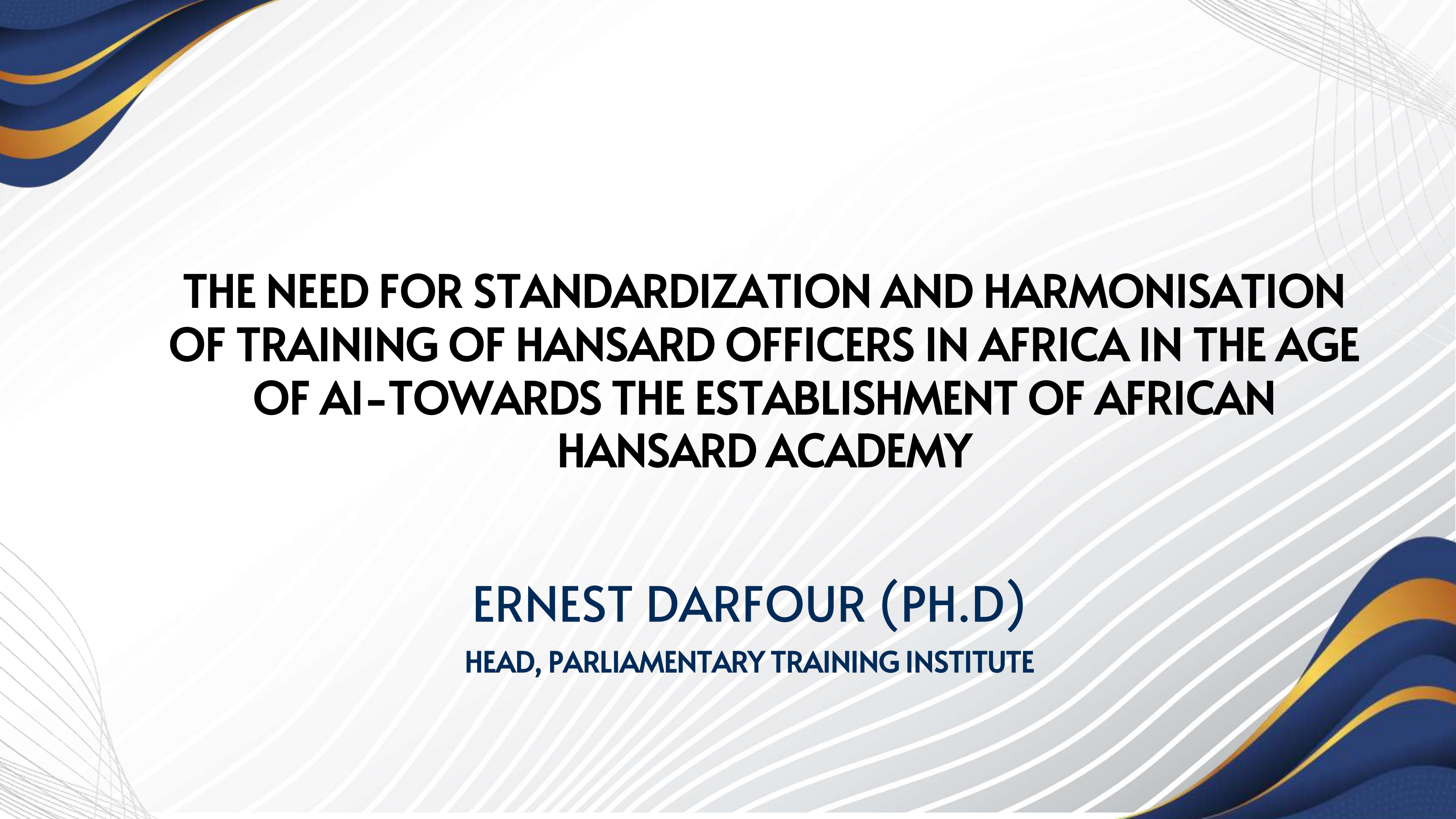




THE NEED FOR STANDARDIZATION AND HARMONISATION OF TRAINING OF HANSARD OFFICERS IN AFRICA IN THE AGE OF AI-TOWARDS THE ESTABLISHMENT OF AFRICAN HANSARD ACADEMY

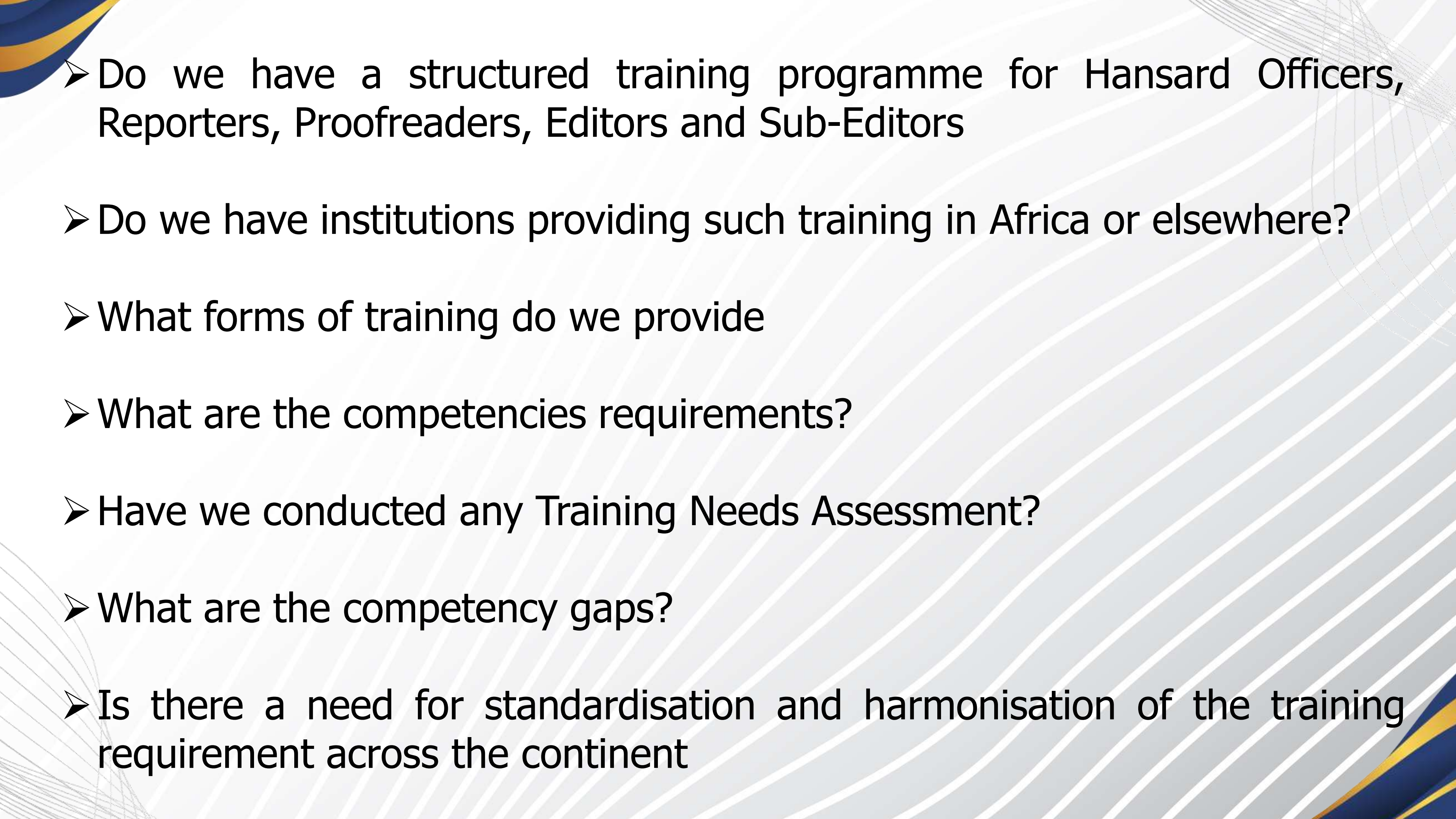
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OUTLINE OF THE PRESENTATION

- ▶ Introduction
- ▶ Current state of Training of Hansard Officers
- ▶ Challenges to Standardizing in Training
- ▶ The Case for Standardization
- ▶ AI and the Transformation of Hansard work
- ▶ Proposed Standardization and Implementation Roadmap
- ▶ Conclusion

INTRODUCTION

- The Hansard, as the official verbatim record of parliamentary proceedings, plays a critical role in
 - ✓ preserving legislative history,
 - ✓ enhancing transparency, and
 - ✓ ensuring accountability in democratic governance.
- Hansard officers are entrusted with the complex task of accurately capturing parliamentary proceedings including debates, questions, motions, and interventions.
- However, in Africa, training standards for Hansard officers vary widely across countries, resulting in inconsistent quality of parliamentary reporting.
- With the rapid advancement of Artificial Intelligence (AI), new opportunities and challenges have emerged for enhancing the efficiency and accuracy of Hansard work

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- Do we have a structured training programme for Hansard Officers, Reporters, Proofreaders, Editors and Sub-Editors
 - Do we have institutions providing such training in Africa or elsewhere?
 - What forms of training do we provide
 - What are the competencies requirements?
 - Have we conducted any Training Needs Assessment?
 - What are the competency gaps?
 - Is there a need for standardisation and harmonisation of the training requirement across the continent

CURRENT STATE OF HANSARD TRAINING IN AFRICA

International Partnerships & Support

- **UK Parliament Hansard:** Provides tailored training and development courses to parliamentary reporters from legislative bodies worldwide, focusing on comprehensive Hansard operations, including reporting, editing, and technology.
- **Commonwealth Parliamentary Association (CPA):** Offers resources like the CPA Parliamentary Academy, which provides online courses to help officials and others learn about parliaments and key topics, contributing to professional development for staff from Commonwealth parliaments.
- **Bilateral Training:** Sister Parliaments providing internship opportunities and Benchmark visits, E.g. PRIDE in India

National & Regional Efforts

National Parliamentary Bodies: Many African parliaments recognise the need to enhance the capacity of their Hansard staff. This includes initiatives to develop their staff's knowledge of parliamentary procedures, style guides, and complex reporting issues. E.g. Association of Hansard/Verbatim Reporters of Nigeria and the Hansard Association of Kenya

Regional Associations: ECOWAS Parliament, Pan African Parliament, East African Legislative Assembly etc

CURRENT STATE OF HANSARD TRAINING IN AFRICA

- **Varied training curricula across countries** - Across Africa, training for Hansard staff ranges from formal programs to informal, on-the-job learning. A few countries have dedicated **parliamentary training institutes – Ghana and Kenya** to a specialised course for Hansard officers.
- **Lack of unified competency standards** - There is **no continent-wide standard curriculum** for Hansard training yet. Each parliament historically developed its own practices, leading to inconsistent skill levels and techniques.
- **Resource and Capacity Gaps** - Training quality often mirrors resources. Parliaments with more funding (or external support) can train staff in modern techniques, while others struggle.

CURRENT STATE OF HANSARD TRAINING IN GHANA

- In Ghana before officers are appointed as Hansard staff, they go through a six month rigorous training at the Government Secretarial School.
- The aim of the training is to offer the officers the core competencies required to be in the Hansard Department.
- The challenge of this arrangement is that the officers are offered the administrative skills without the real parliamentary language.
- The absence of a standardized on –the –job training is also absence.
- This calls for a standardized training programme for Hansard officers.

KEY TRAINING COMPONENTS

Reporting and Editing:

Learning to capture and edit speeches accurately and to a high standard.

Technical Skills:

Proficiency in using reporting software, audio technology, and other IT tools.

Parliamentary Knowledge:

A deep understanding of parliamentary proceedings, procedures, and relevant legislation.

Workflow Systems:

Training on operational aspects like reporting rosters and workflow systems to ensure efficient production.

Continuous Professional Development:

Resources and coaching for advanced skills, such as complex word processing and research, to foster ongoing excellence.

CHALLENGES TO STANDARDIZING TRAINING

- Inconsistent quality of transcripts
- Slow adaptation to emerging technologies
- Gaps in AI literacy and data ethics
- Resource and capacity limitations in some parliaments

THE CASE FOR STANDARDIZATION

- Establishing **core competencies** for Hansard officers across Africa
- Benefits: consistency, mobility of skills, mutual recognition, improved accuracy
- Benchmarking against global best practices
- Enhancing professional credibility of Hansard work

THE PARLIAMENTARY TRAINING INSTITUTE AND HANSARD OFFICERS TRAINING

- As a result of the absence of a standardized training for Hansard officer, the Parliamentary Training Institute proposes the institutionalization of an annual training for Hansard officers in Africa.
- When instituted, parliaments across the continent will send their Hansard Officers to the Institute for training.
- The aim of this proposal is to ensure standardization of Hansard reporting across the continent.

AI AND THE TRANSFORMATION OF HANSARD WORK

- Speech-to-text AI tools
- Machine learning for terminology recognition and accuracy
- AI-powered editing and formatting
- Real-time translation for multilingual legislatures

PROPOSED STANDARDIZED TRAINING FRAMEWORK

- Parliamentary procedure and legislative language
- Verbatim reporting techniques
- Digital transcription tools and AI integration
- Editing, proofreading, and quality assurance
- Ethical and legal considerations in reporting
- Continuous professional development (CPD)

IMPLEMENTATION ROADMAP

- Establishment of Annual Hansard Officers Training to be organized by the Parliamentary Training Institute (PTI)
- Development of a harmonized curriculum & certification standards
- Collaboration with regional parliamentary bodies (e.g., PAP, CPA Africa Region)
- Pilot programs in select countries
- Periodic review & updates aligned with AI trends

CONCLUSION

- Standardization + AI = enhanced accuracy, efficiency, and credibility
- Need for collaborative effort across African legislatures
- Investing in training is investing in legislative transparency

"A parliament's voice is only as clear as the record it keeps."



THANK YOU