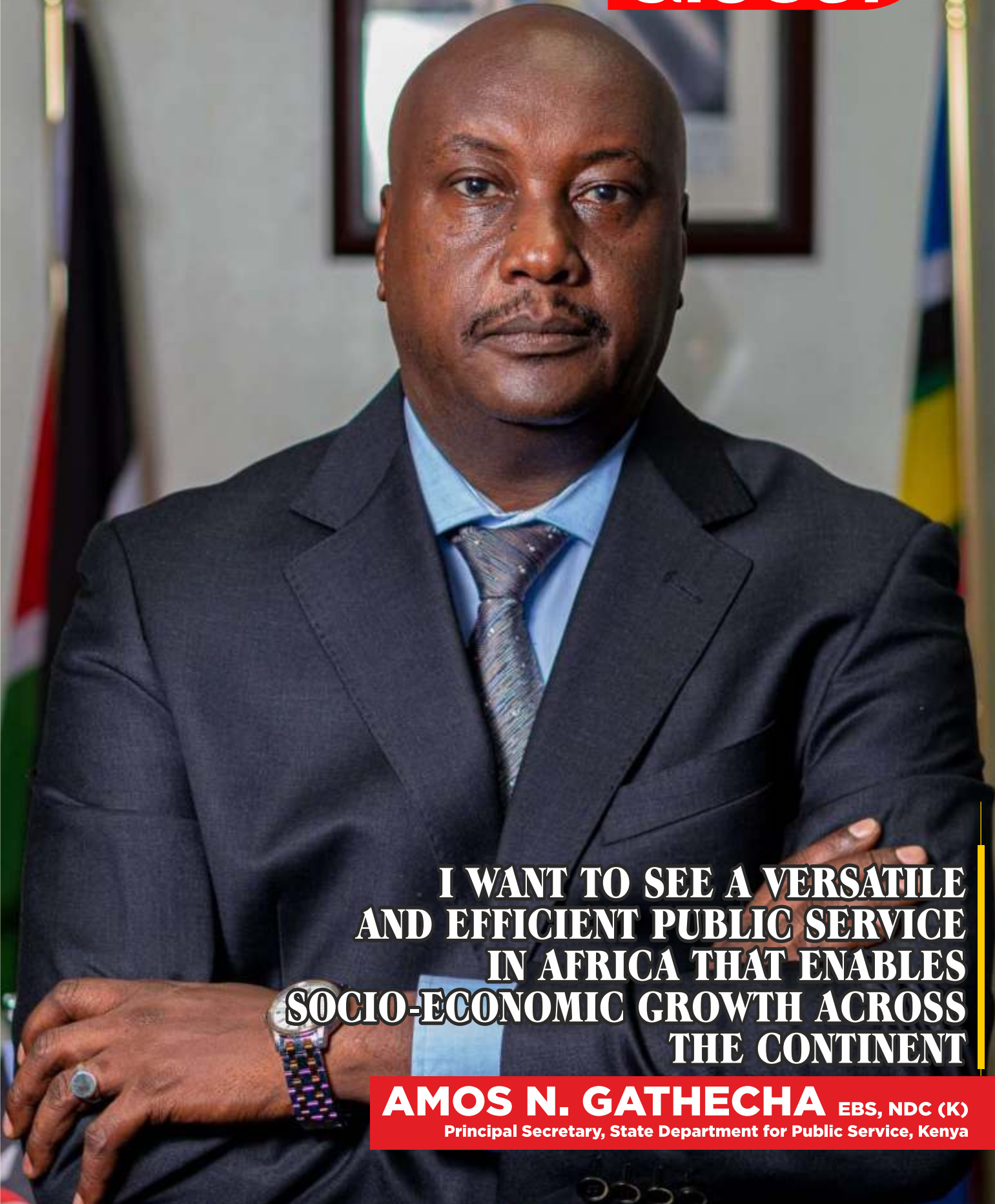


# PublicSector

Issue 15 | 2023

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## Global



**I WANT TO SEE A VERSATILE  
AND EFFICIENT PUBLIC SERVICE  
IN AFRICA THAT ENABLES  
SOCIO-ECONOMIC GROWTH ACROSS  
THE CONTINENT**

**AMOS N. GATHECHA** EBS, NDC (K)  
Principal Secretary, State Department for Public Service, Kenya



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# Let's Protect our environment



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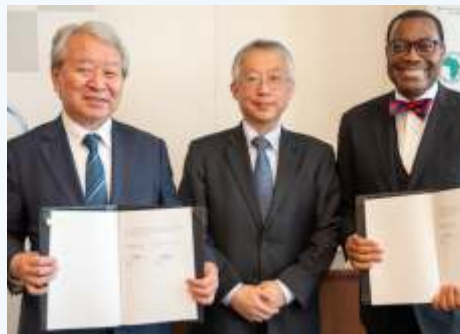
- Africa Public Sector CEO of the Year
- Africa Top 50 Public Sector Leader
- Africa Environmental Regulator of the Year Award
- Public Service Sector ( Public Service Commission Award)
- Best Legal Provider
- 2nd Runup Sustainable Development Goals Award
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## The Crucial Role of Leadership in Driving Public Sector Excellence



Governmental leadership is always criticized. Furthermore, there are always suggestions on how to drive excellence in public administration, as well. However, there is rarely a sustained discussion on the role and importance of visionary leadership for driving Public Sector excellence. This post focuses on three core reasons on the importance of such leadership:

### Changing Leadership in a Changing World

One reason is that public administrators and the tasks involved in it have become increasingly complex. Just as the world we are living becomes complicated, so does the governing of its people. For instance, public administrators must rise to the challenge of solving technologically complex issues, such as global warming. That isn't all. They also have to deal with issues that can challenge the ideologies of different factions in the public, such as terrorism. Then there are the garden variety issues that might seem deceptively simple, such as promoting the economic well-being of the society. Challenging Leadership in a Challenging World The results of a survey showed that seven factors are considered the most challenging when it comes to leadership in the public sector. These include:

1. Management and motivation of subordinates
2. Personal leadership
3. Operational and performance-related
4. Balancing different priorities
5. Management of talent
6. Demarcation of boundaries
7. Influence

Management and motivation of subordinates becomes difficult because of the annual government budgeting process. This can lead to a drop in employee engagement. Operational and performance-related challenges include having to increase efficiency with lesser resources. Things become complicated even more since the whole constitutional system was designed for dispersing decision-making and power. Time management is the hurdle that public sector officials have to face as part of the balancing of priorities challenge. Creative Leadership in a Creative World It is evident that a change is needed. For excellence in public sector, good leadership is crucial. Creative leadership is the only way to ensure a way forward. Any democratic government today would have to find solutions for the growing inequality in global wealth. According to the UN, 80% of all global income goes to 20% of the wealthiest population every year. Close to 3 billion people are surviving on a daily income of \$2. Only most skilled of public administrators can find ways to eradicate the widespread poverty. Highly skilled public administrators with excellent training and education are required. If we are to see the public sector find success, then we must focus on the need for better leadership. The development of effective public programs that can neutralize various threats will need effective leadership in public administration.

  
Instinct Wave

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**//** Politics doesn't mean playing deceitful and tricky games against the people, it means playing resourceful and organized games for the people. **//**

- Amit Kalantri

**“** I think anyone who is in the army, police force, security, home affairs or any public sector . Should not only be trained on how to do their job, but also should be taught Accountability, responsibility, loyalty, honesty, teamwork, Integrity , compliance, ethics ,morals and most importantly patriotism to avoid corruption. **”**

— De philosopher DJ Kyos


**//** *The petite bourgeoisie and small property in general represent a precious zone of autonomy and freedom in state systems increasingly dominated by large public and private bureaucracies.* **//**



James C. Scott

**My focus and that of all members of the Government responsible for delivering services to the public is to make sure that the public sector can use all the skills it needs to do the job the public wants it to do.**

**Estelle Morris**



**“** My view is that you still, in order to win from the Labour perspective, have to have a strong alliance with business as well as the unions. You have got to be very much in the centre ground on things like public sector reform. **”**

**Tony Blair**

**//** **Public sector employees are the eyes and ears on the ground for the communities they serve.** **//**




**:: James P. Hoffa**



**The need for mission-critical, high-performance network continues to grow as companies and PUBLIC SECTOR organizations everywhere digitize their operations.**

**Rajeev Suri**

**“** **WHEN THE PRIVATE DOES WELL, THERE'S REVENUE FOR THE PUBLIC SECTOR.** **”**



**JIM TALENT**

**I WANT TO SEE A VERSATILE AND EFFICIENT PUBLIC SERVICE IN AFRICA THAT ENABLES SOCIO-ECONOMIC GROWTH ACROSS THE CONTINENT.****- AMOS N. GATHECHA**

**M**r. Amos Njoroge Gathecha, EBS, NDC (K) is the Principal Secretary of the State Department for Public Service in the Ministry of Public Service, Gender and Affirmative Action.

He is a seasoned administrator with vast experience in Public Sector Management spanning over 33 years. Before he was appointed the Principal Secretary, he served as the Principal Administrative Secretary at the National Treasury. Mr. Gathecha was the Secretary, of National Governments Projects Implementation where he served as the Secretary to the National Development Implementation and Communication

Coordination Committee (NDICCC).

He also served as the Head of the Secretariat of the National Development Implementation and Technical Committee (NDITC) and, was the Liaison Officer between the Cabinet Office, Presidential Delivery Unit, NDICCC and NDITC.

He graduated from the University of Nairobi (UON) with a Master of Arts degree in International Studies in 2007 and holds a Bachelor's degree in Political Science and Philosophy from the same university. He is also an alumni of the National Defence College.

In his illustrious career in the Public Service, Mr. Gathecha was also the Head of the Secretariat, National Identity Information Management System (NIIMS) popularly known as Huduma Namba where he coordinated the registration of 37.7 million Kenyans for the Huduma Namba in 45 days in 2019.

Previously, Mr Gathecha also served as Secretary of Internal Security where he managed issues about the National Security Advisory Committee (NSAC). His assignment also entailed, among other duties, monitoring and evaluating security in all 47 counties.

Mr. Gathecha has worked as County Commissioner in Embu and Nakuru and prior to that, served as District Commissioner in West Pokot, Maragua, Bomet, Lugari and Marsabit.

One of his key achievements is chairing the Security Committees which prepared for international programmes. The Committees organized the United Nations Conference on Trade and Development (UNCTAD XVI) held at the Kenyatta International Conference Centre (July 2016), the Tokyo International Conference on African Development Summit (August 2016) and the Second High Level Meeting (HLM 2) of the Global Partnership for Effective Development Cooperation (GPEDC) 28th Nov – 1st December 2016.

He has served in following Boards on several boards including the Kenya Pipeline Company, Kenya Airport Authority, Betting Control and Licensing Board and The Non-Governmental Organizations Co-ordination Board among others.

In this exclusive interview with Public Sector Global, Mr. Gathecha speaks about the digitalization of the Kenyan Public Service and his wish for its expansion to other African countries

### Can you share with us the level of digitization Kenyan Public Sector?

In the Kenyan Public Sector, we have been digitizing services to make them more accessible online. So far, we have a hundred and twenty-two services that have been operational since the year 2013. Since this government came in place last year, I will say we digitize 5000 services, we have already embarked on that. And so far, we have digitized about 1,200 and the rest we are supposed to digitize by end of the financial year which is June this year. It's a big task.

We are doing this through the Ministry of ICT, and once it does the digitization, the Ministry of Public Service through the (Oduma centres) will be the front office for offering these services to the members of the public.

These will make access to the service very easy. Because you can access them online, those who have no ICT skills will be going to the centres ... they will be assisted from there.

It's a very big step forward, we want to thank the World Bank because they have come in to assist in this, through the Ministry of ICT, and also, they have robbed the Ministry of Public Service through the Oduma centres so that we make all services accessible to the people at the frontline.

### If you have three wishes, what will they be?

My three wishes will be one, to see the public service become a very efficient tool of service delivery for the government. If we have an efficient public service it will mean that even the economy will do much better, and even socially we will do better because the public service now becomes a catalyst for economic growth or social integration.

So, I will want to see a very vibrant and versatile public service that will be an enabler for those things.



Two, I will want to wish that this is been replicated in Africa in general, because if one country develops in isolation and the others are left behind, then it is not good. So this will be replicated in Africa so that the Africans can appreciate public service, Africans see public service as their go-to place for services and public service as the enabler that should step in economic development in social integration.

Off course my other wish is personal, is to have the ability, the skills and the agility to ensure that I perform diligently and to see the transformation during my stay in the office.

### If you happen not to be in public service, what other profession would you have been in?

That's a very interesting question. When I was going to the University, I wanted to go and do Public Administration, and when I got admitted I went on to do the Bachelor of Arts in Political Science and Philosophy. When I left the University and went to the Public service commission, I requested to be employed as a District Officer, which is an administrative function in government. And I was lucky I was given that function.

I have been in this as a calling. I have been in Public service. Even if I was not in this office, I will still be doing some public service elsewhere because my joy is seeing people getting satisfaction in the services they get from the government. I'm very happy when a person comes to my office and I can solve their problems and they go away thanking me, thanking the government for being there for them. That is my joy, and it has been a passion.

# KENYA ELECTRICITY TRANSMISSION COMPANY GETS NEW MANAGING DIRECTOR

**D**r. (Eng.) John Mativo has been appointed as the Kenya Electricity Transmission Company (KETRACO) Ltd Managing Director and Chief Executive Officer on a contract term of three years.

Announcing the appointment, the Chairman of the Board of Directors for the company, Abdi Bare Duale said the appointment that takes effect from April 24, 2023 was renewable once, subject to performance and retirement age for Public Officers.

Dr. Mativo was appointed by the Cabinet Secretary, Ministry of Energy and Petroleum following a successful and competitive recruitment process concluded by the Board of Directors.

The recruitment process attracted 194 applicants and after a thorough vetting and selection process, only eight candidates were interviewed by the Board of Directors.

The position of Managing Director and CEO at the organization had remained vacant since 1st, February, 2022, when the then Managing Director/ CEO Fernandes Barasa resigned to pursue politics.

Eng. (CPA) Antony Wamukota then steered the Company's operations as Managing Director and CEO in an acting capacity from February 2022 to January 2023, when Eng. Isaac Kiva, took over the mantle from January 27, 2023. Eng. Isaac Kiva, the Secretary Renewable Energy at the Ministry of Energy and Petroleum and was seconded to KETRACO to oversee the recruitment process of the Managing Director and CEO.

Eng. Kiva who is accredited for having streamlined the Company's operations and strengthened teamwork during his short stint in the Company, reverts to his substantive position at the Ministry.

Dr Mativo is expected to bring on board sufficient skills in leadership and management of resources, having served the Company in various capacities since 2010.

According to KETRACO, the newly appointed

Managing Director has a wealth of experience and institutional historical information, which is much needed to support the required leadership in designing suitable plans and strategies that will contribute to high and sustainable socioeconomic development to the Country's economy. "He takes over the Company's leadership at the height of reforms in the Energy Sector geared towards reducing the cost of power," said the statement.

It further stated that the newly appointed Managing Director will also oversee the formulation and implementation of the Company's Fourth Strategic Plan 2023/28, Operationalization of the System Operator Mandate under the Energy Act 2019 and implementation of the Company's first PPP Transmission Projects.

Dr. Mativo, who has over 25 years of experience in both the public and private sector, holds a Doctorate



degree in Civil Engineering from Tokyo Metropolitan University (Japan), a Master's degree in Structural Engineering from Tongji University (China), and a Bachelor's degree in Civil Engineering from the University of Nairobi.

Prior to joining KETRACO, Eng. Mativo worked with H.P. Gauff Consulting Engineer, Ministry of Roads and Public Works and later as a Consultant for European Union-funded projects in the Local Government.

Kenya Electricity Transmission Company (KETRACO) Ltd is a State Agency mandated with the role of planning, designing, constructing, operating and maintaining the Country's high voltage electricity grid and regional power interconnectors



# TANZANIA THIRD FASTEST GROWING ECONOMY IN AFRICA

- United Nations States

An intergovernmental organization, the United Nations has stated that Tanzania will be the third fastest growing economy in Africa for this year. According to a United Nations report, at 5.6 percent growth, the East African nation will trail Cote d'Ivoire and Rwanda. Cote d'Ivoire, the world's largest producer of cocoa (30 percent), will register a 6.5 percent growth for this year, projections indicated.

Successful technology-driven transformation and recent foreign direct investments will lead to a 7.8 percent GDP growth for Rwanda in 2023.

Uganda and the mineral-rich DR Congo, East African Community (EAC) partner states, would register a modest growth during 2023.

"Tanzania's economy is expected to increase by 5.6 percent this year," said the report focusing on the 30 African biggest economies.

The World Bank has ranked Tanzania the 10th richest country in Africa by overall gross domestic product (GDP) based on the current exchange rate.

The country trails Cote d'Ivoire, Ghana, Kenya, Ethiopia, Morocco and Algeria in succession.

Nigeria is currently the continent's largest economy followed by South Africa and Egypt.

However, Tanzania is not among the 10 top economies in the continent by overall GDP based on purchasing power parity (PPP).

Although Tanzania alongside Cote d'Ivoire and Rwanda will ride high in growth, the

situation will be slightly different for the continent.

According to the UN, Africa's economic growth is expected to be impacted negatively by several factors in 2023.

The growth is projected to fall from 4.1 percent registered last year (2022) to 3.8 percent this year (2023).

"While there are several risks to the country's economic growth rate, the positives are set to far outweigh the negatives," said the report. For Uganda whose total GDP in 2021 was \$40.5 billion, the economic outlook will remain challenging.

However, the EAC member country will register a modest economic growth for 2023 based on the projections.

Kenya, despite being among the seven strongest economies in the continent, will have an uncertain economic outlook.

This, the report says, has forced several company CEOs looking to cut spending in a bid to counter the growing economic issues.

Ethiopia, whose high-flying growth was impacted by the conflict in Tigray province, will bank its

hopes for recovery to a recent ceasefire.

The war ended in November last year after a ceasefire was agreed "which should result in a boost to the country's economy in 2023".

South Africa, considered the most advanced economy in Africa with a whopping 25 percent GDP increase in 2021, has been courting a serious crisis.

One of the biggest challenges currently facing South Africa is the lack of stability in electricity supply, "with rolling blackouts affecting both residents and industries".

Morocco, the economic giant of the Maghreb region, was recently commended by the International Monetary Fund (IMF) for its economic success. Neither drought, war nor inflation are expected to impact its growth rate of 3 percent as estimated by the Bretton Woods institution.



Exports will continue to fall while elsewhere investors remain reluctant to take a risk with their money.

While growth in 2023 is expected to increase for West Africa, it is expected to remain stable in East and Central Africa.

North and Southern Africa which have the largest economies in the continent will see a fall in growth.

These have been attributed to a major rise in global inflation, higher borrowing costs as well as the impact of climate change.

Positive growth for the African economies during the period means the biggest companies will have to perform well.

Despite the security challenges in its eastern part, DR Congo will also register one of the fastest growths in the continent during 2023 due to increased mining.



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# TANZANIA, BURUNDI TO CONSTRUCT AFRICA'S SECOND MULTINATIONAL ELECTRIFIED RAILWAY



Tanzania and Burundi have floated a tender for designing and constructing an electrified railway that will initially connect the two countries and pass through the Democratic Republic of Congo (DRC), as the countries look to tap AfCFTA, the world's largest single market, and create the continent's second multinational electrified railway.

The African Continental Free Trade Agreement is set to combine Africa's population of nearly 1.4 billion people and markets with a current combined GDP of over US\$ 3 trillion, in a single market.

About 282 Kilometer of an electrified Standard Gauge Railway (SGR) line will be built from Uvinza in Tanzania (off the Tabora – Kigoma SGR line), across the international border along Malagarasi river to Musongati and onwards to Gitega, both in Burundi.

"The two Governments of Tanzania and Burundi have entered into a bilateral agreement to implement this multinational project as a single project within Tanzania and Burundi territories," according to the tender document.

The project will be implemented for a

period of five years.

Upon completion, it is set to become Africa's second cross-border electrified rail after Ethiopia and Djibouti launched the continent's first fully electric multinational railway line, in 2016.

With a length of 750 kilometres, the Ethiopia-Djibouti line from Addis Ababa to the Red Sea port of Djibouti is still the longest of its kind on the continent. The US\$3.4 billion project received 70 per cent of its funding from China's Exim Bank.

The tender document for the Tanzania-Burundi line indicates that the governments of Tanzania and Burundi have applied for construction funding from the African Development Bank.

Tanzania has recently begun an aggressive push to modernise its railway infrastructure, revamping its ageing regional rail networks to facilitate cross-border trade.

In December 2022, the East African country finalised a US\$2.2 billion deal with China that will see a total SGR network of 2,561 kilometres, linking the port city of Dar es Salaam to landlocked countries like the DRC, Rwanda, Burundi and Uganda.

So far, costs are at US\$10.04 billion, with the line poised to create the longest modern rail network in Africa when completed in 2026.

With this investment, Tanzania is looking to vault ahead of regional peers including East Africa's largest economy, Kenya, by providing the most efficient trade routes in the bloc.

"Upon completion of the SGR, Tanzania will be in a better position to utilise its strategic geographical positioning to facilitate cross-border trade," Tanzania's President Samia Suluhu Hassan was quoted by France News Agency, AFP.

Kenya in 2014 entered a tripartite agreement with the governments of Rwanda and Uganda to build a standard gauge railway but the network is yet to cross international borders, marred by criticism of the project not delivering value for money.

In November 2022, Uganda pulled out of the deal after terminating its 8-year contract with China Harbour Engineering Company (CHEC) which was to construct a 273-km SGR line from Malaba, on the Kenya border, to Kampala.

# Registrar-General's Department Undertakes Major Digitalization Exercise: To Improve Efficiency and Effectiveness of the Department's Operations

The Registrar-General's Department (RGD) as a government agency in Ghana, played an essential function including the registration of Marriages, the incorporation of Companies and Businesses, and the registration of Intellectual Property. As per its mandate, the RGD is to ensure efficient and effective Administration of statutes relating to registration and regulation of Businesses, Industrial Properties Rights, Marriages, Administration of Estates, and Public Trusts and to provide customer-friendly services and accurate data for national development planning. The RGD carried out its function under various Acts:

It is worth noting the mandate of the Registrar-General's Department (RGD) has now been decoupled with the passage of the Companies Act, 2019 (Act 992).

This Act established **THE OFFICE OF THE REGISTRAR OF COMPANIES (ORC)** which has been duly launched by the President of the Republic in June 2022. The mandate of this autonomous public institution is to register and regulate all Companies and Businesses in Ghana under the following Acts;

- Companies Act, 2019 (Act 992)
- Registration of Business Names Act, 1962 (Act 151)
- Business Names (Amendment) Act 2012 (Act 837)
- Professional Bodies Act, 1973 N.R.C.D 143
- Corporate Insolvency and Restructuring Act, 2020 (Act 1015)
- Corporate Insolvency and Restructuring (Amendment) Act, 2020, (Act 1031)
- Incorporated Private Partnerships Act 1962, (Act 152)
- Incorporated Partnerships (Amendment) Act, 2012 (Act 839)
- Statutory Declaration Act, 1971 (Act 389)

The Registrar-General's Department (RGD) is now responsible for the registration of the following;

- Registration of Marriages (Marriages Act, 1884-1985 (Cap 127))
- Administration of Estates Act, 1961 (Act 63)



- Public Trustee Act, 1952 N0. 24
- Registration of Adopted Children under the Children's (Amendment) Act, 2016 (Act 937)
- Registration of Trademarks (under Act 664)
- Registration of Patents (under Act 657)
- Registration of Textile Design (Registration) Decree 1973 (NRCD 213)
- Industrial Designs Act, 2003 (Act 660)
- Geographical Indications Act, 2003 (Act 659)
- Layout-Designs (Topographies) of Integrated Circuits Act, 2004 (Act 667)
- Plant Variety Protection Act, 2020 (Act 1050)

Marriages registered at RGD or under the supervision of RGD are done under a Special License in accordance with the Marriages Act, 1884-1985 (Cap 127).

By registering and protecting Intellectual Property Rights, the Department helps to ensure that individuals' and businesses' logos, trademarks, products and ideas are recognized and rewarded economically and that the rights of creators and innovators are protected.

The Registrar-General's Department was also responsible for the management and preservation of important historical business records and documents in Ghana. These include the maintenance of archives of marriage records and other vital records. The department plays a vital role in protecting Ghana's history and heritage by managing and preserving these records.

In recent years, the Registrar-General's Department has undergone a significant shift towards digitization, with many of its services now available online. This has helped to improve the efficiency of the Department's operations making it easier for individuals and businesses to access the services they need. However, the Department has also faced challenges, including the need to ensure the security and privacy of sensitive information stored in digital systems and the need to provide training and capacity-building programs to support staff in the adoption of digital technologies.

Below is the Public Sector Magazine's interview with Mrs. Jemima Mamaa Oware, Registrar of Companies (ROC) and immediate past Registrar-General, RGD

**QN: What inspired the shift towards digitization at the Registrar-General's Department of Ghana?**

**ANS:** Digitization of the Department's operations was mainly due to increased demand for services, modernizing outdated manual processes, the modernization of government services, and advancements in technology. Digitization was seen as an opportunity to streamline processes, improve efficiency, and make services more accessible and efficient for citizens. The Department recognized the potential benefits of digitization, such as improved accuracy, speed, and convenience, and sought to take advantage of these advancements to improve on our services.

**QN: Can you provide examples of specific services that have been digitized and their impact on the general public?**

**ANS:** The Department has digitized most of our services, including Business registration, Marriage registration, Estate Administration and Gratuity and



**rural areas, have access to the digital services offered?**

**ANS:** We have implemented measures to ensure that all stakeholders, including those in remote and rural areas, have access to the digital services offered. This includes an online portal that can be accessed from anywhere with an internet connection, as well as mobile services that allow stakeholders to access digital services through their mobile phones.

Company Name searches. Digitization has reduced the time it takes to complete these processes and efficiency, resulting in economic growth, job creation, and improved family life. It has also made the processes of registration more convenient, resulting in a more conducive business environment.

**QN: How has the implementation of digital systems and processes impacted the efficiency and effectiveness of the institution's operations?**

**ANS:** Digitization has led to faster service delivery in the Department. Online processes, including business registration and business record searches, have reduced the time it takes to complete transactions and searches. Digitization has also increased the accuracy of records and improved customer service by making it more convenient for clients to access services. This has increased the number of businesses and company registrations and thereby increased revenue.

**QN: What steps have been taken to ensure the security and privacy of sensitive information stored in the digital systems?**

**ANS:** The Department ensures the security and privacy of sensitive information stored in its digital systems by implementing access controls, encrypting sensitive information, conducting regular audits to detect vulnerabilities, and regularly backing up data to ensure information can be recovered in case of data loss or corruption.

**QN: How has the Organization ensured that all stakeholders, including individuals in remote and**

The Department has also implemented outreach programs to educate stakeholders in remote and rural areas on the benefits of digital services and how to access them. Additionally, collaboration with other Organizations, such as Banks and mobile network operators, have been established to provide access to digital services to individuals in remote and rural areas including renewal of Business Names through a short code with a phone. These measures help to ensure that everyone has access to the services they need, regardless of their location.

**QN: What training and capacity-building programs have been established to support staff in the adoption of digital technologies?**

**ANS:** The Department has adopted training and capacity-building programs to support staff in the digital technologies. These programs include digital skills training, eRegistrar training, change management leadership development, technical support, and partnerships with external organizations to provide specialized training. These programs aim to equip staff with the skills and knowledge needed to effectively use digital technologies and support the Department's overall digital transformation.

**QN: How has the Institution worked with other Government Agencies and stakeholders to ensure seamless integration and synchronization of systems and data?**

**ANS:** We have taken several steps to ensure seamless integration and synchronization of systems and data with other government agencies and

stakeholders. These steps include inter-agency collaborations, standardization of data, data-sharing agreements, technical support, and joint initiatives. The department collaborates with other government agencies to integrate systems and data, ensures data is standardized and can be easily shared, establishes data-sharing agreements, provides technical support, and participates in joint initiatives to promote data sharing and system integration.

**QN: What challenges have been encountered during the digitization process, and how have they been addressed?**

**ANS:** The digitization process at the Department initially faced challenges, such as resistance to change, technical issues, high costs, data security concerns, and lack of infrastructure. The Department addressed these challenges by providing staff training and education, establishing technical support teams, securing funding from external partners, implementing data protection policies and measures, and working with other Agencies to improve infrastructure and provide access to digital services.

**QN: How does the Organization measure the success of its digitization efforts, and what metrics are used to track progress?**

**ANS:** We measure the success of our digitization efforts using metrics such as time to complete processes, customer satisfaction, cost savings, system uptime and performance, number of businesses registered in a day and adoption rate. These metrics help to measure the efficiency, quality of service, cost efficiency, reliability, and effectiveness of the Department's digital systems, as well as the level of awareness and impact of its digital transformation efforts on stakeholders.

**QN: Can you share any future plans for expanding and improving the digital services offered by this institution?**

**ANS:** We plan to expand and improve the Organization's digital services in various ways, including enhancing its online portal to promote more patronage, introducing mobile apps, integrating with other Government Agencies, expanding e-verification services, deploying digital kiosks, and automating manual processes. These plans aim to provide greater access, efficiency, and improved service delivery for customers.

**-END-**



**ELECTRICITY COMPANY  
OF GHANA  
LIMITED**

## **EFFECTS OF ILLEGAL CONNECTION**



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- **DAMAGE TO ECG EQUIPMENT**
- **LOW VOLTAGE / POOR POWER SUPPLY QUALITY**
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**ECG: THE NAME BEHIND ELECTRICITY IN GHANA**

# The Astronomical Rise of **FRANK MBA,** AIG of the Nigeria Police Force

— by Carol Opata —

Policing is one of the noblest professions in the world; one of the most revered public offices to be occupied in any nation. In Africa's most populous nation, Nigeria; some bad eggs have dented the image of the Nigeria Police Force.

However, despite all the negativity that has characterized the Nigerian Police Force, the institution has churned out countless numbers of policemen and women who exemplify nobility, stewardship and professionalism.

Very recently, the Police Service Commission approved the promotion of its members; one that stood out for us at the Public Sector Global was that of Frank Mba, who is one of the nation's Assistant Inspector Generals is currently.

Frank Mba amongst others has carved a niche for himself and raised the bar high of excellence in the profession, as he has doggedly stuck to the rudiments of the job.

Beginning his career in 1999 as an Assistant Superintendent of Police (ASP), he climbed the ranks and gained more prominence when he was appointed the Police Public Relations officer for Lagos State.

The Nigerian police force saw a positive light after Frank Mba became PPRO for Lagos state, as he came on the scene with finesse. He was fearless, timely with information, highly analytical and diplomatic.

His dexterity on the job was unquestionable and his name spread like wildfire.

His selfless and diplomatic nature endeared him to the Nigerian media and newsmakers. He was always available to resolve issues and mitigated crises almost effortlessly. Attributes further placed him above his peers and prepared him for bigger roles.

In the year 2014, former IGP M.D Abubakar appointed him Force Public Relations Officer (FPRO) for the Nigerian Police Force, and again his eloquence and diplomacy distinguished him from all other Public Relations Officers of the force. It is on record that Frank was the 24th Force PRO of Nigeria Police since its inception.

Frank has served in different capacities in the Nigerian police force, including;



Assistant Superintendent of Police (ASP) in the year 1999, Deputy Superintendent of Police (DSP) – in 2003, Superintendent of Police (SP) – in 2006, Chief Superintendent of Police (CSP) – 2012, Assistant Commissioner of Police (ACP), Deputy Commissioner of Police (DCP) – 2019 and Commissioner of Police (CP) – 2020.

The undisputable Frank Mba went off the scene for a while until he was appointed by the Inspector General of Police, Usman Alkali Baba as the Commissioner of Police for Ogun State. Occupying such a position, Frank was proactive as men of the Ogun State police command were happy that they have a boss who is a good listener. Within a short while, he recorded unprecedented success as the crime in Ogun state reduced to the barest minimum.

His tenure is currently a nightmare to criminals in Ogun as the new Sheriff in town has been a thorn in their flesh. His recent promotion to the rank of Commissioner of Police for Ogun State is an indication that his years of hard work have indeed paid off. His police career and astronomic rise in the police have positioned him for greater challenges and commitment.

Frank Mba, a Commissioner of Police, who has an unquestionable zeal for academics and an insatiable hunger for knowledge, is a graduate of Law from the University of Lagos (UNILAG) and was called to the Nigerian bar in 2022.

He is also an alumnus of the University of Dundee, Scotland, United Kingdom where he earned a Master's Degree in Law. As an IVLP scholar, he holds a Diploma in Police Strategic Management from the University of Virginia,

USA. He is also a graduate of the prestigious FBI National Academy (FBINA) Quantico, Virginia, USA.

He equally holds a Certificate in National and International Security from Harvard University, USA. Hailing from Udenu Local Government Area of Enugu State, Frank Mba enrolled at the Nigeria Police Academy, Kano where he had his initial police training after obtaining his First School leaving Certificate. He graduated as the best cadet inspector in academics at the Police Academy, Kano, in 1993.

Frank Mba attended some Law Enforcement training, both within and outside Nigeria. These include; Countering Violent Extremism and Police Leadership Course at the International Law Enforcement Academy (ILEA), Roswell, New Mexico, USA (2018); Strategic Leadership and Command Course, Police Staff College,

Jos (2017); Crisis and Disaster Management Course, Israel (2013); Managing the Media in Crisis Situations, School of Media and Communications, Pan Atlantic University, Lagos (2013); US-sponsored International Visitor Leadership Program, with special focus on International Crime Issues, Washington DC (2010); General Criminal Investigation Course at the International Law Enforcement Academy (ILEA), Botswana (2009); and Middle Management Course on Global Peace Operations in Vicenza, Italy (2008).

The Inspector General of Police also nominated him to participate in the professional course for police officers at the National Institute for Policy and Strategic Studies (NIPSS) in Kuru, Jos.

Due to his hard work and determination in the security industry, Frank Mba won the prestigious UN Peacekeeping Medal during his sojourn with the United Nations.

Additionally, in terms of his affiliation, Frank was an Ex-member of the Nigeria Police Contingent to the United Nations Peace-Keeping Mission in Liberia between 2006 and 2007.

Known as a passionate police officer, an astute crime fighter and a veteran Public Relations Practitioner, Frank Mba, the man at the heart of everyone is currently the Commissioner of Police for Ogun State and an Assistant Inspector General of Police.

## FIVE FEMALE CHIEF DIRECTORS LEADING GHANA'S PUBLIC SECTOR

**G**overnment Ministries and agencies are the major wheels a nation rides on, they contribute significantly to the development of its people and are handed the responsibility to ensure a particular sector of the country is effectively managed.

In Ghana, several ministries oversee the day-to-day management of the country, these ministries and state agencies are led by appointed political persons known as ministers.

Usually, the political appointees are the known face of the ministries and agencies, however, the key players in the ministry are the local government staffs who are led by a non-political actor known as the Chief Director.

The Chief Director is the highest non-political office in government ministries and agencies, he or she is the Chief Administrative officer within the Ministry and acts as the Chief Advisor to the political head.

The Chief Director coordinates monitors and supervises the work of the directors within the ministry and other matters related to the sector.

In Ghana, just as in most African countries, positions such as the chief director of a ministry or government agency are predominantly male-dominated.

But in recent times some women have reached such a height and are making strides.

Public Sector Global magazine takes a look at five female chief directors leading major government ministries and agencies in Ghana.



### FELICIA DAPAAH

- Chief Director, Local Government Service

Felicia Dapaah is a distinguished civil servant, until her latest appointment as Chief Director of the Local Government Service she was the Chief Director and Regional Coordinating Director at the Greater Accra Regional Coordinating Council, a position she has held since August 2020.

She has also worked in several capacities in the local service structure.

They include; Adentan Municipal Assembly as the Municipal Coordinating Director from September 2017 to January 2020.

From April 2013 to August 2017, Madam Dapaah worked at the Ga West Municipal Assembly as the Municipal Coordinating Director.

From May 2010 to March 2013, she served as the Director and District Coordinating Director at the Bosomtwe District Assembly.

Between January 2005 and August 2010, she was the Deputy Director of the Ashanti Regional Coordinating Council and Assistant Director 1, in the same space from January 2002 to December 2004.

Felicia Dapaah holds MPA, Commonwealth Executive Masters in Public Administration, from the Kwame Nkrumah University of Science and Technology (KNUST), She also holds a Post Graduate Diploma in Public Administration, which she earned from the Ghana Institute of Management and Public Administration (GIMPA), in 2002. Additionally, she holds B.A. Social Sciences, from the Kwame Nkrumah University of Science and Technology (KNUST), in 1989.





## MRS. ADELAIDE ANNO-KUMI

- Chief Director for the Ministry of the Interior

Mrs. Adelaide Anno-Kumi is an educationist and a lawyer by profession, she has over two decades of experience working in Ghana's public sector.

She previously worked at the Ministries of Transport, Education and Agriculture in various capacities.

She has also served on several Boards, Committees, Delegations and Teams and has rich expertise and experience in Policy formulation and implementation.

She is an advocate for women's empowerment, child development and other security-related issues.

She holds an Executive Master's in Consultancy and Project Management Services (EMCP), BA (Hon.) Political Science, Bachelor of Law and Teacher hold a Cert. A.



## MRS. WILHELMINA ASAMOAH

- Chief Director of the Ministry of Energy

Mrs Wilhelmina Asamoah assumed the position of Chief Director of the Ministry of Energy in 2022

She previously worked as the Chief Director at the Ministry of Education.

She has served in various capacities in the Research, Statistics & Information Department – Special Projects Division of the Ministry of Tourism and also worked as the Deputy Registrar of Scholarships at the Scholarships Secretariat.

She holds an MBA in Education Leadership from the University of Cumbria's Robert Kennedy College in the UK and a Postgraduate Diploma in International Human Resources and Globalisation from Leicester University, UK.

She also holds a Postgraduate Diploma in Public Administration from GIMPA.



## AFISAH ZAKARIAH

- Chief Director, Ministry of Gender, Children and Social Protection

Afisah Zakariah a medical doctor by profession has worked in the public space for over 30 years.

She has served in various capacities including being Chief Director; for the Ministry of Health, and Ministry of Planning and is currently at the Gender Ministry.



## CYNTHIA ASARE BEDIAKO

- Chief Director of the Ministry of Environment, Science and Technology

In 2022, Cynthia Asare Bediako was appointed Chief Director of the Ministry of Environment, Science and Technology.

Before that, she served as the Chief Director at the office of the vice president a position which she held since 2017.

She acquired a master's degree in Alternative Dispute Resolution from the University of Ghana, she also holds a master's degree in Public Policy and Administration from the Institute of Social Studies in the Hague.

She obtained her first Bachelor's degree in Social Science from the Kwame Nkrumah University of Science and Technology.

## MOZILLA AFRICA MRADI PROGRAMME SEEKS PARTNERSHIP WITH PUBLIC SERVICE COMMISSION



The World Tech Giant Mozilla Corporation through the Mozilla Africa Mradi Programme, is exploring areas of collaboration with the Public Service Commission in fostering technological innovations, automation, and capacity-building. The Senior Director, Africa Mradi, at Mozilla Corporation, Ms. Alice Munyua, stated this when she led her team to pay a courtesy call on the Commission Secretary, Dr. Simon Rotich, at the Commission House.

“In full realization of the PSC constitutional mandate in fostering a citizen-centric public service, it will be critical to incorporate the technological innovations and products to enhance efficiency in service delivery,” said Ms. Munyua.

Further, the Mozilla Africa Mradi team presented tech products and possible areas of collaboration that would immensely improve service delivery and interaction between the Commission and the public.

**“ PSC CEO Dr. Simon Rotich welcomed the move by the Mozilla Africa Mradi, citing the need for all government institutions to collaborate with tech companies to ensure effective, reliable, and effective service delivery. ”**

**PublicSector**  
**Global**

unveils



**Africa**  
**TOP 50**  
**Women CEOs**  
**in Public Sector**

Leading Public Sector Publisher, 'Public Sector Global' has unveiled the Africa Top 50 Women CEOs in Public Sector. These are African women Changing the narrative in Public Service.

These are women that have shattered glass ceilings, risen above stereotypes and changed the narrative of women occupying high decision-making offices in government

Research shows a significant broadening out of the role's women hold in government across the continent. There are big increases in the percentage of women occupying the chief executive officer (CEO)/ managing director (MD) positions

The list comprises mainly of women at the helm of affairs for State Owned Enterprises across the

continent. The list features accomplished women from 10 African countries namely; Egypt, Ethiopia, Kenya, Nigeria, Ghana, Rwanda, Morocco, Uganda, South Africa, Tanzania.

The criteria for this selection is based on significant years of experience, exemplary service, proven track record of company transformation, result oriented projects, distinctive leadership and innovation.

Contributions of these women span a variety of fields; from the economy to social welfare in their various states

Some of which have set records by becoming the first to occupy their positions.

The profiles of these amazons have been published in the link tree

# TOP 50 AFRICA PUBLIC SECTOR WOMEN



**Ms. Nezha Hayat**  
Chairperson and CEO  
Moroccan Capital Market Authority

Nezha Hayat was appointed Chairperson and Chief Executive Officer of Morocco's Capital Market Authority in 2016.

An ESSEC Business School Paris graduate, she until her nomination worked at Société Générale Morocco group where she became in 2007, the first woman on a management board of a bank in the country.



**Umar Aishat Dahir**  
Director General,  
Pension Commission (PENCOM)

Appointed in 2020 as Director General of the Nigerian Pension Commission Mrs Umar Aishat Dahir is a phenomenal woman who has over the years brought to light and growth of the pension industry.



**Dalia El Baz**  
Deputy Chairperson  
National Bank of Egypt (NBE)

Dalia El Baz is a seasoned Banker appointed as the Deputy Chairperson of NBE in September 2017.

El Baz started her banking career in 1995 at Barclays Bank Egypt, she joined the NBE In 2008.



**H.E. Clare Akamanzi**  
Chief Executive Officer,  
Rwanda Development Board

Clare Akamanzi has about 2 decades of experience in government. She has a keen interest in the integration of all government agencies responsible for the attraction, retention and facilitation of investments in the national economy.

She is very keen on coordinating Capacity Development across the country (Public, Private and CSOs).



**Frehiwot Tamiru**  
Chief Executive Officer  
Ethiopian Telecommunication Corporation

Frehiwot Tamiru is the CEO of Ethiopia's state-owned telecoms operator, Ethio Telecom serving in the telecom sector for over 17 years.

She was appointed as the CEO in July 2018. At the age of 26, demonstrating her leadership skills at an early age, she was made the Chief Information Officer of Ethiopian Telecommunications Corporation.



**Rispah Simiyu**  
Acting Commissioner-General  
Kenya Revenue Authority (KRA)

Mrs. Rispah Simiyu is the Acting Commissioner for Domestic Taxes at Kenya Revenue Authority (KRA). She is a seasoned and grounded tax professional with about 2 decades of experience.

Before joining KRA in April 2018, Mrs. Simiyu served as the Standard Chartered Bank Kenya Limited, Regional Tax Manager East Africa, with her role covering assignments in the wider Africa and Middle East Regions.

Mrs. Rispah Simiyu is now a qualified Chartered Accountant, a Fellow Chartered and Certified Accountant (FCCA), an Advocate of the High Court of Kenya, a member of the Law Society of Kenya and a Certified Public Secretary.



**Poppy Khoza**  
Chief Executive Officer  
South Africa Civil Aviation Authority

Poppy Khoza is an aviation professional with close to 20 years of experience in senior management positions in the aviation industry.

She served for two consecutive years as the Chairperson of the International Civil Aviation Organization's (ICAO's) Aviation Security Panel, a historical milestone for a woman.

She currently serves her second term as CEO, She is the only woman to have occupied this position since the inception of the SACAA



## Juliet Kabera

Director General  
Rwanda Environment Management  
Authority

Juliet Kabera is the Director General of the Rwanda Environment Management Authority. She has about 2 decades of experience in the sector to which she was appointed in May 2020.

Prior to her appointment, she held the position of Director General of Environment and Climate Change at the Ministry of Environment.



## Kampeta Pitchette Sayinzoga

Chief Executive Officer Rwanda Development Bank

Kampeta Pitchette Sayinzoga is the Chief executive Officer of the Rwanda Development Bank. She was appointed in December 2019. Before this office, she served as the Director General for the National Industrial Research and Development Agency (NIRDA) from 2017.

She has over about 2 decades of extensive experience in the Finance industry, where she was the Director of the Cabinet in the Prime Minister's Office.

She also served in the Ministry of Finance and Economic Planning for a decade, where she held various senior positions including Permanent Secretary and Secretary to Treasury.



## Ms. Proscovia Nabbanja

Chief Executive Officer  
Uganda National Oil Company (UNOC) Limited

Ms. Proscovia Nabbanja has over 2 decades worth of experience in the oil and gas industry. She formerly served as a Principal Geologist in the Petroleum Exploration & Production Department under the Ministry of Energy and Mineral Development.

She has a Master of Science in Petroleum Geoscience, from the Imperial College of Science, Technology and Medicine, in London, United Kingdom. She also holds a Master of Business Administration awarded by the Imperial College Business School, obtained in 2017. Her Certificate in International Petroleum, Oil and Gas Management was awarded by the Institute for Petroleum Management Inc., in Austin, Texas, United States.



## Delese Mimi Darko

Chief Executive Officer  
Food and Drugs Authority, Ghana

Delese Mimi Darko is the Chief Executive Officer of the Ghana Food and Drugs Authority in Ghana. Madam Mimi Darko was appointed in 2017 by His Excellency Nana Addo Dankwah Akufo-Addo.

Darko joined the Food and Drugs Board in the early 1990s.

Before she was appointed the Chief Executive Officer, she was the head of the Safety, Monitoring, and Clinical Trial Division.

In 2020, under Darko's leadership, the FDA was recognized as a World Health Organisation Level Three listed institution.



## Prof. Mojisola Adeyeye

Director General,  
National Agency for Food and Drugs, Nigeria

Professor Adeyeye is a Professor Emeritus of Pharmaceutics and Drug Product Evaluation, which she achieved at the College of Pharmacy, Roosevelt University in Schaumburg, Illinois, USA.

She was also the founding Chair of Biopharmaceutical Sciences at that same university. Following that, she was a Professor of Pharmaceutics and Manufacturing for 21 years at Duquesne University in Pittsburgh, PA, USA.



## Mrs. Joyeuse Uwingeneye

Director General  
Rwanda Public Procurement Authority

Mrs. Joyeuse Uwingeneye is the Director General of Rwanda Public Procurement Authority.

She has an experience of about two decades in the finance industry, seeing her occupy several positions including the Rwanda development board since 2008 and also a board member for 2 public institutions.

She is a holder of a Master's Degree in Banking and Finance (Financial sector Policy) and a Bachelor of Economics.



## Mukesha Josephine

Director General  
National Identification Agency, Rwanda

Mukesha Josephine is the Director General of the National Identification Agency, Rwanda. She was appointed to head the Agency in the year 2017.

Ms MUKESHA has a strong database management background based on intensive academic training and over a decade's worth of experience in database management, mobile software applications, networking and project management.

Prior to her appointment, she served as Director of IT for the Database and Applications division at NIDA for over 8 years.



## Eng. Ziria Tibalwa Waako

Chief Executive Officer  
Electricity Regulatory Authority (ERA), Uganda

Eng. Ziria Tibalwa Waako has worked in Uganda's electrical sector for over 23 years.

She worked with the now-defunct Uganda Electricity Board (UEB), transferring to the Uganda Electricity Transmission Company Limited (UETCL) in 2001.

In 2012 she was appointed as Director of technical regulation at the Electricity Regulatory Authority until she was promoted to CEO at the regulatory agency.



## Ms Portia Derby

Group Chief Executive, Transnet, South Africa

Ms. Portia Derby is the current Group Chief Executive of Transnet SOC Ltd, appointed in February 2020.

She has occupied senior positions in the South African government during a period of major economic reform. Portia is the former Director-General of Public Enterprises (2005 – 2009) responsible for Corporate Strategy and Structure of the Investment Portfolio (2004 – 2005) and former Chief Operating Officer of the Department of Trade and Industry (2002).



## Ruth Zaipuna

Chief Executive Officer  
National Microfinance Bank (NMB), Tanzania

A professional in the banking sector, Ms Zaipuna began her career in 2002, initially working as an auditor at PricewaterhouseCoopers (PWC).

Rising through the ranks she attained the position of Executive Director of Finance and Chief Financial Officer at Standard Chartered Bank after leaving (PWC) in 2011.

In 2019, she was appointed the CEO of NMB, and under her leadership, the bank won numerous awards in 2022. The trust that the bank has managed to gather among Tanzanians gained it 1,012,344 new customers in 2022, 12,344 more than the planned one million.



## Dr. Diane Karusisi

Chief Executive Officer, Bank of Kigali, Rwanda

Dr. Diane Karusisi is the Chief Executive Officer of the Bank. She has about 2 decades worth of experience in the finance industry. Upon the assumption of office in 2016, she steered the bank through a digital transformation journey.

Prior to joining the Bank of Kigali, Diane served as the Head of Strategy and Policy and Chief Economist at the Office of the President.

She has a Master's in Econometrics and a PhD in Quantitative Economics.



## Mrs. Allen Catherine Kagina

Executive Director  
Uganda National Roads Authority (UNRA)

Executive Director Uganda National Roads Authority (UNRA)

Mrs. Allen Catherine Kagina began her career in 1985 as a teaching assistant at Makerere University before later working her way up to the Office of the President.

In 1992, she joined the Uganda Revenue Authority (URA) as a senior principal revenue officer until 1998, In 2000, she was promoted to the rank of deputy commissioner for customs at URA and she was promoted to the rank of commissioner general of URA in 2004.

On 27 April 2015, she was appointed the executive director of the UNRA, effective 1 May 2015.



**Rosemary Beryl Archer**  
Deputy Chief Executive Officer  
Ghana Exim Bank

Throughout her expansive career, Rosemary Beryl Archer has acquired over 20 years of experience in the media, telecom and banking sectors, with the latter making up 16 years of her experience.

Her banking career has had her take roles including corporate and institutional banking, retail, SME, business development and treasury, among others within several local banks including the universal merchant bank (UMB), Access Bank and Fidelity bank.



**Benonita Bismarck**  
Chief Executive Officer, Ghana Shippers' Authority

Ms Benonita Bismarck is the Chief Executive Officer of the Ghana Shippers' Authority (GSA), she was appointed in 2017.

She served as CEO of Global Marine Services Limited before her appointment; she previously served as Commercial Manager at the Mediterranean Shipping Company, once she was Head of Operations at Ghana Red Cross Society.



**Ms Patience Oniha**  
Director General,  
Debt Management Office, Nigeria

Ms. Oniha has a fulfilling career in the banking sector spanning over 22 years, Ms. Oniha made a career move to the public sector when she joined the DMO in 2008 as Director of, the Market Development Department. In this capacity,

She began her career at Icon Limited Merchant Bankers in 1986, where she rose to the position of a Manager, before joining First Securities Discount House Limited (now FSDH Merchant Bank Ltd.) in 1992.

She rose to the position of General Manager/Director before joining Ecobank Nigeria Limited in 2000. Between 2004 – 2008, Ms. Oniha was at Standard Chartered Bank Nigeria Ltd. as a General Manager.



**Mary Uduk**  
Acting Director General  
Securities and Exchange Commission, Nigeria

Ms Mary Uduk is a Capital Market Specialist and Investment Advisor, with over 30 years of experience as a regulator and currently serves as the Acting Director General of the Securities and Exchange Commission (SEC) Nigeria.

She joined the commission in 1986 as an assistant financial analyst and rose through the ranks to the topmost position.



**Yvonne Manzi Makolo**  
Chief Executive Officer, Rwanda Air

Yvonne Manzi Makolo Andrew is a Rwandan IT specialist who serves as the Managing Director and Chief Executive Officer of Rwandaair

She was appointed to that position on 6 April 2018, after serving as deputy CEO a year earlier.

Before her appointment, she served as the Deputy CEO responsible for corporate affairs at the same airline.



**Ms. Christine Mwakatobe**  
Chief Executive Officer  
Kilimanjaro International Airport (KIA), Tanzania

She joined the Kilimanjaro Airport Development Company (KADC) in 2011, in her bid to help propel KIA and Tanzanian aviation towards a more prosperous future.

Her diligence led to her becoming the interim CEO of KADC in 2020. She was appointed as KIA's first female CEO in 2022



**Nancy Gathungu, CBS**  
Auditor General  
Office of the Auditor General Kenya

She joined the Office of the Attorney General in 1993, CPA Nancy Gathungu has 30 years of auditing experience. She was appointed Auditor General on July 17, 2020, and has held it ever since.

CPA Nancy Gathungu is also a Certified Public Accountant of Kenya (CPA-K), a holder of a Masters of Business Administration (Strategic Management) and Bachelor of Commerce (Accounting), and a Member of the Association of Women Accountants of Kenya (AWAK).



## Ms Philisiwe Mthethwa

Chief Executive Officer  
National Empowerment Fund,  
South Africa

Ms Philisiwe Mthethwa is serving as the Chief Executive Officer of South Africa's National Empowerment Fund since 2017.

Before joining the NEF, Ms Mthethwa worked for a French investment bank in London.

Ms Mthethwa holds an MBA in Corporate Finance from the University of Sheffield and has studied towards the MSc in Economics at the University of Paris.



## Nompumelelo Mpumi Z. Mpofu

Chief Executive Officer,  
Airport Company South Africa

Nompumelelo Mpumi Z. Mpofu is the Chief Executive Officer, Executive Director, and member of the Social and Ethics Committee and the Board Investment Committee at Airports Company South Africa on February 1, 2020.

Ms Mpofu holds a bachelor's Honours Degree in Urban and Regional Planning and a postgraduate degree in Town Planning from Coventry University in the United Kingdom, as well as a Certificate in Local Government Management from the Local Government Management Board (LGMB) in the UK and was a fellow at the South African Advanced Education Programme (SAAEP) at Oxford University.



## Ms Portia Derby

Deputy Governor, Financial Stability and (Financial) Deepening (FSD) Bank of Tanzania

Mrs Souda Kassim Msemu was on 1st June 2022 appointed the Deputy Governor, Financial Stability and (Financial) Deepening (FSD) for the Bank of Tanzania, She is the second woman in the country's history to serve in the position.

Msemu previously served as Commissioner for External Finance, Ministry of Finance and Planning.

She has a Master of Science in Finance with Distinction from the University of Strathclyde, Glasgow, United Kingdom.



## Dr. Asabe Vilita Bashir

Director General  
National Center for Women Development (NCWD)

Dr. Asabe Vilita Bashir is a Nigerian Social Advocate, Educationist and Politician; she is the Director General of Nigeria's National Center for Women Development (NCWD).

Dr Asabe 1997 was elected into the Borno State House of Assembly and this feat was repeated in 2003 and 2015. Prior to that, she served as a lecturer at the Department of Education at the University of Maiduguri from 1988 to 2003.

She obtained a first degree in Chemistry and Mathematics in 1988 from the University of Maiduguri and a PhD in Educational Philosophy.



## Thulisile Manzini

Chief Executive Officer, Brand South Africa

Thulisile is a multifaceted executive leader with more than 20 years of experience in public service, having held various roles in the South African government. In 2019 she was appointed Acting Chief Executive Officer of Brands South Africa.

Prior to her appointment at Brand SA, Thulisile was the deputy director-general for governance and administration at the Department of Telecommunications and Postal Services (DTPS).

She has served on several committees within the DTPS.



## Prof. Anotonia Taiye Simbine

Director General,  
Nigerian Institute of Social and Economic Research  
(NISER)

Prof A.T Simbine (nee Okoosi) (PhD, Ibadan) is a Professor of Political Science & International Relations. She was appointed as NISER Director-General (DG) by President Muhammadu Buhari on May 20, 2022.

Prof Simbine is the first woman to be appointed DG of Nigeria's 62-year-old premiere Think Tank. Until her appointment as DG, she was Research Professor in the Political and Governance Policy Department (PGPD) and Head, Knowledge Management Department (KMD), NISER.

She started her career at NISER as a Youth Corps member in 1984 and rose to the rank of Research Professor in 2010. Her Research and consulting interests include - Public sector governance, the Legislature, Politics and Elections in Nigeria; Gender issues especially Women's Education and Political Participation; International Relations; Peacekeeping and Conflict Resolution; as well as issues in socio-economic development and good governance.





## Hon. Irene Naa Torshie

Administrator

Districts Assemblies Common Fund, Ghana

Irene Naa Torshie Addo is a Ghanaian politician and lawyer, former Deputy Minister of Foreign Affairs and a Member of Parliament for Tema West Constituency. She became a Member of the Ghana Parliament for Tema West in 2008.

Irene was appointed as the Administrator of the District Assemblies Common Fund (DACF)

She holds an LLM (Gender and Development Studies) from the University of Warwick in 1999.



## Jeanette Chanda Makgolo

Commissioner General,

Botswana Unified Revenue Service

Ms. Jeanette Chanda Makgolo - Commissioner General, Botswana Unified Revenue Service

Appointed as Commissioner General of Botswana's Unified Revenue Service in August 2021, Ms. Makgolo is a seasoned public servant and a professional accountant who has served the office of the Accountant General for over 30 years.

She holds a Bachelor of Commerce Degree from the University of Botswana and a post graduate Professional Training in Public Finance Management from the National Institute of Finance Management in India.

She is currently doubles as the only female Council Member of the African Tax Administration Forum.



## Tucci Goka Ivowi

Chief Executive Officer,  
Ghana Commodity Exchange

Tucci Oviwi, a Chartered Marketer is a founding member of the Ghana Commodity Exchange; she was the first female Executive Director of the Central & West Africa Region.

She holds a professional Chartered Marketer certificate from the Chartered Institute of Marketing in the United Kingdom.



## Ms. Nnosang Mhutsiwa

Ag. Chief Executive Officer  
Botswana Energy Regulatory Authority (BERA)

Nnosang Mhutsiwa prior to her appointment was a Director, Human Resources & Administration at Botswana Energy Regulatory Authority based in Lobatse,

Nnosang Mhutsiwa has been working as a Director, Human Resources & Administration at Botswana Energy Regulatory Authority for 4 years. Botswana.



## Dr. Afua Asabea Asare

Chief Executive Officer  
Ghana Export Promotion Authority (GEPA)

Dr. Afua Asabea Asare is the Chief Executive Officer of the Ghana Export Promotion Authority (GEPA).

She has 3 decades worth of management experience working in a variety of corporate environments.

Appointed in 2018, she has led the preparation and execution of several projects educating, promoting and placing Ghanaian products on the international market front.



## Mrs. Elsie Addo Awadzi

Deputy Governor, Bank of Ghana

Elsie Addo Awadzi is a Ghanaian international economic and financial lawyer. She was appointed 2nd deputy governor of the Bank of Ghana in February 2018, making her the second female to hold that position.

She has over 2 decades worth of intensive experience, occupying various significant roles including being the Senior Counsel of the Financial and Fiscal Law Unit of the International Monetary Fund (IMF)'s Legal Department, based in Washington.

She holds an LL.M. degree (International Business and Economic Law) with distinction from the Georgetown University Law Centre in Washington, D.C.



## Jenifer Bamaturaki

Chief Executive Officer,  
Uganda Airlines

Ms Bamaturaki has over 30 years of experience as a marketing consultant in the airline, hospitality and travel industries.

Before she was appointed CEO of the Ugandan Airline she worked as the airline's commercial director when it had just resumed operations in 2019.



## Dorothy Kisaka

Executive Director, Kampala City Authority

Dorothy Kisaka is a legal practitioner and Business Executive, she was appointed Executive Director of Kampala City Authority in 2020.

Before assuming her current position she was the Administrator of the Ugandan COVID-19 Response Fund and Senior Presidential Advisor at the Office of the Prime Minister.



## Lina Githuka

Managing Director  
Kenya Wine Agency Limited

The Managing Director of Kenya Wine Agency Limited (KWAL), Lina Githuka with a strong commercial background in the FMCG industry joined KWAL in February 2017 and has made significant establishments in the company. Her administration has overseen significant brand improvements harnessing the purchasing rates of products ranging from Spirits, wines, and Non-Alcoholic drinks etc.



## Ms. Agnes Tsholofelo Khunwana

General Manager, Air Botswana

Ms. Agnes Tsholofelo Khunwana - Air Botswana's General Manager has been appointed as Deputy Chairman of the Airlines Association of Southern Africa (AASA).

Prior to her new appointment, she has overseen the Airline during its period of significant growth, leading cross-functional teams in the execution of complex large-scale projects, including the Fleet Modernisation Project intended to achieve enhanced operational efficiencies and organisational sustainability in the position of a position General Manager.



## Ms. Mercy Kainobwiso

Registrar General,  
Uganda Registration Services Bureau

Mercy Kainobwiso is a lawyer, business administrator and corporate executive, she was appointed Registrar General of the Uganda Registration Services Bureau (URSB) in December 2020.

Prior to her current position, she served as the Director of Intellectual Property at URSB.



## Nana Ama Poku

DMD – Corporate Resources  
Consolidated Bank Ghana

Nana Ama Poku is the Deputy Managing Director – Corporate Resources, at Consolidated Bank Ghana (CBG).

She most recently served as the Ghana Export-Import Bank's Deputy Chief Executive Officer (Banking/Business).

Nana Ama mostly called has an extensive experience over 2 decades in Commercial and Development Banking.



### **Irene Kaggwa**

Executive Director  
Uganda Communications Commission

Irene Kaggwa-Sewankambo is the Executive Director of the Uganda Communications Commission.

An engineer by profession, Mrs Sewankambo holds a Master of Science in Communications Systems and Signal Processing from the University of Bristol in the United Kingdom and a Master of Science in Economic Management and Policy (Business Economic Pathway) from the University of Strathclyde in the United Kingdom.



### **Lelise Neme**

Commissioner, Ethiopian Investment Commission

Lelise Neme has been working as a Commissioner at Ethiopian Investment Commission since 2021.

She was appointed to the position at 27 years old, She was the Executive Director of the Industrial Parks Development Corporation.



### **Ms. Chelesile Malele**

Ag. Chief Executive Officer  
Botswana Railway Corporation

Chelesile Malele is Chief Executive Officer Botswana Railway Corporation, prior to that she was Director, Finance & Corporate Services Botswana Railways.

Chelesile Malele's professional experience began in 1998. Currently, Chelesile Malele works as Acting Chief Executive Officer at SARA Rail Conference an association of railways in the Southern African Development Community (SADC).



### **Mrs. Heran Gerba**

Director General  
Ethiopian Food and Drug Administration

Since 2018, Mrs. Heran Gerba is Director General of the Ethiopian Food and Drug Authority (EFDA), previously the Ethiopian Food, Medicine and Healthcare Administration and Control Authority (EFMHACA).

Heran has worked for the Authority since 2003, taking up different roles, including Chief Pharmacist for the Quality Control Laboratory and Acting Head of the Physicochemical Division.

Before taking up the role of Director General, she was Deputy Director General for four years.



### **Aishah Ahmad**

Deputy Governor for Financial System Stability  
Central Bank of Nigeria

Aishah Ahmad is a Banking and Finance expert with over two decades of experience.

Before joining CBN, she was in retail banking at Diamond Bank Plc. She was also the Head of Consumer and Privilege Banking.

She is a Chartered Alternative Investment Analyst (CAIA) and she holds the prestigious Chartered Financial Analyst (CFA) designation.



### **June Chepkemei**

Managing Director  
Kenya Investment Authority

June Chepkemei is currently the Managing Director, of Kenya Investment Authority (KENINVEST) after serving as an Acting Managing Director.

Before joining KENINVEST, she was the Head of Marketing & Corporate Communications at Konza Technopolis Development Authority (KoTDA).



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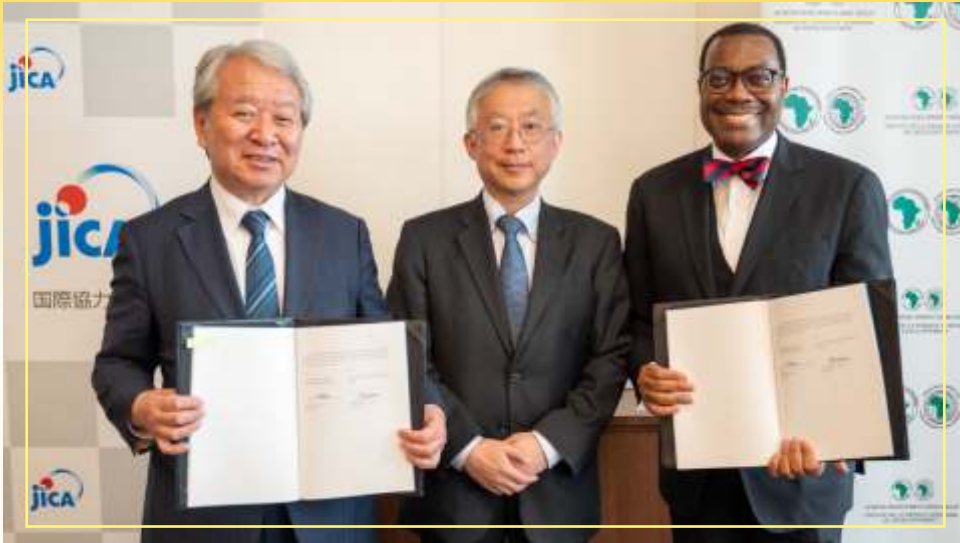
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# AFRICAN DEVELOPMENT BANK GROUP, JAPAN INTERNATIONAL COOPERATION AGENCY (JICA) SIGN \$350 MILLION LOAN AGREEMENT TO SUPPORT AFRICA'S PRIVATE SECTOR

The African Development Bank and the Japan International Cooperation Agency (JICA) signed a JPY 44,100,000,000 (\$350 million) loan to finance the Bank's support for private sector operations in Africa.

The loan comes under the Enhanced Private Sector Assistance (EPSA) initiative, which is a component of Japan's Official Development Assistance to Africa. The fifth version of EPSA, for an amount of \$4 billion, was signed by the Bank and JICA at the Eighth Tokyo International Conference on African Development (TICAD 8), held in Tunis last August. The signing ceremony for the private sector concessional loan took place at JICA's headquarters in Tokyo, between JICA President, Dr. Tanaka Akihiko and Dr Akinwumi Adesina, President of the African Development Bank Group. Dr Adesina is in Japan to discuss investment opportunities in Africa with senior government officials, large Japanese companies, development partners, parliamentarians and the African diplomatic corps.

Dr Tanaka said the loan represented a crucial step in Japan's efforts to work with the African Development Bank to support Africa as it faces the challenge of navigating multiple compounded crises including issues of debt sustainability and the impact of the war in Ukraine. He said: "the private sector in Africa is fundamental in creating jobs for the prosperity and progress of Africa. Although the private sector has been confronting unprecedented economic and social pressures, we are confident that the Bank's Non-sovereign Operations supported through this concessional loan will play an essential role in addressing



these pressing issues." Dr. Adesina thanked the government of Japan as well as JICA, for their continued support to the Bank and Africa.

He invited JICA to collaborate with the African Development Bank Group in other critical areas, such as refining the food and agriculture delivery compacts developed by African countries during a January food summit held in Senegal to tackle the continent's food insecurity. "JICA's support would be crucial in the implementation of the Special Agro-processing Industrial Zones, which will be the biggest game changer of Africa's agriculture. It will transform rural economies, reduce food losses, process and add value to crops produced in rural areas and create jobs," Adesina added. "Support young people to go into agriculture. Youth are Africa's best asset, but they lack access to finance. The Bank is establishing youth entrepreneurship investment banks to provide young people with financial and technical support throughout the business cycle," Adesina urged.

Dr Tanaka agreed with the areas highlighted by the African Development Bank chief saying they were important to Japan's agenda of future collaboration with Africa. On the need to create jobs for young people the JICA president said: "It is silly not to take advantage of active youth in Africa. In Africa you have abundance of youth but in Japan we have abundance of an old

population." Dr. Tanaka said it was important to explore ways of promoting interaction between Japan's university students and those of Africa to foster exchange of knowledge and skills. He agreed that JICA should hold further discussions with the African Development Bank Group to look into other issues raised

by Adesina, including digitization of primary healthcare operations, and the establishment of the African Pharmaceutical Technology Foundation to be hosted in Rwanda's capital, Kigali.

JICA and the African Development Bank signed the first private sector assistance loan in 2007. To date, the Bank and the government of Japan have signed eight non-sovereign loans totaling \$1.85 billion. The loans have so far contributed to support 51 projects, mainly credit lines and equity to regional development finance institutions, private equity funds and project finance for infrastructure public-private partnerships. Japan's support to Africa channeled via the African Development Bank Group through EPSA, consists of three main components: a robust co-financing facility under the Accelerated Co-financing Framework Agreement; the Fund for African Private Sector Assistance, that has been critical in supplying technical assistance and expertise to project sponsors across Africa in various sectors, and the Private Sector Investment Finance. The government of Japan is one of the Bank's biggest supporters. It contributed to the Bank's largest ever General Capital Increase in 2019. In December 2022 Japan provided \$534 million to the African Development Fund's \$8.9 billion sixteenth replenishment.



**NEMA HELD A JOINT MEETING WITH THE NAIROBI RIVERS COMMISSION AT PANARI HOTEL, NAIROBI. THIS MEETING IS THE FIRST OF ITS KIND SINCE THE COMMISSION WAS APPOINTED BY HIS EXCELLENCY THE PRESIDENT.**





TOP 25 Ghana  
PUBLIC SECTOR  
PR LEADERS

## Leading PR Professionals in Public Sector honoured at the Ghana Public Sector PR Awards

Over 20 PR practitioners from Ghana's public sector have been honoured at the maiden edition of the Ghana Public Sector PR Awards which was held at the Chartered Institute of Bankers, Ghana on the 24th of March, 2023 in Accra. The prestigious Award scheme which was powered by Public Sector Global Magazine, a publication from the InstinctWave Group stables, saw the crème de la crème of the PR Practitioners in the public sector converge and celebrated for the sterling contributions made to the public sector over the years.

During the Opening remarks given by the Country Manager; Mrs. Carol Opata Hogan on behalf of the Group CEO, Mr. Akin Naphtal, she emphasized on the role of PR Practitioners being pivotal in Ghana's public sector and the corporate governance system as a whole, with little or no attention, is given to their contributions. "PR practitioners are good at promoting and strategically positioning their organisations, but it is rather unfortunate that little recognition is given to the profession. It is in this regard that InstinctWave is lifting the veil to celebrate and honour PR practitioners who have demonstrated excellence in delivering best practices in the PR Profession within the public sector space" she added "Also, it is interesting to note that the Ghana Public Sector PR Awards is an extension of the Africa Public Sector Conference and Awards (APSCA).

APSCA has given us the opportunity to reward heads of organizations and most institutions and at this point, the Ghana Public Sector PR Awards is just focusing on those in the communication and PR Units since they must not be left out,"

she concluded The top 25 PR Practitioners in Ghana's PR industry who were awarded during the gala night under the theme "Celebrating the Achievements of PR Practitioners in Ghana's Public Sector" included William Boateng – Director of Communication (Electricity Company of Ghana), Stanley Martey – Chief Manager (Public Relations) Ghana Water Company, Naa Korkoi Essah – Head, Public Relations, Ministry of Communications and Digitalisation amongst others. Honour was also conferred on heads of organizations for their exceptional contribution to the high-level performance by Public Relations Unit. Such personalities included Samuel Dubik Masubir Mahama – Managing Director (Electricity Company of Ghana), Mr. Clifford A. Braimah – Managing Director for Ghana Water Company Limited (GWCL), Dr. Eric Nkansah – Director-General for Ghana Education Service, to mention but a few. Hon Kojo Opong Nkrumah, Minister for the Ministry of Information was adjudged as PR Man of the Year.

In terms of the organizational award, the Ghana Water Company Limited (GWCL), Ghana Education Service (GES) and Electricity Company of Ghana (ECG) were also adjudged as the PR Team of the Year: Bronze, PR Team of the Year: Silver, and PR Team of the Year: Gold respectively. The Ministry of Communication on the other hand received the Best Use of social media For Public Engagement Award. The Award winners present were treated with good music, intercontinental cuisine and an all-round entertainment. Indeed, it was a beautiful night for the PR Practitioners in the public sector industry

# BELOW IS A FULL LIST OF THE TOP 25 GHANA PUBLIC SECTOR PR LEADERS HONOURED DURING THE GALA NIGHT

<b>William Boateng</b> Director of Communications Electricity Company of Ghana	<b>Cassandra Twum Ampofo</b> Head, Public Relations Unit Ghana Education Service (GES)
<b>C.S Michael Amoako-Attah</b> Head of Public Affairs Unit Ghana Immigration Service	<b>Oswald Essuah-Mensah</b> Ag. Director, Corporate Affairs National Health Insurance Authority
<b>Afua Amankwa Sarkodie</b> Corporate Affairs Manager Social Security and National Insurance Trust (SSNIT)	<b>Grace Ansah-Akrofi,</b> Chief Superintendent of Police, Director, Public Affairs, Ghana Police Service
<b>Richard Osei Anane</b> Head of Corporate Affairs Ghana Export-Import Bank (GEXIM)	<b>Francis Asamoah Tuffour</b> Public Relations Manager Driver and Vehicle Licensing Authority (DVLA)
<b>Stanley Martey</b> Chief Manager (Public Relations) Ghana Water Company	<b>Nicholas Ofori Obeng-Twum</b> Head Public Relations Office of Registrar of Companies
<b>Naa Korkoi Essah</b> Head, Public Relations Ministry of Communications and Digitalisation	<b>Marian Akosua Manko Gebara</b> Head, Public Relations National Film and Television Institute (UniMAC)
<b>Armstrong Esaah</b> Corporate Affairs Director National Service Scheme	<b>Rhoda Appiah,</b> Head of PR, Food and Drugs Authority
<b>Bagbara Tanko</b> Public Relations Officer Ministry of Food and Agriculture	<b>Ethel Linda Mensah</b> Head, Public Affairs Energy Commission
<b>Sandra Mills</b> Corporate Affairs Manager Ghana Investment Fund for Electronic Communications (GIFEC)	<b>Esther Gyebi-Donkor,</b> General Manager, Marketing and Corporate Affairs, Ghana Ports and Harbours Authority (GPHA)
<b>Dr. Kofi Amponsah-Bediako</b> Director, Corporate Communications, Ghana Standards Authority (GSA)	<b>Mr. Jacob Acquah Andoh,</b> Head of Public Relations Unit, Ghana Health Service
<b>Nasir Ahmad Yartey</b> Head of Public Affairs Ministry of Roads and Highways	<b>Mr. Marcus Deo Dake</b> Head of Corporate Affairs GOIL
<b>Mrs. Comfort Akosua Edu</b> Head, Corporate Affairs and Communications Commission on Human Rights and Administrative Justice (CHRAJ)	<b>Mrs. Nana Defie Badu,</b> Director – Consumer and Corporate Affairs, National Communications Authority
	<b>Maria Edith Oquaye</b> Director, Corporate Affairs National Petroleum Authority (NPA)

## OTHER AWARD WINNERS HONOURED ARE LISTED BELOW

Ghana Public Sector PR Rising Star Award <b>Hannah Yaa Abusah</b> Head, PR National Youth Authority	Championing PR Development in the Public Sector <b>Mrs. Ethel Codjoe Amissah</b> Director, Public Relations Coordination Division (PRCD) Information Services Department (ISD)
Outstanding CEO Support for PR Development Award <b>Samuel Dubik Masubir Mahama</b> Managing Director Electricity Company of Ghana	Outstanding CEO Support for PR Development Award <b>Mr. Clifford A. Braimah</b> Managing Director Ghana Water Company Limited (GWCL).
Outstanding CEO Support for PR Development Award <b>Hon Dr. Bernard Okoe Boye</b> Chief Executive Officer National Health Insurance Authority (NHIA)	Best use of social media in public engagement <b>Ministry of Communication &amp; Digitalization</b>
Outstanding CEO Support for PR Development Award <b>Dr. Eric Nkansah Director</b> -General Ghana Education Service	PR Team of the Year: Bronze <b>Ghana Water Company Limited (GWCL)</b>
Outstanding CEO Support for PR Development Award <b>Mr. Kwasi Agyeman Busia</b> Chief Executive Officer Driver and Vehicle Licensing Authority (DVLA)	PR Team of the Year: Silver Ghana Education Service (GES)
PR Man of the Year <b>Hon Kojo Opong Nkrumah</b> Minister Ministry of Information	PR Team of the Year: Gold <b>Electricity Company of Ghana (ECG)</b>
	Life time Achievement Award <b>William Boateng</b> Director of Communication Electricity Company of Ghana









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