



Nepal Administrative Staff College

BUILDING ADMINISTRATIVE COMPETENCE: NEPALESE EXPERIENCES

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Coverage

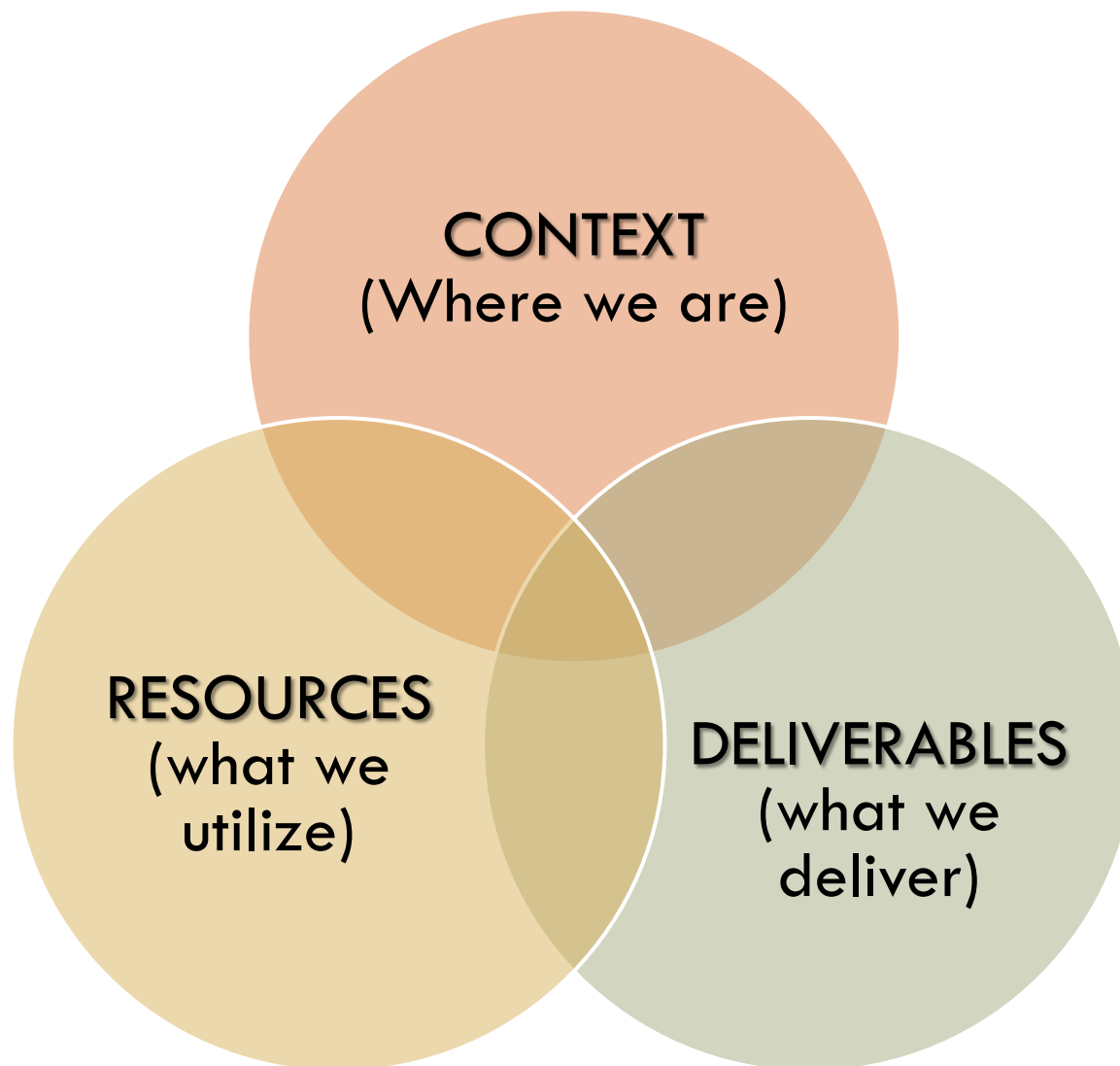
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- Public Administration Environment in Nepal
- NASC initiatives in building administrative competence
- Way forward



Framework for Administrative Competence

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Public Administration Environment

- New constitution
- Federal system of governance
- Transformation of public administration (in relation to structure and culture) in progress
- NASC as a premier institution devoted for about four decades to develop capacity of civil service



NASC initiatives in capacity building



Induction Training: BAT

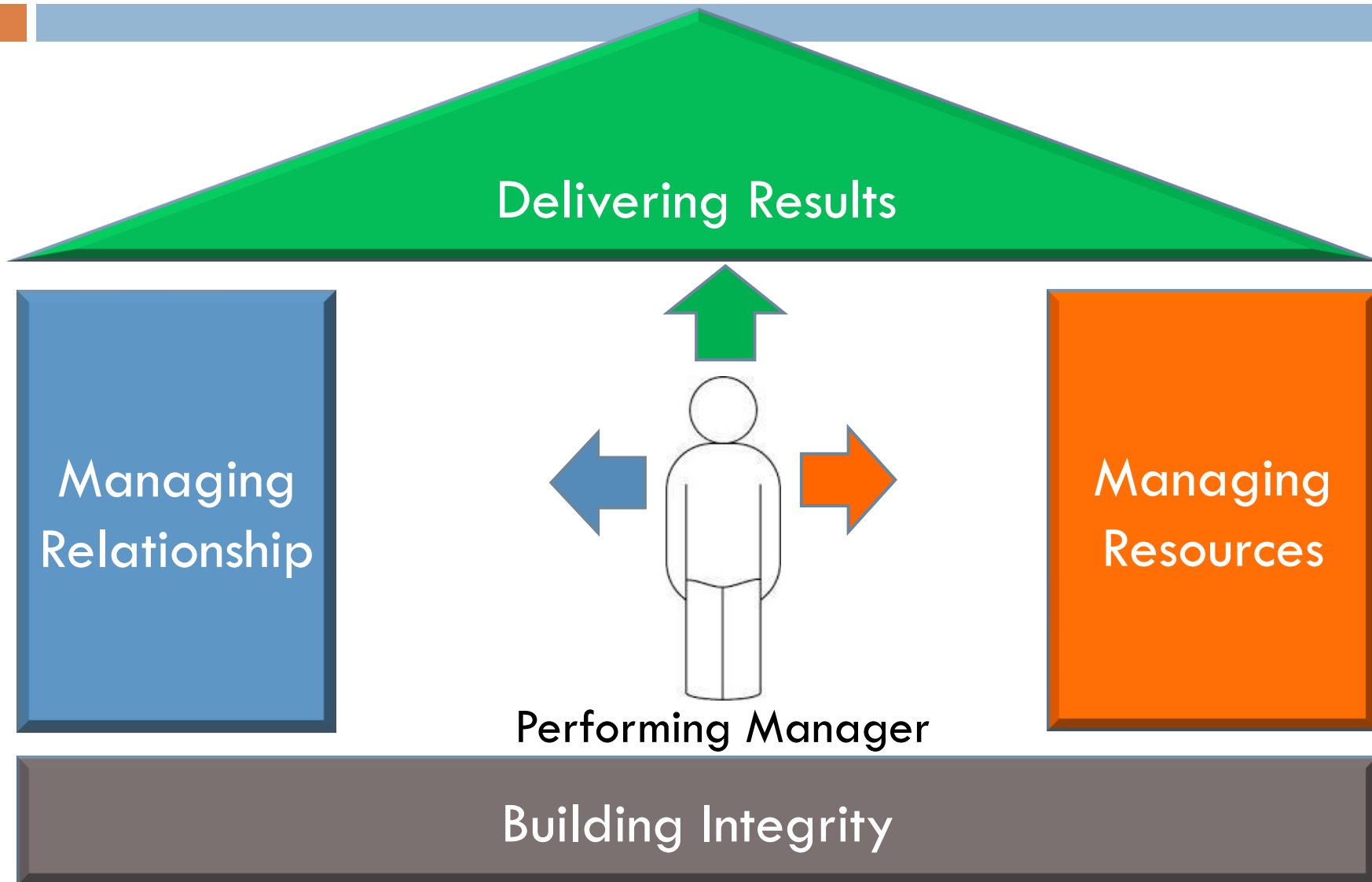
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- Basic Administration Training (BAT) for newly appointed Section Officers of government
- Six-month residential course focused on developing key skills needed after placement and orienting on shaping way of life of the new recruits
- Incorporates practical components (e.g. Value Commitment, Internship, Know Your Country, Model United Nations)



Professional Course on Management and Development (PCMD) for Section Officers

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Course Modules in PCMD

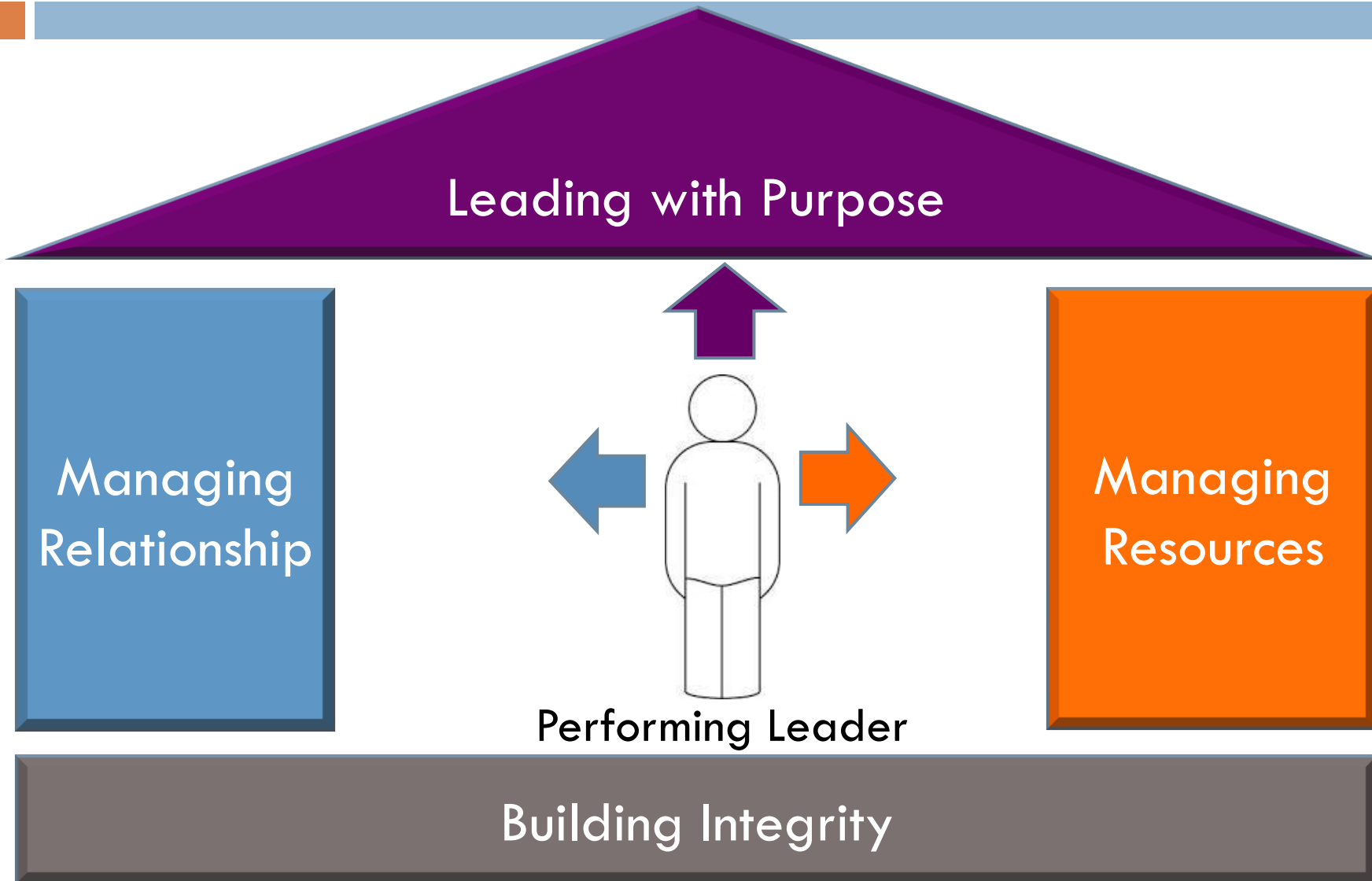
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- Managing Self and Relationship
- Governance and Development
- Public Financial Management
- Engaging with local government (One week field based component)



Advanced Course on Management and Development (ACMD) for Under Secretaries

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Course Modules in ACMD

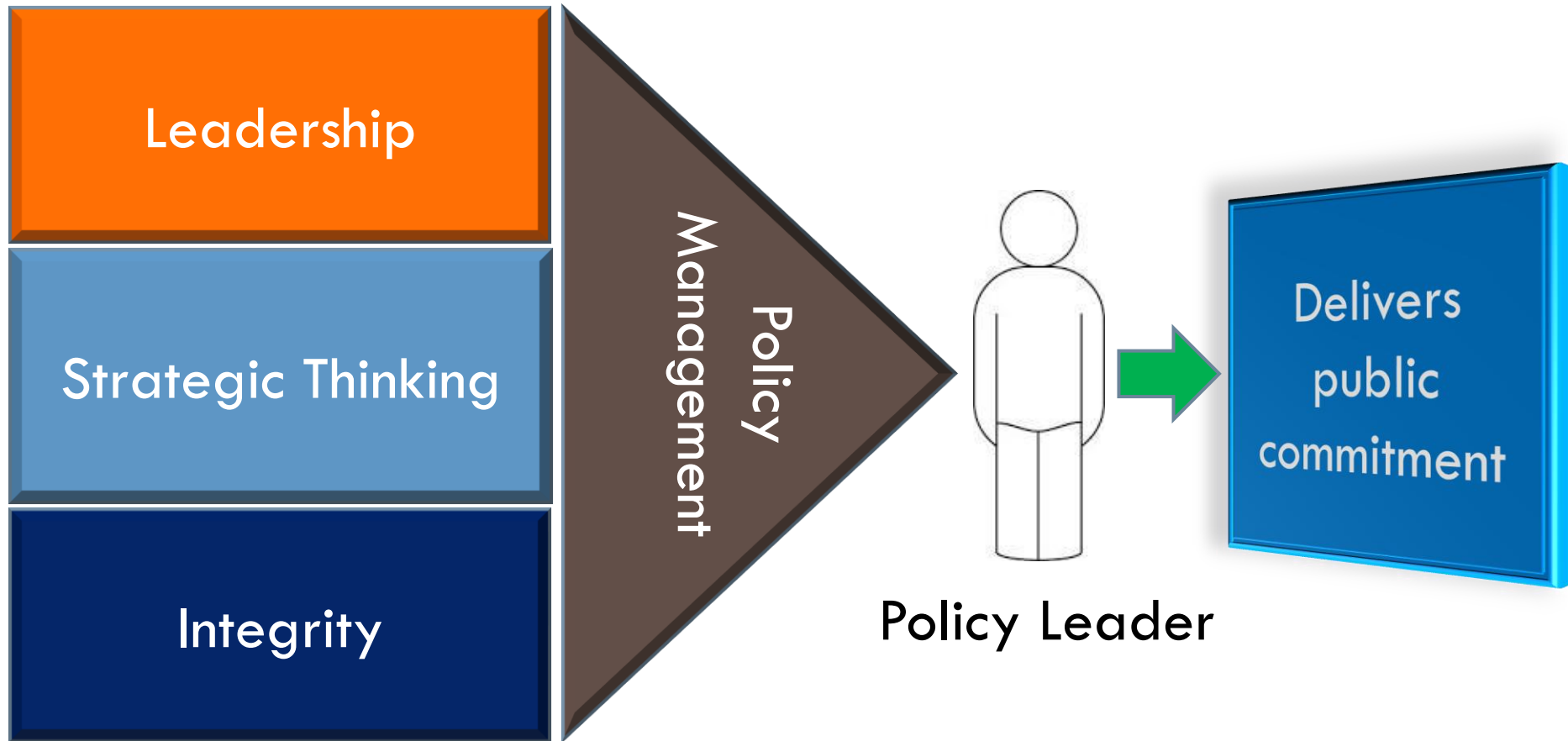
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- ❑ Personal Efficacy and Leadership
- ❑ Development Management
- ❑ Governance and Service Delivery
- ❑ Connecting to Community (One week field based component)
- ❑ Service Improvement Plan (SIP)



Senior Executive Development Programme (SEDP) for Joint Secretaries

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Course Modules in SEDP

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- ❑ Leadership
- ❑ Integrity
- ❑ Strategic Management
- ❑ Governance
- ❑ Policy Management
- ❑ Action learning project in each module



SDGs related training programmes

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- Standalone Course (3-5 days) as well as integrated in Induction and In-service training programmes
 - Gender Equality and Social Inclusion (GESI)
 - Gender Responsive Budgeting (GRB)
 - Project Management
 - Procurement Management
 - Social Safeguards
 - Disaster Risk Management
 - Climate Change Risk Management



Contribution to achieve SDGs

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- Competent civil service is the necessary condition for achieving development results
- NASC has continuously been conducting programmes to enhance core and specific competencies of civil servants that are instrumental in enabling them to deliver better results with innovative approaches



Recent Major Initiatives

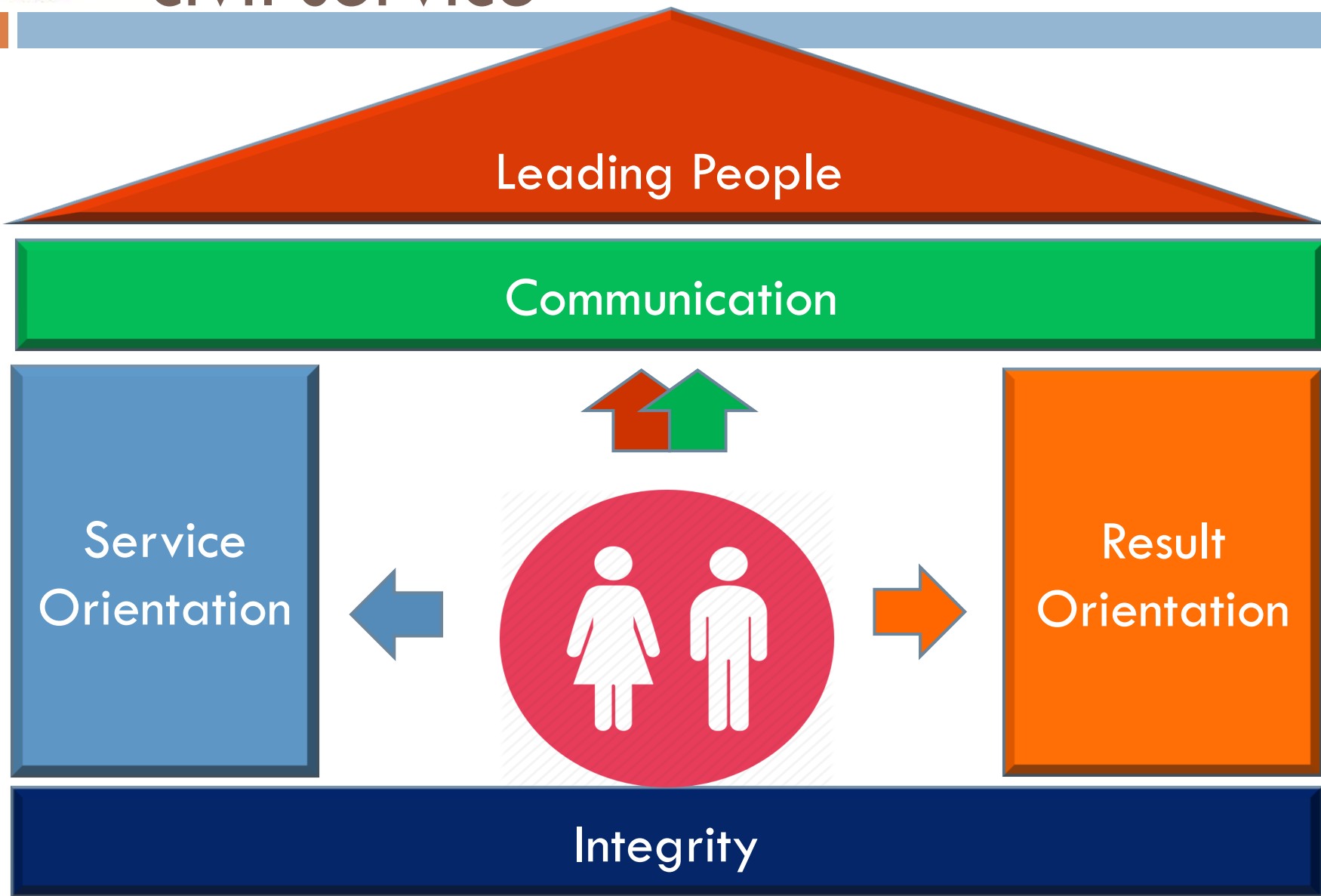
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- Nepal National Governance Survey- 2017/18: Status of governance and service delivery in various dimensions are explored that would create baseline for taking decisions for policy makers, civil service as well as academia
- Competency Mapping: Required core competencies of officers in three tiers of governments are identified and competency framework defined



Competency framework of Nepali civil service

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Way forward

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- ❑ Designing training courses in alignment with civil service competency framework
- ❑ Case based and other participatory approaches in capacity building
- ❑ Reinforcing service values at all levels
- ❑ Standardization of training programmes across institutions and strengthening capacity of training institutions



Thank You