

# TPSC dreaming of days as a centre of excellence

By Guardian Reporter

THE Tanzania Public Service College (TPSC) has made great improvements that made its graduates competitive and ably contribute to the country's economic development.

Dr Ernest Mabonesho, its acting rector and CEO, said in an interview recently that the college is a public entity aimed at providing comprehensive training for civil servants to meet the changing needs of the public services. The move, he said that it resulted from the public service reforms, and the need for an autonomous financially sustainable public service college.

He says the college carries out its duties in three main areas which are long and short term training, professional advice, applied research and facilitating the use of technology in education for public servants.

He says that the college is mandated to provide training in three areas—short-term courses, which are carried out in five steps—induction training programme, “this training is given to new employees in the public service to enable them to understand the structure of the government as it works, to know the rules, laws and procedures in the public service, and to build patriotism and nationalism.”

According to Dr Mabonesho, the training entity also provides orientation and refresher training in the public service.

“These kinds of training are given to employees who have served in the Public Service for a certain period of time and aim to remind employees of new things emerging in the government and to be aware of various changes/improvements in operational systems made at different times,” he says.

TPSC also provide proficiency/meritocracy training, which is for civil servants in various cadres who expect to rise in grades in a certain period

of their service in accordance with the existing procedures.

Dr Mabonesho says: “Basically, our college has been given the authority to coordinate and conduct Public Service Examinations aimed at developing the skills, expertise and knowledge of public servants in providing quality services and enabling them to rise in ranks/grades in their cadres.”

He cites other training as “training on essentials in public service management, which is given to civil servants who have reached the level of direct participation in the decision-making of the relevant Institution/Organization”.

It is for public employees who with their experience can hold managerial positions, Dr Mabonesho says, noting that the college also offer training for new potential leaders known as leadership development for emerging leaders.

“These kinds of trainings are provided to employees who are expected to be leaders in institutions or public associations starting from the level of assistant directors, managers, heads of departments and other low-level leaders.”

The rector also stated that the college offer retirement planning training programme—this training is provided to employees who are expected to retire in the public service in accordance with the law. They aim to prepare prospective retirees psychologically, economically and healthily once they are out of public service

The college also offers long-term training aimed at the skills required in public service at the level of degree, diploma and post-diploma for public servants and awarding appropriate awards.

Other courses offered by the college include record keeping, document and information management and accounting.

Other courses include human resources, public administration, procurement and supply and local government administration.



TPSC's acting rector and CEO, Dr Ernest Mabonesho

Dr Mabonesho further states that the college is currently offering training at the Bachelor's level starting in September, 2017 in the fields of Accounting and Document and Information Management in the Dar es Salaam branch.

He welcomed public servants and the general public to join the college and undergo several courses ranging from certificate to degree level. TPSC operates in six campuses—Dar es Sa-

laam, Tabora, Mtwara, Tanga, Singida and Mbeya.

On Information and Communication Technologies (ICTs), Dr Mabonesho says the college has focused on IT to reduce the various costs of conducting its training, noting that online training reduces costs and simplifies the provision of training for public servants in this country.

“The college has a global learning

section under the directorate of training for public servants. This department deals with conducting discussions, meetings and training through ICT,” he says

He explains that facilitating the use of technology in training for public servants is one the cost-effective training in the modern world.

The college also connects students with international experts using communication systems.

The college conducts online training to help the government reduce costs, have a friendly environment for learning, provide the opportunity to avoid overlap between training and duties, reduce trips outside the workplace and avoid being away from family, he says.

The college is responsible for promoting the government policies and supporting the use of ICT among the practitioners. It also conducts research aimed at identifying the real management needs of the Public Service with the aim of promoting professionalism and efficiency of work for public servants. It also provides consultancy services in various areas within the public service.

“We've been cooperating with various entities including Institute of Public Administration (IPA).”

The college was officially established on August 17, 2000 under the Government Agencies Act Chapter 245 through Government announcement (Establishment Order) no. 473 dated 15/12/2000 which is a merger of two colleges, the Civil Service Training Center established in 1963 and Tabora Secretarial College established in 1972.

# China's Belt and Road Initiative paves way for common prosperity in Central Africa

By Arison Tamfu, Yaoundé

CENTRAL African leaders met at the weekend in Bangui, Central African Republic, to celebrate the 30th anniversary of the Central African Economic and Monetary Community (CEMAC), a regional bloc, in hopes of highlighting past achievements and defining a roadmap for strengthening regional integration, while focusing on economic challenges and growth opportunities.

When CEMAC was created in 1994, its members – Cameroon, Gabon, Equatorial Guinea, Central African Republic, Republic of Congo and Chad – aimed to enhance economic development through regional integration. Saturday's event also offered the leaders an opportunity to consider how regional integration and development can be achieved under the China-proposed Belt and Road Initiative (BRI).

Since its launch in 2013, the BRI has been welcomed by all CEMAC countries as a model for cooperation with China in infrastructure development and socioeconomic transformation, said Elvis Ngolle Ngolle, international relations expert and former cabinet member of the Cameroonian government.

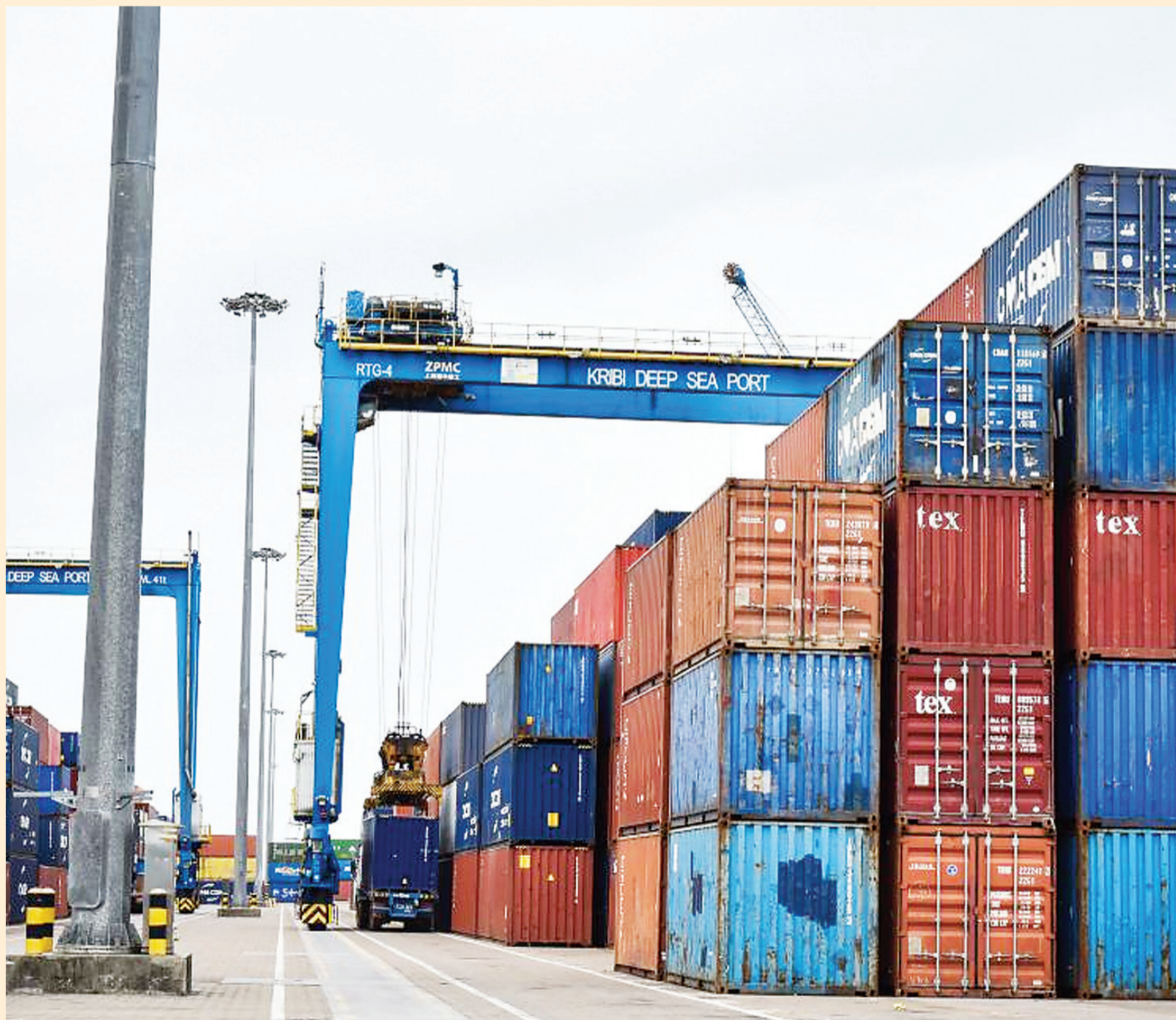
“Once you arrive in the CEMAC sub-region, you will see plenty of Chinese company investment projects,” said Ngolle.

Thanks in large part to Chinese investments and expertise, CEMAC states have been blessed with the construction of some major mega-infrastructure projects in the transport sector.

A good example is the Kribi Deep Sea Port, built by China Harbor Engineering Company Ltd (CHEC) in Cameroon's southern town of Kribi. While the new seaport, which is strategically positioned in the center of the Gulf of Guinea, has stimulated the country's economy, it has become a regional hub for the African Atlantic coast.

“With the coming of the Kribi port, Cameroon has once again placed herself as the port entry to the sub-region. This (the port) has added more value to certain industrial projects in Chad, the Central African Republic and Congo,” said Alain Patrick Mpila Ayissi, manager of the Land Development and Environment Department of the Port Authority of Kribi.

Currently, CHEC is busy constructing the Kribi Deep Seaport



Kribi Deep Sea Port in Kribi, Cameroon

Phase II. After the completion of the project, it is expected to become a large container transit port and comprehensive hub port in Central and West Africa.

As part of the project, CHEC also constructed the Kribi-Lolabe highway that will cater to the requirements of the port transportation and logistics and make a contribution to local prosperity just like the road linking Cameroon to Congo.

The Cameroon-Congo road, constructed by contractors including Sinohydro, a Chinese civil engineering construction company, stretches 1,600 km from Yaounde, the capital of Cameroon, to Brazzaville, the Congolese capital. It has

been nicknamed the “road of regional integration” by authorities.

James Essomba, who has been selling merchandise in the border town of Ntam, Cameroon's East Region, said that the new road is a game changer.

“At first, it was difficult to get goods from Congo. Now, both countries that have long traded with others outside the sub-region are trading with each other. We have seen a remarkable increase in trade and profit,” said the 65-year-old Laurence Wandji, 41, is a primary school teacher in Bafoussam, Cameroon's third-largest city. A big water tower stands just a few meters from Wandji's home. The tower

er was contracted to the Chinese construction company CGCOC Group. In 2014, CGCOC Group arrived and set out to construct a water treatment plant and related facilities that could produce 10,000 cubic meters of water daily in the city. It was part of a project to provide water to nine cities in Cameroon.

Currently, residents can enjoy a round-the-clock water supply thanks to the project. “We can now take good showers even in dry season thanks to China,” said Wandji. “We can easily manage our daily activities which require water. Children no longer trek long distances to fetch water.”

China has emerged as a collaborator in furthering CEMAC energy generation goals too. The sub-region struggles with low energy generation and high tariff costs. Constructed by Sinohydro, Memve'ele Hydroelectric Power Station, a 211-megawatt hydroelectric power station in the Ntem Valley locality in Cameroon's South Region, could offer a sustainable solution.

“Once the dam is fully operational, the problem of electricity will be greatly reduced. It is also capable of supplying electricity to neighboring countries in CEMAC because of the strong flow of the river,” said Augustine Mbah, an energy consultant.

Every weekend, mammoth crowds gather at Limbe Omnisport Stadium and Bafoussam Omnisport Stadium in Cameroon to watch local league matches. Constructed by China Machinery Engineering Corporation, the stadiums have become a veritable unifier for young people in the sub-region.

“Those stadiums hosted very important matches when Cameroon hosted the Africa Cup of Nations and Under-17 Central African football tournament. They build links among youth from countries through football. They are extremely useful and we are grateful to China,” said James Ndukong, a football analyst.

Critics, however, allege that China's BRI projects in the CEMAC zone are a “debt trap.” Analysts insist China's investment is giving a much-needed boost to the economies of the countries otherwise largely ignored by Western investors. “Unlike other countries, China is working to help Africa restore infrastructures that are essential for economic recovery. The projects also provide massive job opportunities for local residents,” said Ngolle, the international relations expert and former cabinet member of the Cameroonian government.

Reacting to “debt trap” allegations, Cameroon's Prime Minister Joseph Dion Ngute said that Cameroon is a sovereign country conscious of its responsibilities and choices.

“We are not going to listen to all kinds of snide remarks by people who think they know better. We have a country we have to develop and that is our responsibility,” said Ngute while visiting the construction site of a China-funded water plant in Yaounde, the Cameroonian capital.

Xu Huajiang, general manager of China Harbor Central Africa Division which designed and constructed some major projects in Cameroon including the Kribi Deep Seaport and Kribi-Lolabe Highway, said that globalization and regionalization have become a general trend of development and should be embraced by African countries.

“It is necessary to strengthen the ‘hard connectivity’ of infrastructure and ‘soft connectivity’ of system rules and promote the four-in-one interconnection of land, sea, sky, and network,” Xu said.