



**REPUBLIC OF NAMIBIA  
OFFICE OF THE PRIME MINISTER**

**STAFF ENGAGEMENT**

**ADDRESS BY**

**RT. HON. DR TJITUNGA ELIJAH NGURARE  
PRIME MINISTER**

**14 April 2025**

Dr George Simataa, Secretary to the Cabinet  
Mrs Gladice Pickering, Executive Director, OPM  
Ms Tuyakula Haipinge, Executive Director, PMB  
Mr Moses Pakote, Executive Director, Cabinet Secretariat  
Esteemed Management and Staff Members of the OPM  
Members of the Media  
Ladies and Gentlemen

**1.**

I am delighted to meet with you, the staff members of the OPM today. It has been three weeks since my appointment as Prime Minister and I have been looking forward to this opportunity to engage with you.

From the outset I want to emphasise that you, the staff members of this Office, are the most valuable assets in our asset register. Without you this Office cannot function and I cannot succeed in my mandate as Prime Minister. Therefore, it is critically important that we engage in this manner to share our expectations of each other in the workplace, deliberate on our shared objectives; and to ensure that we understand our responsibilities in terms of service delivery.

**2.**

Whilst I will deal with some critical issues from my perspective, I am also keen to hear them from you, including any concerns you might have and proposals on resolving these concerns. Together we must collectively take responsibility of and contribute to the transformation of the Public Service given key role as a coordinating office. Our people, the Namibian Nation, yearns for efficient services and we need to shift our mind-set from one of complacency and stagnation to one of transformation.

Transformation is necessary, because we cannot continue doing the same things in the same manner and expect different results. That is why H.E Dr. Netumbo Nandi-Ndaitwah's mantra is "*business unusual*".

### 3.

Section 2 of the Public Service Act, Act 13 of 1995 stipulates that

*"There shall be a Public Service for the Republic of Namibia which shall be impartial and professional in its effective and efficient service to the Government in policy formulation and evaluation and in the prompt execution of Government policy and directives so as to serve the people of the Republic of Namibia and promote their welfare and lawful interests".*

These are not just empty words. I want us to reflect on these words and to internalize it. We must each make these words our own personal agenda and mission.

#### 4.

Section 5 of the Public Service Act sets out the functions of the Prime Minister, which includes the promotion of efficiency in the administration of offices, ministries and agencies. The Prime Minister may also inquire into the efficient functioning of offices, ministries and agencies and the efficiency of staff members.

In executing these functions, I will focus on the key focus areas as set out in the SWAPO Party Manifesto for the period: 2025-2030. The Manifesto must be implemented by all of us as public servants and political office bearers as it contains the promises made by the ruling SWAPO Party to the Namibian Nation. Those key areas are being cascaded into our Strategic Plan, our Annual Plans and our individual performance agreements.

#### 5.

Following a focused approach to the implementation of the Manifesto will assist us to be result driven with the interest of the people at the centre of all we do. The Office of the Prime

Minister is an exemplary institution to all other Government O/M/As, and therefore, we should “lead by example” and set the tone for others to follow. If we get it wrong, others will lose confidence and trust in the system and our public service will be ineffective and defunct.

6.

Namibians are in need of the services rendered by the Government every day. These services should be delivered to them in the manner that will serve their needs best. If the service should reach them through digital platforms or through in-person engagements, then we must know exactly what they need and how we will address those needs. The demand for services from us will continue to increase given the fact that our population continues to increase. It remains our responsibility to make sure that all needed services reach them. There is a need for automation of key services in order to enhance accessibility.

7.

Supervisors are encouraged to make sure that all staff members under your care, have their performance agreements in place and that their performance is reviewed monthly and quarterly to determine the level of their performance and identify any training and development

needs. The aspects of the performance management system include reviews of progress reports, providing continuous feedback and addressing identified shortcomings both in terms of providing the necessary support to enable staff to perform optimally and hold them accountable where necessary.

## 8.

The efficiency of managing emergency situations during times of disasters lie in the quality of the assistance and most importantly the speed at which we assist the victims of these situations. These situations are often unpredictable, but we must find sustainable, resilient, and effective ways of managing the situations when it occurs. Our response should always be timeously, and impactful making sure that after we adequately assist the affected communities to cope.

## 9.

When responding to emergency we should make sure that the rights of the people are respected and protected at all times. At the same time, we ought to be accountable for all goods and supplies at all times and there should be no trace of any dishonourable, corrupt or unethical behaviour in the procurement process or handling of supplies. Let us be attentive in our market research and ensure that Namibians

are all given an equal chance to participate in the process of supplying goods and services and that locally produced goods are preferred.

10.

I further wish to indicate that proper coordination of service delivery requires a sound interdependent relationship between departments within the OPM. This will assist in avoiding duplication of efforts and optimal use of limited resources. No department within the Office is more important than the other. Let's cultivate a sound working relationship between directorates as well as between individual staff members. The lack of sound relationship among departments and individual delays progress and much awaited service delivery to our people.

11.

In conclusion, I would like to express my sincere appreciation to all of you for your commitment towards public service. The purpose and calling as a public servant is a special one. You must do introspection and ask yourself why you are a public servant. Once you find that answer, it will direct your steps towards what you should do.

I wish you success with your tasks. Thank you.