

PROFESSIONALISATION AND CAPACITY BUILDING OF PROCUREMENT PRACTITIONERS

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Presentation Outline

- Background to Professionalisation
- Procurement Code of Conduct
- Procurement Expertise – Mastering the body of knowledge
- Licencing System
- Continuous Professional Development

Background to Professionalisation

- As governments seek to deliver a greater range of community services, they are looking to the procurement profession to deliver more strategic and sustainable value-for-money outcomes that are aligned with government priorities and subject to continuous improvement.
- Improvement in delivering public sector procurement outcomes would deliver significant savings to government. These improvements are dependent on an investment in the professionalisation of procurement's human capital, in order to accelerate understanding and application of new knowledge and skills.

Procurement Reforms

- Zimbabwe undertook a significant step to reform its procurement system to improve “public service delivery” and enhance “value for money”.
- The first step towards installing an efficient procurement system was the enactment of the PPDPA Act in January 2018.

8 Characteristics of Professionalism

- Competence. As a professional, you get the job done – and done well. ...
- Knowledge. Professionalism involves developing detailed, up-to-date knowledge, which is often highly specialized
- Conscientiousness. ...
- Integrity. ...
- Respect. ...
- Emotional Intelligence. ...
- Appropriateness. ...
- Confidence.

Three Pillars of Professionalisation

- The preceding characteristics can be summarized into three pillars:
- Code of Conduct
- Body of Knowledge
- Professional Body

CODE OF CONDUCT

- Procurement Practitioners in Zimbabwe are now regulated and expected to abide by a code of conduct, failure of which results in serious consequences.
- The Authority ensures that the Code of Conduct is issued to all procuring entities and is published on the Authority's website.
- Before engaging in any procurement proceedings, every procurement officer signs a declaration agreeing to abide by the standards of conduct prescribed in the Act and the Code of Conduct.

Body of Knowledge

- Research has shown that procurement Practitioners must possess the skills necessary to reduce costs, deliver value for money, fulfil social responsibilities, use excellent negotiation skills and manage supplier relationships.
- They are expected to be innovative now more than ever in the implementation of the PPDPA Act. Thus, for the Zimbabwean Government to achieve greater procurement value through the State Entities, PRAZ is developing and implementing a programme for professionalisation and licensing procurement Practitioners.

Professional Competencies

- Upgrading the competences of the procurement workforce will allow Zimbabwe to reap tangible benefits from the ongoing reforms to its procurement systems.
- This capacity building strategy, therefore, aims to address the current deficit in qualified procurement professionals in the civil service, thereby contributing towards improving public service delivery while promoting effective use of Government's financial resources within a framework of result-based management.

Developing Skills and Competencies

- Continuous professional development
- Total life cycle approach thinking
- Procurement planning skills
- Train for the right skills.
- Leveraging existing supply chain management skills i.e. HEXCO Purchasing Diplomas, University Degrees, CIPS Diploma etc
- Developing course content to close gaps between current supply chain management skills and the requirement for public procurement skills? (attributes required by specialist procurement practitioners)

Professional Body

- Establishment of Procurement Professionals Committee of Zimbabwe (PPCZ), which shall be responsible for the membership and the development of the procurement profession as well as their licensing in Zimbabwe.
- Ultimately Professions must be self-regulating

Functions of the Procurement Council of Zimbabwe

- Registration of all Procurement Professionals In Zimbabwe
- Maintaining a Register of all Public Procurement Practitioners in Zimbabwe.
- Accreditation of tuition service providers and consultancy firms involved in training and professional development of people involved in public procurement.

Powers of the PCZ

- Power to enforce the procurement education standards established by the Authority.
- Committee shall enforce among its members the minimum qualifications prescribed by the Authority in line with section 89(2)(a) of the Public Procurement and Disposal of Public Assets (General) Regulations, 2018.
- Committee shall enforce among its members the certification standards established by the Authority.
- Arranging public awareness activities

Licencing of Practitioners

- The PPDPA General Regulations, 2018 provides that the Authority shall establish, by instructions or circulars, a system for the licensing of procurement officers
- the Authority—
 - (a) Shall prescribe the qualifications for obtaining licences; and
 - (b) May require attendance at courses of study for the professional development of licensees; and
 - (c) May impose fees for licences issued and other things done or provided under the system.

Continuous Professional Development

- The professional body may require attendance at courses of study for the professional development of licensees.
- The body will put in place a system of CPD

THE END

Questions are Welcome

