

**REPORT ON MY VISIT TO ZAMBIA, ZIMBABWE, UGANDA**  
**20<sup>TH</sup> AUGUST TO 5<sup>TH</sup> SEPTEMBER**

**OBJECTIVE**

The objective for the 3 nation African Countries visit was to carry out;

1. Auditing/Evaluation/Quality Control
2. Governance
3. Accreditation, etc

Previous visits have been made by Dr. David Maunder and Dr. Ben Bvepfephe in the past few years which laid the foundation for the visit.

**ZAMBIA**

**21<sup>st</sup> August** arrived in Lusaka and had my first meeting with the Young Professionals at the CILT Zambia Secretariat.

**22<sup>nd</sup> August** had a meeting with all the training providers and students of the various schools running our programs at National Institute of Public Administration.

**23<sup>rd</sup> August** met with WILAT in the morning and the Entire Governing Council and the Administrative team of CILT Zambia.

**24<sup>th</sup> August** Set off from Lusaka to Siavonga to prepare for the AGM

**25<sup>th</sup> August** CILT Zambia AGM which was very successful and had over 250 delegates. I took that as a test run for the Africa Forum 2019.

**26<sup>th</sup> August** Returned to Lusaka

**27<sup>th</sup> August** Set off to Zimbabwe

**RELATED ISSUES:**

1. CILT Zambia's Act of Parliament in as much as it gives recognition to CILT Zambia in Zambia, it does not make reference to our Charter as well as recognising CILT International or making reference to CILT International. A classic example is, CILT Zambia is called "Zambia CILT" (ZCILT). They have their independent logo and many other disconnect from CILT international. A copy of the ACT is attached. It was difficult to align our standards with that of CILT Zambia as their act
2. All outstanding fees have been paid to International by both the Branch and Education providers.
3. Membership numbers are growing and currently over 900.
4. Ready to host the 2019 Africa Forum.
5. Even though a training provider thinks our charges are high there is no empirical justification or evidence to support the claim. So it was agree that we maintain our advertised charge.

**ZIMBABWE**

**28<sup>th</sup> August** Left for Chinhoyi to carry out accreditation which went well. Also visited ZDECO to carry out pre-accreditation which did not go well.

Had a meeting with the Council and Management team of CILT Zimbabwe in Harare.

**29<sup>th</sup> August** Left for Bulawayo to meet all the Training providers, TRUST, SPECISS and ICEBERG as well as the branch Council.

**30<sup>th</sup> August** Rap up with Harare Council and departs from Zimbabwe to Uganda.

#### RELATED ISSUES

1. Even though some training providers see our charges high there is no empirical justification to support the claim so it was agreed we maintain our advertised charges. I met with National Railways of Zimbabwe, TRUST, SPECISS and ICEBERG.
2. I had a meeting with the Executives of CILT Zimbabwe both in Harare and Bulawayo to resolve a lot of internal challenges, which panned out well. We also went through the new brand manual and how to set up a branch for them to align with standards.
3. The challenge CILT Zimbabwe is facing now is remitting money to international as the banks are unwilling to transfer foreign exchange specially to remit training counterparts abroad. CILT Zimbabwe are hoping with the change in Government those challenges will get better in no time.

#### UGANDA

**31<sup>st</sup> August** Carry out accreditation in Victoria University which went on successfully.

**01<sup>st</sup> & 2<sup>nd</sup> September** Meetings with CILT Uganda interim Executive and potential Training Providers. Soon we will have a few training providers coming on board.

**3<sup>rd</sup> September** Rap up with Management of Victoria University and a follow up on the registration certificate. CILT UGANDA is ready now to operate fully as a branch.

**4<sup>th</sup> & 5<sup>th</sup> September** set off to Ghana via Kenya.