to be innovatively managed to undertake the needed transformation. Therefore, in launching and sustaining this Awards, program APS-HRMnet is contributing to the promotion and encouragement of innovation to contribute to the achievement of SDGs and Africa's Aspirations.

Purpose and objectives:

The purpose of the Africa Public Sector Human Resource Managers' Network Public Service Innovations Awards, is to contribute to innovative development of human resource management practices in Africa's Public Sector governance, management and administration and to contribute to effective realization of the African aspirations for the 'Africa We Want' as set in the African Agenda 2063 and transform our world by achieving the SDGs determined in the Global Agenda 2030, 'Transformation of Our World'.

Specific objectives:

The specific objectives of the Award are the following:

- (i) To recognize and publicize innovations in the management of HR in the Public Sector which are worthy of emulation.
- (ii) To enhance the image of the Public Sector in Africa through promotion, recognition and dissemination of effective, innovative, and accountable HR management approaches and practices.
- (iii) To promote innovation in the Public Sector by encouraging and recognizing organizations and initiatives for creative and effective ways of solving specific challenges of HR management for the implementation of the 2030 agenda and Agenda 2063 to achieve the SDGs.
- (iv) To facilitate the transfer of innovations and best practices, including digital transformation as a way of improving the quality of HR management in Public sector Institutions in Africa countries.
- (v) To encourage and promote the culture of Innovation in public sector governance and service delivery through Information and Communication Technologies (ICTs).

With the above objectives the Award is also intended to serve as a platform for:

- (i) Advocacy for innovation and digital transformation for improving the management of HR for the delivery of public services and performance in general of public sector institutions.
- (ii) Research and learning through identifying and sharing successful practices in HR management in the public in Africa.
- (iii) Capacity development through sharing and replication of successful practices in HR management
- (iv) Partnerships and exchanges for effective HR management and performance of public sector institutions in Africa.

Hence through the Awards program, the APS-HRMnet promotes and rewards innovations and excellence in HR management in Public Service, in support of the realization of global and continental development Agenda including the African Union (AU) Agenda 2063, the 2030 Agenda for Sustainable Development, and the Sustainable Development Goals (SDGs). The Award recognizes African initiatives in HR management in public sector institutions that demonstrate creativity and innovation in the improvement of service delivery to the citizens of the Continent. Ministries and other Public Sector institutions at regional, national and local governments levels that nominate innovations for these Awards make enormous contributions to the transformation of Africa to achieve its aspirations and SDGs.

AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK INNOVATIONS AWARD (APS-HRMnet- IA)

CONDITIONS, PROCEDURES AND RULES OF COMPETITION – ANNEX 1

The following conditions, procedures, and rules guide the competition for the Africa Public Sector Human Resource Managers' Network Innovations Award (Aps-HRMnet-IA)

- (i) Entries shall be made by a Ministry/Organization/Authority/enterprise etc .in any Public Sector Institution. Submissions can also be made by Division/Section within Public Sector organizations. All government ministries, departments and agencies, public sector institutions, local governments and municipal authorities and institutions of higher learning in African countries, are eligible to participate in the competition.
- (ii) The initiative must be innovative and relevant to one of the criteria indicated in this call for applications.
- (iii) Awards will not be given to individuals but to initiatives in the organizations.
- (iv) Submissions shall be made on a prescribed entry form and shall not exceed 1,500 words with an executive summary of not more than 100 words. All supporting materials,(documents, videos, audios etc not exceeding three per submission, shall be placed in an appendix. All submissions will be made electronically via Google form.
- (v) A submission entered in a previous competition, but which was not among the winners in that year, may be re-submitted for consideration by the Jury, provided that no submission shall be considered more than three times.
- (vi) Applications may be made in English, Arabic, or French languages. However, all Arabic and French submissions shall be accompanied by one summary page of official English translation. .
- (vii) The Evaluation Panel to assess the nominations shall consist of seven (7) distinguished persons selected by the APS-HRMnet who are knowledgeable in public sector human resource management.
- (viii) The Panel will determine the procedure and process of evaluating the nomination to select the finalists
- (ix) The Panel will draw up a final list of 6 entrants. The finalists will be invited to appear before the Panel to present and defend their submissions. The Panel will then determine the winners for the Gold, Silver and Bronze Awards.
- (x) The six finalists will be given opportunity to present their entries at the Annual Conference of the APS-HRMnet following which the Winners will be announced and the Awards given.
- (xi) The decisions of the Panel shall be final. The Panel may decide not to award prizes if the nominations in any one year are not up to standard.
- (xii) The best three best nominations shall receive the Gold, Silver and Bronze Awards in order of merit. The other three finalists may receive recognition trophies or certificates.

Disqualification

Applications will be disqualified for the following reasons:

- Failure to observe the submission rules for the application.
- Any conflict of interest and non-adherence to the process by those concerned.
- Presenting misleading and false information and supporting documents.
- Inability to provide sufficient documentation to review the initiative.
- Unethical behaviour, including undue pressure on any person involved in the evaluation and selection process.

AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK INNOVATIONS AWARD (APS-HRMnet- IA)

CRITERIA FOR EVALUATION OF SUBMISSIONS: ANNEX

The criteria to guide the evaluation of the nominations for the Award

In a general way the following will be the criteria to guide the assessment of the initiatives contending for the APS-HRMnet Innovation Award:

- Novelty
- Relevance
- Significance/positive impact
- Adaptability and Replicability
- Sustainability

Criteria 1: Novelty: introduction of an innovative idea, policy, practice, or structure that is new/unique in the governance/management/administration of the Human Resource in the institution.

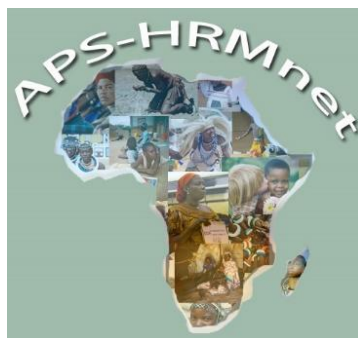
Criteria 2: Relevance: The new idea, policy, practice, or structure is relevant in that it leads to effectiveness, accountability, inclusiveness, and equity in the management of the Human resource and the delivery of services or development in general (see the 11 principles of effective governance elaborated by CEPA).

Criteria 3: Significance/Impact: It makes a significant and impactful contribution to the delivery of services and/or enhancing the capacity and performance of the public service in general

Criteria 4: Adaptability/Replicability: It has been adapted and replicated or demonstrates potential to be replicated to other public sector institutions in the same country, region, or other countries/regions.

Criteria 5: Sustainability: It demonstrates significance socially, economically and environmentally as well as capability to keep evolving with developments and has provisions for availability of the requisite resources for its continuity.
potential to be adapted and replicated to other public sector institutions in the same country, region, or other countries.

Criteria 5: Sustainability: It demonstrates significant and impact socially, economically, and environmentally as well as capability to keep evolving with developments and has provisions for availability of the requisite resources for its continuity.



Annex 3
Entry/Nomination Form for the

**AFRICA PUBLIC SECTOR HUMAN RESOURCE MANAGERS' NETWORK:
PUBLIC SERVICE INNOVATIONS AWARDS (APS-HRMnet- PSIA)**

1. Name of the Organization:

2. Address of the Organization

3. Country:

4. Section/ division making the submission

5. Name of the Initiative/ Project being nominated for the award

6. Contact persons

Salutation	☐ Mr.	☐ Mrs.	☐ Ms.	☐ Dr.	☐ Professor
First Name:			Last Name:		
Job Title:					
Department:					
Organization:					
Mailing Address:					
Work Phone:			Mobile:		
Email:					

7. Number of employees in the organization, section or division.

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8. Describe in not more than 1,500 words on an attached sheet the innovation, its nature and effects and the date of introduction of the initiative/ project.

ATTACH A SEPARATE SHEET

Submission should include the following:

- (i) Impetus for the change
- (ii) Purpose and objectives of the change
- (iii) The innovation itself
- (iv) How it was done
- (v) Results achieved to-date
- (vi) Outlook for the future
- (vii) Potential implications for other organizations

9. Executive Summary

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10. Signature:

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11. Date: D/M/Y

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Please return this form to the APS_HRMnet by:30th September 2026

Mail: The Executive Secretary
African Public Sector Human Resource Management network (APS-HRMnet)
P. O. Box 670
Dodoma
Tanzania

E-mail Victoria.mwanri@gmail.com

For assistance, please contact us by phone at +255735312199

For more information about the program, (www.apshrmnet.org)