



**CENTRE FOR CAPACITY
TRAINING AND DEVELOPMENT**
PUBLIC SECTOR BUDGETING AND BUDGETARY CONTROL

COURSE OVERVIEW

Public Sector Budget is a requisite tool by which a government through its agencies plan, strategises and implement programmes to benefit citizens. Such efforts carried out through principal agents and agencies help in judicious mobilisation of resources in the form of revenue and funds. It is therefore imperative that proper financial and strategic objectives are formulated, implemented and enhanced to achieve strategic outcome. The management of needed resources to achieve government goals involve careful planning of cost and revenue targets through an appropriate forecasting technique. This requires proper and effective budgeting and budgetary control that involve a comprehensive financial planning process and procedures as well as the establishment and adherence of approval frameworks for constructing budgets, both capital and revenue aided by sound methodologies for assessing the financial impact of proposed expenditures. Which must be in line with other management and performance data, and a control system that sets clear responsibilities and produces, prompt and accurate monitoring information on performance against budgets for government activities to enhance development.

COURSE OBJECTIVES

On completion, participants should be able to:

- Have a good understanding of the basics of governmental budgeting and forecasting
- Develop an understanding of governmental budgeting process.
- Prepare and monitor a budget in government agencies/ departments.
- Understand the Budgeting Cycle and Budgetary Control
- Understand the Content and Structure of Public Sector Budget
- Understand Budgeting and Responsibility Accounting
- Understand Human/Behavioural Aspects of Budgeting
- Use Computer-based Financial Planning Models
- Undertake capital budgeting and implement budgeting techniques
- Implement costs cutting initiatives and improve effectiveness
- Manage budgets within your department, division, and cost center.
- Work more productively with colleagues from the finance department.
- Appreciate the importance of reducing unnecessary departmental costs.

COURSE CONTENT

Budget and Budgeting theory

- ✓ Principles of budgetary governance

Classifications of budgets

Budget methods and Practice I

- ✓ Cash budget
- ✓ Income statement
- ✓ Line-item budget
- ✓ Zero based budget
- ✓ Programme based budget
- ✓ Activity-based budget

Budget methods and Practice II

- Functions of a budget
- Content and Structure of Public Sector Budget

Budget preparation process

- The budget team
- Budget Cycle and Budget Appropriation
- Capital budgeting and techniques

Budget and Cost Accounting

- Budgeting and Responsibility Accounting
- Ethics and Human/Behavioural Aspects of Budgeting
- Computer-based Financial Planning Models
- Budgetary control techniques

WHO SHOULD ATTEND

- Finance Managers/ Directors
- Planning/Budget Controllers
- Budget compliance officers
- Cost Controllers
- Middle Management officers in Planning /Budgeting
- Management, Statutory and Regulatory Reporting heads
- Public Auditors and Internal Control officers
- Accountants and Consultants

TRAINING APPROACH

The primary objective of our training is to ensure that the knowledge acquired is applied successfully, adding real value and making a visible difference to work performance in the business environment. The course has a strong focus on an outcome-based approach; and is delivered on a highly interactive basis, encouraging active delegate participation using:

- Break-away sessions
- Relevant business exercises
- Presentations
- Demonstrations
- Discussion activities and
- Case studies

NOTE

High emphasis is placed on learning through 'doing' where learners are presented with real life and workplace case studies ensuring delegates develop knowledge and confidence to take their enhanced skills back into the business environment and apply them successfully. Every effort will be made to accommodate participants training needs within the general scope of the course.



PUBLIC SECTOR FINANCIAL MANAGEMENT

COURSE OVERVIEW

Public sector financial management is a vital area of study for graduate-level students who wish to pursue careers in government, nonprofit organisations, and public administration. This course focuses on the principles and practices involved in managing public funds efficiently and effectively to fulfill governmental goals and serve the community's needs. With increasing pressure on public resources, understanding financial management in the public sector is more crucial than ever.

The primary goal of public sector financial management is to ensure accountability and transparency in the use of taxpayer money. This involves understanding budgeting processes, financial reporting, and auditing practices. For instance, recent trends highlight the adoption of performance-based budgeting, which allows governments to allocate resources according to program effectiveness rather than historical expenditures. By examining case studies from various regions, students learn how these approaches impact decision-making and public trust.

COURSE OBJECTIVES

On completion, participants should be able to:

- Understand how governments account for public money
- Know how to prepare and understand cash and accrual government financial reports
- Be able to prepare, manage and report on government budgets
- Be familiar with international standards on financial reporting and transparency
- Understand how the whole public financial management process is controlled and audited
- Be familiar with public financial management assessment and reform
- Have a good understanding of the basics of governmental budgeting and forecasting

COURSE CONTENT

Public Sector Financial Management I

- Overview of PFM and origins of PFM reforms
- Government accounting and the application of double entry to government accounting
- Service delivery and performance management in the public sector
- Overview of key issues in Green PFM and Climate Finance

Public Sector Financial Management II

- Public sector budgeting, including programme and performance budgeting
- Best practices in budget preparation, execution, and monitoring.
- Overview of MTEF and linkages with policy objectives
- Public Expenditure and Financial Accountability (PEFA)
- Budget implementation, cash management and forecasting
- Monitoring and evaluation

Public Financial Reporting and Accountability

- Key principles of financial reporting in the public sector.
- International Public Sector Accounting Standards (IPSAS) and compliance.
- Financial disclosure, transparency, and accountability frameworks.
- Integrated Financial Management Information Systems

Performance Management in Public Finance

- Linking financial management to performance outcomes.
- Tools and techniques for monitoring and evaluating public sector financial performance.
- Using performance data to inform decision-making.
- Governance and fraud prevention

Fiscal Policy and Public Sector Governance

- Fiscal responsibility and the role of governance in public finance.
- The impact of fiscal policies on economic development and public services.
- Developing frameworks for sound public financial governance.

Financial Risk Management in the Public Sector

- Identifying and assessing financial risks in public sector operations.
- Developing risk mitigation strategies and controls.
- Contingency planning for financial crises and resource constraints.

Cost Management and Resource Allocation

- Techniques for optimizing resource allocation in the public sector.
- Cost-benefit analysis in public investment projects.
- Costs alignment and improving financial sustainability.

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CENTRE FOR CAPACITY TRAINING AND DEVELOPMENT

PUBLIC FINANCE MANAGEMENT ISSUES AND SOLUTIONS (

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- Be familiar with public financial management assessment and reform
- Have a good understanding of the basics of governmental budgeting and forecasting

COURSE CONTENT

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Public Financial Reporting and Accountability

- Key principles of financial reporting in the public sector.
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Performance Management in Public Finance

- Linking financial management to performance outcomes.
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Organisational Management issues

- Leadership and followership
- Employee engagement and related issues
- Building the right organizational culture

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CONTRACT MANAGEMENT AND FINANCE

COURSE OVERVIEW

Contracts are integral part of business activities. The efficient management of contracts ensure that governments and private organisations achieve management and economic goals. There is therefore the need for such entities (public and private) to adopt a more systematic and efficient process of managing contracts in terms of its creation, execution and analysis. Guided by sound adherence to rules, contracts contribute to maximising operational, financial performance and minimising risk. Notwithstanding, many public and private entities lack such adequate structures resulting in costly oversights, potential risks and poor project executions heightened by the current public spending environment. In addition, high profile governance failures in managing contracts by some local public bodies and feedback from those working in the public sector, point to a need to improve the skills of those who manage contracts.

This unique training course brings together contemporary contract management theory and existing good practice in a structured way. It covers a highly applied and focused approach designed to give contract managers and other agents the knowledge, understanding and practical skills necessary for managing contracts effectively.

COURSE OBJECTIVES

On completion, participants should be able to:

- To explain the concept of contract management
- Know the importance of relationship management in maximising performance
- Input to and utilise the written contract in their management of contracts
- Understand legal terminology
- Learn how to reduce risk in contract delivery
- Maximise value from procurement
- Understand the role of contracting in projects
- Understand the role of contracts in procurement
- Meet contracting process obligation
- To perform appraise a contract in terms of financial viability.
- To analyse a contract in terms of its value for money

COURSE CONTENT

- Introduction to Contract Management
- Contracts Administration
- Specification writing
- Contracts and service level agreements
- Law and contracts
- Contract negotiation
- Financial appraisal of contracts (value for money)
- Contracts risk analysis and management
- Capital structure (Debt and Equity)
- Capital budgeting (NPV, DPBP, MIRR, IRR)
- Contract funding and analysis (ROI)
- Contract finance strategies
- Exiting, changing and migrating contracts
- Ethics frameworks and professionalism
- Procurement and contracts

WHO SHOULD ATTEND

- Contract managers/officers
- Project Directors/managers/officers
- Audit officers
- Procurement managers/officers
- Project team members

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FINANCIAL REPORTING AND AUDITING OF PROJECTS

COURSE OVERVIEW

Financial reporting and auditing are critical components of project management, especially in today's complex economic landscape. A course focused on financial reporting and auditing of projects equips graduate students with essential skills needed to effectively manage financial data and ensure transparency within organizations. The essence of this course lies in its ability to bridge theoretical knowledge with practical application, providing a comprehensive understanding of financial accountability in projects.

COURSE OBJECTIVES

On completion, participants should be able to:

- Be aware of the sources of regulatory and the conceptual framework which underpin the preparation of financial reports.
- Understand and discuss Project Accounting Standards.
- Identify various metrics for financial report analysis
- Perform project audit using appropriate process and procedures.
- Understand issues of audit compliance and reporting in projects.

COURSE CONTENT

Project Financial Reporting I

- Project Accounting Principles and Objectives
- Project Reporting and Accounting Standards
- Project Accounting Systems and Requirements

Projects Financial Reporting II

- Annual Project financial statements (Income statement, Statement of financial Position, Cash flow statements)
- Interim Financial Reports
- Developing Reporting channels

Project Financial Report Analysis

- Measuring Finance Performance
- Earned Value Analysis
- Application of EVM analysis in monitoring project performance
- Project financial statement analysis

Introduction to Project Auditing and Methodology

- The concept of Project Auditing
- Basic audit structure
- Audit of procurement process

- Auditing Project contracts
- Benefit of the audit
- Users of the audit
- Principles of the project audit

Project Audit Process and Planning

- Preparatory phase
- Performance phase
- Evaluation / analytical phase
- Conclusion phase

Audit Implementation and Reporting

- Practical implementation of the audit process
- Common issues of the process
- Ethical considerations
- Dealing with stakeholders
- Application of resources
- Writing the audit report
- Audit report content
- Presenting / implementing audit report
- Implementation of best practices

Project Audit Compliance

- Audit quality review process
- Non-compliance and audit requirements
- Transparency and Disclosure in Project Auditing

WHO SHOULD ATTEND

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- Project Directors/managers/officers
- Audit officers
- Procurement managers/officers
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Public Financial Reporting and Accountability

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Performance Management in Public Finance

- Linking financial management to performance outcomes.
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- Governance and fraud prevention

Fiscal Policy and Public Sector Governance

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- The impact of fiscal policies on economic development and public services.
- Developing frameworks for sound public financial governance.

Financial Risk Management in the Public Sector

- Identifying and assessing financial risks in public sector operations.
- Developing risk mitigation strategies and controls.
- Contingency planning for financial crises and resource constraints.

Public Procurement and Financial Management

- Financial aspects of public procurement systems.
- Managing procurement budgets and preventing cost overruns.
- Ensuring transparency and accountability in public procurement processes.

WHO SHOULD ATTEND

- Finance Managers/ Directors
- Planning/Budget Controllers
- Budget compliance officers
- Cost Controllers
- Middle Management officers in Planning /Budgeting
- Management, Statutory and Regulatory Reporting heads
- Public Auditors and Internal Control officers
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FINANCIAL MODELLING

COURSE OVERVIEW

Financial modelling is the process of creating a summary of a company's expenses and earnings in the form of a spreadsheet that can be used to calculate the impact of a future event or decision. It is a representation in numbers of a company's operations in the past, present, and the forecasted future. Such models are intended to be used as decision-making tools. Company executives use them to estimate the costs and project the profits of a proposed new project as well as taking informed decisions.

In developing business circumstances, the capacity to accurately model and predict volatile economic information is critical for business professionals. This means developing current modelling skills and the use of new techniques to interpret financial data, forecast revenues and costs, and evaluate risks to explain business decisions in the most time-efficient and practical way is the way forward.

COURSE OBJECTIVES:

- Have a good understanding of the basics EXCEL AND VBA (MACRO)
- Comprehend the significance of proper formulation and interpretation of models.
- Translate specific business challenges into logically structured mathematical models.
- Learn how to use Excel tools such as Solver, Goal Seeker, Scenario, and Spreadsheet Auditor.
- Analyse time series data and develop relationships using exponential smoothing and regression analysis techniques.
- Draw more realistic conclusions from the results of your models.
- Design budget models for departments, divisions, processes, or other entities.
- Prepare various financial models using excel such as;
 - The 3 statement model
 - Discount Cash Flow (DCF) model
 - Cash budget model
 - Operating budget model

- Capital budget models (NPV, IRR MIRR, DPBP, etc.).
- Sensitivity Analysis (risk model)
- Merton model (risk model)
- Work more productively with colleagues from the finance department.
- Appreciate the importance of using financial models.

COURSE CONTENT

Introduction to Financial Modelling

- Meaning and importance of financial modelling in business management and finance.
- Classification of models
- The modelling process
- The use and impact of financial models within the public sector
- Key features and benefits of financial models
- Global best practice

Introduction to Excel and VBA

- Meaning of spreadsheet and spreadsheet applications.
- Features of the spreadsheet and spreadsheet application.
- Excel functions and their applications
- VBA (Macro) coding

Budget Models

- The concept of cash and revenue budget
- Building Assumptions
- Cash and revenue budget modelling

Financial Ratio Analysis

- Integration of financial ratio analysis within financial models
- Profitability analysis (Net Profits, ROE, ROI, etc.)
- Liquidity analysis (Account payable & receivable days, changes in working capital, etc.)
- Solvency analysis (Debt to Equity, etc)

Capital investment (Budget) Model

- The concept of capital budget
- NPV model
- IRR model
- MIRR model
- Profitability model
- Accounting Rate of Return model
- Capital budget and inflation model

The 3 Statement Model

- The concept of the financial statement
- Building Assumptions
- The 3 financial statement model

The Discounted Cash flow (DCF) Model

- The concept of DCF
- Building Assumptions
- DCF model

Risk Management Model

- The concept of risk and uncertainty

- Overview of risk factors within financial modelling
- Developing effective risk management strategies
- Risk modelling

Sensitivity and Scenario Analysis Model

- The concept of Sensitivity and Scenario analysis
- Building Assumptions
- Sensitivity and Scenario models

WHO SHOULD ATTEND

- Finance Managers/ Directors
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ADVANCED FINANCIAL MODELLING

COURSE OVERVIEW

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In developing business circumstances, the capacity to accurately model and predict volatile economic information is critical for business professionals. This means developing current modelling skills and the use of new techniques to interpret financial data, forecast revenues and costs, and evaluate risks to explain business decisions in the most time-efficient and practical way is the way forward.

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- Capital budget models (NPV, IRR MIRR, DPBP, etc.).
- Sensitivity Analysis (risk model)
- Merton model (risk model)

Work more productively with colleagues from the finance department.

Appreciate the importance of using financial models.

COURSE CONTENT

Excel and VBA Practice

- Meaning of spreadsheet and spreadsheet applications.
- Features of the spreadsheet and spreadsheet application.
- Excel functions and their applications
- VBA (Macro) coding

The 3 Statement Model

- The concept of the financial statement
- Building Assumptions
- The 3 financial statement model

The Discounted Cash Flow (DCF) Model

- The concept of DCF
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- DCF model

Risk Management model

- The concept of risk and uncertainty
- Overview of risk factors within financial modelling
- Developing effective risk management strategies
- Risk modelling

Sensitivity and Scenario Analysis Model

- The concept of Sensitivity and Scenario analysis
- Building Assumptions
- Sensitivity and Scenario models

The Merton Model

- The concept of the Merton model
- The Merton model

Econometric Model Forecasting I

- The concept of predictive modelling and forecasting
- Introduction to SPSS
- Correlations and paired sample testing (t-test)

Econometric Model and Forecasting ii

- Simple and multiple regression
- Inflation forecasting
- Forecasting asset price

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FINANCIAL MANAGEMENT AND DISBURSEMENT IN DONOR FUNDED PROJECTS

COURSE OVERVIEW

The effective use and deployment of donor funds for various projects demands careful utilization and timely reporting mechanisms to the funders. It is only when funds are effectively managed in accordance with the donors' requirements will there be the motivation for re-imburement of financial resources. Unfortunately, many NGOs, and development agencies are caught up with inadequate management of donor financed projects and reporting mechanisms.

This course is designed to promote improved compliance with operational policies and donor agency procedures on effective financial management, and to empower participants on the use of various disbursement methods and the use of periodic project management reports (PMRs) in line with donor agency disbursement and requisition requirement. Also, participants will explore other core competencies and skill based on areas such as, planning, budgeting, financial and management accounting, auditing, accountability and transparency in the management of funds, procurement, and financial project monitoring systems.

COURSE OBJECTIVES

The overall objective of this four weeks course is to enable participants to competently design and manage project financial management systems and accountability methods in accordance with donor guidelines and procedures.

COURSE CONTENT

1. Financial management

- Understanding financial statements
- Income statements & balance sheet
- Cash flow statements
- Accountability, probity & Transparency
- Debt management strategies and techniques
- Budgetary control
- Preparation of budget report

General

- Project cycle and relevant project documentation
- Procurement guidelines of funding agencies and related standard bidding documents (World Bank procurement guidelines are used in the course as a model)

Financial management

- Introduction to project financial management
- Project financial management activities throughout the project cycle of a development project
- Factors influencing optional design of a project financial management system
- Internal control
- Planning and budgeting

Accounting systems

- Computerisation of accounting systems
- Financial monitoring reports
- Annual financial reports
- Auditing arrangements
- Common project financial management problems

Management & Disbursement of Donor Funded Projects

- The Donor – Lending, types of loan, Co financing
Legal Provision
- Disbursement Operations
- General Withdrawals Arrangement
- Withdrawal Arrangements for (SOES)
- Statement of Expenditure(SOES)
- Special Accounts (SAS)
- Disbursement Reports and loan repayment
- Procurement of Goods, Works and Services
- Accounts and Audit

Financial Risk Analysis Techniques

- Internal Control and Control Mechanisms
- Code of professional Conduct and Ethics
- Project Management reports
- Financial Reporting (Periodic Requirements)
- The role of government in donor funded projects
- World Bank Guidelines
- Case studies

WHO SHOULD ATTEND

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- Presentations
- Demonstrations
- Discussion activities and
- Case studies

NOTE

High emphasis is placed on learning through 'doing' where learners are presented with real life and workplace case studies ensuring delegates develop knowledge and confidence to take their enhanced skills back into the business environment and apply them successfully. Every effort will be made to accommodate participants training needs within the general scope of the course.



FINANCIAL AND PROJECT MANAGEMENT

COURSE OVERVIEW

The effective use and accountability for project funds demands careful utilization and timely reporting mechanisms to the funders. It is only when funds are effectively managed in accordance with the donors' requirements will there be the motivation for re-imbursment of financial resources. Unfortunately, many private (NGO) and government projects face inadequate management of donor/government financed projects and reporting mechanisms.

This course is designed to promote improved compliance with operational policies and donor agency procedures on effective financial and project management, and to empower participants on the use of various disbursement and reporting methods project management in line with donor agency disbursement and requisition requirement.

Also, participants will explore other core competencies and skill based on areas such as, planning, budgeting, financial accounting, auditing, accountability and transparency in the management of funds, procurement, and project monitoring systems.

The overall objective of this three weeks course is to enable participants to competently design and manage project financial management systems and accountability methods in accordance with donor/government guidelines and procedures.

COURSE OBJECTIVES

On completion, participants should be able to:

- Have a good understanding of Project and Program Planning and Management.
- Understand how to put together the project management office and the project and program team.
- Identify some project and program management skills.
- Discuss the management and disbursement of donor funds in projects
- Understand issues of procurement in project and program management.
- Develop skills as a project and program manager.
- To plan project financial management processes
- To undertake project financial appraisals and reporting
- To develop project budgets

COURSE CONTENT

Introduction to Project Management

- Meaning of project and types
- Project management and functions and constraints
- Project life cycle management
- Project Planning, Design, and Management
- Project Management Characteristics, Phases and Purpose
- Project Management Skills
- Managing Diversity in a Team

Project Management II

- Project Planning Management
- Project Scheduling and Execution
- Managing the Project Team and Building a Support
- Project Control and Evaluation

Project Management III

- Project budgeting
- Budget monitoring
- Project procurement process
- Methods of procurement

Project Risk Management

- Project risk identification and measurement
- Risk mitigation

Project Monitoring and Evaluation

- Project Integration
- Project Monitoring and Evaluation approaches
- Project Action Plan

Project Financial Management I

- Introduction to project financial management
- Project financial management activities throughout the project cycle of a development project
- Factors influencing optional design of a project financial management system
- Internal control

Project Cost Management

- Use of cost data in decision making
- Types of Costs
- Elements of Cost
- Cost Structures and Methods – Costing services and products
- Procurement
- Project cost allocations
- Admin cost allocations

Management & Disbursement of Donor Funded Projects

- The Donor – Lending, types of loan, Co financing
Legal Provision
- Disbursement Operations
- General Withdrawals Arrangement
- Withdrawal Arrangements for (SOES)
- Statement of Expenditure (SOES)

- Special Accounts (SAS)
- Disbursement Reports and loan repayment
- Procurement of Goods, Works and Services
- Accounts and Audit

Financial Risk Analysis Techniques

- Internal Control and Control Mechanisms
- Code of professional Conduct and Ethics
- Project Management reports
- Financial Reporting (Periodic Requirements)
- The role of government in donor funded projects
- World Bank Guidelines

Financial Reporting in Projects

- Importance of Financial Reporting
- Principles and Objectives of Financial Accounting
- Types of Accounts
- Financial Statements; Income Statement, Balance Sheet, Cash Flow Statement

Measuring Finance Performance

- Introduction to financial Analysis
- Steps in financial analysis
- Sources of data for financial analysis
- Financial ratios
- Budget monitoring
- Cash flow monitoring

Earned Value Management

- Introduction to Earned Value Analysis
- Earned Value Calculations
- Application of EVM analysis in project performance monitoring
- Value for Money in Projects

WHO SHOULD ATTEND

- Finance Managers/ Directors
- Planning/Budget Controllers
- Budget compliance officers
- Cost Controllers
- Middle Management officers in Planning /Budgeting
- Management, Statutory and Regulatory Reporting heads
- Project Coordinators
- Project Team Lead
- Project Managers

TRAINING APPROACH

The primary objective of our training is to ensure that the knowledge acquired is applied successfully, adding real value and making a visible difference to work performance in the business environment. The course has a strong focus on an outcome-based approach; and is delivered on a highly interactive basis, encouraging active delegate participation using:

- Break-away sessions
- Presentations
- Demonstrations
- Discussion activities and
- Case studies

NOTE

High emphasis is placed on learning through ‘doing’ where learners are presented with real life and workplace case studies ensuring delegates develop knowledge and confidence to take their enhanced skills back into the business environment and apply them successfully. Every effort will be made to accommodate participants training needs within the general scope of the course.



PUBLIC SECTOR FINANCIAL MANAGEMENT AND STRATEGIC PLANNING

COURSE OVERVIEW

Governments all over the world continue to face macroeconomic challenges. Especially in developing economies, recent studies has shown the importance to adopt effective financial management practices and strategies that will ensure the attainment of economic growth. The Public Financial Management and Strategic Planning course is therefore designed to equip public sector players, the needed knowledge, skills and attitude in the promotion of efficient revenue, cash and debt management through smart budgeting, effective compliance and practice. The course also covers topics that will add value to the expertise of all classes of financial and accounting officers acting in various capacities in governments departments.

COURSE OBJECTIVES

On completion, participants should be able to:

- Explain Public Financial Management (PFM) and its function.
- Understand how public budgeting fits into the macroeconomic framework.
- Explain the treasury function in PFM
- Apply ideas about accountability to the production of various forms of account for public services and public money.
- Appreciate how public financial management interfaces with politics and political choices.
- Use financial management to enhance the performance of public organisations.
- Understand the budget process at national and sub-national levels and the techniques appropriate at different levels
- Understand strategic planning issues and practice in PFM

COURSE CONTENT

- Introduction to Public Financial Management (PFM)
- Macroeconomic Policy and Financial Market
- Revenue Management and Practice
- Cash Management Practice
- Investment appraisal (Capital Budgeting)
- Public Budgeting and Practice
- Financial Statement Analysis
- Auditing and Compliance in PFM
- Strategic Planning and Public Finance

WHO SHOULD ATTEND

- Finance Managers/ Directors
- Planning/Budget Controllers
- Budget compliance officers
- Cost/Finance Controllers
- Middle Management officers in Planning /Budgeting
- Management, Statutory and Regulatory Reporting heads
- Public Auditors and Internal Control officers
- Accountants and Consultants

TRAINING APPROACH

The primary objective of our training is to ensure that the knowledge acquired is applied successfully, adding real value and making a visible difference to work performance in the business environment. The course has a strong focus on an outcome-based approach; and is delivered on a highly interactive basis, encouraging active delegate participation using:

- Break-away sessions
- Relevant business exercises
- Presentations
- Demonstrations
- Discussion activities and
- Case studies

NOTE

High emphasis is placed on learning through 'doing' where learners are presented with real life and workplace case studies ensuring delegates develop knowledge and confidence to take their enhanced skills back into the business environment and apply them successfully. Every effort will be made to accommodate participants training needs within the general scope of the course.