



NEW YEAR MESSAGE BY NANGULA MBAKO: PERMANENT SECRETARY, OFFICE OF THE PRIME MINISTER, 18 NOVEMBER 2016, OLD CABINET CHAMBERS

Dear Colleagues,

The year 2016 is about to come to end, therefore there is a need to reflect and review the performance of this year. You all agree with me that this was a busy year and a lot was achieved in the following areas:-

Policy implementation, Policy review and improvement of Public Service staff Rules.

We have implemented policies as approved by Cabinet, some policies were reviewed, new staff rules were issued and some amended to improve the conditions of services of staff members. However, we need to do more in this area to align to best practices. I have to admit that the year was challenging in the sense that there were a lot of conciliation/arbitration cases, some concluded, others continuing. Yes, this has to happen because our country is based on the rule of law and justice must prevail.

Let me appreciate the assistance provided by the Ministry of Justice, the Attorney General, the Government Attorney, the Ministry of Labour and other stakeholders in this area.

Provision of Administrative Support and Coordination of Government functions

A lot was achieved in the provision of administrative support to enable OPM to perform its mandate. The OPM recruitment process was re-engineered, as a result, more staff members were recruited in OPM increasing our capacity to deliver. The organisational and establishment process was also re-engineered bringing improvement in this area. I commend all staff members who were involved in this project, urge them to do more as we extend this project to other OMAs and RCs after approval by the Public Service Commission.

The Office also achieved a lot in the area of coordination of government functions and well as in performing our oversight functions. Let us do more to support our political principals as well as the Secretary to Cabinet to perform their constitutional mandates.

In the area of performance management I am happy to report that OPM staff members signed performance agreements and quarterly reviews were conducted. Let us redouble our efforts to ensure that the Office sets an example for others to follow.

The Office managed to coordinate the signing of performance agreement in OMAs and RCs. Support was provided to the Prime Minister and quarterly progress reports were finalised and submitted to the President as required. It was a learning process as PMS is still new. The challenges phased will help us to improve. We are in the process of obtaining experts to assist in this area.

Progress was made to implement other projects allocated to OPM by Harambee Prosperity Plan (HPP). We revamped the websites of OMAs and we are actively monitoring them against uptime and updating of information. We need to do more to accelerate the implementation of Harambee Prosperity Plan and to ensure its alignment to National Development Plans as we plan for NDP5. Greater coordination and consultation is required in this regard. The OPM Customer Service Charters are available on OPM website to ensure that our customers are informed about the standards against which we are to be measured and also to know what is expected from them.

We promised to uphold our standards and do more with a view to improve service delivery.

OPM Participation in trade fairs

Let me congratulate the staff members who participated in the trade fairs where they won a gold diploma for indoor stands during the Windhoek show in 2015, a certificate of achievement at the Katutura expo in July 2016 and a silver diploma for indoor stands during the 2016 Windhoek show. These are outstanding performance which take OPM at a high level. Keep it up.

Disaster Risk Management.

Natural hazards and climate change and variability presents considerable challenges for poverty reduction and sustainable development because they affect a wide range of social and ecological systems. In recent consecutive years, we experienced drought which is one of the associated effects of climate change and variability. Drought affects communities in all regions of our country and our Government approved relief measures being implemented to assist our people. During the declaration of the state of drought of emergency, the Government requested assistance in dealing with the effects of drought.

Government therefore appreciates efforts by other Governments, NGOs, Namibian Companies, institutions and individuals, UN Agencies, Co-operating partners, and other stakeholders who assisted us in our efforts to provide drought relief assistance to our people. Closer to 600,000 people were assisted.

Your efforts are appreciated as climate change and related disasters have become a global phenomenon which calls for a collective response that includes governments, development partners, civil society organisations, the private sector, communities and individuals.

I strongly believe that the “***National Strategy for Mainstreaming Disaster Risk Reduction and Climate Change Adaptation into development***” is a cooperative and shared expression of the aspirations and mission of all relevant OMAs and Non State actors to address this challenge. Our appreciation goes to FAO for assisting us in developing this Strategy.

CHALLENGES

Namibia is not immune to global challenges and the country is faced with economic difficulties which is affecting our operations. Government however introduced measures with a view to contain expenditure. I call upon all of us to change the way we do things, prioritize our programs with a view to cut cost. Let us do an assessment and cut out non-essential spending, let us learn to do more with less, safeguard government assets and avoid wastage.

WORD OF APPRECIATION

My appreciation for the leadership and guidance provided throughout the year by the Rt. Hon. Prime Minister, Hon. Deputy Prime Minister, Hon. Deputy Minister, Secretary to Cabinet, Chairperson of the Public Service Commission and Public Service Commissioners. Let us continue to work as a team for the good of our country and people.

The commitments and support by OPM managers and staff members is highly valued, I urge you to maintain the team spirit as we phase the challenges of 2017.

"United we stand, Divided we fall"

I wish you a very blessed and safe Christmas and prosperous 2017. As you travel, be vigilant on the road and consider other road users.

Enjoy the festive season.

I thank you all.