

**REPUBLIC OF NAMIBIA**



**OFFICE OF THE PRIME MINISTER**

**ADDRESS AT THE STATE PARTIES ASSESSMENT TOOL (SPAT)  
PILOT PROGRAM WORKSHOP  
BY  
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PRIME MINISTER**

**28 SEPTEMBER 2022, SEASIDE HOTEL,**

**SWAKOPMUND**

## **Director of Proceedings,**

- Hon Governor of Erongo
- Region Distinguished Workshop
- Facilitators from the African Union Commission\
- Workshop Participants
- Members of the Media,
- Ladies and gentlemen

A very good morning to you all!

1. I am very pleased to join you today for the opening of the State Parties Assessment Tool (SPAT) Pilot Program. At the very onset, I extend a hearty welcome to the members of the African Union Commission delegation, who are facilitating this program. Namibia is grateful to the African Union Commission for the continuous technical support.
2. I am informed that this workshop is convened to, amongst others, provide an overview of the African Charter on Values and Principles of Public Service and Administration, its Reporting Guidelines and the assessment tool as a mechanism for effective reporting on the implementation of the charter.
3. Being a Member of the African Union, Namibia adopted and ratified the African Charter on Values and Principles of Public Service and Administration which affirms our political commitment to strengthening professionalism and ethics in the public service.

4. The Namibian public service is a State institution whose main objective is to plan, organise and ensure control of the resources needed for the effective public service delivery to our citizens.

The Public Service is a very dynamic component of the governance system of any State. And it entails healthcare services, education provision, provision of transport infrastructure and other social basic services such as housing, social amenities, all of which are aimed to benefit all the people. Thus, public services are for the benefits of all.

5. The AU African Charter on Values and Principles of Public Service and Administration aims to ensure that we promote the values and principles governing the organisation of Public Service and Administration. Through this Charter, we aim to promote professionalism, innovation and cooperation with other Governments, in order to continuously improve public service.
6. The Government of the Republic of Namibia is committed to transform the public sector, in order for it to respond effectively to the public service demands of the citizens of Namibia. 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.
7. In respect of the above, I am pleased that Government has adopted various interventions including:
  - a. Public Sector Innovation Policy: The Government adopted the Innovation Policy in July 2020, whose aim is to promote and nurture creativity and innovative public service delivery. It is aimed at improving effectiveness and efficiency in the provision of public services.

In this regard, Government has started with building the capacity of public officials and engaging incubating innovations, and has created innovation champions in all OMAs, Regional Councils and

Local Authorities. Through this programme, all employees could bring about new solutions, which could be voted for awards once successfully developed.

- b. Business Process Reengineering ( BPR) The BPR is an ongoing reform aimed at relooking at processes, and developing new processes and leveraging on digital transformation.
- c. Establishment of NIPAM: Government places emphasis on optimal capacity for civil servants. Hence, the establishment of the Namibia Institute of Public Administration and Administration (NIPAM) in 2011, to transform the public service through improving management, leadership and professional competencies. It also aims to foster a climate of purpose, values and professional traditions amongst public sector employees. Through this intervention, we aim to modernise administration and strengthen the capacity for the improvement of public service. Various leadership, management and technical programmes are on offer at NIPAM.
- d. E-Governance Initiative: Government, through the Harambee Prosperity Plan has embraced digital transformation as a means to improve service delivery. This include automation of systems such as payment systems for Government social grants to reduce logistical costs and ensure timely delivery of services. The digital transformation is ongoing, with various functional areas, including automating human resource management processes.
- e. Public Service Day Celebrations: The APSD has become an annual event, which brings together civil servants to show case, amongst others, reforms undertaken in OMAs.
- f. Adoption of Anti-Corruption Strategies: Government remain committed to transparent public service delivery, accountability, and promotion the ethical values.

In its pursuit to curb corruption, the Anti-corruption Strategies are mainstreamed to all OMAs, Regional Councils, Local Authorities,

State-owned Enterprises and private sector. All stakeholders are required to establish ethics committees, and must also devise strategies to strengthen controls. Other frameworks introduced is enactment of the Whistle-blowers Act and witness protection Act.

- g. Citizen participation: As per Harambee Prosperity Plan, Government promotes citizen participation in public programs.

In this respect, various engagements, such as townhall meetings, citizen satisfaction survey, and recently the staff satisfaction survey, were undertaken. Results from these engagement informed remedial actions required to improve service delivery.

- h. Affirmative action: Government inherited an imbalanced public service. The Affirmative Act and Policies have been put in place, and through these, we promote gender equality.

At the level of Public Service, women make up the majority, but at management level, while there has been progress made, women representation is still slightly below 50 percent. In the private sector and the public enterprises, progress is low.

Recent statistics show that women constitute 30% of the Board of Directors (compared to 28% in 2010); 35% of top managers (compared to 23% in 2010) and 34% of senior managers (compared to 28% in 2010).

- 8. 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.
- 9. On the basis of the aforementioned reform initiatives, which speaks to the objectives of the AU African Charter on Values and Principles of Public Service and Administration, Namibia volunteered to pilot the implementation of the SPAT, which brought us here together.

10. I am informed that the State Parties Assessment Tool (SPAT) seeks to complement the reporting guidelines by enabling implementation of the provisions of the charter to be assessed and measured in an easier and quicker but more objective, qualitative and quantitative manner. This would provide Government with a tool to conduct an objective assessment of how effectively Namibia is implementing the Charter and provide a quantitative score of the results of such assessment.
11. The collaboration between Namibia and African Union Commission on capacity building for the effective implementation of the Charters needs to be maintained until we achieve the desired results.
12. On behalf of the Namibian Government, I applaud the Department of Political Affairs, Peace and Security of the African Union for the good work in preparing and rolling out the SPAT Pilot Program.
13. In concluding, Ladies and Gentlemen, I wish to encourage all of us to do our part to make a success of this SPAT Pilot Program and ensure that Namibia benefits optimally from it.

I thank you.