



REPUBLIC OF NAMIBIA

MINISTRY OF HOME AFFAIRS AND IMMIGRATION

**ANSWERS
BY**

**HON. FRANS KAPOFI, MP
MINISTER OF HOME AFFAIRS AND IMMIGRATION**

TO QUESTIONS (NO. 105)

ASKED BY

HON. JAN J. VAN WYK (UPM)

NATIONAL ASSEMBLY, WINDHOEK

18 OCTOBER 2018

**Geagte Adjunk-Speaker,
Geagte Lede van die Nasionale Raad,**

Gun my die geleentheid om te reageer op die vrae wat deur die Geagte Jan van Wyk gerig is, in verband met beweringe van korrupsie en nepotisme by die Ministerie van Binnelandse Sake en Immigrasie.

[English Translation]

*Honourable Speaker,
Honourable Members of this August House,*

I rise to respond to questions posed by Honourable Jan van Wyk, regarding allegations of corruption and nepotism at the Ministry of Home Affairs and Immigration.

Honourable Deputy Speaker, before I reply, I would encourage fellow Members as I have done on many occasions, **"to be factual at all times, especially when we attribute words or deeds to another person. In this way, we can preserve the dignity of public discourse"**.

Of recent, it has become the norm in our society to label fellow Namibians as corrupt and actors of maladministration. We see this featuring in our daily media, chiefly on social media networks. Regrettably, these allegations are often found baseless when they are investigated by appropriate public institutions.

In a Research Note titled "The Perception of Corruption" published by Oxford University Press on behalf of The World Association for Public Opinion Research in 2010, authors Melgar et al argue that, **"high levels of corruption perception could have more devastating effects than corruption itself; it generates a "culture of distrust" towards some institutions and may create a cultural tradition of gift giving and hence, raising corruption"**.

Having expressed my sentiments on the importance of making distinctions between factual and untruthful perceptions or innuendos, I now wish to provide an overall reply to the questions by Honourable Van Wyk.

**Honourable Deputy Speaker,
Honourable Members,**

The recruitment process of the Ministry is guided by the Recruitment Policy Framework of the Public Service of Namibia. It is in no way different from other Ministries, Agencies and Offices of the Government. Section 25 of the Public Service Act, 1995 (Act 13 of 1995), and the Public Service Staff Rules made in terms of Section 35 of the Act, set the process and guidelines for recruitment. Generally the process takes the following course:

1. Positions should be advertised (especially promotion posts);
2. Shortlisting of suitably qualified candidates will be done by the Human Resource Office together with the heads of

- Divisions and Directorates as per the advert requirements or the shortlisting criteria used by the Ministry;
3. The Permanent Secretary appoints the interview panel for the respective position(s);
 4. The Deputy Director responsible for Human Resource recommends appointments/promotions of positions lower than Grade 4 (new delegations) to the Permanent Secretary;
 5. The Public Service Commission recommends all positions on Grade 4 and above to the Permanent Secretary;
 6. The Permanent Secretary approves all positions.

It is therefore of significance to indicate to the Honourable Member, that at no point is the Permanent Secretary directly involved in the recruitment process apart from constituting the interview panel; and issuing the appointment letter after a recommendation of the Public Service Commission for positions on Grade 4 and above; or after a recommendation by the Manager responsible for Human Resource for positions lower than Grade 4. In addition, no rule exists that prohibits family members from working in the same Ministry.

**Honourable Deputy Speaker,
Honourable Members,**

The questions presented to me, focus on positions in the Ministry, and how certain Official in the Ministry allegedly recruited their relatives and associates. Secondly, the Honourable Member asserts that **"it has been reported that corruption and nepotism has become daily news"** at Home Affairs and Immigration.

I wish to inform this August House, that when I was deployed to the Ministry of Home Affairs and Immigration early February 2018, I obtained a report of an investigation commissioned by the Secretary to Cabinet into alleged corrupt practices and nepotism. The Secretary to Cabinet, instituted an enquiry at the Ministry in July 2017, on the request of the Anti-Corruption Commission, following a complaint received from an anonymous person on the "Alleged Corrupt Practices at the Ministry of Home Affairs and Immigration MOHAI". The report, dated August 2017, was compiled by the Public Service Commission.

To put this into context; the questions posed by the Honourable Member, and the complaints or issues submitted by the anonymous person, are exactly the same. Having made this correlation, one may deduce that this anonymous person is not satisfied with the outcome of the investigation instituted by the Secretary to Cabinet.

In this regard, I wish to apprise the Honourable Member that the enquiry has already investigated the alleged cases of nepotism cited in his questions. The enquiry concluded that, **"the enquiry has not found evidence of such malpractices as alleged"**.

Hence, these allegations are drawn to a close; until such time that concrete evidence can be presented to challenge these findings.

**Honourable Deputy Speaker,
Honourable Members,**

Nepotism and Favouritism have never been a policy of the Government of the Republic of Namibia, nor is it allowed for any State Official to practise. All rules and processes followed by the Ministry are geared towards ensuring that fairness is administered to afford an equal opportunity to applicants, to compete for positions on merit.

I encourage Honourable Members and the citizenry at large, to use the provisions of Law, and approach our respective Institutions with allegations of Corruption and Nepotism for due process to take its course. Lastly, I wish to thank the Honourable Member for his questions.

I thank you.