

# PREMIER NEWS

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Sennen Mukulu 'resrores her dignity'



Prime Minister launches Anti-Corruption Action Plan



Namibia readies to report on the African Charter Implementation

# From the Desk of the ED



Mr. I-Ben Natangwe Nashandi Executive Director

The promise of a return to 'normal life' has preoccupied the Namibian government during the pandemic. Hence, it is such a heart warming feeling that since 2019, we can go back to a joyful 'normal life' after Covid-19. There is always an end to everything, but the end, is always the beginning of a new chapter. To us at the Office of the Prime Minister (OPM), it means re-dedication to continuity in service delivery, perhaps by embracing new innovative ways learnt through Covid-19 pandemic such as leveraging on the 4th Industrial Revolution and the impact of flexible working schedules on employees and work-life balance. We have also observed that employee wellness matters as much as employee productivity.

It is indisputable that continuing employee wellness initiatives and leveraging on Information and Communication Tehnology, even after the pandemic would be a win-win for both employees and the Public Service. During the pandemic, OPM took conscious decisions to listen to its employees and allow for flexible working schedules. Compassion and empathy was a core part of employee management. This allowed us to bounce back after Covid-19 even stronger as a team.

However, there is room for improvement and all these necessitates new policy deliberations to see how these new changes and lessons can be embraced in the Public Service going forward.

Enjoy reading the OPM's Newsletter and have a wonderful festive season. Keep safe. See you next year.

#### **PREMIER** NEWS

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#### THE PUBLIC SERVANT

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# Editor's Note



Rhingo Mutambo (CPRP) Chief Public Relations Officer

Hello family! Welcome to Volume 5, Issue 1 of the electronic newsletter of the Premier News- the official quartetly e-newsletter of the Office of the Prime Minister (OPM).

In this edition, we share with you how government through the OPM is preparing to provide its first national report on the implementation of the African Charter.

We will also give you a brief update on the successful Prime Minister's regional visits, official events and general office engangements which, *inter-alia*, relates to the launch Anti-Corruption Action Plan and the OPM-African Union Commission Conference on the State Party Assessment Tool Pilot Programme Conference.

One of our staff members, Mr. Sennen Mukulu also made us proud, and we are proud to share his story and his efforts to restore the dignity of the Namibian girl child.

We are also sure you will enjoy a feature story of Ms. Magda Alcock who is going on retirement, as she reflects on the working ethos in the Public Service. She implores Public Servants to be more accountable, ethical and committed to service delivery.

**Enjoy reading!** 

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PM SAYS:

We must all be the champions of 'a corrupt-free Namibia' by proactively participating in the prevention and fight against corruption."



# PM's Regional leadership engagement successful



Prime Minister, Dr. Saara Kuugongelwa-Amadhila (Centre) being welcomed by the Governor and traditional dancers in the Hardap region during her Regional leadership engagement to all 14 Regions in Namibia.

As part of ongoing efforts of government aimed at appreciating and monitoring the implementation of government development programmes, Prime Minister Dr. Saara Kuugongelwa-Amadhila visited all 14 Regions in Namibia meeting Regional leadership from 14 October to 14 November 2022. During the meetings the Prime Minister was updated on progress of government development projects and challenges impacting development in the regions. The meetings were mainly attended by various Traditional Authorities, Village Councilors and government officials.

Some of the recurrent issues that kept resurfacing include matters relating to water provision, land, drought relief, education, resettlement, decentralization, health care, Performance Management System (PMS), youth empowerment, industrialization, land bill, food security, ancestral land bill, and resettlement.

She used the opportunity to, *inter-alia*, provide feedback on important policy matters from central government such as new developments on genocide, revenue collection and savings through efficiency, Business Rescue Task Force, the envisaged Constituency Development Fund and the importance of mobilizing the savings held by pension funds, banks and insurance companies to fund strategic national development projects, through the framework of Public Private Partnerships (PPP) Act of 2017. "The Public Private Partnership Act (PPP Act) provides a framework for public and private entities to co-invest in strategic national initiatives, thereby enhancing public service delivery and accelerating development," she said.

Other feedback, she provided relates to Green Hydrogen and feedback on the implementation of the recommendation of the Land Conference on access to land, Public Service Employee Medical Aid Scheme (PSEMAS) reforms and plans to improve public health

facilities. "This would lead to increased use of these facilities by the public and the PSEMAS members. This will reduce the cost of PSEMAS towards private hospitals," she emphasized.

The Prime Minister further encouraged the leaders to strengthen the systems to prevent and operationalize the laws to instil a culture of zero tolerance for corruption, cascade performance agreements in a way that people understand and engage easily, coordinate among and between each other, innovate and generate results through efficiency gains.

Cognizant of high employment rate in the country, she encouraged the Regional leadership to prioritize the use of local youth artisans, in order to create employment by assisting them through procurement to sustain their businesses. "We should only use foreign services when we do not have the capacity to produce local products and source locally, let's engage continually with each other," says the PM.

The Prime Minister further encouraged the regional leadership to leverage and harness the benefits of the Fourth Industrial Revelation (4IR) benefits.

The Prime Minister visited the Neckartal Dam and a private owned irrigation scheme outside in the Hardap region. She said the project is evidence of what Namibia can achieve as a country, adding that it shows the potential that exist for Namibia to diversify its economic activities, build resilience by reducing our dependency on imports and to optimize job creation.

Finally the Premier urged regional leadership, to have regular exchanges among themselves, share working ideas, put their political differences aside, pull together in the spirit of Harambee and focus on serving the public.













# PM's Regional leadership engagement at glance!















# **Public Service eyes Innovation Awards**



The Directorate Public Service Innovation and Reform in the Office of the Prime Minister visited various universities and innovation centres in South Africa from 21 to 25 November 2022, including the centre of Public Service Innovation of South Africa, the University of Witwatersrand. The purpose of the visit is to introduce innovation awards in the Public Service of Namibia and to be exposed to the innovation ecosystem in South Africa, particularly in Pretoria and how digitalization helps the youth to obta obtain cutting-edge skills to render them employable.

# PM hails the State Parties Assessment Tool (SPAT)

By Gift Sherine Heita and Diana Mubai



Prime Minister Dr. Saara Kuugongelwa-Amadhila (center), with consultants from the African Union Commission (AUC) and participants from the various Offices, Ministries and Offices (OMAs) in Namibia at the State Parties Assessment Tool Pilot Program Conference underway from 26 to 29 September 2022, at Seaside Hotel & Spar, Swakopmund, Erongo region.

Prime Minister (PM) Dr. Saara Kuugongelwa-Amadhila, consultants from the African Union Commission (AUC) and participants from the various Offices, Ministries and Offices (OMAs) in Namibia met at the State Parties Assessment Tool Pilot Program Conference from 26 to 29 September 2022, at Seaside Hotel & Spar, Swakopmund, Erongo region.

The main objective of the Pilot Program was to provide participants (various OMAs) with an in-depth appreciation and understanding of the African Charter, the Reporting Guidelines and the State Parties Assessment Tool as a mechanism for effective reporting to the AUC on the implementation of the Charter.

The PM in her speech said the Namibian Government "is committed to transform the public sector, in order for it to respond effectively to the public service demands of the citizens. To this end, government is championing innovation in the public sector as a vehicle to promote the building of human and institutional capacity for public policy analysis, policy design and

implementation, and public administration and management." Furthermore, the African Charter on Values and Principles of Public Service and Administration aims to ensure that government promotes the values and principles governing the organization of Public Service and Administration. The Charter aims to promote professionalism, innovation and cooperation with other Governments, to continuously improve public service.

The Prime Minister said; "I am pleased to note that, since 1997, Namibia has been one of the pioneers in championing the African Charter principles and values to harmonize the services of the public sector. We shall continue with reforms to ensure efficiency and effective public service delivery."

Finally, the PM urged further collaboration between Namibia and AUC on capacity building for the effective implementation of the Charters to achieve the desired results.









Sennen Mukulu (first from the right in the second picture) a staff member in the office of the Prime Minister is seen here with benefiiciaries of Restore Her Dignity project from various schools during the hand over of sanitary pads event in Windhoek on 06 August 2022.

Restore Her Dignity is an initiative that collected 1900 packs of Sanitary Pads from good Samaritans across Namibia over 10 months. On 6 August 2022, these Sanitary Pads were distributed to 190 girls from 30 schools in Windhoek, with each girl receiving 10 packs of Sanitary Pads.

Restore Her Dignity is founded by Sennen Mukulu, a male Human Resource Practitioner at the Office of the Prime Minister, Republic of Namibia.

Mukulu says," Restore Her Dignity project strives to equalize the socioeconomic status of all Namibian girls, by ensuring that no girl faces the dilemma of choosing between education and staying at home during her menstrual cycle."

Unaware of how impactful his birthday wish in October 2021 would be, Mukulu posted a status on his WhatsApp requesting that his family, friends, and associates who intend to gift him, instead turn their planned gifts into Sanitary Pads for needy girls.

In a society where the socio-economic status of young girls and women remains a developmental challenge, Mukulu's birthday wish went viral as it challenged common beliefs and accordingly triggered much curiosity from his audience.

Furthermore, Mukulu emphasized that his desire of helping people is deeply rooted and driven by the ubuntu and Harambee philosophy. Recalling the old African proverb "if you want to go fast go alone. If you want to go far go together," Mukulu sought the help of his friends; Onesmus Joseph, Innocentia Mukubi, Lydia kaxuxwena and Leevi Shileka.

Additionally, Mukulu recalls that numerous challenges were endured along the way, especially under the current economic hardships, many young professionals are desirous of helping, but their economic circumstances do not allow it. While he understands this, Mukulu narrates that his biggest challenge in meeting the target of collecting 2000 Sanitary Pads was also his economic circumstances.

Nonetheless, he regarded the economic challenges as sufficient motivating factors, saying "if those of us that work cannot afford Sanitary Pads, what about girls who are in school without an employed grandmother, mother, sister, or aunt because they also had to drop out of school owing to their menstrual cycle." Additionally, he also experienced stigma as pads are considered a topic for women, many individuals that came onboard were women as they understand the situation more.

Fortunately, Mukulu persevered in leading Restore Her Dignity, finding constant motivation in the understanding that the potential of women has never been fully harnessed for economic advancement because women are stripped of their dignity for their menstrual nature. "It is our collective duty to Restore Her Dignity because everyone's dignity is tied to the dignity of women," he said. Mukulu recalls mothers crying tears of joy, young girls dancing out of excitement and the numerous smiles during the handover ceremony, noting that it made him feel fulfilled. Moreover, he believes that this initiative indirectly contributed to the high education pass rate in schools in Windhoek.

Mukulu extends his gratitude to organisations and individuals that made this initiative a success, these include; the Office of the Prime Minister, Coca-Cola Namibia, Pick n Pay, DJ Alba of House of Nalo, Tate Sammy Beer House Bar, Okafor Kitchen, and Petwa Medical Practice, 247 Fitness Gym, Dolce & Kapana, Ronaldo The Violinist, Pick 'n Pay, Barco Package Namibia, Rundu Pharmacy, PEP Store, Nails by Andina, Aurore Dawn, Windhoek Interior Vams Accountants among many others.

Furthermore, he assured that Restore Her Dignity would now strive to benefit girls in all 14 Regions of Namibia, and implores the community to support Restore Her Dignity Initiative in its future endeavours.

"You don't have to be a millionaire to assist others," says Mukulu. He aims to make this initiative an annual event and eventually divert to the boy child to panel beat both genders.

Mukulu believes that through the spirit of ubuntu, Namibia can restore a girl child's dignity.

# **OPM** wins best presentation

By Gift Sherine Heita and Diana Mubai

The Zambian Defence Services Command and Staff College visited Namibia on a study tour. On 3 October 2022, they had a presetation at the Ministry of Defence and Veterans Affairs Southern Conference Hall, where the Office of the Prime Minister (OPM), Ministry of International Relations and Cooperation , NAMRA, NDF and Ministry of Finance participated.

The office of the Prime Minister was requested by the Ministry of Defence and Veterans Affairs to present to the Group of Student officers the government intervention programs and the social programs with a focus on the social upliftment of the citizens.

Sennen Mukulu represented OPM, his presentation was titled Namibian Social Amenities which touched on Children's Grant, Old Age Grant, Disability Grant, Disaster Relief Programme, Food and Nutrition Security Programme and Namibia Youth Credit Scheme.

OPM won the Best OMA Presentation Award. Mukulu received the award on behalf of OPM with the compliments of the Commandant of the Zambia Defence Services and Staff College to acknowledge his outstanding performance.

The tour aimed to ameliorate the student's understanding of their comprehension of the theorems of political studies as taught by the faculty at the College.

The group comprised 21 members; 3 of whom are members of the Directing Staff (Lectures), 5 Support Staff, and 13 Student officers. 3 of the 13 Students are from the three countries Allies to the Republic of Zambia; the Kingdom of Lesotho, the Republic of Rwanda, and the United Republic of Tanzania.



Sennen Mukulu (3rd from left) with the Zambia, Lesotho, Tanzania and Rwanada delegation



Presentation Commandant Award received

# Regional Innovation Consultations underway





The Public Service Innovation and Reform Directorate hosted regional consultative workshops on Public Sector Knowledge Management Policy from 14 November to 25 November 2022. The objective of the workshops was to ensure inclusiveness and stakeholder participation in the policy formulation and co-construct with stakeholder's input into the development of the Public Sector Knowledge Management Policy. The expected outcome of the workshops to formulate the Public Sector Knowledge Policy and its implementation framework.

# **Prime Minister launches Anti-Corruption Action Plan**

By Diana Mubai



The Prime Minister Dr. Saara Kuugongwelwa-Amadhila launched the National Anti-Corruption Strategy and Action Plan (NACSAP) for 2021-2025 at the first National Anti-Corruption Steering Committee meeting held in Windhoek, Namibia on 08 September 2022.

The Prime Minister of Namibia, Dr. Saara Kuugongwela-Amadhila, officially launched the National Anti-Corruption Strategy and Action Plan 2021–2025 (NACSAP) on 16 March 2022 in Windhoek.

The strategy was launched under the theme; "Nurturing synergy in the fight against corruption for the Namibia we want," with the goal of fostering and promoting cooperation in the fight against corruption at all levels. According to the Prime Minister, "Corruption can occur in all sectors therefore, we all have a responsibility to contribute to Namibia becoming a corrupt-free nation by implementing the strategy's strategic objectives and actions."

The action plan is based on the country's social and economic climate. NASCAP consists of eight strategic objectives that must be implemented by both the private and public sectors at the national, institutional, and grassroots levels. Namibia's anti-corruption and integrity promotion efforts are centered on five strategic pillars: prevention, public education, law enforcement, deterrence, and harmonization. The aforementioned

mechanisms are expected to promote integrity, transparency, and accountability to ensure compliance and foster cross-sector synergy and effective governance.

The Prime Minister further said; "the successful completion of the strategy formulation process and subsequent launch of this strategy demonstrates commitment as a nation to foster and promote cooperation in the quest to curb the scourge of corruption through coordinated efforts."

The strategy arose from a number of domestic and international instruments and treaties on the fight against corruption and money laundering to which our country has responded to through the Harambee Prosperity Plan II, which calls for the development and full implementation of the National Anti-Corruption Strategy Action Plan.

The Anti-Corruption Commission's Director General, his team, all OMAS, all regional governors, regional councils, local authorities, traditional authorities, and all sectors were among those who contributed to the creation of NACSAP.



The Prime Minister Dr. Saara Kuugongwelwa-Amadhila at the NACSAP 2021-2025

# Namibia readies to report on the African Charter Implementation

By Gift Sherine Heita and Diana Mubai



National African Charter Implementation Committee, Cluster 4 on Management and Development of Human Resources at their first meeting at the Office of the Prime Minister, Old Cabinet Chamber on 27 October 2022.

# In 2013, Namibia was one of the 26 countries that signed and ratified the African Charter on Values and Principles of Public Service and Administration in Addis Ababa, Ethiopia.

The African Charter is the first legally binding continental public service and administration instrument which serves to promote and improve the quality of public service delivery including fighting corruption and, generally, building a capable state for accelerated development.

The Charter serves as a roadmap for setting the standards for quality public service delivery. Its tenets provide for principles, duties of the public service, code of conduct for public service agents, rights of public service agents, management of human resources, member states' responsibilities toward service delivery as well as mechanisms for implementation of the Charter.

So far, about 38 States Parties have signed the Charter and 26 have signed and ratified the Charter. State Parties that have ratified are expected to report on the implementation of the Charter.

In lieu of the above, the African Union Commission (AUC) workshopped Namibia on the State Parties Assessment Tool (SPAT) at the SPAT Pilot Program Conference, hosted from 26 to 29 September 2022 in Swakopmund, Erongo region.

The main objective of the SPAT conference was, *inter-alia*, to assist State Parties to produce to meaningful, good quality, concise and coherent reports.

Namibia is one of the five countries that volunteered to implement the State Parties Assessment Tool (SPAT) in reporting on Charter.

This will be Namibia's first submission to the AUC since it ratified the Charter nine years ago.

Following the SPAT Conference, Namibia established a National African Charter Implementation Committee on 26 October 2022. The Committee has been mandated to facilitate the drafting and submission of the Charter Implementation Report to the AUC.

Furthermore, the Implementation Committee has been divided into four clusters aligned with their mandate according to the provisions of the African Charter Chapters and Articles.

The clusters are mainly expected to compile the reports from late October to November 2022 to meet the deadline for submission. Cluster 4 on Management and Development of Human Resources met to deliberate on the issues relating to recruitment, performance management of Public Service agent, capacity development and mobility, at the Office of the Prime Minister, Old Cabinet Chamber on 27 October 2022.

Clusters are further expected to compile reports based on the SPAT Guidelines.

The Office of the Prime Minister (OPM) as the head of government administration, has been mandated to coordinate and submit the Charter Implementation Report to the African Union Commission (AUC) in December 2022.

## Namibia hosts AI forum

By Gift Sherine Heita



Prime Minister, Dr. Saara Kuugongelwa-Amadhila with delegates from UNESCO, government institutions and AI experts from Southern African countries at the Southern Africa Sub-Regional Forum on Artificial Intelligence on 08 September 2022.

The Namibian Government in partnership the private sector, development partners and production technology can be a solution with UNESCO hosted the Southern Africa Sub-Regional Forum on Artificial Intelligence (SARFAI) in Windhoek on 7 - 9 September 2022.

The forum was held under the theme: "towards a sustainable development-oriented and ethical use of Artificial Intelligence" and assembled experts and high-level decisionmakers from the Southern African countries.

The Prime Minister (PM), Dr Saara Kuulongelwa-Amadhila in her opening speech on 8 September 2022 said, the forum was organized to provide a mapping for the development and the use of Artificial Intelligence (AI) and to discuss key issues, challenges and opportunities for the AI has the potential to generate new, highapplication of AI in Southern Africa.

Additionally, the PM also emphasized the importance of collaboration with key stakeholders, saying; "our focus is not only on Government systems but also to enhance Finally, the PM also highlighted that the would benefit from cheap and clean collaboration among stakeholders, including associated

the citizen". The Premier said the Government is aware that the potential benefits of the Fourth Industrial Revolution (4IR) in particular AI, can only be realized if the current challenges around access to the Internet, technology and infrastructure shortfalls, and quality of education are urgently addressed. "In line with the Global Sustainable Development Goals (SDGs), Artificial Intelligence will play a critical role in our efforts to reduce poverty, inequality, revolution our education systems, improving our healthcare systems, ensuring innovation driven development, as well as advancing gender equality and inclusion," said the PM.

value jobs in key technical specialties like Ammonia, whilst deploying renewable cybersecurity, web development, Big Data analytics, robotics etc. that are relevant to the 4IR and job market.

AI-based green hydrogen energy.

towards the reduction of global warming. The need for authentication and validation of the greenness of the production of green hydrogen in Namibia will require critical skills in AI and Blockchain Technology. The attained carbon credits through Blockchain Technology can be tokenized as an asset class for the Namibian economy.

Namibia in its commitment to the Paris Climate Accords and the 17 Sustainable Development Goals (SDGs) to reduce carbon emissions and ensure a climate resilient economy, has tapped into the idea production of green hydrogen The Prime Minister further explained that since 2021. The project aims to produce affordable Green Hydrogen energy at scale, leading to the country's energy independence and unlocking an opportunity to industrialize Namibia by attracting energy-intensive sectors that

# Alcock retires at 59 -enjoying retirement already

By Gift Sherine Heita and Diana Mubai



Mrs. Magda Ann Alcock, Chief Accountant (3rd from right) at a farewell party hosted in her honour on 31 October 2022, Old Cabinet Chamber in the Office of the Prime Minister, together with staff members from Administration, Human Resources and Finance.

Born on 2 October 1963 in Walvis Bay - a coastal town bordering the Atlantic Ocean and Namib Desert in the Erongo, region, Magda Ann Alcock has served in the public sector for 39 years of which 26 years were spent in the Office of the Prime Minister.

"I joined the public service at the age of 20 in 1984 at the Ministry of Agriculture at the Veteran Affairs Service department as a clerk, she said.

She worked for the Ministry of Agriculture for 8 years, after she joined the Office of the Prime Minister (OPM) in 1996 first as a senior accountant, a role she occupied for 11 years before becoming the Chief Accountant for 15 years, a role she served until her retirement. "I joined OPM on 1 June 1996 and I have been here ever since," she said.

"My best memory in the public service was when the late Ian Scheepers forwarded a letter to my supervisor about the services I rendered to him and all the veterans throughout Namibia."

Looking back to her early days in public service she narrates that a lot has changed in terms of accountability, responsibility and commitment are no longer taken seriously. She further emphasized the importance of these qualities for productiveness.

Magda is excited and looks forward to taking care of her two "beautiful" granddaughters.

Mrs Alcock retires with a Diploma in commerce from the Polytechnic of Namibia now known as Namibia University of Science and Technology (NUST), she also holds a Bachelor's degree in Business Administration specializing in Project Management.

She advises young people and civil servants to uphold ethical conduct to boost each other's morale and to create a conducive working environment. Alcock retires at the age of 59, enjoying retirement, already!



Mrs. Magda Ann Alcock in 1996



Mrs. Magda Ann Alcock and Mr. Shivute Indongo, Deputy Executive Director for Department: Administration, Human Resource and Finance and Mrs. Marry Maswahu, Director: Finance, at her farewell party on 31 October 2022.

# OPM NEWS FLASH FROM THE ARCHIVES



Dr. Saara Nandjila Kuugongelwa-Amadhila Prime Minister, Namibia

## KNOW YOUR LEADERS

**ALWAYS FIRST, FIRST FIRST!** 

Prior to becoming the first female Prime Minister in Namibia in 2015, Dr. Saara Nandjila Kuugongelwa-Amadhila was the first female Director-General of the National Planning Commission (NPC) in 1995, and the first female Minister of Finance from 2003 to 2015.

The Prime Minister has a reputation of 'firsts' in her list of achievements and distinguished career in government.



#### How to avoid online scamming



#### How to avoid online scamming

- 1. Before purchasing anything online, make a note of the company or seller's address, phone number, and any other contact information. Don't just use an email address.
- 2. Stick with reputable companies and brands, or look for positive reviews online.
- 3. Never give out your passwords, PIN numbers, or bank account numbers legitimate businesses and banks will never ask you for this information via email or phone.
- $4. \ Use \ credit \ cards \ and \ secure \ payment \ services \ instead \ of \ debit \ cards \ when \ transferring \ money.$
- 5. Print a copy of your order and any acknowledgement you receive.
- 6. Check your bank statement carefully against anything you buy online. Keep your passwords secure.
- 7. If you are out and about and buying online, use data provided by your network provider rather than public Wi-Fi as some hotspots may not be secure.
- 8. If you are selling products online, don't send off your product before receiving payment.

# Office engagements at a glance!

Prime Minister, Dr. Saara Kuugongelwa-Amadhila met with Ms. Dagdelen, the Left Party's Spokesperson in the Foreign Affairs Con of the German Bundestag. The two leaders deliberated on issues rela German colonial crimes in Namibia and bilateral relations between t countries, on 17 November 2022.





The Prime Minister, Dr. Saara Kuugongwelwa-Amadhila launched the National Anti-Corruption Strategy and Action Plan (NACSAP) for 2021-2025 at the first National Anti-Corruption Steering Committee meeting held in Windhoek, Namibia on 08 September 2022.

The Office of the Prime Minister, Directorate of Public Service Innovation and Reform in partnership with the UNDP Accelerator Lab facilitated a two-day boot camp for the MVA Fund. The event took place on 19 and 20 September 2022.





The Ovaherero Chiefs Assembly on Genocide 1904-09 met with the Vice President, H.E. Nangolo Mbumba in the Cabinet Chamber at Office of the Prime Minister on Genocide issues in preparation for the Genocide Chiefs Forum with the Vice President, on 26 October 2022, Windhoek Namibia.



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