

COMPREHENSIVE TRAINING ROAD MAP

Introduction

The Republic of South Sudan is striving to enhance a responsive and vibrant system in every sector of government, including parliamentary service at all levels. The Ministry of Parliamentary Affairs (MPA) is a key institution for leading government business of developing policies for strengthening the delivery on legislative programmes at national and sub-national levels. Besides that, it also coordinates relationship of the legislative arm of government with the executive arms to ensure fulfilment of constitutional obligations and the rule of law. More importantly it builds the capacity of legislators to improve their performance and fulfill their law-making and oversight mandate. Thus, it is very important to develop, review and update the Parliamentary Service Master Curriculum (PSMC) to guide systematic and rigorous training for capacity development of the parliamentarians of South Sudan and the staff of Ministry of Parliamentary Affairs (MPA). This will equip them with the ability to assimilate Information Communications Technologies (ICTs), enabling them to create and seize opportunities for good governance and sustainable development. It will enable them to acquire and develop appropriate skills, knowledge and attitudes required for professional performance on the current and future legislative obligations to acceptable standards at individual and organizational levels.

The PSMC begins with a rationale, followed by a set of principles for its development and implementation in accordance with the specifically outlined training areas and sub-areas. Originally, the training areas were 7 only in the old document. These were reviewed, updated and expanded to 11 training areas to include Support Staff, Overview of Functional Areas, Human Resource, and Information and Communication Technology. Each of these is divided into several topics which are defined at three levels:

- A description of the topic
- An overview of the headlines of what is covered in the topic
- The expanded content of the topic consisting of detailed information

Descriptions are given in Section E while *overviews* and *expansions* are in the Appendices with details of the content of each training area.

Rationale

Why this Parliamentary Service Master Curriculum?

As the Republic of South Sudan strives to strengthen its governance system in a peaceful environment, it is important that the Ministry of Parliamentary Affairs builds the capacity of the respective legislative arm of the government by training the parliamentarians and technical staff to improve democratic engagements, public policy legislative formulation and adopt best parliamentary practices for achieving sustainable development in South Sudan guided by the rule of law.

For parliamentary systems to function effectively, both the lawmakers and the support staff need to understand how government works through the procedures of the legislative assemblies. This encompasses understanding of governance structures and the roles, including management and professional skills in ICT necessary for

efficient performance. The parliamentary trainings in South Sudan has been provided based on response to immediate and identified needs. While this is necessary, it does not in and of itself, proactively address the broader needs of the government in a modern time with pressing needs of post-conflict situation.

This PSMC serves the modernization purpose as it is designed to build adequate institutional capacity for reforms by government of South Sudan and its stakeholders. It will enable advanced planning for schedules of trainings at national and states levels as it provides a framework for systematic, progressive and sustained development of the capacity of Members of Parliament (MPs) and technical staff who are employed to support lawmaking duties. It will guide the development of accredited training modules for the rollout courses and certification.

Goals

The Parliamentary Service Master Curriculum is driven towards the following goals:

1. To institutionalize and enhance the efficiency of parliamentary service delivery through training, research, planning, monitoring, and evaluation.
2. To improve democratic governance, public policy formulation and best parliamentary practices for achieving sustainable development in South Sudan.
3. To strengthen the institutional arrangements and reforms between the executive and the legislative arm of government at the national and state levels through best parliamentary practices and enhancement of transparency and accountability.
4. To create an enabling legislative and political environment for the growth of multi-party democracy, good governance, rule of law and constitutionalism.

Vision

A South Sudan where democracy becomes the way of life with political power gained, exercised, and relinquished peacefully through free and fair elections guided by just laws.

To achieve this vision, the law makers and support staff need to be trained using this reviewed and updated PSMC so that they can handle government parliamentary business based on Vision 2040: *“A united and peaceful nation, built on strong foundations of good governance, economic prosperity and enhanced quality life for all”*. The South Sudan Vision 2040 is motivated by collective national aspiration for having a better society by the year 2040. This Vision is the guiding star that directs, inspires, and propels the efforts of citizens to deliver together the national dreams. It forms the rallying point around which all the people of South Sudan can unite and contribute collectively to nation-building guided by strategic thinking and policy-making process in the coming years based on the following core four principles and values:

- Democracy and Participation
- Constitutionalism and Rule of Law
- Socio-economic Development and Growth ■ Amicable International Relations

2 Core Values

The Parliamentary Service Master Curriculum is guided by the following core values:

- ■ **Commitment:** We are dedicated and loyal citizens, ready to execute our business and pay our allegiance with dedication to the nation and devotion to constitution.
- ■ **Integrity:** We demonstrate impartiality and honesty while upholding the highest ethical standards as we deliver quality services to the public.
- ■ **Transparency and Accountability:** we embrace openness in all we do for realization of liberal democracy, good governance, and rule of law.
- ■ **Respect:** We acknowledge the cultural diversity in our country and are devoted to creating good environment for social cohesion and peaceful coexistence.
- ■ **Creativity and Innovation:** We believe in progressive develop and growth of our country to match with technological advancement.
- ■ **Effectiveness and Efficiency:** We initiate ideas internally and externally with excellent dialogue and competent presentation of agenda of parliamentary business using ICT.
- ■ **Teamwork:** We contribute collectively to address challenges through common efforts in workplace, posturing cooperation with shared obligation to public service.
- ■ **Fairness:** We are just and equitable in treating our citizens, bearing in mind the diversity and multicultural setting of our country.
- ■ **Inclusiveness:** We are sensitive to diversity of demographic set up of South Sudan and are ready to practice it in all aspect of our work and life.

Key Aims of the Curriculum

The key aims of the Parliamentary Service Master Curriculum define what is expected from its lawmakers and parliamentary staff by the time they completed the training.

1. Development of well-informed and vibrant citizenry.
2. Empowerment of women in public life.
3. Efficient and effective delivery of parliamentary service.
4. Professionalism in internal and external communication.
5. Design of quality legislations and public policy content.
6. Promotion of democracy and good governance.

Parliamentarians who are:

- well versed in initiating and communicating ideas internally and externally • Excellent in dialogue.
- Competent in presenting agenda in parliamentary business.
- Able to use technology in communicating information.

Parliamentarians who will:

- Critically develop democratic legislations and public policy.
- Demonstrate good quality of good governance and rule of law.

- Strengthen the implementation of constitution and agreements.
- Advocate for gender equity and inclusiveness. .

- **Parliamentarians who can:**

- Promote and create awareness to citizens on democratic values. • Foster transparency and accountability in their day to day work. • Advocate for good governance and human rights.

- **Well-informed and vibrant citizens who are:**
- Resilient and peace makers.
- Industrious and patriotic.
- Capable of initiating and promoting social dialogue between the government and the grass root.

- **Empower women who can:**
- Participate in politics to promote democratic process.
- Know the value of women rights, rule of law, and gender equity. • Make decisions both in the government and the communities.

- **Parliamentarians who are:**
- Capable of delivering quality service to the citizens.
- Knowledgeable and democratically oriented about diverse society. • Problem solvers and critical thinkers
- Talented in conflict resolutions

4 Principles Guiding the Curriculum and Training Delivery

The Parliamentary Service Master Curriculum will provide the definitive guide to the training and capacity development of lawmakers and the staff of Ministry of Parliamentary Affairs. It provides clear guidance on discharge of the mandated duties professionally, ethically and in full respect of the human rights and rule of law.

- The training materials will be developed into modules for each topic in the curriculum with highest priority scheduled for the courses delivered.
- Training of parliamentary staff on curriculum topics will be undertaken by South Sudanese trainers, specifically trained for this task (existing training programmes delivered by other providers will be aligned to the curriculum).
- The updated curriculum will include training programmes as part of an integrated set of methodologies such as attachments, secondments, exchanges, e-learning, and acquisition of professional certification.
- The designed training programmes will be more than imparting skills as it shall be geared towards building relationships and networks across government institutions vertically at national level and horizontally at states level.

- The topics of training programmes may get rolled out concurrently at different levels of government to provide basic, intermediate, or advanced learning on best parliamentary practices and professional service.
- Given the prevailing circumstances of implementation of R-ARCSS and transition to democratic governance, the trainings areas of this curriculum will be programmed dynamically to accelerate development by bridging key capacity gaps on efficient and effective delivery of parliamentary services.
- The training programmes will be including sharing of practical experiences at workplaces to enhance on-job skills development and knowledge accumulation.
- The successful completion of each curriculum area of training will be recognized by award of certificates, which will eventually get accredited to reputable academic institution in the region to allow for further formal professional training for those who would be interested to go highest.

Training Competencies

This curriculum focuses on building parliamentary competencies for enhancing performance on democracy and good governance in the Republic of South Sudan in these areas:

1. Communication
2. Core knowledge and skills
3. Information Communication Technology (ICT)
4. Managerial
5. **Leadership**
6. *Figure 2: Training Competencies*

Structure of the Parliamentary Service Master Curriculum

The structure of the Parliamentary Service Master Curriculum is designed in a manner that addresses the needs for development of technical skills and knowledge of the parliamentary work starting with orientation, then proceeding with introduction to the structures of governance in the Republic of South Sudan, roles of parliamentary officials, continuous personal development, and ending with managerial leadership of lawmaking institutions. The 11 training areas are illustrated in Figure 3 below:

1. ***Orientation to Parliamentary Service*** – what does it takes to work in the parliamentary service.
2. ***Foundations of South Sudan*** – understanding the history, constitution, laws, governance structures

and institutional organization.
3. ***Roles of Parliamentary Officials*** – understanding the key parliamentary duties and effectiveness of

of lawmakers and support staff.
4. ***Management Practices*** – knowing what being a manager is all about through specific skills.

5. **Governance** - understanding the importance of good governance and how to promote it.
6. **Personal and Professional Development** – Adopting culture of learning and building of skills.
7. **Leading Organization** – generating skills and knowledge necessary for strategic leadership.
8. **Supporting Staff** – acting professionally to ease the workload.
9. **Functional Areas** – How to move forward and achieve results from parliamentary work.
10. **Human Resource** – Understanding the importance of planned human resource.
11. **Information and Communication Technology (ICT)** – Improving efficiency of delivery.
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