PFM and the Public Sector HR Link Training Course

Professional Development Training Course Outline

Category	Public Financial Management & Budgeting	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Public Financial Management (PFM) and Human Resource (HR) management are critical pillars of effective public sector governance. PFM and the Public Sector HR Link Training Course bridges the essential link between fiscal discipline, human capital management, budget execution, and workforce efficiency. Participants will explore how aligning PFM systems with HR frameworks enhances accountability, transparency, fiscal sustainability, and service delivery in the public sector. By integrating modern PFM practices with innovative HR strategies, institutions can optimize resource allocation, improve productivity, and strengthen institutional capacity.

This program equips participants with practical tools, trending strategies, and case studies that highlight the importance of linking PFM and HR for improved governance reform. Emphasis is placed on budgetary control, payroll management, performance-based financing, fiscal decentralization, and human resource planning. Participants will gain skills to enhance policy design, drive institutional reforms, and ensure effective utilization of public resources through sustainable HR and financial systems.

Programme Curriculum

PFM and the Public Sector HR Link Training Course

Introduction

Public Financial Management (PFM) and Human Resource (HR) management are critical pillars of effective public sector governance. PFM and the Public Sector HR Link Training Course bridges the essential link between fiscal discipline, human capital management, budget execution, and workforce efficiency. Participants will explore how aligning PFM systems with HR frameworks enhances accountability, transparency, fiscal sustainability, and service delivery in the public sector. By integrating modern PFM practices with innovative HR

strategies, institutions can optimize resource allocation, improve productivity, and strengthen institutional capacity.

This program equips participants with practical tools, trending strategies, and case studies that highlight the importance of linking PFM and HR for improved governance reform. Emphasis is placed on budgetary control, payroll management, performance-based financing, fiscal decentralization, and human resource planning. Participants will gain skills to enhance policy design, drive institutional reforms, and ensure effective utilization of public resources through sustainable HR and financial systems.

Course Objectives

1. Strengthen public financial management systems for efficiency and accountability.
2. Align human resource planning with fiscal frameworks for sustainable workforce management.
3. Enhance budget execution and payroll controls to prevent leakages.
4. Apply data-driven decision-making in HR and financial governance.
5. Promote transparency and accountability in HR-linked fiscal reforms.
6. Improve workforce productivity through performance-based financing models.
7. Strengthen institutional capacity building in HR and PFM integration.
8. Leverage digital transformation and e-governance tools in HR and finance.
9. Ensure fiscal sustainability through integrated HR cost management.
10. Apply inclusive governance practices for equitable resource allocation.
11. Strengthen intergovernmental coordination in HR and financial policy design.
12. Enhance compliance and audit mechanisms in payroll and HR systems.
13. Develop strategic HR-finance linkages to drive governance reforms.

Target Audiences

1. Public Sector Managers
2. Government HR Professionals
3. Finance and Budget Officers
4. Policy Makers
5. Internal and External Auditors
6. Capacity Building Institutions
7. Governance and Reform Specialists
8. Development Partners and Donors

Course Duration: 5 days

Course Modules

Module 1: Foundations of PFM and HR Linkages

- Overview of PFM principles and HR integration
- Key governance frameworks for financial-HR alignment
- The role of HR in fiscal discipline and control
- Institutional reforms and human capital investment
- Best practices in linking PFM and HR
- **Case Study:** Linking payroll reforms with fiscal control in Kenya

Module 2: Budget Execution and Payroll Management

- Budget allocation for workforce management

- Payroll system reforms and automation
- Addressing ghost workers and payroll leakages
- Performance-based payroll control mechanisms
- Workforce cost forecasting tools
- **Case Study:** Payroll audit reforms in Nigeria?ÇÖs public sector

Module 3: HR Planning and Fiscal Sustainability

- Strategic workforce planning and budgeting
- Aligning HR with medium-term expenditure frameworks
- Fiscal sustainability and wage bill management
- Human resource audits and efficiency reviews
- HR-finance integration for long-term reforms
- **Case Study:** Wage bill restructuring in South Africa

Module 4: Accountability and Transparency Mechanisms

- Building accountability frameworks in HR-linked finance
- Transparency in payroll and HR audits
- Role of Supreme Audit Institutions (SAIs) in HR-finance reforms
- Strengthening monitoring and evaluation mechanisms
- Anti-corruption strategies in HR-finance linkages
- **Case Study:** HR-finance accountability reforms in Ghana

Module 5: Digital Transformation in HR and PFM

- E-governance and HR-finance integration platforms
- Digital payroll management tools
- Blockchain and AI in HR-financial transparency
- Cybersecurity in HR-finance systems
- Data-driven workforce and fiscal analytics
- **Case Study:** E-government HR-payroll integration in Estonia

Module 6: Policy Design and Institutional Reforms

- Policy frameworks for HR and PFM linkages
- Strengthening HR-finance legislation and compliance
- Institutional reforms for sustainable workforce management
- Fiscal decentralization and HR cost-sharing
- Aligning HR policies with budgetary policies
- **Case Study:** Decentralized HR-finance reforms in Uganda

Module 7: Capacity Building and Workforce Development

- Building HR-finance capacity in institutions
- Training strategies for workforce and finance managers
- Knowledge transfer and institutional learning
- Leadership and governance reforms in HR-finance integration
- Strengthening HR-finance partnerships
- **Case Study:** Capacity-building initiatives in Tanzania?ÇÖs PFM reforms

Module 8: Service Delivery and Governance Reforms

- Impact of HR-finance alignment on service delivery
- Linking resource allocation to service efficiency
- HR-finance strategies for inclusive governance
- Enhancing citizen trust through transparency reforms
- Sustainable HR-finance approaches for improved governance
- **Case Study:** Service delivery improvements through HR-finance reforms in Rwanda

Training Methodology

- Interactive lectures and expert presentations
- Case study analysis and practical group work
- Role-playing and scenario-based exercises
- Digital simulations of HR-finance systems
- Peer-to-peer learning and knowledge sharing

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com