

**AFRICAN PUBLIC PROCUREMENT NETWORK  
(APPN)  
SOUTHERN AFRICA SUB-REGIONAL PUBLIC  
PROCUREMENT NETWORK**

**KNOWLEDGE AND EXPERIENCE SHARING EXCHANGE SESSION  
PROFESSIONALIZATION OF PUBLIC PROCUREMENT AND  
CAPACITY BUILDING – THE GHANA EXPERIENCE**



# ROADMAP

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❑ WHERE HAVE WE COME FROM?

❑ PROFESSIONALISM?

❑ WHERE ARE WE NOW?

❑ WHERE ARE WE GOING TO?



# WHERE HAVE WE COME FROM?

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**The Public Procurement Act 2003, (Act 663) as amended in the following Sections requires the Board of the Public Procurement Authority to:**

- Section 3j -** facilitate the training of public officials involved in public procurement at various levels
- Section 3k -** develop, promote and support training and professional development of persons engaged in public procurement and ensure adherence by trained persons to ethical standards
- Section 3n -** plan and co-ordinate technical assistance in the field of public procurement

These objectives formed the basis for PPA's quest for the introduction of professionalism in the training and capacity development of qualified personnel to conduct public procurement in Ghana.



# WHERE HAVE WE COME FROM?

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## A SKILLS AND TRAINING NEEDS ASSESSMENT CARRIED OUT IN GHANA AFTER THE OPERATIONALIZATION OF THE PUBLIC PROCUREMENT ACT, 2003 (ACT 663) REVEALED:

1. The dearth of professionally qualified personnel manning procurement in the Public Sector of Ghana;
2. Stores Management personnel dominated the public procurement space
3. Existing training programmes in the Polytechnics geared towards private sector procurement practices
4. Other training programmes were tied to development of capacity of staff to manage donor funded projects
5. Such training programmes did not have long term aim of developing procurement professionals as they were tied to the life spans of donor funded projects



# PROFESSIONALISM?

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**EFFECTIVE PROFESSIONALISM REQUIRES APPROPRIATE:**

- 1. SKILLS**
- 2. QUALIFICATIONS**
- 3. CAPACITIES**
- 4. COMPETENCIES**

All these were to be **RELEVANT** to the conduct of public procurement



# WHERE HAVE WE COME FROM?

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Informed by the Skills & Training Needs Analysis, there was the need to:

1. Improve competencies of staff undertaking public procurement;
2. Ensure a continuous stream of qualified procurement professionals; and
3. Assure staff, so qualified, of the possibility of developing their careers to the highest level within the public sector.



# WHERE ARE WE NOW?

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**To address the shortcomings identified, a two-pronged approach was adopted:**

- 1. Develop Local Professional Procurement Training Opportunities;**
  - a. Short- And Medium-Term Interventions
  - b. Long-Term Interventions
- 2. Establish Career Paths for Procurement Professionals in the Public Sector**
  - a. Develop a Scheme of Service for progression



# WHERE ARE WE NOW?

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## A1. SHORT- AND MEDIUM-TERM INTERVENTIONS

1. 3- to 5-Day Training Programmes aimed at equipping procurement staff with skills to:
  - a. Prepare Procurement Plans
  - b. Adapt the Standard Tender Documents to meet their tendering requirements
  - c. Conduct the procurement processes
  - d. Properly carry out evaluation
  - e. Award and administer contracts
2. Top-up programme for Staff with Higher National Diplomas to acquire Bachelor's degrees in Procurement and Supply Chain Management





# WHERE ARE WE NOW?

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## **A2. LONG-TERM INTERVENTIONS AIMED AT PROFESSIONALISATION THROUGH:**

1. Assisting Tertiary Institutions in Ghana to restructure their course content to suit procurement in the public sector;
2. Assist the tertiary institutions to align their training modules and examination to international standards;
3. Enhanced academic training options to include Diplomas, bachelor's degrees and post graduate degree courses;
4. Provide internship programmes for students and faculty members; and
5. Producing a critical mass of public procurement professionals.



# WHERE ARE WE NOW?

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**B1** As part of the Long-Term Interventions, Establish a Career Path for procurement professionals in the Public Service with clear lines for promotion and reporting by:

- a. Comprehensive Scheme of Service (SoS) for Procurement Officers developed, approved and partially rolled out in collaboration with Public Services Commission
- b. Staff performing procurement duties expected to be migrated unto the new SoS.
- c. Continuous capacity Building for procurement staff by Entities



# WHERE ARE WE GOING?

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## TO KEEP INTERVENTIONS STILL RELEVANT, THE PPA IS:

1. Working to ensure the coordinated implementation of the Career Path and associated Scheme of Service
2. To revise all PPA's Training Modules to incorporate changes introduced through the amendment of the Public Procurement Act;
3. To assist the Tertiary Institutions to revise all their curriculum and training materials to keep them abreast with Act 663 as amended and current international best practices;
4. Training on the Standardized Procurement Audit Framework developed in collaboration with the Ghana Audit Service and the Internal Audit Agency;
5. Discussing the Introduction of a Certification Programme to afford members of other professional bodies to be certified as Public Procurement Professionals
6. Supporting the setting up of Professional Body in Ghana for the certified Public Procurement Professionals.



**THANK YOU**

