



REPUBLIC OF NAMIBIA

STATEMENT

BY

RIGHT HONOURABLE SAARA KUUGONGELWA-AMADHILA

PRIME MINISTER OF THE REPUBLIC OF NAMIBIA

**AT A THE ANNUAL ADDRESS OF EXECUTIVE DIRECTORS
MONDAY, 25 JULY 2022**

OLD CABINET CHAMBERS

OFFICE OF THE PRIME MINISTER

1ST FLOOR

09H30

WINDHOEK

- Director of Ceremonies
- Dr. George Simataa, Secretary to Cabinet
- Distinguished Executive Directors
- Ladies and Gentlemen
- Members of the Media

Good Morning!

1. It is important as stakeholders that we engage periodically to assess how we are faring in implementing our agreed programs and to consider how and where we need to improve. Harambee Prosperity plan calls upon us to coordinate our actions and cooperate to optimize our efforts and resources towards enhancing performance and improving public service delivery.
2. Executive Directors are the Chief Administrators at OMAs with the responsibility to ensure that government policies are translated into well targeted operational plans and the public resources and staff are optimally

deployed to realize their implementation in a manner that optimizes outcomes for Namibia.

3. The performance management system seeks to ensure that public institutions monitor and evaluate performance to ensure timely interventions to remedy the situation in case of slow progress, deviation or suboptimal or negative impact of adopted plans.
4. As such, it is important that the performance system is rolled out to all levels of public institutions and is fully functional. Further, capacity building efforts must be targeted at strengthening the institutional capabilities to efficiently and effectively perform, including improving the skills and competencies of public officials to perform their duties.
5. Also, since public institutions are inter dependent, coordination amongst them is critical for improved Public Institutions performance. Lack of coordination amongst OMAs impedes effective performance as it leads to delays, duplication of efforts and wastage of resources. As operational

managers of OMAs, EDs should ensure alignment of activities and cooperation amongst OMAs.

6. EDs, as operational managers of OMAs, should champion the implementation of the reform measures adopted by Government, including streamlining processes to reduce bureaucracies, promoting innovation, optimizing public procurement to support the economy and development of local enterprises, promoting career development in the public sector and promoting ethics and integrity, amongst others
7. We must have a mind shift in the way we conduct government affairs in line with this year's theme of reimagining.
8. To optimize improved performance of public institutions, there must be cooperation between policy makers and EDs as operational managers. It is for this reason that the Performance Agreements of Ministers and Executive Directors must be aligned and they should both be aligned with the National

Development Goals, Harambee Prosperity Plan II, the Strategic Plans, and Annual Plans of OMAs.

9. The Performance Agreements should cascade down to staff, SOEs, and there should be regular monitoring and evaluation of performance to address weak and non-performance.

10. We also need to ensure a citizen-centred Public Service Delivery Culture whereby our actions should inspire public trust in government, and our public services must address the needs and meet the expectations of the citizens in terms of quality.

11. We should ensure the usage of the ICT to improve efficiency and effectiveness of public service delivery.

12. Further, we have committed ourselves, under our Fifth National Development Plan, to decentralize some central government functions. Through decentralization, people living in the regions can influence

decisions that affect their daily lives. It is expected that all OMAs prepare their decentralization plans and execute them in consultation with the Ministry of Urban and Rural Development.

13. Let's also use our Procurement process to ensure that we provide an off take market for locally produced products to support the local economy and create employment, especially to the youth on whom the burden of unemployment falls. The government has committed to support the establishment of 121 constituency youth enterprises, one in each Constituency. 28 of these enterprises have so far been funded with a concessional loan from DBN. The remaining 93 enterprises are still to be funded. EDs are called upon to ensure that the Public procurement guidelines requiring local sourcing and tender set aside for youth, women, SMEs and Namibian owned companies are implemented to support these youth enterprises to access markets for their products and to grow into large corporations.

14. Finally, I should emphasize the need for timely execution of agreed interventions and promoting value for money so that we can achieve more with what we have.

With these remarks, I thank you for your kind attention.