

MEMORANDUM OF UNDERSTANDING

for the establishment of the

ASSOCIATION OF AFRICAN PUBLIC SERVICES COMMISSIONS

by and between

AFRICAN PUBLIC SERVICES COMMISSIONS

1.

This Memorandum of Understanding (MoU) sets out to establish the Association of African Public Services Commissions.

2.

In the context of the MoU, the Association of African Public Services Commissions shall be referred to as the AAPSCs.

3.

Whereas the parties to this MoU are the founding members of the AAPSCs which sign this MoU.

4.

Whereas the parties participating herein have determined that it is in their best interests to form an Association entitled the AAPSCs.

5.

Whereas the main purpose of the AAPSCs is to collaborate, share experiences and best practices among Public Services Commissions in order to promote good governance and improve service delivery in the public services of the continent.

6.

Whereas the MoU will demonstrate the commitment of the parties to the AAPSCs until it is formally registered.

7.

And whereas the objectives of the AAPSCs are as follows:

- (a) To provide a common platform for the Commissions to promote and share best practices.
- (b) To promote professionalism in the conduct of the business of the Commissions.
- (c) To promote research in human resources, public administration and management practices to enhance service delivery.
- (d) To promote solidarity among African Commissions by fostering relationships towards a shared vision on public administration and management on the continent.
- (e) To develop and implement common capacity building strategies and programmes

in order to recruit and retain a well trained, professional and skilled public service in Africa.

- (f) To develop linkages and networks with international and regional bodies in order to promote the objectives of the Association and facilitate the implementation of inter-governmental goals applicable to the public service.
- (g) To promote transparency, accountability and equity in pursuance of good governance.
- (h) To promote the increased use of information and communication technology and other innovations to improve public administration and management.
- (i) To enhance the working relationship at the political and administrative interface through the promotion of role-clarification.

8.

Membership

Members of the AAPSCs shall be Public Services Commissions in Africa.

9.

Structure and format

- (a) The AAPSCs shall consist of a General Assembly, Presidency, Executive Committee and Secretariat.
- (b) The Founding document of the AAPSCs shall set out the governance arrangements for the smooth functioning of the AAPSCs.

10.

Budget and funding

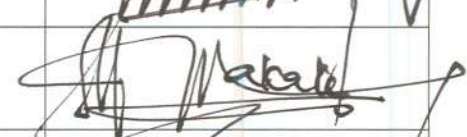
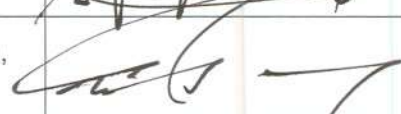
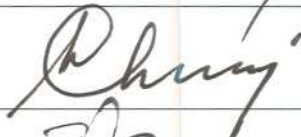
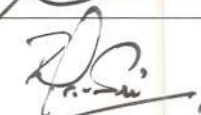
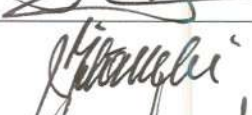
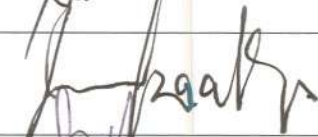
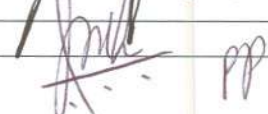
- (a) All members of the AAPSCs shall pay the same registration fees and annual subscription, which may be reviewed from time to time by the General Assembly.
- (b) The Founding document of the AAPSCs shall set out the resources of the AAPSCs.

11.

Final Provisions

- (a) This MoU shall enter into effect on the date of signature.
- (b) All differences in the interpretation of the provisions of this MoU shall be settled through consultation among the member Commissions.

Thus done and signed at SPEKE HOTEL RESORT, MUNYONYO, UGANDA
on this 9th day of April 2008.

NAME	NAME OF COMMISSION	SIGNATURE
Ms JA Fofie Commissioner	Public Service Commission, Ghana	
Mr WS Siambi Deputy Chairperson	Public Service Commission, Kenya	
Mr IM Hussein Chairperson	Teachers Service Commission, Kenya	
Ms MHA Makakole Chairperson	Public Service Commission, Lesotho	
Mr M Buinyane TSUINYANE Commissioner	Teaching Service Commission, Lesotho	
Mr ~~MVL Phiri~~ P.I. AKOMENJI ~~Chairperson~~ COMMISSIONER	Civil Service Commission, Malawi	
Mr Regis Yat Sin Chairperson	Public Service Commission, Mauritius	
Amb ES Amkongo Chairperson	Public Service Commission, Namibia	
Ambassador A Alghazali Chairperson	Federal Civil Service Commission, Nigeria	
Prof SS Sangweni Chairperson	Public Service Commission, South Africa	
Mr Deng Chol Malang  Chairperson	Public Service Commission, Southern Sudan	
Princess Dzelisa Dlamini Commissioner	Civil Service Commission, Swaziland	
JB Kitambi Chairperson	Public Service Commission, Tanzania	
Prof PJ Muzaale Chairperson	Public Service Commission, Uganda	
Hajji Lubega Wagwa	Education Service Commission,	

NAME	NAME OF COMMISSION	SIGNATURE
Chairperson	Uganda	<i>Shayindo</i>
Mr S Sempebwa EF Justice Chairperson ST Manyindo	Judicial Service Commission, Uganda	<i>Shayindo</i>
Prof George Kirya Chairperson	Health Service Commission, Uganda	<i>Prof Kirya</i>
Mr AS Mweemba Chairperson	Public Service Commission, Zambia	<i>AS Mweemba</i>
Ms TRW Bare Chairperson for the	Public Service Commission, Zimbabwe	<i>TRW Bare</i>
Mr. Tesfamichael Tekle (obo chair) Service Agency of Ethiopia Chairperson	Federal civil Service Agency of Ethiopia UGANDA	<i>Tesfamichael Tekle</i>
Justice S.T. TANYINDO	Judicial Service Commission	<i>Shayindo</i>
ON BEHALF OF CJ, Chairman JUSTICE JOHN H. MWERA	KENYA - JUDICIAL SERVICE COMMISSION	<i>John H. Mwera</i>