THE AFRICAN PUBLIC SECTOR HUMAN RESOURCE MANAGERS NETWORK CONFERENCE (APS-HRMnet)

APS-HRMnet

CONFERENCE REPORT

THE 9TH ANNUAL APS-HRMNET HELD AT ARUSHA INTERNATIONAL CONFERENCE CENTRE, TANZANIA ON 4th - 7th NOVEMBER, 2024

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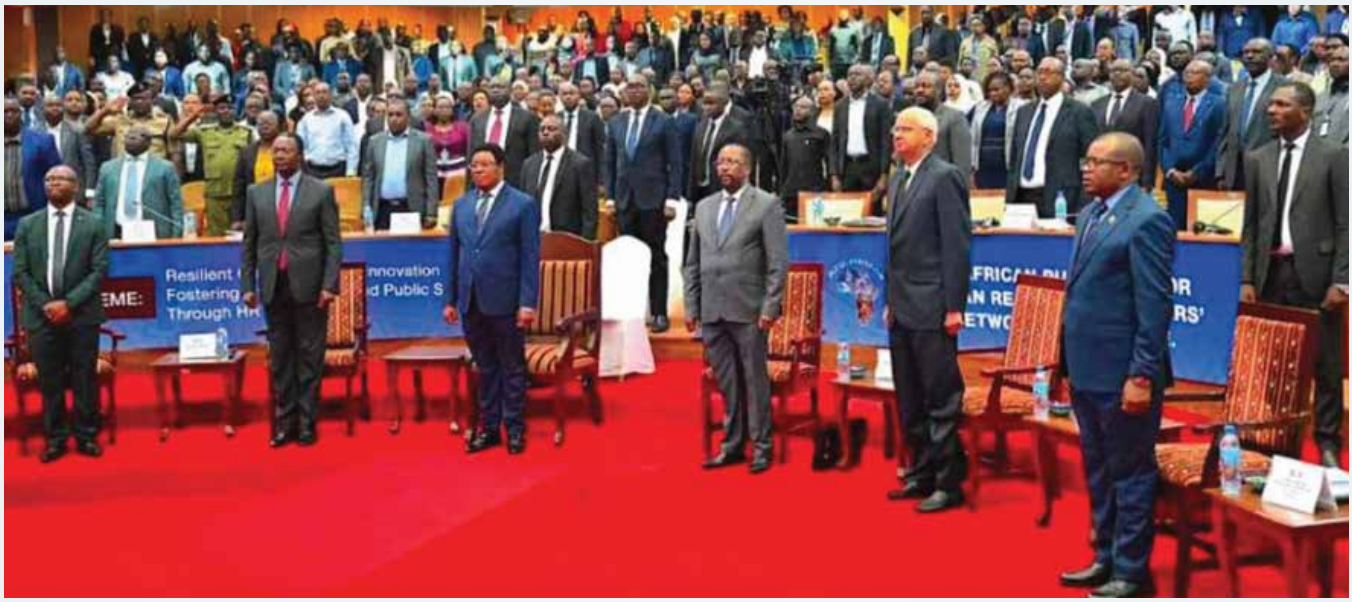
INTRODUCTION

The African Public Sector Human Resource Managers' Network (APS-HRMNET) is a professional network of Public Sector Human Resource Managers in Africa that, through networking, advocacy, research, documentation, publication, consultancy and training promotes and strengthens excellence, integrity and professional standards in the practice of human resource management in Public Sector Institutions in Africa.

The APS-HRMnet holds its meeting annually as a recognition to the need for the development of competent and professional Human Resource Managers in Africa's Public Sector. Therefore, the 9th APS-HRMNET conference was held on 4th – 7th November 2024 at Arusha International Conference Centre (AICC), Simba Hall, Tanzania with the theme **"Resilient Governance and Innovation: Fostering a future-oriented Public Sector through HR Leadership"**

The Government of the United Republic of Tanzania in collaboration with the Executive Council of APS-HRMnet hosted the conference



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REA
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TRA
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The Wings of Kilimanjaro
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OPENING CEREMONY

The Official Opening by **Hon. Kassim Majaliwa Majaliwa (MP)**, the Prime Minister of the United Republic of Tanzania

The 9th African Public Sector Human Resource Managers Network Annual Conference was officiated by Hon. Kassim Majaliwa Majaliwa (MP), Prime Minister, United Republic of Tanzania on behalf of H.E, Dr. Samia Suluhu Hassan, the President of the United Republic of Tanzania

He expressed his gratitude to the APS-HRMnet President and the Council for granting Tanzania the valuable opportunity to host the 9th Annual Conference and the participation of delegations from various countries across Africa.

He further invited delegates to feel at home and assured them that Tanzania is safe and peaceful.

During his remarks, he acknowledged the presence of the distinguished African Schoolar Professor Patrick Lumumba who was a keynote speaker. He also thanked delegates for electing Mr. Xavier D. Mrope as the President of APS-HRMnet where he instructed Mr. Mrope to unite HR practitoners in the Public Sector to ensure efficiency service delivery. Hon. Prime Minister recognized the executice Council of APS-HRMnet.

He reminded the participants of their significant responsibility to their governments to effectively manage the crucial and most valuable resource that oversees other resources, ensuring efficiency in delivering quality services to the public and contributing to the welfare and development of society as a whole.

He concluded his opening remarks by assuring the APS-HRMnet President the support of the Government of Tanzania in meeting its objective.

Hon. George Boniface Simbachawene (MP), Minister of State, Presidents Office Public Services Management andGood-Governance, United Republic of Tanzania

- Hon George B. Simbachawene welcomed all the national and international delegates in the city of Arusha. In his remarks, he elucidated on the role of APSHRMNet and encouraged participants to be fully engaged in the presentations so as to equip themselves with relevant knowledge and skills in Human Resource Management. He expressed his gratitude to all Honorable Ministers, Permanent Secretaries, Human Resources Directors, Managers, and all Members of the Academic and Delegates who have traveled from various African countries to join for the inaugural ceremony and participates in the 9th APS-HRMnet meeting. He concluded by inviting His Excellency Prime Minister of Tanzania to address the audience.

Mr. Juma S. Mkomi, Permanent Secretary- President Office Public Service Management And Good Governance, Tanzania

- Permanent Secretary gave introductory remarks and welcomed all participants to the conference; and he further explained the role of his office in overseeing and issuing guideline and policies on Human Resource Development in the entire Public Service. He encouraged participants to engage actively in the discussions since conferences like this povide an invaluable platform to promote professionalism through the exchange of experiences, skills, and ideas related to human resource management.

Hon. Festo Kiswaga Monduli District Commissioner Representing Arusha Regional Commissioner

- Hon. Festo Kiswaga gave his remarks on behalf of Regional Commissioner of Arusha Region and invited participants to explore tourist attraction in the region and in particular the Ngorongoro Crater.

Mr. Xavier Mrope Daudi, Deputy Permanent Secretary- President Office Public Services Management and Good-Governance, Tanzania & President APS-HRMnet

- The APS-HRMnet President Mr. Xavier M. Daudi welcomed all conference participants and expressed his gratitude to the guest of honor for accepting the invitation to officiate the opening of the 9th APS- HRMnet Conference.
  He acknowledged all employers who facilitated HR Managers to attend the conference in large numbers.
  He emphasized the importance of the participants' commitment to the meeting, highlighting that the selected topics were carefully chosen to strengthen their resilience as human resource professionals. He concluded by extending his appreciation to African governments for facilitating the attendance of participants at the conference
  .

SPEAKERS

Prof. Kauzya John-Mary
Professor School of Public Leadership Stellenbosch University and Ex UNDESA Director (Uganda).

Prof. Lughano J. Kusiluka
Vice Chancellor –
University of Dodoma (Tanzania)

Prof. Elisante Ole Gabriel
Chief Court Administrator, Judiciary of Tanzania; Chairperson southern and Eastern judicial Administrators Association

Ms. Brenda Msangi
Chief Executive Officer, Comprehesive Community Based Rehabilitation Tanzania (CCBRT).

Dr. Stephen Opio Okiror
Commissioner Human resource Management (Human Resource Planning and Development) Ministry of Public Services, Uganda.

Dr. Jabiri Kuwe Bakari
Director General of Tanzania Communications Regulatory Authority(TCRA).

Ms.Evengaline Mukami
An Author, A Wellness Specialist, A Couch, A Trainner, A public Health Programmer & A Mental Health Advocate (Kenya).

Ms. Rose Ssali
Legal Consultant, Africa –
Cyber eConnexion (Kenya).

Mr. Kelvin M. Mwita
HR Lecturer, Mzumbe University (Tanzania).

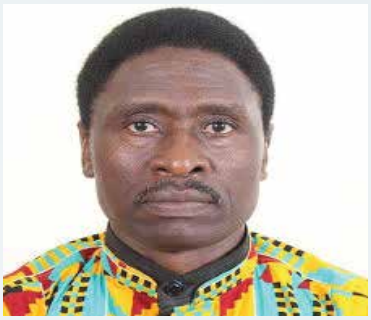
Dr. Venance Shilingi
Senior Lecturer and Strategic Management Consultant – Mzumbe University (Tanzania).

Mr.Gabriel Nyamu
Purpose Coach/Chief Transformation Officer – Inquest Research and Consulting (Kenya).

Mr. Hassan O. Kitenge
Management Consultancy (Tanzania)

Ms. Vivinne Kiologwe Penessis
Human Resource Director Vodacom (Tanzania).

Dr. Peruzy Nyakila Roche
Chartered MCIPD, Lead Consultant & Managing Director (Tanzania).



Dr. Oscar Tefurukwa
Senior Lecturer Mzumbe University (Tanzania)

CHRP Elida Reci
Public Administration and Governance Officer, United Nation –Department of Economic and Social Welfare (UNDESA).

Dr. Nyabiba M. Edward
Ag. Principal HRM Officer RCGW (Kenya).

Eng. Samweli Daudi Tanguye
Deputy Secretary and Head of ICT Department – PSRS (Tanzania).

Mr. Mathias Bazi Kabunduguru
Former Chief Court Administrator, Judiciary of Tanzania.

CHRP. Florence Wanguku
Head of Human Resources- Kenya School of Government and Vice President, East Africa Region, APS HRM Network.

Perpetual Nana Owusuah Lamptey
Human Resource Project Manager, Ghana.

MODERATORS

Samson Olum
Director of Human Resources Management – Kabale University (UGANDA)

Amos Nko
Director of HR and Administration- Office of the Treasury Registrar

Christine Mwakatobe
Managing Director- AICC

CONFERENCE STATISTICS

The conference brought together various local and international Human Resources' Managers across African Public Sector. The conference was attended by nine (9) countries bringing together 767 participants: 669 participants were from Tanzania and 98 participants were International delegates from Uganda (55), Kenya (32), Namibia (3), Mozambique (2), Sierra Leone (2), Zimbabwe (1), Rwanda (1), Ghana (1) and Commoro (1).

ATTENDEES
767

COUNTRIES REPRESENTED
09

PERMANENT SECRETARIES
9

SPEAKERS
21

MODERATORS
3

MINISTERS
7

PANEL SESSIONS
Day 1: Panel Discussion

TOPIC 1: Managing Human Resources in the Public Service for Transformational Resilient Governance and Development: Exploring Issues and Challenges

- Presentation highlighted the importance of involvement of Human Resources, which was described as the invaluable asset of any organization. The sessions explored thoroughly topics such as diversity, inclusion, accountability, social cohesion, and the enjoyment of human rights. In concluding his presentation, the speaker emphasized that HR managers serve as crucial change agents within the Public Sector. Through strategic workforce planning, talent development and effective communication, HR Managers can lead the change in implementing new Policies, embracing technology and addressing evolving public needs.

By Prof. John-Mary Kauzya, Professor School of Public Leadership, Stellenbosch University Ex UNDESA Director – Uganda

TOPIC 2 : HR Leadership from the Eyes of a CEO: what do CEO expect from HR Leadership as strategic advisors?

- The presenter highlighted on the importance of culture as a defining element of an organization's identity, influencing both actions and behavior. She emphasized on the role of HR managers in developing a working culture in the organization.The presenter refered to a popular phrase 'culture eats strategy for breakfast' where she linked it with aspect of performance and insisted that no matter how great the business strategy is, the plan will fail without a company culture that encourages people to implement it.The presenter concluded by stating that HR leaders are the heart of the organization, shaping its future and inspiring talents.

By Ms. Brenda Msangi, CEO CCBRT – Tanzania

TOPIC 3: Leadership in crisis and Management: The role of HR Leaders in Resilient Governance and innovation in Public Sector

The presenter alluded that Public Sector operates in a unique landscape where challenges can be sudden, complex, and far-reaching, demanding a high degree of resilience and adaptability. In times of crisis, HR leaders play a pivotal role in ensuring that Public Sector Organizations not only survive but also emerge stronger. By fostering resilient governance and spearheading innovation, HR leaders contribute to stabilizing operations, maintaining morale, and developing agile responses to complex issues where she refered on the esperience of COVID 19 pandemic. In conclusion, the presenter praised the valuable work of HR Managers, noting that if they continue their outstanding efforts, they are surely deserving of a special place in heaven

By Evangeline Mukami Wellness Specialist – Kenya

SESSIONS ONE
Panel Discussion

The participants were given opportunity for refelctions and feedback through Panel Discussion which wa moderated by Ms. Christine Mwakatobe – Managing Director- AICC and faciliators were invited to respond to the questions raised.

By Ms. Christine Mwakatobe – Managing Director- AICC

SESSIONS TWO
Succession Planning

The presenter informed participants that Succession Planning is not a one-time goal or destination; rather, it is an ongoing process that organizations must consistently pursue. It involves continually identifying, developing, and nurturing talent within Institution to ensure there is a steady pipeline of skilled leaders ready to step into key roles as needed. By treating Succession Planning as a continuous effort, organizations can adapt to changing business needs, support employee growth and maintain leadership stability over the long term. Therefore, HR plays a significant role in Succession Planning including identifying successors in the organization. He concluded his remarks by emphasizing on the responsibility of HR to prepare plans in advance, as failing to plan is ultimately planning to fail.

By Dr. Stephen Opio Okiror Representative PS Ministry of Public Services Uganda

SESSIONS ONE
Day2: Panel Discussion

Topic 1: Transparency and accountability in the Public sector: Divergence of theory and Practice.

- The presenter began his presentation by recalling of the statesmen who founded our Nations and their belief in building Africa through Human Capital. Prof. Kusiluka challenged the younger generation, particularly HR leaders responsible for employment, to rethink and reshape their perspectives with Agenda 2063 to build the Africa we aspire.In concluding his presentation, the speaker emphasized that, if properly positioned, HR Managers have the potential to lead the way in advancing Agenda 2063 for the Africa we want

By Prof. Lughano Kusiluka - VC-University of Dodoma (TANZANIA)

Topic 2: Technologies Advancements in HR

- The presenter pointed out that economic diplomacy, which involves the negotiation and alignment of economic policies between countries or organizations to improve trade relations and economic partnerships, relies heavily on human capital. The integration of advanced HR technologies such as artificial intelligence (AI), data analytics, and remote collaboration platforms supports this diplomacy by enabling efficient talent management, promoting cross-cultural understanding, and streamlining recruitment of globally competitive professionals. In conclusion, the presenter reiterated that as global interdependence grows,

the ability to manage and develop talent across borders is essential for fostering effective international relations. Advanced HR technologies allow organizations to overcome geographical and cultural barriers, supporting diverse, agile teams capable of advancing diplomatic and economic objectives.

By Rose Ssali –
Legal Consultant, Africa-Cyber eConnexion (KENYA)

Topic 3: Innovation in Public Sector HR Management: An adaptive approach powered

The presenter pointed out that in an age where Public Sector organizations face unprecedented challenges and opportunities, innovation in HR Management has become essential to effectively adapt to rapid technological advances and evolving workforce expectations. This presentation focused on how leveraging big data, disruptive technologies, and human centered design thinking can create a transformative approach to Public Sector HR. By embracing these adaptive strategies, HR leaders can drive efficiency, improve decision-making, and create a more agile and responsive workforce, ultimately enhancing public service outcomes. Briefly, the presenter noted, if big data is an asset, and then give it should be given the value it deserves.

By Big data Disruptive technology and human centered design thinking by Gabriel, Nyamu – Chief Transformation

Day2: Panel Discussion SESSION ONE

The participants were given opportunity for refelctions and feedback through Panel Discussion which was moderated by the late Amos Nko – Director of Director of Admin. & HR, Treasure Registrar and faciliators were invited to respond to the questions raised.

Rose Ssali

Gabriel Nyamu

Lughano Kusiluka

Session Two: Future Challenges In HR Management

Topic 1: Strategic Human Resource Management for Future Challenges

The presenter explored how Strategic Human Resources Management can evolve to address the future challenges facing the Public Sector. From adopting more innovative recruitment strategies to fostering inclusive and adaptive organizational cultures, it examined the pressing need for policy reforms and strategic shifts to better align Human Resource Management with the evolving needs of the state, citizens, and society at large. Re-imagining SHRM in the context of future challenges, this discussion aimed at highlighting the importance of strategic foresight, agility, and resilience in crafting human resource policies that can navigate the complexities of tomorrow's public sector landscape. He concluded his remarks by reminding participants that SHRM is not just a matter of improving organizational efficiency; it is about ensuring that Public Institutions remain relevant, responsive, and capable of delivering on their promise to citizens in the face of uncertainty and change.

By Mr. Mathias B. Kabunduguru, Rtd , Chief Court Administrator of the Judiciary of Tanzania

Topic 2: Integrating Lifelong Learning and Technological Innovation to Build a Resilient and Adaptable Workforce

This paper explored the rapid technological advancements, shifting labor market dynamics, and an increasingly complex global economy, the need for a resilient and adaptable workforce. Instead, the future of work demands continuous learning, adaptability, and the ability to innovate in response to new challenges. To thrive in this environment, organizations and individuals must embrace lifelong learning and invest in reskilling and upskilling initiatives that keep pace with technological change. In conclusion, the presenter noted that integrating lifelong learning with technological innovation is essential for building a resilient and adaptable workforce capable of thriving in an ever-evolving landscape. As technology continues to reshape industries and workplaces, the need for continuous reskilling and upskilling becomes paramount. Organizations that prioritize and invest in learning opportunities for their employees not only ensure their workforce remains relevant and competitive but also foster a culture of innovation and adaptability that drives long-term success.

By Dr. Venance Shillingi
Mzumbe University – Tanzania

Topic 3: The Future-Ready workforce

- The presenter noted that in today's fast-paced, technology-driven world, organizations face unprecedented challenges that demand innovative and flexible approaches in human resources. As the nature of work, skills, and employee expectations evolve, HR must proactively adapt to stay relevant and effective. Future-ready HR strategies are essential to anticipate shifts, embrace technological advancements, and support a diverse, resilient workforce.In aligning HR practices with emerging trends, businesses can enhance employee engagement, foster innovation, and maintain a competitive edge. The presentation explored key strategies that equip HR to meet the demands of tomorrow's workforce and organizational needs. In conclusion, the presenter emphasized the importance of AI, asserting that it should serve you, not the other way around..

By Ms. Viviene Penesis - HRD Vodacom Tanzania

MINISTERS ROUNDTABLE DISCUSSION

The 9th Annual Conference also held a roundtable discussion of Ministers who shared their experience on Human Resource Management in Public Sector from their respective countries. Ministers who participated in the discussion were Hon. George B. Simbachawene, Minister of State, Presidents Office Public Service Management and Good Governance (Tanzania); Hon. Haroun Ali Suleiman, Minister of State, President's Office, Constitution, Legal Affairs, Civil Services and Good Governance (Revolutionary Government of Zanzibar); Hon. Inocencio Impissa, Vice-Minister of Public Administration and Civil Service (Mozambique) and Hon. Hafeni Ndemula, Deputy Minister Labour, Industrial Relations and Employment Creation (Namibia). All Ministers recognized the dynamics of HR and echoed on its importance and value.

On the left side Hon. George B. Simbachawene, Minister of State, Presidents Office Public Service Management and Good Governance (Tanzania) shares his experience on HR Management at Public Service at Ministers'Roundtable Discussion.

MESSAGES OF SOLIDARITY

Mr. Mboyi Wishega TPS-HRMnet Chairperson

was pleased to have delegates in Arusha, AICC,from far off across Africa and across Tanzania he informed that the local chapter in Tanzania is very vibrant and promised that they will take care of the baby as a local chapter in Tanzania"..

Kenya Statement presented by CHRP Florence Wanguku.

Emphasized participants to be honest and face things as they are and to have very candid discussions so as to make a difference in our different countries.
She concluded by saying that we need to come up with valid conclusions and after the Conference all the participants will go back home with a to-do list for HR Matters.

Sierra Leone Statement presented by Mr. Moses Kamara

said Sierra Leone have started the network in Local Councils and have some engagement with Human Resources Officers across the civil service. However they need to have more engagement to do with the entire public service and drafting a constitution that will be ratified very soon

Uganda statement presented by Mr. James Sanya He extended solidarity greetings on behalf of the President of the UPSHRMnet esteemed sisters and brothers of the Africa Public Service Human Resource Managers Network, As the Uganda Public Service Human Resource Managers network has about 400 plus members drawn from the central government and the local governments, who are spearheading the enactment of the HR Professionals Bill in Uganda, a tool that can help professionalize the HR but also regulate the profession

Ms Grace Meshi

Appreciated 9th APS- HRMnet annual meeting organisers for inviting members of TAPAHR to participate in the conference. TAPAHR have a vision to ensure that we have efficient professionalism among Human Resources administration in Tanzania and promote high standard and best practices in the professionalism of Human Resources administration.

Day 3: Online Presentation

Enhancing Attractiveness Competencies and Integration for a Resilient Workforce of the Future

This was online presentation where it explored the functions and initiatives of UNDESA aimed at preparing a resilient and future-ready workforce. By focusing on the development of competencies, the promotion of inclusive employment practices, and the creation of integrated, sustainable workforce policies, UNDESA is helping to shape a future of work that is not only inclusive but also capable of addressing the evolving needs of the global community. From promoting the SDGs (Sustainable Development Goals)

to fostering capacity building and advancing multilateral collaboration, UNDESA's role in workforce development is critical in ensuring that future labor markets are equitable, resilient, and aligned with global development priorities. The presenter concluded by saying, "there is no higher calling than serving others" She appealed to the HR to be the change we all want to see.

By Ms. Elida Reci, Public Administration and Governance Officer United Nation – Department of Economic and Social Affairs (UNDESA) – (USA).

SESSION ONE:

Talent Management for competitive and sustainable workforce

This paper explored the evolving role of talent management in building a competitive and sustainable workforce. As organizations strive to meet the demands of both the marketplace and society, HR leaders are tasked with aligning their talent strategies with broader organizational goals, including innovation, environmental stewardship, and social impact. By examining best practices, emerging trends, and the integration of sustainability into talent management frameworks, this discussion aimed at demonstrating how organizations can create a workforce that is not only prepared for the challenges of the future but is also positioned to drive sustainable success. Through a comprehensive approach to talent acquisition, development, and retention, businesses can unlock the potential of their most valuable asset. Issues of talent gaps, brain drain, emotional intelligence, drivers of talent management were discussed. Finally, the presenter quoted Martin Jr. King saying: If you cannot fly – run; if you cannot run -walk and if you cannot walk – crawl. Ultimately, by all means, you must keep moving.

By Prof. Elisante Ole Gabriel , Chief Court Administrator of the Judiciary of Tanzania – Tanzania

SESSION TWO:

Governance and Service Delivery

Topic 1: Role of HR Management in Promoting Service Delivery through Public- Private Sector Partnership

In today's interconnected economy, Public-Private Sector Partnerships (PPPs) have become a powerful model for enhancing service delivery and addressing complex societal needs. Therefore, Human Resource (HR) Management plays a pivotal role in making these partnerships successful by fostering collaboration, aligning goals, and ensuring efficient resource utilization between sectors. Through strategic HR practices, such as talent acquisition, Training, Performance Management, and communication, HR bridges the operational and cultural gaps that may exist between Public and Private Sector partners. HR management is responsible for aligning the workforce with the objectives of the partnership, creating a shared vision, and promoting a culture of collaboration. Through joint training programs, skill development, and knowledge sharing, HR can enhance the competencies of employees involved in PPPs, ensuring they are equipped to meet the demands of collaborative service delivery. Additionally, the presenter opined that effective HR practices help to build trust and transparency among stakeholders, critical factors for the success of PPPs.

By Peruzy N. Roche , Lead Consultant and Managing Director, Geno Services Ltd - Tanzania

Topic 2: Governance and Service Delivery from HR Perspectives

This paper highlighted on both governance and service delivery, that HR leaders must embrace strategic improvements to respond to the changing needs of the workforce and technological advancements. Key strategies for improvement included investing in digital HR solutions to streamline processes, implementing data-driven decision-making to improve transparency and accountability, and fostering an inclusive culture that values feedback and continuous improvement. By adopting these strategies, HR can improve the quality and consistency of services, strengthen employee trust, and provide a framework that not only meets compliance standards but also supports employee satisfaction and retention.

By CHRP Florence Wanguku – Kenya

SESSION THREE:

Governance and Service Delivery

Topic 1: Human Resource Management Reforms: The Case of Tanzania Public Service

- The presenter highlighted on significant reforms undertaken in Tanzania Public Service aiming to improve efficiency, transparency, and accountability in Human Resource Management. These reforms are part of a broader strategy to modernize public administration, enhance service delivery, and align HR practices with global standards.

Tanzania's public service HRM reforms have focused on critical areas such as recruitment processes, capacity building, performance management, and employee welfare, all aimed at fostering a more skilled, motivated, and ethical workforce. Key initiatives included the establishment of merit-based recruitment, regular training and development programs, the introduction of performance-based assessments, and measures to increase accountability and reduce corruption. These reforms are intended to transform the Public Sector into a more citizen-focused, responsive, and effective institution. However, the presenter noted challenges such as limited resources, resistance to change, and the need for continued investment in HR infrastructure

By Hassan Kitenge,
Ex-Secretary Public Service Recruitment Secretariat -Tanzania

Topic 2: Behavioral and Technical Challenges Facing E-Recruitment in the Public Service Recruitment Secretariat -Tanzania: Social Technical Theory Explanations

- The paper showed how e-recruitment has become a central approach for efficiently managing public sector hiring. In Tanzania, the Public Service Recruitment Secretariat (PSRS) has adopted e-recruitment to streamline candidate selection and improve transparency in Public Sector recruitment.

The presenter recommended on the need on incorporating the behavioral aspect in the e- recruitment as well as improving technical challenges encountered during recruitment process such as system compatibility, internet connectivity, data security, and system reliability, which can compromise the efficiency and accessibility of the recruitment process..

Dr. Oscar Tefurukwa
Senior Lecturer Mzumbe University (Tanzania).

Topic 3: Digitalizing Recruitment Process in the Public Service

The presentation showed how Tanzania Public Service transformed its recruitment process from manual to digital. As digital transformation sweeps across sectors, public service organizations worldwide are adopting digital recruitment processes to enhance efficiency, transparency,and accessibility.Digitalizing recruitment in public service replaces traditional, paper-based methods with streamlined, technology-driven solutions, enabling faster and more accurate candidate selection. This shift not only reduces administrative burdens but also expands the talent pool, providing equal access for candidates from diverse backgrounds and remote locations. Digital recruitment tools such as online application platforms, automated screening, data analytics, and virtual interviews allow public institutions to attract and evaluate talent more effectively.For candidates, digital recruitment offers a user-friendly experience with improved access to opportunities and quicker responses.

For public service institutions, it supports merit-based hiring by minimizing human error and biases, aligning with the goals of accountability and fairness. To command these reforms, HR must champion the process, he concluded.

Topic 4: Green Human Resource Management in Tanzania's Public Sector: Current Practices, Challenges and Prospects

The presenter noted that Green Human Resource Management (GHRM) is an emerging approach aimed at integrating environmental sustainability into organizational practices by embedding eco-friendly principles across human resource functions. In Tanzania's public sector, for example, GHRM is gaining attraction as institutions recognize the importance of sustainable development and environmental stewardship. Current practices involve incorporating environmental considerations into areas such as recruitment, training, employee engagement, and workplace policies, with initiatives that range from reducing energy consumption to promoting environmentally friendly behaviors among employees.

By Kelvin Mwita
Mzumbe University - Tanzania

GENERAL ASSEMBLY

Introduction

On 6th November 2024, during the 9th APS- HRMnet Conference held in Arusha, Tanzania. The President declared the Assembly constituted for the purpose of electing Vice Presidents for the vacant regional positions in West Africa, Southern Africa, North Africa, and Central Africa as per Article 7(a) of the APSHRMNET Constitution also as provided under Article 20 of the APS- HRMnet Constitution hence necessitate to conduct election for two regions which are West and Southern Africa.

Two candidates were nominated and seconded for the position of Vice President for West Africa:

1. Ms. Perpetual Nana from Ghana

2. Mr. Moses Kamara from Sierra Leone

Based on the majority vote, **Ms. Perpetual Nana** was duly elected Vice President for West Africa

On 6th November 2024, during the 9th APS- HRMnet Conference held in Arusha, Tanzania. The President declared the Assembly constituted for the purpose of electing Vice Presidents for the vacant regional positions in West Africa, Southern Africa, North Africa, and Central Africa as per Article 7(a) of the APSHRMNET Constitution also as provided under Article 20 of the APS- HRMnet Constitution hence necessitate to conduct election for two regions which are West and Southern Africa.

CLOSING CEREMONY

The 9th African Public Sector Human Resource Managers Network Annual Conference was officially closed by .

Hon. Haroun A. Suleimani, Minister of State President's Office Constitution, Legal Affairs, Civil Service and Good Governance - Revolutionary Government of Zanzibar on 6th November, 2024.

Hon Haroun express his sincere gratitude to the Honorable Minister of State, the Office of the President, Public Service Management and Good Governance, the Executive Committee and the Council of APS-HRMnet for successful meeting where he thanked them for inviting him to speak with the delegates at the closing day of the Conference that includes Human Resources Managers and Administrators in the Public Sector in Africa.

Key Points Discussed:

- The leadership of APS-HRMnet should continue to promote the development of the network across Africa, ensuring strong representation from all regions during the upcoming conferences. He commended the leadership from Kenya and Uganda for their excellent representation at the meeting
- He urged all employers in Africa to recognize the importance of this conference and support their HR Managers and Supervisors in participating in APS-HRMnet matters.
- All HR Managers should encourage their subordnates to pursue professional development, foster innovation, and be effectively to enhance their performance and provide quality services to the public.
- He encouraged the particpants to use the valuable insights gained from the conference to drive positive changes in their work practices, so that employers can see the benefits of these meetings for the growth of Public Institutions and countries.

TOUR TRIP TO NGORONGORO CONSERVATION AREA

Participants of the 9th APS-HRMnet conference had the opportunity to visit the Ngorongoro Conservation Area. A total of more than 500 participants from Kenya, Uganda, Namibia, Comoros, Sierra Leone, Ghana and Tanzania visited Ngorongoro Conservation Area which is located in Arusha on the Northern Tanzania.

The organizing committee decided to take the participants to Ngorongoro as it's a home to the vast, volcanic Ngorongoro Crater and "big 5" game (elephant, lion, leopard, buffalo, rhino). Huge herds of wildbeests and zebras traverse its plains during their annual migration. Livestock belonging to the semi-nomadic Maasai tribe graze alongside wild animals. Hominin fossils found in the Olduvai Gorge date back millions of years. According to post events survey shows that the tour was excellent and the delegates enjoyed a lot

Pic 1&2: A group photo of some of the 9th APS-HRMnet delegates who visited Ngorongoro Conservation Area

Pic 3&4: A group Photo of APS-HRMNet Leaders together with special guests of the 9th APS-HRMNet Conference who visited Ngorongoro Conservation Area

TESTIMONIAL

We are proudly associated. Some lesson to learn..Time management has been a very big contributor to the success of the conference. I loved that bit a lot

Halimah Naluyima
Head HR. Equal Opportunities Commission

"Tanzania, my second home country, never disappoints. That, I am sure.
Well done Tz."
Asanteni Mia kwa Mia

Ronnie Kiwumulo Mbabaali
HRM in the Public Service of Uganda

Finally I have also got home. I must state that the APS-HRMNET just like its parent (AAPAM) is a living example of institution building and institution

Prof. John-Mary Kauzya
Professor School of Public Leadership Stellenbosch University and Ex UNDESA Director (Uganda).

CONCLUSION

The conference organized enabled the participants to learn and gain a broad understanding of global trends in Human Resources Management. It provides a wide opportunity to exchange experiences in Human Resources Management through presentation, papers and discussions that were delivered by facilitators from different countries across Africa. Such International conferences provides opportunity to assess the challenges HR Managers face in the Public sector in managing Human Resources and find better ways to address them.

Apart from that, the conference play a crucial role in creating network opportunities among participants from different countries providing a platform for members to learn from others' experiences and innovations. In view of the aforementioned course, it was declared and announced to the delegates that the 10th APS-HRMnet Annual Conference will be held in Sierra Leone in August, 2025.