

Dear reader,

In this issue we are delighted to announce the launch of two new initiatives:



PFM ON THE COUCH @ AFROSAI-E

What is the PFM Reporting Framework and how can it help to improve the value and benefits of SAIs to their citizens? In our exciting new vlog series, PFM On the Couch @ AFROSAI-E, we answer these, and other key questions on this game changing tool in the audit of public accounts.

The series features interviews with regional and international PFM experts, who share their perspectives on key PFM emerging issues. The PFM On the Couch @ AFROSAI-E series aims to build the capacity of SAIs to better understand the PFM-RF tool and the broader public financial management environment.

In the first episode of the series, **Edmond Shoko talks to Wynand Wentzel on the PFM-RF and the AFROSAI-E State of the Region Report**. Episode one of season one is available to watch now on the PFM-RF website: www.pfmreporting-tool.com. Accompanying this first interview in the series is short, not-to-be-missed animated video, introducing the PFM-RF tool and its value and benefits to SAIs and their citizens. [Click here to watch it now.](#)

For more information on the series and how you could participate and contribute, contact Edmond Shoko at edmond@afrosai-e.org.za.

AFROSAI-E LAUNCHES OWN HR ASSESSMENT TOOLS

We are excited to announce the launch of our customised Human Resource Assessment Tools for SAIs. These tools were developed over more than two years in collaboration with the Swedish National Audit Office to promote the progress of professional Human Resources Management within the region.

The HR Assessment Tools were developed specifically for the SAI context, aligned to ISSAIs and the AFROSAI-E Integrated Competency Framework. The tools are easy to administer, assessments can be done online, and candidate result reports are available within 24 hours. We rolled out the tools during a regional training workshop on 27 July to HR specialists in the region.

SAIs can now conduct their own assessments as part of the recruitment process by using these tools at no cost, thereby avoiding costly consultancy fees for external assessments. SAIs can use the tools to:

- Measure potential e.g., in terms of recruitment, development, professionalisation and succession.
- Gather information about a candidate's personality, skills, and abilities.
- Measure the culture fit of the candidate.
- Identify how well a candidate is likely to perform in their job at the SAI.

The HR Assessment Toolkit includes three tests: a numerical assessment, a reading comprehension assessment, and a culture fit assessment.

Numerical Assessment



Reading Assessment



Culture Fit



In the numerical and reading comprehension assessments, candidates are presented with data and reading material that require analysis, calculations, and interpretation. The Culture Fit Assessment tests the candidate's alignment with the ISSAI 130 values, the AFROSAI-E Integrated Competency Framework, and defines the candidate's level of thinking and personal values.

The assessment process includes:



For more information about the AFROSAI-E HR Assessment Tools, please contact Marianna van Niekerk at marianna@afrosai-e.org.za



3rd Floor, Pegasus 2 building, C/) January Masilela Av and Amarand Av
Waterkloof Glen Ext 2, Pretoria, South Africa, 0181

info@afrosai-e.org.za

