



PREMIER NEWS

The Office of the Prime Minister's electronic newsletter, April - August 2019, Vol. 2 | Issue No. 2



PM calls for nation building and unity in diversity

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Public Entreprises urged to live up to expectations

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“Maximize migration benefits and share best experience”

⑥

OPM grateful for huge donations towards drought relief

From the Desk of the ED



Mr. I-Ben Natangwe Nashandi
Executive Director

It is my pleasure to be able to engage both our internal and external stakeholders again. I am very pre-occupied with the drought situation in the country-a situation where we all want to see no fatalities as a result of drought.

Our country has been experiencing a prevailing hard-hitting drought in years. This has been further worsened by negative economic climate. These are all as a result unforeseen macro environment forces. Drought on one hand, is exacerbated by Elnino conditions while the economic situation on the other hand, results from external economic shocks beyond our control.

While there is a need to build resilience, it is so comforting to see that in the spirit of Harambee, individual Namibians, business people, foreign governments and international organisations have come forth to render a helping hand to the most affected communities. We also appreciate the work of the Regional Councils and the 2019 Drought Task Team. Their work does not go unnoticed.

The Namibian government extends a heartfelt gratitude to all who felt the need to assist with drought relief interventions, especially foreign governments and international organisations. We all have a responsibility to building reliance to minimize the effects of future calamities towards a better Namibia. In the favorite words of the Prime Minister, "if Namibia as a country survives, individuals will also survive". Hence, no one should feel left out-thirsty, hungry or deserted.

It is in this understanding that individuals Namibians are also called upon to embrace the situation and to play their part in responding to the clarion call for support efforts towards drought relief in general.

This is "an injury to one, is an injury to all" situation and we cannot stand and remain spectators like Captain on the hill, but must support each other like soldiers on the battle ground.
Enjoy Vol. 2, Issue 2 of the OPM's electronic newsletter and kindly play your part.

PREMIER NEWS

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THE PUBLIC SERVANT

The *Premier News* is a quarterly newsletter published by the Office of the Prime Minister and produced by the Division: Public Relation and Communications.

The *Premier News* is one of the channels through which information and news about the Office of the Prime Minister is disseminated in and around Namibia.

The editor welcomes news items, press releases, letters, feature articles and photos relating to public service matters. Any contributions and enquiries should be addressed to the editor.

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Editor's Note



Rhingo Mutambo (CPRP)

Hello family!. It has been long since we last communicated with you. Welcome to Volume 2, Issue 2 of the electronic newsletter of the Premier News- the official newsletter of the Office of the Prime Minister.

Namibia is hit with a successive drought coupled with dreadful economic downturn. This is an unfavorable combination and double blow to the country.

The President a State of Emergency and Cabinet endorsed a 2019/2010 comprehensive drought intervention. All OMAs and individuals were urged to avail facilities and support the implementation of the drought relief intervention.

This edition brings you a brief update on a host of issues including update on drought donations so far, the implementation of the Performance Management System in the Public Service, migration in the SADC region, Prime Minister's remarks on Public Enterprises, Nationhood and National Pride and, Government stand on salary adjustments.

And as usual let me leave you with a great quote from a good book I am reading by Jack Canfield titled *The Success Principles - How Get From Where You Are To Where You Want To Be*: "Everything you want is just outside your comfort zone". Beat yourself out that comfortable zone.

Enjoy reading the Premier News further.

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PM calls for nation building and unity in diversity



Prime Minister Dr. Saara Kuugongelwa-Amadhila (3rd from right) and the host MICT Minister; Hon. Stanley Simataa (2nd from right) posing for a group picture with participants at the Nationhood and National Pride Strategic Plan Consultative Workshop on 27 August 2019.

Prime Minister Dr. Saara Kuugongelwa-Amadhila says Namibia's diverse cultures and traditions should not be a source of division but a pillar of strength as the country marches towards Vision 2030.

She also said Namibia, as a Nation, cannot afford perpetual crime, social ills, gender based violence and have its youth grow into irresponsible citizens, but would rather strive to build a society where every Namibian understands their role in bringing about the realization of our developmental goals and embrace each other.

The Prime Minister made these remarks at the official opening of the new Nationhood and National Pride Strategic Plan Consultative Workshop on 27 August 2019 held at Otjiwarongo, Otjozondjupa region.

The Strategic Plan Consultative Workshop is a part of the ongoing national efforts to build an inclusive Namibian House, promote unity in diversity, while fostering patriotism and national pride. It further intends to provide a strategic framework to foster measures and initiatives geared towards national branding and nation building.

“As government, we embarked on a deliberate journey to build a nation where no Namibian should feel left out,” she emphasised. The Nationhood and National Pride Campaign under the theme ‘*My Namibia, My Country, My Pride*’ started in 2014 after Cabinet resolved to address issues of national cohesion, vandalism, violence and other forms of crime, among other issues.

The workshop was attended by members of Parliament, Governors, Chief Executive Officer of local authorities, Executive Directors and key stakeholders.



Public Policy Analysis Toolkit (PPAT) Workshop

Representatives from Offices, Ministries and Agencies attending the Public Policy Analysis Toolkit (PPAT) training held at NIPAM from 19-23 August 2019. The PPAT training is organised by the Cabinet Secretariat in the Office of the Prime Minister to enhance liaison and consultation across government in the development and implementation of Public Policy.



Public Enterprises urged to live up to public expectations

Prime Minister
Dr. Saara Kuugongelwa-Amadhila

Prime Minister Dr. Saara Kuugongelwa-Amadhila says public enterprises are wholly or partly owned by the State or the public and they are created to provide services to the public, support economic growth and to address market gaps in the private sector.

The Prime Minister, thus, urged both the public enterprises management and the Board of Directors to support their respective ministers in order to ensure that the public enterprises live up to the public expectations.

She further said it is imperative that public enterprises, just like private entities, uphold good governance, sound performance management system and avoid suppressing service delivery budget as a result of exorbitant administrative and personnel related costs.

The Prime Minister made these remarks when she addressed the Board Members and Chief Executive Officers of State Owned Enterprises (SOEs) under the umbrella of the Ministry of Public Enterprises on 14 June 2019 at NIPAM.

“Central to the existence of public enterprises, is effective and efficient provision of goods and services in the most sustainable and financial prudent way to the nation,” she emphasized.

The Prime Minister further reminded public enterprises management that the aspect of perpetual succession is as critical feature of any public entity,

as it ensures the continuity of business responsibilities and mandates beyond the tenure of individual members and administrators to ensure strong institutions.

She stressed that strong institutions are good for enhancing state formation, and public enterprises should take advantage of this to establish themselves concretely.

Emphasizing good governance, the Prime Minister encouraged public enterprises to fully acquaint themselves with the reviewed Public Enterprises Governance Act, 2019 (Act No. 1 of 2019), so that once operationalized, the implementation and compliance is seamless and smooth.

Public enterprises were also instructed to adhere to the remuneration tier policies adopted for all public enterprises.

Given the extent of the drought situation in the country, the Prime Minister used the opportunity to appeal for assistance from corporate citizens as well as Public enterprises to complement Government efforts, adding that these interventions will require the support of all Namibians.



‘Maximise migration benefits and share best experiences,’ says PM

Prime Minister Dr. Saara Kuugongelwa-Amadhila (left) flanked by Namibian Home Affairs and Immigration Minister, Hon. Frans Kapofi (centre) and Mr. Charles Kwenin (right), International Organization for Migration (IOM) Regional Director for Southern African at the 2019 Migration Dialogue for Southern Africa (MIDSA) Ministerial Conference on 28 June 2019, Windhoek, Namibia.

Prime Minister Minister Dr. Saara Kuugongelwa-Amadhila urged SADC Members States to maximise the benefit from migration, while at the same time minimising its challenges.

The Prime Minister urged all SADC member States to continue sharing experiences on how to manage the mobility of persons in a manner that promote the realization of the commitments that member States have made in regards to good governance and sustainable development.

“Sharing best practices and together charting the way forward on the management of the movement of people in the Region will ensure smooth facilitation of migration across borders,” she emphasized.

She made these remarks at the closing ceremony of the 2019 Migration Dialogue for Southern Africa (MIDSA) Ministerial Conference under the theme “Regional Migration Governance and Sustainability Development: Priorities for the Southern African Region”, on 28 June 2019, Windhoek, Namibia.

She further urged participating States to continue protecting the young girls and the most vulnerable in

their societies who migrate in search for better living standards.

The Prime Minister said the biggest challenge facing policy makers today is to put in place policies that will effectively manage migration and its modern time complexities while at the same time ensuring that tourism and trade is facilitated for us to accrue benefit from cross exchanges.

Hence, the onus, she said, is on the policymakers to ensure that lawful channels of migration are created so that our people (particularly young girls) do not fall prey to traffickers and do not undertake dangerous journeys because of stringent assessment policies or difficulties in acquiring visas.

The meeting was attended by SADC Ministers and Deputy Ministers responsible for Migration, Labour and International Relations, UN representatives, representatives from the International Cooperation and Partnership of the International Organization for Migration, senior representatives of SADC Governments and stakeholders on migration and members of the Diplomatic Corps.

OPM grateful for huge donations towards drought relief

The Office of Prime Minister (OPM) has noted with appreciation positive response through donations by individual Namibians, business people, faith based organisations, foreign governments and international organisations.

Government has so far received donations of N\$ 105 million towards drought relief. These donations have been transferred into the National Emergency Disaster Fund (NEDF).

The NEDF is subject to procurement rules and Treasury regulations and is audited. Hence, the nation is urged to rest assured that there are sufficient measures to guard every penny received.

The total drought budget for drought intervention, as revised, stands at N\$ 595 million, while the total revenue sources for drought relief clocks an amount of 635 million with a saving of N\$ about N\$ 39 million.

So far an amount of N\$ 67 million has already been spent, while about N\$ 64 million is committed for due payment.

In addition to the N\$ 200 million which was available in the Fund at the time the President declared a State of Emergency, Treasury allocated an additional N\$ 105 million to address the escalation of costs due to a higher number of beneficiaries registered compared to the initial estimate.

However, even with donations and additional allocations from the Treasury, there still remains a need for all to support the drought relief program, says the Executive Director in the OPM; Mr. IBen Nashandi.



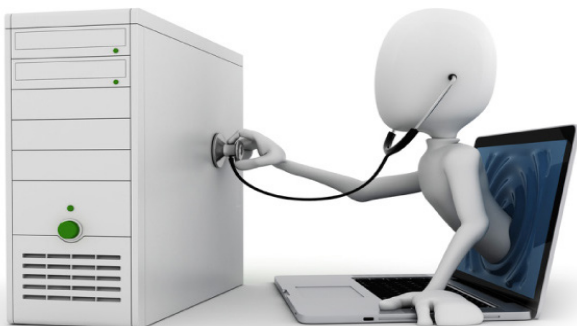
Ms. Helene Likando, Deputy Director from Directorate Disaster Risk Management in the Office of the Prime Minister received a donation of N\$ 60 Million from the Namibia Post and Telecom Holdings Limited towards the National Emergency Disaster Fund on 04 July 2019.

Against this background, Government encourages farmers to heed to the advice to destock to minimize losses of livestock due to drought. He further called on all Namibians to embrace the call for a once-off 2% voluntary contribution and to play their part in responding to the clarion call for support efforts towards drought relief in general.

The President, Cabinet members have already confirmed their commitment to contribute 2% of their salary for a period of one year.

An appeal has also been made to all staff members in the Public Service (Grade 1-8) to donate up to 2% of their annual basic salary. It is emphasized that the 2% donation is voluntary and should be made in the spirit of goodwill and patriotism.

HELP DESK



16 Basic computer shortcuts that will make your life easy. Have fun!!!

1. Ctrl + Home – To go to the beginning the document
2. Ctrl + End – To go to the beginning the document
3. Shift + End – To highlight from current to the end
4. Ctrl + N – To open a new blank Word document
5. Ctrl + Z – To undo the last action
6. Ctrl + I – To effect single-space lines
7. Ctrl + 2 – To effect double-space lines
8. Ctrl + 5 – To effect 1.5-space lines
9. Alt + Tab – To switch between your open Windows
10. Ctrl + A – To highlight whole document
11. Ctrl + C – To copy
12. Ctrl + V – To paste
13. Ctrl + X – To cut
14. Ctrl + B – To bold
15. Shift + PgUp – Moves the cursor up or down a screen, selecting text
16. Shift + PgDn – Moves the cursor up/ down a screen, selecting text.

OPM NEWS FLASH FROM THE ARCHIVES



Former Deputy Prime Minister. Hon. Marco Hausiku (second from left) visiting a San Development Programme kindergarten at Okatjoruu (near Grootfontein) in the Otjozodjupa Region in 2013. Hon. Hausiku served as Namibian's third Deputy Prime Minister from 2010 to 2015. As a former teacher with a passion for education, he established numerous kindergartens for the marginalized communities around the country.

‘Salary adjustments is not sustainable, amidst negative economic climate’

The Government Negotiating Team (GNT) presented its position on salary and employment condition adjustments in the Public Service in a statement issued by the Secretary to Cabinet, Dr. George Simataa on 04 July 2019, that government will not grant salary adjustments to public servants as demanded by Trade Unions “due to the prevailing negative economic climate” in the country until such time when the economy has recovered.

The GNT says it would not be considered as a responsible action for the Government to permit salary adjustments for public servants in the face of the prevailing hard-hitting drought in the country, economic recession and an already high Wage Bill.

He said the economy has slumbered in the past two financial year recording a growth of 0.6 in 2016/2017 before falling into contraction of 0.9 in the 2017/2018 financial year. However, the economy is expected to return to a positive trajectory from 2019/2020 financial year with a projected growth of 0.8% and 2.0 in the 2019/2020 and the 2020/2021 financial years respectively.

The current wage bill accounts for about half (N\$ 30 billion) of the total Government budget of N\$ 66.5 billion.

This constitutes a ratio about 45% for only 109 000 Public Service staff members out of a population of just over 2 million citizens.

Simataa expressed concern that, if granted, salary adjustment will deprive other citizens of an equal share of the national cake and cannot be sustainable. “The tax payers and the rest of the population who have less or nothing are patiently waiting for equity and cannot be expected to be happy about this state of affairs,” he stressed.

He added that the decision was taken to adopt a “fair approach” and guarantee the salaries and conditions of employment of all Public Service staff members as well as provision of public services to all citizens despite the hard economic status.



*Secretary to Cabinet,
Dr. George Simataa*

The Secretary to Cabinet gave assurance that Government is committed towards maintaining the good relations built with Trade Unions over time and is still committed to further discussion on this matter.

He also implored the Trade Unions to understand that Government is also pressed with the issue of creating employment opportunities for health professionals and the youth, attending to the plight of NASFAF students and finding solutions to address issue of lack of text books, class rooms and other teaching facilities.

2018 drought relief donations, ‘fully accounted for’

Pursuant to an article titled ‘OPM fails to account for N\$ 1.5 Million donations’ which appeared in one of the daily newspapers on 03 July 2019, the Office of the Prime Minister’s (OPM) as a government institute responsible for coordination and oversight of disaster risk management issued a media release to clarify the matter.

In the media release, the OPM’s Executive Director, Mr. IBen Nashandi said all the 2018 drought relief donations that constituted the reported N\$ 1.5 Million were fully accounted for with clear expenditure evidence available.

He indicated that the 1.5 Million was comprised of N\$ 196 000 and N\$ 380 000 and N\$ 92 142.19 from the Namibia Chamber of Mines, De Beers Group of Companies and the //Kharas Regional Council respectively, which was earmarked for the construction of houses of Berseba following a natural disaster.

An additional amount came from the Swakop Uranium Foundation (N\$ 200 000) for general disaster relief and from World Food Programme (US\$ 55 000) (equivalent to N\$ 727 451.55) for activities related to vulnerability assessment and analysis.

“The Office of the Prime Minister has letters of notifications from donors and as well as proof that the pledged donations have been paid into the

National Emergency Disaster Fund’s (NEDF) bank account,” said the OPM’s Executive Director, Mr. I-Ben Nashandi.

He added that all expenditures from the NEDF are audited in the period under review. Hence, all the related documentations have been provided to the Auditor General’s Office for auditing purposes. “All documentations relating to the donations have been provided to the Auditor General, and no concerns of lack of accountability exist in the matters,” he stressed.

Mr. Nashandi further said, the Office is aware that sometimes donations are made without the OPM being notified as per Treasury requirements. To address this situation, the Office has now requested for a standing Treasury authorization in anticipation of the donations to be received, and to report to Treasury at agreed intervals.

OPM is committed to upholding sound financial management principles and continues to strengthen internal capacity for financial management.



PM attends global women summit

Prime Minister, Dr. Saara Kuugongelwa-Amadhila (seated: centre) speaking at the 2019 Global Summit of Women in Basel, Switzerland from 4 – 06 July 2019.

The Global Summit of Women, which Prime Minister attended is a business Summit, whose focus is women’s advancement in the global economy.

It focuses on expanding women’s economic opportunities globally through exchanges of working solutions and creative strategies forged by women leaders in different parts of the world.

Office engagements at a glance!

Prime Minister Dr. Saara Kuugongelwa-Amadhila and Director for Disaster Risk Management in the Office of the Prime Minister; Mr. Jafet Iitenge receiving a N\$ 5 million donation from Bank of Namibia's Governor; Mr. Ipumbu Shiimi, on 30 July 2019.



Prime Minister Dr. Saara Kuugongelwa-Amadhila received with gratitude a donation of N\$ 250 000.00 towards drought relief from the Swakop Uranium's CEO Mr. Cai Yusheng, on 28 May 2019.



The Indian High Commissioner to Namibia H.E. Mr. Prashant Agrawal paid a courtesy call to Prime Minister, Dr. Saara Kuugongelwa-Amadhila. The two leaders updated each other on matters of common interest, upcoming events and bilateral relations, on 23 May 2019.



Prime Minister Dr. Saara Kuugongelwa-Amadhila and the Deputy Prime Minister, Hon. Netumbo Nandi-Ndaithwah addressed Regional Governors on drought related issues. Calling for team work, the Prime Minister said the implementation of the declared drought emergency require immediate action and support of all Namibians, on 09 May 2019.



PMS roll-out in the Public Service yields satisfactory results: A synopsis

By: Steve Worried Njembo, Deputy Director, Directorate Performance Improvement

A number of systems have been tried, and different efforts have been made since independence to develop a functional system for performance management. The Office of the Prime Minister (OPM) is mandated to oversee all government policies and reforms in regard to Public Service Management to ensure effective and efficient service delivery. Initially, the government used a system inherited from the colonial administration at independence. The Wages and Salary Commission (WASCOM) was established in 1995 to undertake a fundamental review of the public service remuneration policy, salary levels and associated issues.



This led to the introduction of a Performance Appraisal System (PAS) in 1996. The PAS was, however, suspended by Cabinet in 1997 due to the following reasons:

- The lack of a holistic approach to management of performance;
- No cultivation of a performance culture through an extended implementation plan supported by substantive training and development;
- The system was linked to a reward system based on notch increment that had not been properly planned and implemented;
- No proper in-depth job analysis or job evaluation of each job category had been done; and
- There were no factorised points weighted system developed to meet the needs of the Unified Grading Structure.

The current Performance Management System (PMS) was officially launched on 21 June 2004 and was implemented as from 2006 through a comprehensive guideline titled “A Performance Management System – Principles and Framework”.

A new culture of efficiency and accountability was critical to foster the change we wish to see. As a result, the Department Public Service Management (DPSM), through the Directorate Performance Improvement (DPI), was assigned as the custodian of PMS implementation across the Public Service. In August 2011 the Performance Management Policy was approved by Cabinet.

The Policy was designed to; (a) enforce and support the implementation of PMS as an integral part of a performance culture in the Public Service of Namibia, and (b) facilitate accountability within the Public Service in the delivery of services to citizens. Subsequent to that, in terms of Section 35 of the Public Service Act, 1995 (Act No. 13 of 1995), OPM issued the PMS Staff Rules on the recommendation of the Public Service Commission (PSC).

Performance management is a means of getting better results from the institution through teams and individuals by understanding and managing performance within an agreed framework of planned goals and standards. It was therefore designed to assist the government in implementing an efficient and effective PMS across Offices, Ministries and Agencies (OMAs) and Regional Councils (RCs).

In addition, there is an expectation that it will foster a professional Public Service delivery culture and practice, and create an enabling environment (including attractive conditions of service and a conducive working environment) in the Public Service.

Whilst Namibia is not unique in having overarching and consolidated performance appraisal system, it is out of step with best practice in having a coherent performance management policy framework. The Performance Management System (PMS) is being implemented across the board in the Public Service. The number of OMAs and RCs with signed performance agreements (PAs) has increased but the review of PAs and the subsequent appraisal have not been consistent with the PMS Calendar. Hundred percent (100%) of OMAs have Annual Plans which are reviewed at quarterly intervals. It is important to mention that hundred percent (100%) of the Executive Directors have Performance Agreements and are reviewed every quarter and appraised annually by Secretary to Cabinet.

Although there is a significant improvement in terms of top leadership signing and reviewing performance agreements, more still need to be done to reach a 100% rollout mark for all staff members in the Public Service.

It is imperative to note that performance appraisal reports will be a requirement for promotion in the near future. With regard to Ministers, they provide quarterly reports and will be reviewed in line with the Harambee Prosperity Plan (HPP), which states: "The performance agreements are entered into for a period of one year between Ministers and the President. These agreements are assessed and renewed on an annual basis and make provision for quarterly reviews."

Even if the system has not evolved as desired, its implementation has increased the operation efficiency of some government institutions in many ways.

US Assistant Sec. of State pays a courtesy call on PM

Mr. Matt Harrington, Deputy Assistant Secretary of State for African Affairs of the USA accompanied by H.E Lisa Anne Johnson, Amb. of the USA to Namibia paid a Courtesy call on the Rt. Hon. Dr. Saara Kuungongelwa-Amadhila, Prime Minister of the Republic of Namibia on 19 June 2019.

Mr. Matt Harrington congratulated the government of Namibia for the notable achievements on PEPFAR programme.

He also shared information about the New Investment Strategies of the Trump Administration.

The two leaders also deliberated on matters of mutual interest aimed at strengthening the already cordial relationship between the two states.



Newly appointed UNAIDS Executive Director visits Namibia



Ms. Gunilla Carlsson (L), newly appointed Executive Director of UNAIDS accompanied by Dr. Tharcisse Barhuta (R) UNAIDS Country Coordinator in Namibia paid a courtesy visit to the Rt. Hon. Dr. Saara Kuungongelwa-Amadhila (M), Prime Minister of the Republic of Namibia on 20 June 2019.

Ms. Carlsson was appointed UNAIDS Executive Director in May 2019.

She said it is a great honor for her to visit Namibia, although she is doing so at a time when the country is experiencing drought.

She, further, expressed gratitude for Namibia's progress towards achieving the 90-90-90 UNAIDS goals and urging the Government to continue to work with the Private Sector to fight against HIV-AIDS and to provide support to strengthen the HIV prevention services in the country.

Staff Movement in the Office of the Prime Minister

The following staff members graduated, transferred or appointed in OPM:



NAME : Ms. Glodean Limbo
RANK : Chief Human Policy Analyst, Grade 5
DEPT. : Department: Public Service
Management
STATUS : Resigned on 01 July 2019
OMA from : Office of the Prime Minister



NAME : Ms. Ndinelao P. Mungandjela
RANK : Student Intern, Grade 12
DEPT. : Department: Administration
and IT Management
STATUS : Appointed to OPM on 03 July 2019
OMA to : Office of the Prime Minister



NAME : Ms. Kashana Memory Kasiwa
RANK : Student Intern, Grade 12
DEPT. : Department: Administration and IT
Management
STATUS : Appointed to OPM on 03 July 2019
OMA to : Office of the Prime Minister



NAME : Ms. Sana Gaoses
RANK : Administrative Officer, Grade 12
DEPT. : Department: Public Service IT
Management
STATUS : Graduated on 12 April 2019
BA in Records and Archive
Management, UNAM
OMA : Office of the Prime Minister



NAME : Ms. Samuel Jegede
RANK : Senior Analyst Programmer, Grade 7
DEPT. : Department: Public Service IT
Management
STATUS : Transferred from OPM on 01 July 2019
OMA to : Ministry of Poverty Eradication &
Social Welfare