



# SUMMARY OF PROGRAMMES OFFERED BY THE NSG

## PRE-SERVICE LEARNING AND DEVELOPMENT

- Orientation and support to the Public Service Formal Graduate Recruitment Scheme

## ENTRY LEVEL PROGRAMME

- Compulsory Induction Programme (CIP 1 - 3)
- Compulsory Induction Programme (CIP 4 - 5)
- Compulsory Induction Programme (CIP 6 - 12)\*
- Compulsory Induction Programme (CIP 13-14)
- Executive Induction Programme (EIP)
- Public Service Reorientation Programme (ROP)\*

## IN-SERVICE LEARNING AND DEVELOPMENT

### HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT PROGRAMMES

- Introduction to HRM in the Public Service
- Application on Policy and Procedure on Incapacity Leave\*
- Strategic Human Resource Planning for the Achievement of Organisational Result
- Developing HRD Implementation Plans for the Public Service
- Grievance and Disciplinary Action Procedures
- Investigating and Presiding Skills
- Evidence-based Policy Making and Implementation (salary levels 9-16)
- Recruitment and Selection in the Public Service
- Use of Human Resource Management Information
- Assessor Training Course
- Designing Curriculum and Learning Material for the Public Service (5 days)
- Designing Curriculum and Learning Material for the Public Service (8 days)
- Moderator Training Course
- Training of Trainers Programme for the Public Service
- Disability Management in the Public Service
- Human Resource Policy Development
- Labour Relations for Managers in the Public Service
- Managing Performance in the Public Service\*
- Making Performance my Responsibility
- Facilitator Development Programme
- Facilitating Participatory Community Engagement (Handbook fo CDWs)

### MONITORING AND EVALUATION PROGRAMMES

- Introduction to Monitoring and Evaluation in the Public Sector
- Apply Monitoring and Evaluation Principles in the Public Sector Programme for the Monitoring and Evaluation Practitioner\*

**Course 1: Data analysis and presentation methods for M&E\***

**Course 2: Information management for M&E\***

**Course 3: Orientation to Monitoring and Evaluation\***

**Course 4: Qualitative research methods for M&E\***

**Course 5: Report writing to describe M&E findings\***

**Course 6: Use of indicators for managing performance in Government \***

- Organisational Design (OD)
- Theory of Change for Planning in the Public Sector
- Deepening Evaluations in Government
- Selecting Appropriate Methodologies for Evaluation in Government
- Evidence Based Policy Making and Implementation Course
- Planning for Implementation Programme
- Job Evaluation: Initial, Follow-up and Panel
- Managing and Commissioning Evaluations in Government

## FINANCIAL MANAGEMENT PROGRAMMES

- Avoiding Irregular, Fruitless and Wasteful Expenditure (salary levels 9-16)
- Bid Committee (MFMA)\*
- Bid Committee (PFMA)\*
- Contract Management (MFMA)
- Contract Management (PFMA)\*
- Demand Management\*
- Inventory Management
- Supply Chain Management in the Public Service\*
- Advanced Acquisition Management
- Detection and Combating of Bid Rigging in the Public Service
- Strategic Sourcing : Strategic Development\*
- Strategic Sourcing: Strategic Assessment\*
- Strategic Sourcing: Execution\*
- Supply Chain Management for Practitioners
- Logistics Management
- SCOA & ERF for Budget Managers
- SCOA & ERF for Practitioners
- Finance for non-Financial Management for the public service
- Introduction to Assets Management
- Applied Risk Assessment & Identification
- Risk Response and Reporting
- Introduction to Financial Management Delegations of Authority in the Public Sector\*

## PROJECT MANAGEMENT PROGRAMMES

- Basic Project Management for the Public Service
- Advanced Project Management for the Public Service

## GOOD GOVERNANCE PROGRAMMES

- Anti-Corruption Training for Practitioners
- Ethics Management for Local Government
- Ethics in the Public Service \*
- Diversity Management
- Implementing the promotion of Administration Justice Act (PAJA) for the Public Sector
- Mainstreaming Gender in the Public Service
- Investigate Corrupt Activities and Related Offences
- Promoting Anti-Corruption In the Public Service
- Advanced Writing for Government Course

## SERVICE DELIVERY PROGRAMMES

- Khaedu - Methods & Perspectives (Module 1)
- Khaedu - Field Assignment (Module 2)
- Citizen Centred Service Delivery
- Excellent Customer Service for Frontline Staff \*

## LEADERSHIP DEVELOPMENT PROGRAMMES

- Executive Development Programme (EDP) (10 Modules)
- Foundation Management Development Programme (FMDP)
- Emerging Management Development Programme (EMDP)
- Advanced Management Development Programme (AMDP)
- Accelerated Development Programme (ADP)(6 Modules)
- Programme and Project Management (salary levels 13-16)
- Mentoring for Public Service Managers
- Leading Innovation in the Public Service
- The Municipal Management Development Programme (MMDP)
- Local Government Leadership Development Programme
- SMS Pre-entry Programme\*
- Coaching for Leadership Development
- Etella Programme
- Economic Governance Programme
- Ethical Leadership and Oversight Programme
- Executive Induction Programme for Boards

## DEVELOPMENT PROGRAMMES FOR LEGISLATURES

- Legislative Capacity Building Programme and Supplementary Interventions
- Graduate Certificate in Advanced Governance and Public Leadership
- Leadership Seminars and Workshops
- Local Government Leadership Development Programme

**\*The courses marked with asterisks are also offered on an elearning platform**

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To book a course: [contactcentre@thensg.gov.za](mailto:contactcentre@thensg.gov.za) | website: [www.thensg.gov.za](http://www.thensg.gov.za)



## SUMMARY OF ONLINE COURSES DELIVERED ANYTIME, ANYWHERE

- Basic writing for Government
- Covid-19 and the South African Economy
- Ethics for Educators
- Ethics for Internal Auditors
- Ethics in the Public Service
- Generally Recognised Accounting Practice (GRAP)
- Introduction to Financial Management and Budgeting
- Supply Chain Management in the Public Service
- Introduction to Leading Change
- Introduction to Policy Formulation and Implementation
- Introduction to Strategic Human Resource Management
- Introduction to Strategic Planning and Management
- Know and Live our Constitution
- Policy and Procedure on Incapacity Leave and Ill-Health Retirement (PILIR)
- Senior Management Pre-entry Programme (Nyukela)
- Socio-Economic Impact Assessment System
- Championing Anti-Discrimination in the Public Sector



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