



REPUBLIC OF NAMIBIA

NATIONAL ASSEMBLY

**MOTIVATION OF APPROPRIATION
VOTE 02 - OFFICE OF THE PRIME MINISTER**

**2018/19 FINANCIAL YEAR
2018/19 – 2020/21 MEDIUM TERM PLAN**

BY

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DEPUTY MINISTER**

10 APRIL 2018

Honourable Speaker.

I have the honour and privilege to present to the National Assembly the motivation budgetary allocation of Vote 02: Office of the Prime Minister, for the 2018/19 financial year.

Honourable Speaker, Honourable Members, following here is a brief overview of activities according to the seven core Programmes to motivate the 2018/19 budget allocation of **N\$365 007 000 (Three hundred and sixty five million and seven thousand dollars)** for the Office of the Prime Minister.

Out of the total budget request the amount of **N\$360 007 000 (Three hundred and sixty million and seven thousand dollars)** is meant for OPM operational budget.

The total development budget is **N\$5 000 000 (Five million dollars)** for electricity upgrade and minor renovations.

Honourable Members, the Medium Term Expenditure Framework provides that the Office of the Prime Minister is expected to execute its budget according to **the following main programmes:**

Programme 1:

Coordination and Support services

An amount of **N\$105, 5 million (One hundred and five comma five million dollars)** is allocated to this programme to provide financial, human resources and logistical support for efficient administration of the Office of the Prime Minister.

This amount includes:

N\$22, 2 million (Twenty two comma two million dollars) allocated to NIPAM for operational budgetary expenses; **N\$400 000 (Four hundred thousand dollars)** for Gender mainstreaming within the Office of the Prime Minister; **N\$400 000 (Four hundred thousand dollars)** for activities to improve nutrition and **N\$700 000 (Seven**

hundred thousand dollars) for the finalisation of the New Equitable Economic Empowerment Bill (NEEEB).

Programme 2:

Government Leadership Administration and Coordination

An amount of **N\$21, 6 million (Twenty one comma six million dollars)** is allocated to this programme to provide support to the Prime Minister in the execution of her constitutional mandate. This include **N\$2, 3 mill (Two comma three million dollars)** for secretarial services to the Public Office Bearers' Commission.

Programme 3:

National Disaster Management

Hon. Members, Namibia is prone to both man-made and natural disasters. Most of the disasters are floods and droughts that are related to climate change. For the past years (2013-2016), Government has been responding to

drought that affected rural population and farming communities at large.

Thus, an amount of **N\$37, 8 mil (Thirty seven comma eight million dollars)** is allocated for operational expenses for the Disaster Risk Management for 2018/19 financial year.

The allocated amount includes N\$2.6 million (**Two comma six million**) to support the Namibia Red Cross Society as an auxiliary arm of the Government and create resilience for the vulnerable people.

Programme 4:

Public Service Management

An allocation of **N\$71, 2 million (Seventy one comma two million dollars)** is made available to this programme. This programme is aimed at responding to citizens' expectations with regard to efficient and effective service delivery by fostering ethical and professional public service delivery culture and practice. The second

objective is to design attractive conditions of services and conducive working environment for public servants.

The main activities under this programme are as follows:

a) Continuous Public Service Improvement Initiatives. This include:

- (i) Introduce and inculcate the culture and practice of public sector innovation in the Namibian public sector;
- (ii) The continued popularisation and domestication of the African Charter on the Values and Principles of Public Service and Administration;
- (iii) The 2017 Citizen Satisfaction Survey was completed successfully. OMAs and Public Enterprises surveyed are now tasked to come up with remedial action steps to address the challenges raised by the citizens. The OPM will keep a close eye on implementation during the period under review to ensure that public service delivery is enhanced. Consultations with

OMAs and Public Enterprises will continue aimed at entrenching continuous public service improvement and citizen engagement.

b) Efficient and effective service delivery through appropriate reforms and initiatives is a key priority to the Government. The development and the maintenance of the Human Capital Management System is a key enabler for Public Service Business Process Re-engineering. The Office of the Prime Minister has been implementing this project since 2016 with the main objective to upgrade the Oracle system to the latest version, to suit our needs and better applications. The project is very key to the Government of the Republic of Namibia and is an ongoing project for the automation of the entire HR functions and administration in the Public Service.

c) HR Profiling and Skills Auditing is aimed at regular profiling of the skills of public

servants and to determine the occupational demand and supply of critical and non-critical skills for effective and to fulfil the mandate of government by providing quality services.

- d) The African Union's initiative to boost Public Service Programmes through the Africa Public Service Day (APSD) is celebrated annually in Namibia. The APSD serves as a platform to recognise the value and virtue of service to the communities, show case and reward good initiatives and achievements in the public sector. This strategic initiative will continue to mould unity of purpose in the entire Public Sector. Therefore, current financial year is not an exception in continuing with this good practice. Zambezi Region has been selected to host the APSD 2018, from 20-22 June 2018.

e) Benefits and Industrial Relations;

- (i) A new round of negotiations with the recognised unions for salary and benefit improvements has commenced within a very difficult financial environment. Given the size of the wage bill as percentage of the total Government, further improvements will be very difficult to finance. The commitment of the unions to support Government in its strategies to contain the wage bill will be of cardinal importance.
- (ii) In support of the aforesaid, attention will be given to the strengthening of administrative and operational policies and guidelines in the following areas:
- o Strict monitoring of expenditure in all areas of the human resource function such as –

- Monitoring the size of the Public Service by managing the creation of new positions, employment additional to the fixed establishment, the filling of vacancies and farming out of work;
 - Levels of basic pay and remunerative allowances;
 - Working of overtime; and
 - Foreign and domestic travel claims through the submission of Daily Subsistence Allowance claims.
- Improve the efficiency of the Public Service by:
- ensuring the full implementation of Performance Management not only to measure individual staff member performance, but also to determine OMAs performance in terms of successful implementation of strategic plans;

- The linking of the annual salary increments with performance; and
- Ensuring accountability, integrity, compliance and full commitment by each staff member to the official work employed for, through regular declarations of private interest.

(iii) To facilitate the changing focus from HIV and AIDS to Occupational Health and Safety.

f) Performance Improvement;

(i) OPM desires to enhance synergy between the Performance Management System for the Public Service and that of the Public Office Bearers. To do this, it will embark upon the exercise to review and integrate the mentioned Performance Management Systems.

- (ii) Facilitation of the full implementation of the Performance Management System continues. This includes capacity building and mentorship for all staff members to conduct compulsory regular performance reviews and appraisals.

- (iii) Business Process Re-engineering is another critical reform that aims at streamlining business operations and remove all bottlenecks. OPM continues to facilitate the roll out of this initiative and ensure compliance across the public service for efficient and effective service delivery.

- (iv) During the 2018/ 19 financial year, OPM will shift its focus from facilitation of the development of citizen's charters to "living the charters". Mechanisms will be put in place to check on how OMAs are adhering to the standards set in the charters.

g) Organisational Development and Grading.

- (i) To review, analyse and make recommendations on policies and practises relating to organisational design for the benefit of the OMAs and RCs; and
- (ii) To review the Job Categories and Classification thereof in the Public Service.

Programme 5:

Constitutional obligation of the Public Service Commission

An allocation of **N\$27,3 million (Twenty seven comma three million dollars)** is made available to provide administrative and technical services to enable the Public Service Commission to advice the President and Government on the appointment of suitable persons to specified categories in the Public Service and other public bodies. To carry out the exercise of adequate disciplinary control over such persons in order to ensure the fair administration of personnel policy; the remuneration and

retirement benefits of any such persons and all other matters which by law pertain to the Public Service.

Programme 6:

Public Service Information Technology Management

An amount of **N\$81, 4 million (Eighty one comma four million Dollars)** is allocated to this programme to continue with implementation of the e-Government Strategic Action Plan with the view to improve service delivery.

The above mentioned allocation includes the following activities:

- Improvement and automation of government process to improve service delivery. This project is a continuation.
- The implementation of the new government payroll, and its integration with the Human Capital Management and Financial Management Systems will also continue, which will lead to the improvement of government human resources administration, financial management, planning and budgeting.
- As we all aware, Technology is the way to go, but Technology is expensive. The biggest junk of this

allocation goes to software maintenance and its associate licenses.

Programme 7:

Cabinet Secretariat

Honourable Speaker, an amount of **N\$20,2 million (Twenty comma two million Dollars)** is allocated for the provision of secretarial services to Cabinet.

The Cabinet Secretariat is responsible for the provision of support services to Cabinet and its Standing Committees. Part of its responsibilities are: to ensure effective and timely implementation of Cabinet decisions through Inter-Governmental Coordination; and Monitoring and Evaluation of the implementation of Cabinet decisions.

Honourable Speaker, Honourable members, this in short is a summary of our programmes under Vote 2, Office of the Prime Minister.

In view of my motivation of Vote 02, I request this August House to approve the expenditure of **N\$365 007 000 (Three hundred and sixty five million and seven thousand dollars)**, as set out in the schedule of the appropriation Bill for 2018, for the Office of the Prime Minister.

I THANK YOU