



REPUBLIC OF NAMIBIA

ANTI-CORRUPTION COMMISSION

**ADDRESS BY PAULUS KALOMHO NOA,
DIRECTOR-GENERAL: ANTI-CORRUPTION
COMMISSION TO THE ACC STAFF, 18
FEBRUARY 2019, WINDHOEK**

The Deputy Director-General of ACC,
The Executive Director,
Heads of Directorates and Division,
All Staff Members,

It has become a practice for me to wait until His Excellency Dr Hage Geingob, President of the Republic of Namibia officially opens all three organs of the State before I stand before you to officially welcome and address you at the very beginning of the year. The reason why I always wait until the official opening of the three organs is, because the message by the President set the tone that remains a guiding principle to all of us as public officials throughout the year.

Let me welcome you back to your respective offices, particularly those of you who took leave during December 2018 or January this year. I am aware that we have colleagues among us who joined the Commission in 2018 and perhaps this year. I am pleased that you have chosen to serve the Namibian nation at the Commission. I urge you to dedicate yourself to efficient and effective delivery of service to the public since that is the only reason why you are entrusted to take up employment with the Commission.

Our President has declared 2019 a year of accountability. That is the underlying theme of the year, simply means that every action and decision we take in the name of the public offices we occupy, we should be able to account. It is not by chance that the President has chosen that theme. He means serious business. He expects public officials, inclusive civil servants as well as people in other sectors of our society to holistically take the country to greater heights. In this regard, everyone has a role to play and also to account for the responsibilities assigned to you.

You know for certain that you are deployed in various positions with different responsibilities to serve the people of Namibia. Citizens are our actual employer, hence we have an obligation towards the public, to render efficient services to them.

We are approaching the end of financial year 2018/2019. While at the very dawn of financial year 2019/2020, each one of you need to ask yourself whether during the financial year ending your performance was up to the desired expectation or not. If you are an investigator ask yourself whether the investigation work assigned to you was effectively carried out or you are one of those investigators with dockets collecting dust in your office. Similarly, if you are one of those officials entrusted with the noble responsibility of raising anti-corruption awareness and corruption prevention, ask yourself whether you have carried out this noble responsibility to the satisfaction of public members or perhaps you are just one of those who have become liabilities to taxpayers, collecting monthly salary which you do not deserve.

This introspection cascades from top down to our very important employees, none other than our cleaners and labourers. You must be mindful of the fact that when you receive full remuneration monthly when your performance is below required standard that is tantamount to theft. Monthly remuneration must be earned. Holistic self-reflection is vital to developing new approaches to increase the performance.

Among you there are those who have displayed unwavering commitment, aptitude and competence in your performance. Let me sincerely thank you for the commitment, and I encourage you to keep it up. For those who underperformed or did nothing at all except collecting salary, there cannot be room for you in the Commission. You must pull up your socks and hit the ground running. You are

seriously urged to walk mileage to surpass the achievements of the past year. Fundamental to good achievements is teamwork.

Let us always remind ourselves that the Commission belongs to the public to serve the public. Public members visiting the Commission must be treated with utmost courtesy and respect. They have all full rights to visit to either make inquiries, launch complaints or familiarize themselves with the work of the Commission.

Mandate of the Commission

With the exception of our newly employed staff members, I expect all of you, by now, to be versed with the mandate and structure of the Commission. We have Directorates and a Division within the Commission, each with specific functions as prescribed in the law. Each Directorate is expected to have a year plan of activities. This is a roadmap directing it to what it is expected to achieve.

Without the roadmap, the directorate will not know when the targets are achieved. With the limited resources at your disposal, plan in such a way that you achieve maximum results. It is not really about having abundant resources at your disposal, but mostly about prudent planning and utilization of the resources.

In 2018 I have observed an increasing participation in the implementation of the National Anti-Corruption Strategy by many offices, ministries and other stakeholders. I want to thank the National Anti-Corruption Strategy Steering Committee and the clusters for their dedication. I also thank Right Honourable Saara Kuugongelwa-Amadhila, Prime Minister of the Republic of Namibia for her sterling leadership of the

Public Service. Through her office, the implementation of the National Anti-Corruption Strategy is making significant impact. We are starting the year on a high note, as the Steering Committee is already scheduled to meet on the 6th March 2019 to discuss the progress being made.

One among other things we have to tackle with earnest is the overall review of the ACC law. We recently completed the work on the draft amendment, as per the Cabinet decision, removing the administrative functions assigned to the Prime Minister in the ACC law. The amendment draft Bill has been submitted to the Prime Minister.

Directorate of Public Education and Corruption Prevention

I want to once again, remind you fellow officials in this directorate that you have a crucial role in the Commission. You are the interface between the Commission and the public. Make yourself visible to the general public, and interact with the various institutions in the quest to raise awareness and prevent corruption. Through your work the public will better understand and appreciate the powers, functions and limitations of the Commission.

Your regular engagements with the public enable management of the Commission to better know the public's perception on the performance of the Commission as well as their suggestions to the Commission.

I am pleased to inform the general staff that since April 2018 to date, this Directorate conducted sensitization seminars on the national anti-corruption strategy, public awareness on the impact of corruption, corruption risk assessments, ethics and integrity workshops in various regions of our country. Materials that are used as

guidelines in providing anti-corruption trainings were developed. These are, Corruption Risk Assessment Guide, Ethics and Anti-Corruption Education Guide for the Public Sector, Public Education and Corruption Awareness Facilitator's Guide, and Communication Strategy on Anti-Corruption Education.

As always, the Commission in 2018 commemorated the International Anti-Corruption Day. Namibia has never failed to commemorate the Day since the UN General Assembly declared 9th December as an international anti-corruption day. In order to give impact and make the Day more memorable, the Commission in collaboration with the Ministry of Education, Arts and Culture organized an anti-corruption essay competition for secondary school learners in all the regions. The topic of the competition was, **“How can the Namibian society prepare learners to become citizens with integrity?”** The 2018/2019 will provide detailed information on all the activities conducted. Kindly convey my deepest appreciation to all your colleagues in the regions. Ensure that this year's plan of activities include as well some of the previous year's activities to conduct them in the regions which could not be reached last year. I aware that ACC will never become a popular body because the public will at times, entertain some unrealistic expectations, however do the best you can to sensitize the public on what is as well expected from them to make the Commission effective.

Directorate of Investigation

The Directorate of Investigation is another leg of the Commission which is critical to the functions of the Commission. As I earlier on alluded to, there are some investigators who are exceptionally doing their level best to produce good investigation results. I am aware of the not too favourable conditions under which

you are currently working. To those ones I am saying please keep up the great work. At the same time, there are those whose performance has not been impressive. These are officials who fall in the category of liabilities to tax-payers. Pull up your socks or else no reason to keep you in the ACC family. The 2017/2018 annual report contains very impressive information on investigation activities conducted during that financial year and I want to sincerely thank you for the work done. What of significance in the report is not only the notable cases that were investigated and submitted to the PG, but also the list of cases that were ultimately referred to relevant authorities for either investigation or action. Investigation is an art which must be mastered, otherwise suspects will not face prosecution. Where necessary, Executive Directors must be summoned to explain and account for the conducts of the officials under their supervisions. The Commission has also observed millions of dollars lost because of careless and negligent decisions. Where these matters are subject of investigation by ACC, without fear or favour these decision-makers must be summoned to account for the decisions in which they were involved.

It is unacceptable that public funds continue to be lost due to wrongful or collusive decisions, yet some responsible authorities seem reluctant to take actions against the wrongdoers. These typical lootings engineered through administrative or policy decision-making, undermine the delivery of essential services to the public. It is a mockery to the fundamental human rights enshrined in our constitution, particularly respect for human dignity, when people cannot be provided with adequate basic services because public funds have been squandered.

Since April 2018 to date a total number of 278 cases have been reported to the Commission. The total number of cases under investigation including the cases brought forward from 2017 stands at 455. A total of 32 cases have been submitted to

Prosecutor-General. Obviously among the cases currently under investigation, a considerable number of them like in the past will be referred to relevant authorities with directives to take action. I therefore, once again urge offices, ministries and agencies as well as private institutions to take their administrative responsibilities serious if we are all keen to combat corruption and maladministration in Namibia. Namibia is our only home, if we let the economy destroyed, we all become the victims, and there will be nothing left for the generations to come.

Conclusion

In conclusion, I wish to thank the Deputy Director-General, the Executive-Director, head of Division and the general staff. It was due to your unwavering commitments which made it possible for the officials in other directorates to accomplish their assignments. My expectation and desire is that, this year the Commission shall increase the momentum. There should be no reason why 2019 should not be different from the last year. We have additional staff of the few colleagues who joined the Commission. Secondly, this is a year of accountability and everyone is expected to account. Thirdly, you have committed yourself to performance agreement, thus you must live by that agreement. Fourthly, your contract with the public is to deliver efficient and effective services. Fifthly, the Commission must lead by example in the execution of its functions.

I advise you to acquaint yourselves with the salient principles governing the Public Service.

I wish you all a productive 2019.

I THANK YOU