

THE PUBLIC SERVICE COMMISSION

ON THE OCCASION

OF THE

**2023 AFRICA PUBLIC SERVICE DAY (APSD)
CELEBRATION**

24-27 JULY 2023

KATIMA MULILO, ZAMBEZI REGION:

**THEME: “The African Continental Free Trade Area
(AfCFTA) will require a fit for purpose African Public
Administration to succeed”**

Director of proceedings Mr I-Ben Nashandi EDOffice of the Prime Minister

Hon. Verna Sinimbo, Deputy Minister standing in for The Right Honorable Prime Minister (PM), Dr Saara Kuugongelwa-Amadhila;

Dr George Simataa Secretary to the Cabinet

Colonel (Rtd) Hon Lawrence Sampofu, Governor of the Zambezi Region;

Honourable Matengu Simushi, Chairperson of the Zambezi Regional Council,

Your worship the Mayor Katoma Mulilo, Ho.Lister Shamalaza;

Hon. Simataa Mubitha, Chairperson of Bukalo Village Council;

Hon. Local Authority Councilors;

Esteemed Executive Directors and Accounting Officers

Chief Regional Officers of Regional Councils;

Chief Executive Officers of Public Enterprises and of Local Authorities

All public servants from all Organisation/Ministriesand Agencies of Government;

Members of the Academia;

Distinguished invited guests;
Members of the Media; and
Ladies and Gentlemen.

It is my privilege and honour to be here, celebrating and observing this special day of The Africa Public Service Day (APSD). On this day which is normally commemorated on the 23rd of June each year to mark, recognize and celebrate the work of the public servant and public organisations in our country and on the African continent. It has been a tradition that Public Servants display the services offered by Organisations, Ministries and Agencies as well as Regional Councils and State Owned Enterprises. They share information on their activities, programmes intended benefits to the communities across the Republic.

Also, public servants come to the community to allow the people to engage and ask and or get informed what the Public Service is about and how it is structured to deliver services to the people.

Director of Ceremonies,

I stand here as a one of the Commissioners assigned to the Zambezi Region together with Commissioner Imelda Katjau.

Allow me, distinguished guests, to make a few remarks on this august occasion on behalf of the Public Service Commission (PSC):

The PSC as the end receiver of the work and requests from the Offices/Ministries/Agencies (OMAs) and Regional Councils (RCs) seeking for its recommendation and or advice on matters related to public servants. The PSC does thorough analysis including doing check and balances of what is presented to it. The Department Public Service Commission serves as the technical arm and supports the PSC to prepare the recommendation or advise that's is given to requesting entities. Its recommendations and advise is always done within the framework of the existing laws and policies governing Human Resources Administration in the Public Service. The Department Public Service Management on the other hand provides technical support on matters related to policy and rules governing Human Resources administration in the public service.

The PSC has been made relative breakthroughs that are worth mentioning in the area of Human Resources Administration. For a about five years now, the PSC has been focusing on conducting Human Resources Audit to inspect the level of compliances in the OMAs and RCs to the laws and policies governing human resources administration in the Public Service as well as the level of implementation of its recommendations and or advise.

While the Human Resources audit focus primarily on compliance and adherence, the PSC also took time to look at challenges facing human resources practitioners in their day to day work. The Human Resource Forum headed by the Deputy Executive Director, PSCS is another valuable venue or conduit through which information reaches the PSC from HR practitioners. The HR Fora are highly valued and appreciated as a source of feedback on our operations regarding HR Administration. Much of your feedback, HR practitioners, form the basis of the envisaged PSC reform agenda which is under way. The commitment of EDs and CROs to correct the anomalies and to embrace HR is commendable and cannot go without being mentioned.

Currently the PSC is seized with the unpacking one of its constitutional mandate and that is to consider balance structuring in Human Resources administration and management. It is necessary to unpack this provision to define the parameters that governs the process of balanced structuring, Eventually the aim is to ensure that in all of our doings no one is left out of the Namibian House.

Director of Proceedings,

The PSC has been seized with the agenda to Reform and to align align its functions with the provisions of the Constitution and within the framework of contemporary practices of the public service in the continent and globally;

One of the key objective of APSD amongst others is to motivate and encourage public servants to continue **doing** the good work and to come up with new initiatives and innovation. As such, we celebrate Africa Public Service Day to give recognition and to make known the importance of public service. The Service we provide can only be improved if we recognize and celebrate the people who do the work on a daily basis, the public servants.

The theme,

“The African Continental Free Trade Area (AfCFTA) will require a fit for purpose African Public Administration to succeed”

It is worth noting that the AU Agenda to promote the Inter-Africa Trade can only be a realised if civil servants recognise their role and contribution and establish how to embrace AfCTA and make it an integral part of their work at all level. This can be possible if efforts are made to integrate and develop clear objectives and deliverables. Better even if the theme is considered and integrated at the time when Strategic Plans are developed. The PSC wishes to point out here that the requirements to have a fit for purpose admin, can be achieve\$ if at the end of planning we set out to determine the skill sets and

expertise required to carry out the plans and fulfill in that way the commitment of the Namibian Government to this continental agenda. **It can be done if we put our minds to it.**

As for the PSC its mandate is clear as provided in in the Articles 112 and 113 of the Constitution of the Republic of Namibia, and enunciated and elaborated in the Public Service Commission Act 2 of 1990.

The PSC shall advise the President and the Government on:

- the appointment of ***suitable persons to specified categories*** of employment in the public service, with special regard to the balanced structuring thereof;
- the exercise of adequate ***disciplinary control*** over such persons in order to assure the fair administration of personnel policy;

Human Resource, or Personnel Management, is the employment of people as such it is important that it makes this function the backbone of any organization or institution including the Namibia Public Service. **Essentially**, this means that without **the people**, (public servant) to carry out the tasks assigned to the Public Service, we cannot exist.

We have observed that Human Resources management and Development Programmes do not get the requisite

attention in numbers of human resources practitioners nor does this function get sufficient budgetary allocation. Further it is our observation, validated through the human Resources Audits carried that HR Officers are overworked and the staff establishment is either understaffed or vacancies are many and not filled or funded.

To address these short comings and to enhance service delivery we need to give increased attention to HR issues to elevate them to its deserving position.

HR issues must enjoy the attention of management alongside with programmers, finance management and budget execution. We believe that programmes and budgets cannot be executed effectively if peoples issues are not accorded the importance that it deserves.

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In conclusion, our daily operations cover Administration of human resources in the Public Service. We have noted and observed that there is a dominance placed on discipline and fault finding. That of course is a normal attribute to a system whose controls are effective. However, we observed that, we do very little to recognize hard workers and high performers. We wish to introduce a system that celebrates civil servants and recognize them for the contributions they make to service delivery to the nation and communities across the length and breadth of the land of the Brave.

In this regards, the PSC is working on modalities to introducing the **PSC Chairperson's Best Performer of the year Awards** in the not too distance a future.

The envisaged awards to celebrate and recognize our staff members in the public service and by so doing **to encourage a culture of high level performance and service delivery to the public whom we are employed to serve.**

Updates will be given in the PSC's annual report and chairman annual address to the nation as well as during the envisaged regional visit and stakeholder engagements that PSC plans to undertake going forward.

I thank you
