



## PROJECT NOTIFICATION

26 April 2018

1. **Project Code** 18-IN-71-GE-TRC-A
2. **Title** Training of Trainers on Performance Management for Public-sector Organizations
3. **Timing and Duration** 12–16 November 2018 (five days)
4. **Venue** Manila, the Philippines
5. **Implementing Organization** Development Academy of the Philippines (DAP)  
DAP Bldg., San Miguel Ave., Ortigas Center, Pasig City  
Philippines  
Phone: 63-(0)2-631-2143 Fax: 63-(0)2-631-2138  
e-Mail: apolugrantees@yahoo.com.ph
6. **Number of Overseas** Up to 18 qualified participants.
7. **Number of Local Participants** Up to six qualified participants  
(or to be determined later on upon agreement between the APO Secretariat and implementing organization)
8. **Closing Date for Nominations** 3 September 2018
9. **Objectives**
  - a. To familiarize participants with the fundamentals and knowledge requirements of performance management in the public sector;
  - b. To introduce different approaches in conducting performance management training in various public-sector organizations; and
  - c. To develop a pool of trainers on performance management in the public sector to contribute to improved organizational performance.

### 10. Background

Performance management is increasingly gaining momentum in the public sector since it is an effective strategic approach to making the most of limited resources and involves the quest for efficiency in service delivery. The use of performance management and measurement techniques is also useful in undertaking public-sector reforms. Governments worldwide have implemented an array of instruments intended to encourage public managers and citizens to improve service provision and increasingly view performance management as a tool to improve overall public-sector administration. However, much work still needs to be done, especially in expanding the capacity of key actors to undertake performance management reforms, which has become part of national good governance agendas to ensure that financial and human resources are utilized to achieve the intended results.

The APO has been carrying out initiatives to introduce and encourage the use of performance management in the public sector in member countries through training courses and workshops. Its various projects have demonstrated how well-developed performance management systems aligned with organizational objectives can lead to improved individual, agency, and sectoral performance, with positive impacts on citizens' perceptions of government overall. This training course will familiarize participants with the fundamentals of and knowledge requirements for establishing such systems. It will also develop a pool of trainers who can contribute to improved organizational productivity by introducing different approaches to conducting performance management training for various public-sector professionals, enabling them in return to set objectives and then manage and monitor efforts to achieve them.

## 11. Scope and Methodology

The tentative modules to be covered are:

- a. Principles, objectives, and scope of performance management;
- b. Different models and applications of performance management;
- c. Setting the context and rationale for performance management in the public sector;
- d. Performance management and productivity in the public sector; and
- e. Approaches to performance management training for the public sector.

The course will consist of lectures, practical case study work, guided class exercises and presentations, visits to organizations with good practices, demonstrations by participants to qualify as trainers, and individual action plan preparation.

The tentative program of the training course is given below:

<b>Date/Time</b>	<b>Activity</b>
Sunday, 11 November 2018	Arrival of participants in Manila
Monday, 12 Nov.	Opening session Training module on: Performance management: introduction, principles, objectives, and scope
Tuesday, 13 Nov.	Training modules on: Different models and applications of performance management Setting the context and rationale for performance management in the public sector
Wednesday, 14 Nov.	Training modules on: Performance management and productivity linkages in the public sector Approaches to performance management training for the public sector
Thursday, 15 Nov.	Site visits to public-sector organizations with best practices for case studies
Friday, 16 Nov.	Demonstrations by participants including action plan formulation Summing up by resource persons Program evaluation and closing session
Saturday, 17 Nov.	Departure of participants

## 12. Qualifications of Candidates

The participants are expected to possess the following qualifications:

Present Position	Senior-level public-sector officials or human resources managers responsible for maintaining or introducing performance management systems in public-sector organizations, or NPO trainers for the public sector.
Experience	At least two years of experience in the position described above.
Education	University degree or equivalent qualification from a recognized university/institution.
Language	All proceedings of the project are conducted in English, and participants are frequently required to make oral and written presentations. They must therefore be proficient in spoken and written English. Those who are not proficient in English will not be accepted.
Health	Physically and mentally fit to attend an intensive project requiring participants to complete a number of individual and group activities and strenuous fieldwork. It is therefore recommended that member countries do not nominate candidates likely to suffer from physical and mental stress.
Age	Candidates who fit the above profile are typically between 30 and 50 years of age.
Attendance	Participants are required to attend the entire program.

## 13. Financial Arrangements

### a. Airfare

The APO will bear the cost of round-trip economy-class international airfare between the international airport nearest to the participants' place of work and Manila, the Philippines, from organizations in any of these categories:

- a. SMEs;
- b. Nonprofit organizations; and
- c. Any organization from the APO list of LDCs.\*

*\*As of 7 July 2006, the APO list of LDCs comprised Bangladesh, Cambodia, Fiji, Lao PDR, Mongolia, and Nepal.*

The APO will only reimburse discount air tickets for the most direct route. Participants should note that the arrangements for the purchase of air tickets should follow the "Guide on Purchases of Air Tickets for APO Participants," which will be sent to the selected participants and is also available on the APO website and from APO Liaison Officers in member countries.

### b. Participating Country Expenses (PCEs)

PCEs payable to the APO do not apply to organizations in any of these categories:

- a. SMEs;
- b. Nonprofit organizations; and

c. Any organization from the APO list of LDCs.\*

*\*As of 7 July 2006, the APO list of LDCs comprised Bangladesh, Cambodia, Fiji, Lao PDR, Mongolia, and Nepal.*

#### c. Insurance Coverage

Participants' insurance premiums: All participants should be fully insured against accident and illness (including hospitalization and death) for a principal sum equivalent to USD10,000.00 for the entire duration of the project and travel and must submit to the APO Secretariat a copy of the comprehensive travel insurance certificate before participation. Such insurance should be valid in the host country. This insurance requirement is in addition to existing government insurance coverage in some member countries. If any participant is unable to insure himself/herself as stipulated above, he/she should secure this insurance in the host country at the commencement of the project and pay the premium himself/herself, if necessary, from the per diem allowance provided. Neither the APO nor the implementing organization will be responsible for any eventuality arising from accident, illness, acts of war, force majeure, or any unexpected events beyond human control such as those related to natural disasters.

#### d. Cost Sharing

Subject to the conditions stated in the Financial Arrangements section, the following table shows the cost-sharing arrangements between the APO, host country, and participants or participating countries.

Cost item	Cost to be borne by		
	Participants or participating countries	Host country	APO
Round-trip economy-class international airfare (refer to paragraph 13a for conditions)	Conditions apply	No	Conditions apply
Participating Country Expenses (PCEs) (refer to paragraph 13b)	USD50 per participant	No	No
Hotel accommodation in Manila	No	Yes	No
Per diem allowance in Manila	No	Yes	No
Transportation costs to and from hotel and airport in Manila	No	Yes	No
Insurance coverage in the Philippines (refer to paragraph 13c)	Yes	No	No
Any expenses related to visa fees and airport taxes	Yes	No	No
All expenses incurred by participants for any reason including but not limited to: a. Stopovers b. Extension of stay c. Early arrival or late departure d. Flight cancellation	Yes	No	No
Any cancellation charges for expenses such as airfare and accommodations incurred by the APO or host country after issuance of Letters of Acceptance	Yes	No	No
Assignment costs of international resource	NA	No	Yes

Cost item	Cost to be borne by		
	Participants or participating countries	Host country	APO
persons			
Assignment costs of local resource persons	NA	Yes	No
All local implementation costs including but not limited to: a. Meeting rooms b. Documentation c. Preparatory costs	NA	Yes	No

#### 14. Actions by Member Countries

- a. Each participating country is requested to nominate three or more candidates in the order of preference. Please ensure that candidates nominated meet the qualifications specified under section 12 above.
- b. No form of self-nomination will be accepted. All nominations must be endorsed and submitted by an APO Director, Alternative Director, Liaison Officer, or their designated officer.
- c. Please note that nomination of a candidate does not necessarily guarantee that he/she will be selected. Selection is at the discretion of the selection committee of the APO Secretariat. A basic criterion for selection is the homogeneity of the participants in terms of qualifications and work experience. Nonselection therefore does not mean that the candidates concerned are not competent enough. Sometimes candidates are not selected because they are overqualified for a project.
- d. Each nomination should be accompanied by the necessary documents. A nomination lacking any of these documents may not be considered: two copies of the candidate's biodata on the APO biodata form together with a passport-sized photograph. The biodata form can be downloaded from the APO website ([www.apo-tokyo.org](http://www.apo-tokyo.org)). We encourage submitting the biodata form to the APO Secretariat in electronic form as an attachment to a cover e-mail message from the APO Director, Alternate Director, or Liaison Officer. The nomination documents should be sent to the Industry Department, APO Secretariat (e-mail: [ind@apo-tokyo.org](mailto:ind@apo-tokyo.org), fax: 81-3-5840-5324).
- e. The APO Medical and Insurance Declaration/Certification Form. Every candidate must complete and submit a copy of the APO Medical and Insurance Declaration/Certification Form with his/her biodata at the time of nomination. Please note that self-declaration is sufficient for candidates without any of health conditions or illnesses listed on the reverse side of the medical form. However, for all others, medical certification by a licensed physician on the reverse side of the medical form is required.
- f. Necessary documents are to be submitted electronically. In that case, there is no need to send a hard copy by postal mail. However, if the documents are submitted by fax, member countries are requested to mail the originals of the documents to the APO Secretariat as well. If a digital photograph of a nominee is not attached to the electronic biodata form, a hard-copy photograph should be sent to the APO Secretariat by postal mail. Please give the candidate's name and the project code on the reverse side of the photograph.

- g. Member countries are requested to adhere to the nomination deadline given on page 1. The APO Secretariat may not consider late nominations as they have in the past resulted in considerable difficulties to the implementing organization in its preparatory work for the project.
- h. For member countries where nominations are required to be approved by higher government authorities and require a longer time, APO Liaison Officers/NPOs are urged to send the names of nominees on or before the deadline, indicating that government approval will follow.
- i. If a selected participant becomes unable to attend, he/she should inform the APO Liaison Officer/NPO in his/her country immediately and give the reason for withdrawal. The NPO concerned is requested to transmit that information to the APO Secretariat and the host country promptly.
- j. NPOs are requested to inform the selected participants that they are not to bring family members or to engage in any private business activities during the entire duration of the project.
- k. Each selected participant should be instructed to arrive at the venue one day before the start of the official project. Also, he/she is expected to return home upon completion of the official project because he/she is visiting the host country for the specific purpose of attending this APO training course.
- l. NPOs should inform participants that they must attend all five days of the project.
- m. NPOs should assist the APO and/or host country in collecting amounts corresponding to cancellation charges arising from withdrawal or no-show of a participant.

#### **15. Actions by the APO Secretariat**

- a. Under normal circumstances, candidates who are selected will be informed of their acceptance at least four weeks prior to the start of the project.
- b. If some candidates fail to qualify or be unable to participate after selection, or if some member countries fail to nominate any candidate, their slots may be filled by alternates from the same or another member country on a merit basis.

#### **16. Project Preparation**

The participants are required to prepare a short paper prior to departure for the project venue. In preparing the paper, they are expected to follow the "Guidelines for the Preparation of Country Papers" to be provided later.

#### **17. Postproject Actions**

All participants are required to prepare action plans and share the plans with their NPOs. The APO will also request participants to submit progress reports six months after completion of the training course.

#### **18. Evaluation of Participants**

If the conduct/attendance/performance of a participant is not satisfactory, these will be reported to the APO director concerned.



## **19. Guide for Participants**

Other conditions for participation are given in the *APO Guide for Participants*, which is available from APO Liaison Officers/NPOs in member countries and on the APO website ([www.apo-tokyo.org](http://www.apo-tokyo.org)).

## **20. Dress Code**

Participants are required to wear business attire during the project. Other instructions will be provided in the circular for participants.



Santhi Kanoktanaporn  
Secretary-General

