



BE PART OF THE FIGHT!

ANNUAL REPORT

2021/2022





BE PART OF THE FIGHT!

Anti-Corruption Commission

2021\2022

Annual Report

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ACKNOWLEDGEMENT

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EXECUTIVE DIRECTOR

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LIST OF ABBREVIATIONS



ACA	Anti-Corruption Act
ACC	Anti-Corruption Commission
AR	Affirmative Repositioning
CCTV	Closed Circuit Television
CEO	Chief Executive Officer
COO	Chief Operations Officer
CRA	Corruption Risk Assessment
CRO	Chief Regional Officer
COVID-19	Coronavirus Disease of 2019
DG	Director-General
DPECP	Directorate of Public Education and Corruption Prevention
ERO	Erongo
EXCO	Executive Committee
FY	Financial Year
GRN	Government
GCBC	Generation Christ Bible Church
GIC	Government Information Centre
HQO	Head Quarter Office
HRM	Human Resources Management
HRD	Human Resources Development
HPP	Harambee Prosperity Plan II
ICT	Information and Communication Technology
IT	Information Technology
IPPR	Institute for Public Policy Research
M & E	Monitoring and Evaluation
MMA	Media Monitoring and Analysis
NYC	National Youth Council
NACSAP	National Anti-Corruption Strategy and Action Plan

NamRA	Namibia Revenue Agency
NAMPOL	Namibian Police Force
NAPWU	Namibia Public Workers Union
NBC	Namibian Broadcasting Corporation
NEPC	New Era Publication Corporation
NGOs	Non-governmental Organizations
NPC	National Planning Commission
NUST	Namibia University of Science and Technology
NYC	National Youth Council
OSH	Oshana
OTJ	Otjozondjupa
O/M/A	Offices/Ministries/Agencies
PECP	Public Education and Corruption Prevention
PR	Public Relations
PG	Prosecutor-General
PDP	Personal Development Plan
TNA	Training Needs Assessment
SADC	Southern African Development Community
SACC	SADC Anti-Corruption Sub- Committee
SRM	Security and Risk Management
UNCAC	United Nations Convention Against Corruption
UNDP	United Nations Development Programme
UN	United Nations
UNODC	United Nations Office on Drugs and Crime
UNAM	University of Namibia
UNICEF	United Nations International Children's Emergency Fund
WHK	Windhoek
W/B	Whistle-Blower

FOREWORD

BY THE DIRECTOR-GENERAL



The Anti-Corruption Act (ACA), 2003 (Act No. 8 of 2003), as amended, provides for the powers and functions that are applicable in carrying out the mandate of the Commission.

The Commission investigates offences as listed and defined by the law. Any conduct which is not connected with, or conducive to, corrupt practice under the Anti-Corruption Act, falls outside of the jurisdiction of the Commission and thus may not be investigated by the ACC.

In addition to criminal investigations, ACC educates the public and disseminates information on the evils and dangers of corruption and takes measures for the prevention of corruption. As ACC fiercely mounts the fight against the virulent scourge of corruption, several provisions of the Act have been challenged in the courts of law against the Constitution of Namibia, resulting in some of the provisions of the Act declared unconstitutional. One such example is found within Section 32 regarding the definition of 'corruptly', which was declared unconstitutional and struck down. It resulted in ACC no longer having the power to investigate conducts in contravention of or against the spirit of any law, provision, rule, process, system, policy or directive unless criminal intention is proven.

Corruption is a broader phenomenon often perpetrated in different forms in all sectors. The most common form of administrative

corruption, especially within the public sector, is maladministration and mismanagement of public resources, whereby policies, rules and procedures are not adhered to. Fighting corruption therefore demands a multi-sectoral approach. The effective prevention and fight against corruption calls for the introduction of multiple anti-corruption policies, including sets of standards, measures, rules, and procedures that must be strictly enforced by both administrative and law enforcement bodies. Institutions tasked with oversight responsibilities, like the Parliamentary Committee on Public Accounts, should have powers to impose penalties against administrative heads of institutions found to be guilty of recurrent mismanagement and overspending of public money.

Corruption causes untold damage with long term effects on the economy. Corruption undermines the values of democracy, rule of law, and good governance. Often the majority of the citizens suffer the consequences of corruption while benefiting only a few privileged individuals.

Though the Covid-19 pandemic is still persisting, adversely affecting progress in investigating allegations of corruption, the situation has improved slightly due to the return of officials to their respective offices after operating from home. This has made the environment conducive for ACC investigators to serve summons and conduct sight investigations as required by the law.

ACC has increasingly stepped up its investigation efforts to finalise outstanding dockets. Many dockets are currently either in courts pending trial or are with the Prosecutor-General pending decision.

The Directorate of Public Education and Corruption Prevention actively carried out public awareness and corruption prevention activities under difficult financial constraints. The National Anti-Corruption Strategy and Action Plan 2021-2025 was successfully developed, and the implementation process commenced, after the Strategy was launched on 16 March 2022.

Effective fight against corruption is the bedrock for consolidating good governance. It demands collective action by all sectors of society. We must therefore mount concerted efforts, hold hands collectively, and confront corruption in unison.



Paulus Kalomho Noa

Director-General

STATEMENT

BY THE EXECUTIVE DIRECTOR



As the year 2021/2022 comes to an end, and as is our longstanding tradition and culture, the

Anti-Corruption Commission (ACC) is once more tasked with accounting for the set objectives and achievements thereof. The ACC was guided throughout the year by its Strategic Plan 2017-2022 and by its Annual Performance Plan 2021/2022, which directed the focus of ACC in the key areas covered therein.

During the period under review, ACC's 2021/2022 strategic goals, measurable objectives, performances, and targets of the various programs, projects, and estimated budget allocation were evaluated using established procedures and processes to monitor and track progress.

Through our commitments, we can achieve our common purpose and collectively bring reality to the Commission's performance as reflected in this report. This report represents how ACC fared in its performance outcomes during the 2021/2022 Financial Year (FY) and further reflects on the achievements and challenges recorded during the period under review.

I wish to give special thanks to the ACC Director-General, the Deputy Director-General and to the entire membership of the ACC executive

management for their uncompromised commitment and support to ensuring ACC's performance, which was rated at 71.25% for the 2021/2022 year, a period characterised and impacted by various resource constraints.

A deviation of 28.8% was recorded in the performance of ACC during the period under review. The activities that caused this deviation have been included in the Performance Management Plan 2022/2023 FY for further implementation and completion. This deviation arose as a result of aforementioned resource constraints.

ACC's key focus areas during the period under review were, amongst others:

- Investigation of alleged corrupt practices
- Public education awareness and corruption prevention
- Revision of the ACC Strategic Plan 2017-2021 and the Development of ACC Strategic Plan 2022-2027
- Revision of the first National Anti-Corruption Strategy and Action Plan 2016-2019
- Development of the second National Anti-Corruption Strategy and Action Plan 2021-2025
- Development of the guidelines for examination of practices, systems, and procedures in public and private bodies; and
- Monitoring and Evaluation (M & E) of the Corruption Risk Mitigation Plans in public and private bodies

The ACC would like to express its deepest gratitude and appreciation to the donor agencies in Namibia that contributed to the achievements and realisation of various ACC programmes and projects. We are grateful and remain indebted to UNDP Resident Representative Office in Namibia for their warm support and urge them not to waver.

As we embark upon the same journey in 2022/2023, I call on all stakeholders in the struggle against corruption to join hands and be part of the fight.



Tylvas N. Shilongo
Executive Director

SECTION 1

INTRODUCTION

This report covers the activities conducted, achievements realised, and challenges encountered during the 2021/2022 FY.

This Annual Report consists of four sections:

Section 1: Gives an introduction to this report and a short description of the ACC .

Section 2: Provides the Institutional performances as per the Annual Plan of the ACC with the progress each Directorate/Division made during the period under review.

Section 3: Key information “Tips to blow the whistle”.

Section 4: Conclusion and Recommendations.

Overall, this report captures the work done by the various Directorates and Divisions of the Commission.

The Commission executes its functions through its four offices:

- The Head Office in *Windhoek*, which serves the *Khomas, Hardap, //Karas, and Omaheke* regions
- The office in *Swakopmund*, which serves *Kunene and Erongo* regions
- The office in *Otjiwarongo*, which serves *Otjozondjupa, Kavango East, Kavango West, and Zambezi* regions
- The office in *Oshakati*, which serves *Oshana, Omusati, Ohangwena, and Oshikoto* regions respectively.

ABOUT THE ANTI-CORRUPTION COMMISSION

The Anti-Corruption Commission (ACC) is an independent and impartial national agency established in terms of Article 94A of the Namibian Constitution. The ACC is governed by an Act of Parliament, the Anti-Corruption Act, 2003 (Act No. 8 of 2003), as amended.

ACC Mandates

The mandates of the ACC, as defined in the Anti-Corruption Act, 2003 are, inter alia, to:

- Receive or initiate and investigate allegations of corrupt practices;
- Educate the public on the evils of corruption; and
- Take measures for the prevention of corruption in public and private bodies.

STRATEGIC OVERVIEW

Throughout the 2021/2022 FY, the Commission was guided by the *Anti-Corruption Act, 2003*, the *National Anti-Corruption Strategy and Action Plans*, and the *Strategic Plan (2017-2022)* in the execution of its duties.

Under the **Strategic Plan**, the Commission's **Vision and Mission** are:



VISION

"A corrupt-free Namibia."



MISSION

"To lead the fight against corruption in Namibia through effective law enforcement and preventative measures for the good of society."

STRATEGIC PILLARS AND OBJECTIVES (2017-2022)

The Strategic Plan (2017/2022) provides two pillars upon which the four strategic objectives are designed to help the Commission in achieving its Vision and Mission. These are as follows:

PILLAR	STRATEGIC OBJECTIVE
i. Social Transformation This entails enhancing the understanding of the public with respect to the detrimental effects of corruption on development as well as the need to denounce the gratification of people with ill-gotten wealth	<ul style="list-style-type: none">• Reduce corruption in Namibia• Enhance stakeholder engagement and coordination
ii. Institutional Capacity This entails enhancing organisational management and coordination with stakeholders to lead the fight against corruption	<ul style="list-style-type: none">• Enhance organisational performance• Ensure regulatory framework

Core Ethical Values

The Commission is driven to create common shared principles and understanding through five ethical principles, and in doing so, encourage active participation of every staff member to execute their duties in strict adherence to the following guiding values through their behaviours and decision making.

- **Integrity** - We shall act with integrity and adhere to high ethical standards.
- **Accountability**- We are accountable for our actions, in particular with regard to the use of the Commission's resources and the execution of its functions.
- **Transparency**- We shall avail our stakeholders with information in a fair, impartial, open and honest manner.
- **Fairness and Impartiality**- We shall at all times remain impartial, apolitical and fair, serving all equally irrespective of political affiliation, social standing, religion or gender.
- **Excellence** - We shall deliver our services and perform our functions efficiently and effectively.

SECTION 2

HIGHLIGHTS OF 2021/2022 FINANCIAL YEAR

This section is presented in four (4) parts. It details activities conducted; achievements realised, and challenges encountered by the Directorates and Divisions during the period under review.

The Directorates of Investigation and Public Education and Corruption Prevention, and the Divisions Administration and Security and Risk Management, duly carried out their activities as part of their annual performance plan. The report collectively reflects on all activities that were implemented by these components during the 2021/2022 FY.



PART 1

Directorate Investigation



MS. JUSTINE KANYANGELA
Acting Head: Investigation

INVESTIGATION

- Investigate alleged corrupt practices as reported
- Initiate investigations
- Submit case dockets to the Prosecutor-General for prosecution decisions-making

COURT PROCEEDINGS

- Provide evidence
- Testify in court

OVERVIEW

Directorate of Investigation is one of the Commission's key components. It is responsible for investigating alleged corrupt practices in public and private sectors and make recommendations to the Prosecutor-General (PG) for possible prosecution. It is through this Directorate that the Commission analyses allegations and complaints as reported to the Commission. These functions are executed within the scope of the Anti-Corruption Act, 2003, and any other law guiding the Commission.

1.1 HANDLING OF CORRUPTION CASES DURING 2021/2022 FY

A total number of one hundred and ten (110) complaints were registered at the ACC during the year under review. This represents a decrease of ten (10) cases compared to the one hundred and twenty (120) cases reported during the 2020/2021 FY.

The nature of information for such a corruption complaint received determines whether the matter warrants investigation by ACC. Forty-two (42) reports were found to be worth investigation. Sixty-five (65) reports were declined for corruption investigation by the Commission for various reasons, ranging from lack of substance, triviality, vague information, and/or unfounded allegations. Three (3) reports, which represents 3% of reports received, were referred to other institutions for investigation as they do not fall within the mandate of the Commission.

The year under review has been a challenging year due to the Covid-19 pandemic. Officials in several offices have been working from home, making it difficult for investigating officers to speedily finalise dockets assigned to them. Some investigators contracted the virus in the course of the investigation and were placed in isolation for substantial periods, while others resigned from the Commission in search of greener pastures. These setbacks further contributed to the delay in the finalisation of case dockets.

1.2 CASES REPORTED PER ACC OFFICE DURING 2021/2022 FY

The ACC Head Office recorded a total of 57 reports, accounting for 52% of the reports in the 2021/2022 FY. This is attributed to the fact that most administrative and business activities are centred in the capital city, Windhoek, in the Khomas region. A total of twenty-two (22) cases were reported at the ACC Erongo regional office. Oshana region accounted for eighteen (18) cases, and the Otjozondjupa region recorded the least number of corruption-related reports with a total number of thirteen (13).

The chart below shows the number of cases reported as per ACC offices during the 2021/22 FY.

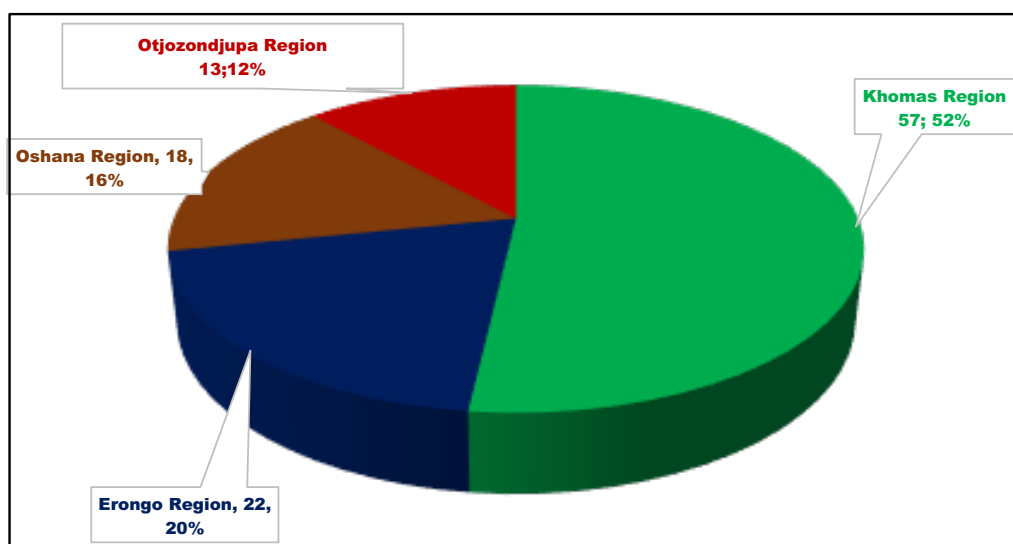


Fig 1: Number of cases reported per ACC office during the 2021/2022 FY

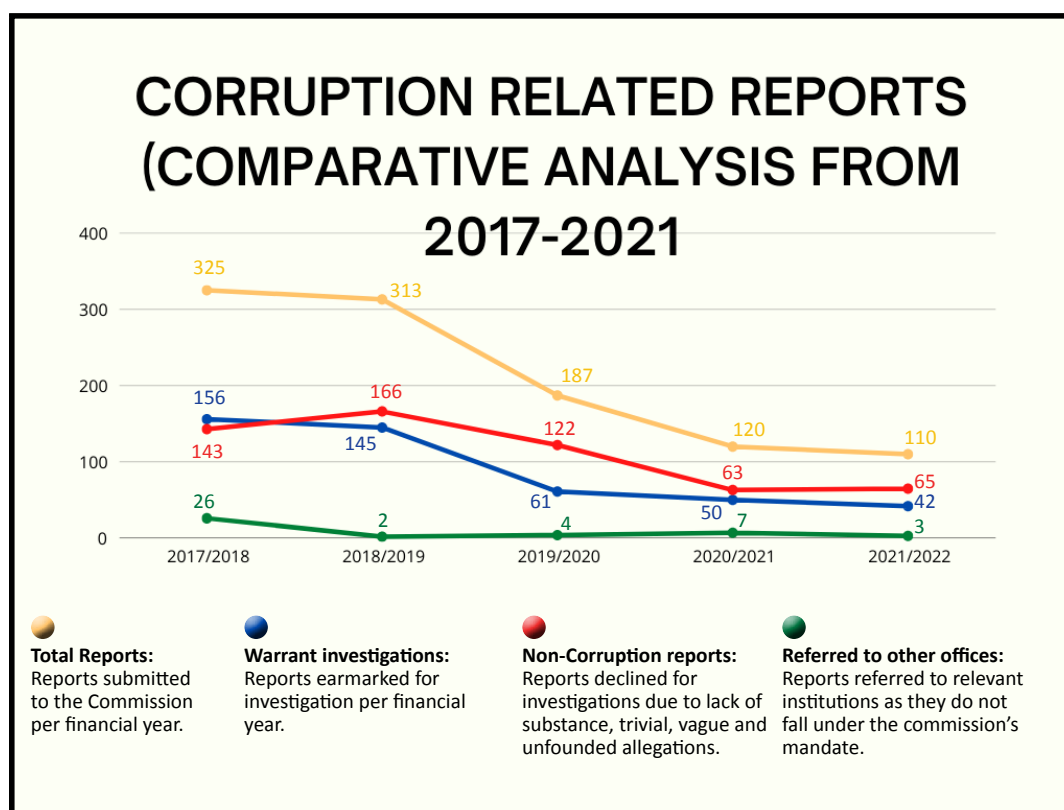


Fig 2: Corruption related reports as per five years trend comparative analysis (2017-2021)

1.3 FORMS OF CORRUPTION MOSTLY REPORTED IN THE 2021/2022 FY

During the 2021/2022 FY, the most commonly reported forms of corruption allegations are the abuse of power, tender irregularities, irregularities in recruitment, bribery, abuse of public resources, and irregularities in land sales. Whistle-blowers continued reporting allegations of corruption using office or position for gratification, which represents 53% of total allegations of corruption cases reported.

1.4 HANDLING OF CASES INVESTIGATED DURING 2021/2022 FY

Forty-two (42) of the one hundred and ten (110) complaints received were earmarked for investigation. A total of ten (10) case dockets¹ were referred to the Prosecutor General in terms of Section 31(1) of the Anti-Corruption Act, 2003².

¹ 10 case dockets were submitted to PG for a decision, 6 cases were closed after investigation due to unfounded allegations, and in 26 cases investigation is still ongoing.

² If, upon completion of an investigation by the Commission, it appears to the Director-General that a person has committed an offence of corrupt practices under Chapter 4 or any other offence discovered during the investigation, the Director-General must refer the matter and all relevant information and evidence assembled by the Commission in connection with the matter to the PG.

The handling of corruption cases identified for investigation is broken down as indicated in the graph below.

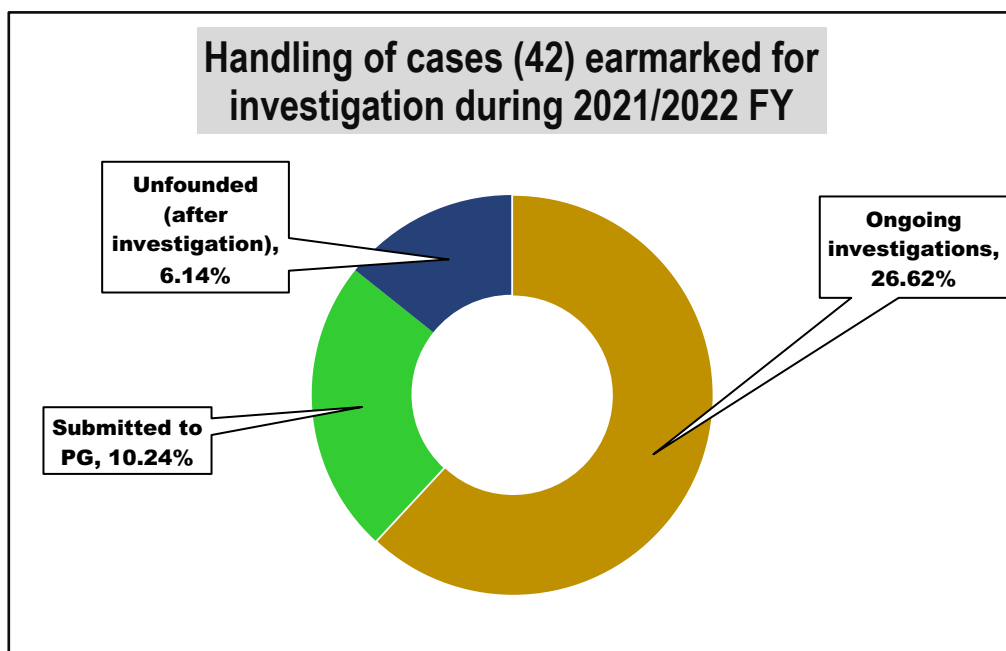


Fig 3: Depicts the handling of cases identified for investigation during the 2021/2022 FY

1.5 HANDLING OF CASE DOCKETS SUBMITTED TO THE PG DURING 2021/2022 FY

A total of thirty-six (36)³ case dockets were referred to the PG for decision-making as per Section 31 (1) of the Anti-Corruption Act, 2003. Of these, only ten (10) case dockets were applicable to the period under review, while twenty-six case dockets were carried over from previous years. Of the thirty-six (36) case dockets submitted to the PG, thirteen (13) cases are currently before court, three (3) dockets were declined for prosecution, and twenty (20) case dockets are awaiting the PG's decision.

See the graph below:

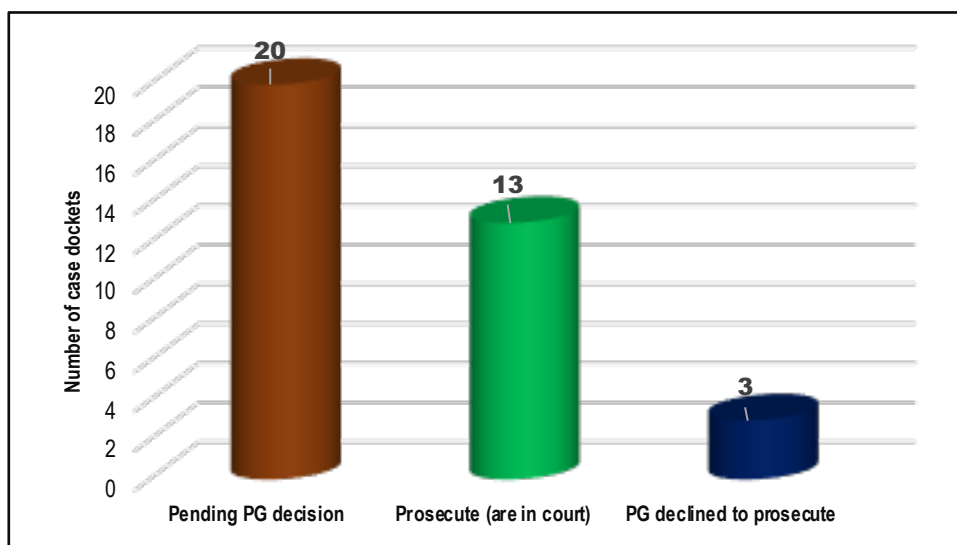


Fig 4: Handled case dockets submitted to the PG during the year under review

³ The overall 36 cases submitted to the PG during the financial year under review includes cases brought from previous years.

1.6 HANDLING OF CASE DOCKETS SUBMITTED TO THE PG SINCE 2006

Since 2006⁴ the ACC submitted 730 case dockets to the PG for decision. Of these, the PG decided to prosecute 553 cases. Accordingly, 311 have been finalised in court whilst 242 are still pending in court.

SINCE 2006

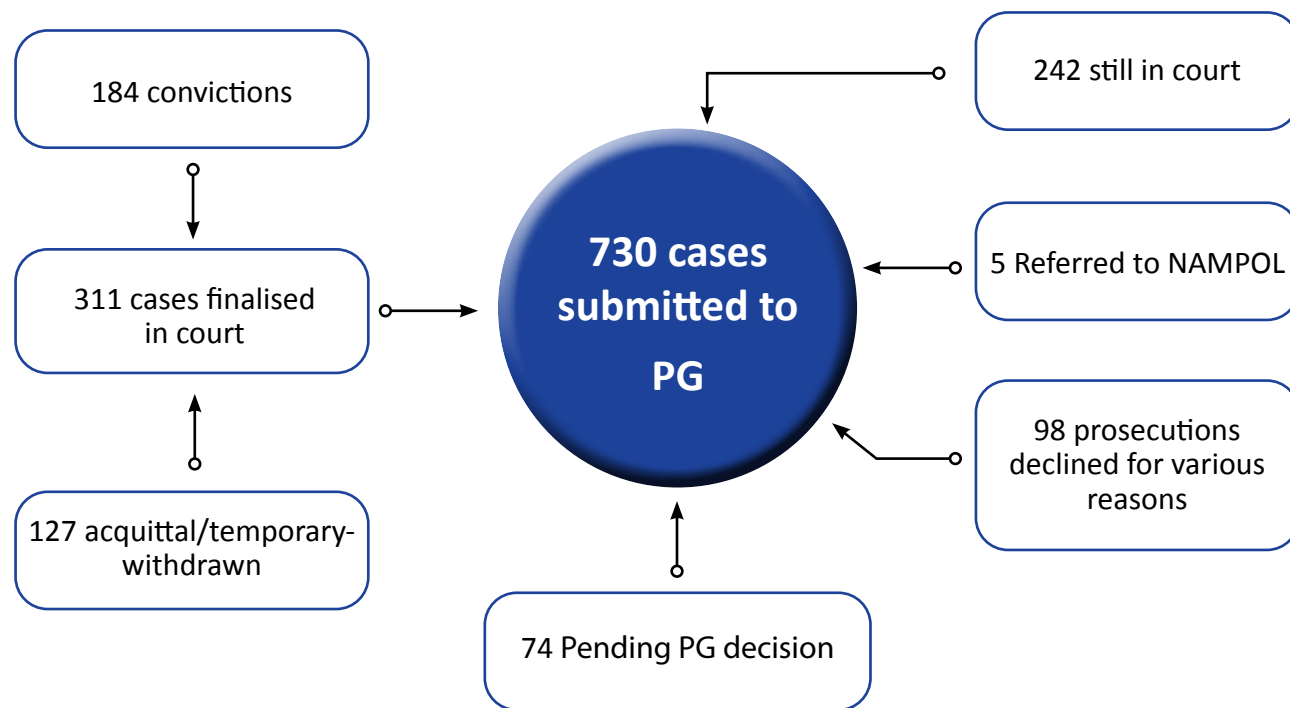


Fig 5: Case dockets submitted to the PG since 2006

1.7 CORRUPTION RELATED CASES FINALISED IN COURT IN THE LAST FIVE YEARS.

Table 1: Corruption related cases investigated by the Commission that have been finalised in court in the last five (5) years (2017 – 2021)

YEAR	TOTAL CORRUPTION CASES FINALISED IN COURT	CONVICTIONS	ACQUITTALS
2017/2018	1	1	0
2018/2019	10	9	1
2019/2020	9	5	4
2020/2021	4	4	0
2021/2022	7	7	0

During the financial year 2021/2022, a total number of seven (7) cases were finalised in court, with all of them resulting in conviction. Of particular note is case number ACC-HQO-15-001789, in which twelve (12) accused persons were sentenced to jail terms ranging from one (1) year to eighteen (18) years of imprisonment while a further two (2) accused persons were sentenced to fines or jail terms ranging from N\$30,000.00 or six (6) months of imprisonment, to N\$50,000.00 or twelve (12) months of imprisonment, for offenses related to corruption, fraud, and money laundering.

⁴ The year the Anti-Corruption Commission came into operation.

1.8 COURT CASES WITH FIRST APPEARANCE BETWEEN 01/04/2021 TO 31 MARCH 2022

Table 2: Cases with first appearance during the 2021/2022 FY

CASE REFERENCE	FILE NAME	COURT LEVEL	1ST APPEAR- ANCE DATE	VERDICT TYPE
ACC ERO - 21-003184	Karibib Natis	Karibib Magistrate Court	06/08/2021	Pending in court
ACC ERO - 20-003073	Ministry of Finance - Inland Revenue	Walvisbay Magistrate Court	28/03/2022	Pending in court
ACC ERO - 18-003142	Swakopmund Regional Court- Farhan Khatri	Swakopmund Magistrate Court	24/09/2021	Pending Sentence
ACC OSH - 18-002842	Oniipa Town Council	Ondangwa Magistrate Court	10/08/2021	Pending in court
ACC-OSH-19-003032	NAMPOL	Oshakati Magistrate Court	06/12/2021	Pending in court
ACC-OSH-18-002841	Ongwediva Natis Discs	Oshakati Magistrate Court	14/03/2022	Pending in court
ACC OSH -20-003104	Methealth	Oshakati Magistrate Court	23/05/2021	Pending in court
ACC- HQO – 21-003241	NAMPOL	Otjiwarongo Magistrate Court	16/09/2021	Pending in court
ACC- HQO – 21-003214	NAMPOL	Otjiwarongo Magistrate Court	01/04/2021	Pending in Court
ACC HQO-21-003224	Rehoboth Town Coun- cil	Rehoboth Magistrate Court	27/05/2021	Pending in court
ACC-HQO-21-003212	Pink Zou/Lucky Home	Windhoek Magistrate Court	30/03/2021	Pending in court
ACC-HQO 21-003274	Private person	Windhoek Magistrate Court	14/12/2021	Pending in court
ACC-HQO- 19-003024	Former Police Officer	Windhoek Magistrate Court	28/04/2021	Pending in court

1.9 NOTABLE ONGOING INVESTIGATIONS DURING THE YEAR UNDER REVIEW

Table 3: The noteworthy ongoing investigations of 2021/2022 FY

CASE REFERENCE	CASE FILE NAME	TOWN	OFFENCE DESCRIPTION	DATE REPORTED
ACC-OTJ-22- 003313	Walvis Bay Municipality/ Private person	Walvisbay	Allegations are that a public member who was given a summons to appear before the court and a notice of suspension for the vehicle he was driving, corruptly offered a bribe to a Traffic Officer of Walvisbay Municipality.	26 January 2022
ACC-HQO-22-003304	NAMPOL -Wanaheda Police Station	Windhoek	Allegations are that a Police Officer at Wanaheda Police Station falsely arrest and detain immigrants and demand bribe money to prevent their being kept in custody in case they don't have legal documents to stay in Namibia.	6 January 2022
ACC-ERO-21-003300	Erongo Red	Swakopmund	Allegations are that a tender to provide services for transportation and catering services for a teambuilding activity was corruptly given to an entity allegedly linked to a Board Member of Erongo Red.	15 December 2021
ACC-HQO-21-003280	Immigration Officer	Windhoek	Allegations are that an Immigration Officer is soliciting bribes from Zimbabwean nationals (illegal immigrants) in order to release them.	18 October 2021
ACC-HQO-21-003274	City Police Traffic Officer/ Private person	Windhoek	Allegation of offering a bribe to a City Police Traffic Officer to ensure that no fine/ticket is issued to him.	07 October 2021
ACC-OTJ-21-003237	NAMPOL, Otjiwarongo - COVID-19 permit	Otjiwarongo	Allegations are that a Police Officer has corruptly issued a permit to a bus driver in terms of Regulation 5A (1) (C) (i) and regulation 5A (2) COVID-19 of Public and Environmental Health Act 1 of 2015.	07 July 2021
ACC-HQO-21-003223	Ministry of Urban and Rural Development	Windhoek	Allegations are that some Regional Councils and Town Councils are requesting transfer of funds on proforma and fake invoices from the Ministry of Urban and Rural Development.	12 May 2021

ACC-HQO-22-003325	Ministry of Works and Transport -Three Way Service Station, Okahandja	Windhoek	Allegations are that an official of the Ministry of Works and Transport is abusing a Visa Fleet card for government vehicles and corruptly withdrew cash at service stations.	24 March 2022
ACC-HQO-22-003312	UNAM, Main Campus	Windhoek	Allegations are that a certain Director of the University of Namibia corruptly entered into a consultancy contract for an amount of N\$450,000.00 with a private company to manage the Human Resource function of part-time /temporary staff at the University, contravening section 66 of the Public Procurement Act 15 of 2015.	24 January 2022
ACC-HQO-22-003311	New Era Publication Corporation (NEPC)	Windhoek	Allegations are that the COO / EXCO of NEPC sourced quotations and evaluated and awarded the contract to a service provider contrary to the Public Procurement Act 15 of 2015.	22 January 2022
ACC-OSH-22-003309	Omuthiya Soccer Field	Oshakati	Allegations are that Councillors of Omuthiya Town Council are bribed to allocate land to businesspeople.	20 January 2022
ACC-OSH-22-003308	Omuthiya Town Business Plots	Oshakati	Allegations are that Councillors of Omuthiya Town Council are bribed to allocate lands to businesspeople	18 January 2022
ACC-OSH-22-003305	Omuthiya Town Security Services	Oshakati	Allegations are that Councillors of Omuthiya Town Council were bribed to award a security services tender.	12 January 2022
ACC-HQO-21-003287	Tsumeb Municipality/ Acting CEO	Windhoek	Alleged corruption and fraud against an employee of the Tsumeb Municipality.	15 November 2021
ACC-HQO-21-003283	Ministry of Youth and Sport	Windhoek	Allegation of misuse of Government vehicles petrol cards.	02 November 2021
ACC-HQO-21-003269	Ministry of Works: selling of government houses	Windhoek	Allegations are that there is misuse of official positions by senior government officials pertaining to occupation and purchasing of government houses corruptly being sold below market related prices as there are no valuations performed to determine the relevant market related selling prices.	21 September 2021

ACC-OSH-21-003251	NAMPOL - Omusati Police Logistics	Outapi	Allegations are that a Police Officer at Omusati Regional Police Headquarters: Logistics Division is corruptly awarding contracts for the supply of food items for prisoners in police cells awaiting trial.	18 August 2021
ACC-HQO-21-003246	National Arts Council of Namibia	Windhoek	Allegations are that Chairperson and Vice Chairperson of the NACN are using their office or position with regard to catalogue website value N\$100,000.00.	05 August 2021
ACC-HQO-21-003244	Ministry of Education Omusati Region	Omusati	Allegations are that some High officials (Circuit Inspector in the Ministry of Education) situated in Omusati Regional Education office are receiving bribes by teachers and principals in exchange for high positions.	04 August 2021
ACC-HQO-21-003241	NAMPOL - Traffic Officer	Otjiwarongo	Allegations are that a Traffic Officer is corruptly soliciting, accepting, or agreeing to accept, gratifications as an inducement, to omit issuing a Notice to appear in Court/ Traffic ticket to motorists for having allegedly committed an offence of driving a motor vehicle on the public road in excess of the Prescribed Speed limit in Contravention of the Road Traffic and Transport Act 22 of 1999.	20 July 2021
ACC-HQO-21-003240	City of Windhoek	Windhoek	Allegations that a Councillor in the City of Windhoek corruptly uses her position or office, instructing Committee staff to have the application fast track her land application for approval by using the Mayor's office letterhead to gain all necessary information related to land.	16 July 2021
ACC-HQO-21-003235	Zambezi Regional Council	Windhoek	Allegations with regard to tender corruption in Zambezi Regional Council.	06 July 2021
ACC-ERO-21-003234	Swakopmund Municipality	Swakopmund	Allegation of soliciting a bribe from a motorist on condition that he will not detain them and he can give the roadworthy vehicle back.	30 June 2021
ACC-HQO-21-003233	Ministry Public and Enterprises: FISHCOR CEO Position	Windhoek	Allegations are that a specific candidate was favoured for the position of CEO of FISHCOR by the Board Chairman of FISHCOR.	28 June 2021

ACC-HQO-21-003224	Rehoboth Town Council	Rehoboth	Allegations are that the Property Officer of Rehoboth Town Council soliciting a bribe of N\$10,000.00 from a public member in order to transfer an erf into her name.	20 May 2021
ACC-ERO-21-003222	Erongo Regional Office (Education)	Swakopmund	Allegations with regard to tender corruption in Erongo Regional Council.	11 May 2021
ACC-HQO-21-003239	Instigating a demonstration in favour of "Fish Rot" accused persons	Windhoek	Allegation is that a personal assistant in the Ministry of Urban and Rural Development had organised a protest with Affirmative Repositioning members to demonstrate or protest for the release of "Fish Rot" accused against a payment of money.	14 July 2021



PART 2

DIRECTORATE: PUBLIC EDUCATION AND CORRUPTION PREVENTION



MS. CHRISTINE LISWANISO
Acting Head: Public Education
and Corruption Prevention

EDUCATION

- Ethics and Integrity Training
- Awareness sessions on the Anti-Corruption Act, 2003
- Public Education through the media
- International Anti-Corruption Day Commemoration

PREVENTION

- Examining systems, practices and Procedure
- Corruption Risk Assessment;
- Monitoring and Evaluation of the CRAs
- Consolidation of M&E Report
- CRA Reports verifications

NACSAP

- Regional Consultative meetings
- National Anti-Corruption Strategy and Action Plan 2021-25 conference
- NACSAP Monitoring and Evaluation Plan
- Launch of the NACSAP 2021-202

OVERVIEW

The Directorate of Public Education and Corruption Prevention's (DPECP) core responsibilities include educating the public on the evils of corruption; preventing corruption and enlisting public support in combating corruption. Successful execution of these responsibilities collectively contributes to attaining one of the Commission's strategic objectives, namely reducing corruption in Namibia.

2.1 PUBLIC EDUCATION AND PREVENTION PROGRAMS IMPLEMENTED DURING THE YEAR UNDER REVIEW:

The Commission implemented a number of programmes through its Directorate of Public Education and Corruption Prevention (DPECP) pursuant to its preventative mandate:

- To educate the public on the evils of corruption and foster ethical values. This is accomplished through training and integrated workshops that are tailor-made to meet the needs of target groups.
- To identify weaknesses and shortcomings in the systems, practices and policies of public and private bodies and advise on the changes to be made thereto in order to prevent occurrences of corruption.
- To enlist and foster public confidence and support in combating corruption.
- To design projects and conduct surveys to assess the public opinion and perception on corruption and to make recommendations to improve the prevention of corruption.

The main programmes implemented during this period include Examining Systems, Practices and Procedures, Public Education on Corruption, Public Education through Media, Commemoration of International Anti-Corruption Day, development of the National Anti-Corruption Strategy and Action Plan 2021-2025, as well as various regional/international commitments.

2.1.1 Examining Systems, Practices and Procedures

(i) Corruption Risk Assessment

The Commission examines systems, practices and procedures of public and private institutions through its DPECP by carrying out a Corruption Risk Assessment (CRA), which is a preventative programme whereby corruption risks pertaining to different systems, practices and procedures of an institution are analysed.

A number of CRAs were conducted, risks identified, and mitigation plans developed during the year under review for twenty (20) institutions in 11 of the 14 regions, as listed below:

Table 4: Institutions on which CRAs were conducted during 2021/2022 FY

INSTITUTION	REGION	AUDIENCE	NO. OF PARTICIPANTS	DATE
Okahandja Municipality	Otjozondjupa	CEO, Mayor, Councillors and Management members	6	10-12 May 2021
Swakopmund Government Garage	Erongo	Staff members	22	17-20 May 2021
Rundu Government Garage	Kavango East	Staff members	25	08-11 June 2021
Rundu Government Stores	Kavango East	Staff members	10	08-11 June 2021
Grootfontein Government Garage	Otjozondjupa	Staff members	19	15-18 June 2021
Bukalo Village Council	Zambezi	Staff members	15	6-8 Sept 2021
Katima Mulilo Government Garage	Zambezi	Staff members	27	13-15 Sept 2021
Opuwo Town Council	Kunene	Staff members	11	30 Aug - 02 Sept 2021
Erongo Regional Council	Erongo	CRO, managers and staff members	25	13-17 Sept 2021
Ministry of Works and Transport	Khomas	Staff members	56	06-08 Oct and 2-5 Nov 2021
Directorate of Health	Khomas	Staff members	21	27-29 Oct 2021

Omuthiya Town Council	Oshikoto	Staff members	18	02-05 Nov 2021
Ministry of Works and Transport Government Garage	Kunene	Staff members	12	02-05 Nov 2021
Otavi Town Council	Otjozondjupa	Staff members	27	15-17 Nov 2021
Ministry of Works and Transport	Karas	Staff members	36	16-19 Nov 2021
NamRA: Domestic Taxes Division Walvis Bay	Erongo	Staff members	12	23-25 Nov 2021
Okongo Village Council	Ohangwena	Staff members	48	29 Nov-02 Dec 2021
Karibib Town Council	Erongo	Management and councillors	12	26, 27 and 31 Jan and 01 Feb 2022
Ministry of Works and Transport Government Garage Gobabis	Omaheke	Staff members	16	01-04 Feb 2022
Ruacana Town Council	Omusati	Staff members	29	28 Feb – 03 March 2022
Ondangwa Town Council	Oshana	Staff members	29	07-08 and 13-14 September 2021
Omusati Health Directorate	Omusati	Staff members	48	29 November - 02 December 2021
Ruacana Town Council	Omusati	Staff members	29	28 February - 03 March 2022
Total No. of Participants	524			

(ii) Monitoring and Evaluation of the Corruption Risk Mitigation Plans

The Monitoring and Evaluation process complements the CRA in assessing the progress made by institutions towards the implementation of the Corruption Risk Mitigation Plans.

Monitoring and evaluation exercises were conducted at the following institutions during the financial year under review: Okankolo, Onayena Constituency on 20 May 2021, Oshikoto Regional Council Head Office in Omuthiya, Municipality of Swakopmund, Zambezi Regional Council, Henties Bay Municipality, Omaruru Municipality, Kunene NAMPOL, and Kunene Regional Council. The Omusati Regional Council CRA M&E follow-up exercise was conducted between 22-24 September 2021 at Ogongo settlement office and Otamanzi Constituency office on 22 September 2021, respectively. A similar exercise was conducted at Okalongo settlement office, and Onawa Senior Secondary School on 23 September 2021. Lastly, the same exercise was on 24 September 2021 conducted at Omusati Regional Council respectively.

(iii) Consolidation of the Monitoring and Evaluation Reports (2017-2021)

The Monitoring and Evaluation Reports for CRAs conducted as from 2017 to 2021 were successfully consolidated in one report. The consolidation consisted of various steps, including the review of the various M&E reports compiled. The purpose of this consolidated report is to present an overview of the findings of all of the monitoring exercises carried out at institutions where the Commission had conducted CRAs. The report is envisioned to assist the Commission in pinpointing differences, similarities, and challenges/shortcomings in the methods and tools used by the DPECP in executing the monitoring exercise.

(iv) CRA reports verification

Various CRA reports were verified during the year under review, namely (in alphabetical order): Arandis Town Council, Ondangwa GRN Garage, Erongo Regional Council, Grootfontein Government Garage, Omaruru Municipality, Outjo Municipality, Tsumeb Municipality, NamRA: Domestic Taxes in Walvis Bay, Ondangwa Government Store, Ondangwa Town Council, Rundu Government Garage, Rundu Government Store, Omusati Regional Health Directorate, and Okongo Village Council. The purpose of the verification is to ensure that both parties agree on the content of the CRA reports.

2.1.2 Public Education on Corruption

(i) Ethics and Integrity Training

The Commission conducted Ethics and Integrity Training with various institutions through its DPECP. The purpose of the training is to strengthen a culture of integrity, trust and highest standards of ethics to facilitate an honest public service.

Table 5: Ethics and Integrity training as conducted by the Commission during the 2021/2022 FY

INSTITUTION	REGION	AUDIENCE	NO. OF PARTICIPANTS	DATE
NAMPOL	Erongo	Chief In-spectors and Inspectors	22	29 April 2021
Ministry of Agriculture, Water and Land Reform	Erongo	Staff members	5	06 May 2021
Ministry of Works and Transport Ondangwa Government Garage	Oshana	Staff members	26	06 May 2021
Okahandja Municipality	Otjozondjupa	Staff members	6	10 May 2021
Ministry of Works and Transport Swakopmund Government Garage	Erongo	Staff members	22	17 May 2021
Okahandja NAMPOL	Otjozondjupa	Police Officers	26	19 May 2021
Oshana NAMPOL	Oshana	Police Officers	37	01 June 2021
Lucius Mahoto Correctional Services Training Centre	Erongo	Staff members	35	03 June 2021
Rundu Government Garage	Kavango East	Staff members	25	08 June 2021
Rundu Government Stores	Kavango East	Staff members	10	08 June 2021
Grootfontein Government Garage	Otjozondjupa	Staff members	19	15 June 2021
Zambezi Vocational Training	Zambezi	Staff members	27	16 Sept 2021
Regional Police Office	Zambezi	Staff members	42	17 Sept 2021
Opuwo Town Council	Kunene	Staff members	11	30 Aug 2021
Karibib Staff and command college	Kunene	Staff members	25	09 Sept 2021
Paulinium Theological College	Khomas	Theological Seminary Paulinium students	17	10 Sept 2021
Erongo Regional Council	Erongo	Staff members	25	13 Sept 2021
Ministry of Health and Social Services - virtual session	Hardap Kharas Otjozondjupa Kavango East Kavango West Khomas	Staff members	65	15 Sept 2021
All media Houses in Erongo	Erongo	Staff members	9	24 Aug 2021
Ministry of Works and Transport - Government Garage	Khomas	Staff members	56	05 Oct 2021
University of Namibia - virtual session	Khomas, Zambezi, Kavango East, Kharas	Staff members	35	08 Oct 2021
Walvis Bay Correctional Facility	Erongo	Staff members	50	26 Oct 2021
Khomas Directorate of Health	Khomas	Staff members	21	27 Oct 2021
Omuthiya Town Council	Oshikoto	Staff members	18	02 Nov 2021

Ministry of Works and Transport Opuwo Government Garage	Kunene	Staff members	12	02 Nov 2021
Rundu Vocational Training Centre	Kavango-East	Staff members	31	10 Nov 2021
Ministry of Information and Communication Technology	Erongo	Staff members	4	10 Nov 2021
Kavango-East Regional and Local Authorities	Kavango-East	Regional and Local Authority Councillors	15	11 Nov 2021
Otavi Town Council	Otjozondjupa	Staff members	27	15 Nov 2021
Anti-Corruption Education Consultancy	Khomas	General youth	30	16 Nov 2021
Otavi Police Station	Otjozondjupa	Otavi Police Station Officers	13	18 Nov 2021
UN World Food Programme	Khomas	Public Sector employees	20	19 Nov 2021
Ministry of Education, Arts and Culture	Otjozondjupa	Otjiwarongo circuit teachers	18	19 Nov 2021
NamRA: Domestic Taxes Division Walvis Bay	Erongo	Staff members	12	23 Nov 2021
Okongo Village Council	Ohangwena	Staff members	48	29 Nov 2021
Arandis Town Council	Erongo	Management	7	29 Nov 2021
National Housing Enterprise	Erongo	Staff members	9	02 Dec 2021
Swakop Uranium (Husab Mine)	Erongo	Selected managers and staff members	26	09 Dec 2021
Karibib Town Council	Erongo	Management Cadre and councillors	12	26 Jan 2022
Ministry of Works and Transport: Gobabis Government Garage	Omaheke	Staff members	16	01 Feb 2022
National Council	Otjozondjupa	Staff members	34	14 Feb 2022
Ministry of Higher Education, Technology and Innovation	Khomas	Staff members	45	15 and 16 Feb 2022
Ruacana Town Council	Omusati	Staff members	29	28 Feb 2022
Kamanjab Village Council	Kunene	Staff members	9	03 March 2022
Home Affairs and Immigration Walvis Bay Harbour	Erongo	Staff members	12	03 and 04 March 2022
Oshana Education Directorate	Oshana	Staff members	39	11 March 2022
Municipality of Swakopmund	Erongo	Staff members	27	24 and 25 March 2022
Omusati Education Directorate	Omusati	Staff members	29	29 March 2022
NAMPOL Omusati	Omusati	NAMPOL officers	63	29 March 2022
Ondangwa Town Council	Oshana	Staff member	29	07 September 2021
Omusati Health Directorate	Omusati	Staff members	48	29 November 2021
NAMPOL Ohangwena	Ohangwena	Staff members	37	09 September 2022
Ohangwena Education	Ohangwena	Staff members	43	13-14 September 2022
Total Number of Participants	1,407			

2.1.3 Public Education Awareness on anti-corruption

The anti-corruption awareness exercise aims to inform the public about the evils and dangerous effects of corruption. It involves various public education programs in increasing the degree of public awareness on the impact of corruption. Anti-corruption education awareness programmes were conducted at the following institutions during the year under review.

Table 6 Institutions that attended the anti-corruption awareness session during 2021/2022 FY

INSTITUTION	REGION	AUDIENCE	NO. OF PARTICIPANTS	DATE
NAMPOL	Erongo	Chief Inspectors and Inspectors	22	29 Apr 2021
Ministry of Agriculture, Water and Land Reform	Erongo	Staff members	5	06 May 2021
Ministry of Works and Transport Swakopmund Government Garage	Erongo	Staff members	22	17 May 2021
NAMPOL Okahandja	Otjozondjupa	Police Officers	26	19 May 2021
Erongo Regional Council	Erongo	Staff members	37	02 Jun 2021
Opuwo Town Council	Kunene	Staff members	11	30 Aug 2021
Karibib Staff and Command College	Erongo	Senior officers	25	09 Sept 2021
Erongo Regional Council	Erongo	Management cadre	25	13 Sept 2021
Ministry of Works and Transport - Government Garage	Khomas	Staff members	56	05 Oct 2021
Ministry of Information and Communication Technology	Erongo	Staff members	7	14 Oct 2021
Walvis Bay Correctional Facility	Erongo	Offenders	76	21 Oct 2021
Walvis Bay Correctional Facility	Erongo	Officers	50	26 Oct 2021
Walvis Bay Correctional Facility	Erongo	Offenders	64	28 Oct 2021
Ministry of Works and Transport Opuwo Government Garage	Kunene	Staff members	12	02 Nov 2021
NamRA Inland Revenue	Erongo	Management cadre	12	23 Nov 2021
Arandis Town Council	Erongo	Management Cadre	7	29 Nov 2021
Karibib Town Council	Erongo	Management Cadre and councillors	12	26 Jan 2022
Ministry of Works and Transport: Gobabis Government Garage	Omaheke	Staff members	16	01 Feb 2022
Ruacana Town Council	Omusati	Staff members	29	28 Feb 2022
Kamanjab Village Council	Kunene	Staff members	9	03 March 2022
Home Affairs and Immigration Walvis Bay Harbour	Erongo	Staff members	12	03 and 04 March 2022
Municipality of Swakopmund	Erongo	Staff members	27	24 and 25 March 2022
Total Number of Participants	477			

2.1.4 Public Education through Media

Media is one of the tools the Commission employs to educate and disseminate information detailing the mandate of the ACC, the evils and dangers of corruption, and ways to report corruption. Radio stations and electronic, social and print media are used to disseminate information to the public and/or targeted audience(s).

During the 2021/2022 FY, public awareness through media action was achieved by conducting various activities, as listed below:

- DPECP engaged in a round table discussion on the Harambee Prosperity Plan (HPP) II organised by the Generation Christ Bible Church (GCBC) on 06 May 2021. The dialogue session delved into the HPP II, particularly Pillar 1, and the Commission's intervention in strengthening the national anti-corruption mechanisms. Other participants included representatives from Affirmative Repositioning (AR) as well as the Institute for Public Policy Research (IPPR). The discussion was livestreamed on GCBC Facebook page and was viewed by 340 people as at the end of June 2021.
- A radio interview was conducted with Namibia Broadcasting Corporation (NBC) radio stations (Hartklop FM and Afrikaans radio stations) on 16 August 2021 to share information on the Commission and its functions.
- The Erongo Annual media briefing, in cooperation with the Office of the Erongo Governor, was held on 24 August 2021. The aim of the media briefing was for the Commission to share information through its regional office in Swakopmund on the ACC's education and prevention activities as well as on cases investigated during the previous financial year (2020/2021). Mr. Paulus Noa, Director-General of the ACC, delivered the keynote address and was able to engage the local media on the successes of the Commission.
- The Commission held the National Conference on the second National Anti-Corruption Strategy and Action Plan 2021-2025 on 20 October 2021. The conference was live-streamed on the Commission's social media platforms, particularly Facebook.
- The Commission participated in the discussion at the Government Information Centre on the topic 'Unpacking the National Anti-Corruption Strategy and Action Plan 2021-2025 Validation Process' on 28 October 2021. The show was live-streamed on the MICT page and was also broadcast on NBC radio stations. Panellists included officials from the ACC and UNDP.
- An update on the ACC participation at the Youth Anti-Corruption Training on Ethics, Integrity and Accountability Workshop held on 16 November 2021 was shared on ACC social media platforms.
- The Commission prepared and shared an article on the abuse of power via radio, social media platforms and television.
- Officials from the Commission were interviewed on the NBC show "Good Morning Namibia" on the observance of the International Anti-Corruption Day on 09 December 2021. The Interview also featured the topic of abuse of power as a form of corruption following issuance of a media release on the subject.
- Social media updates on the observance of the International Anti-Corruption Day included the Live Audio Room on Facebook as well as photos and text.
- The Commission produced a short video illustrating the abuse of power. The video was uploaded onto the relevant social media platforms.
- The Commission, through its regional office in Erongo region, held a debate on Promoting Good Governance in Local and Regional Authorities for local authorities and regional councils on 17 February 2022. The objectives were to (a) Promote political accountability within Local Authorities and Regional Councils and (b) Promote transparency within Local Authorities and Regional Councils. The discussion was attended by CEOs, mayors, councillors, and managers from the regional and local authorities in Erongo and Kunene. The event was graced with the presence of Honourable Natalia Goagoses, Deputy Minister of Urban and Rural Development as the main speaker.

Further, experts on good governance and political accountability, namely Mr. Graham Hopwood, Director IPPR, and Dr. Phanuel Kaapama, a senior lecturer at UNAM, gave presentations on the topic discussed.

- The Commission was featured on the NBC show “Good Morning Namibia” on 15 March 2022 and shared information on the NACSAP 2021-2025 launch and induction training held on 16 March 2022



Figure 6: Seated (L-R) Mr. Paulus Noa (DG – ACC) and Hon. Neville André (Governor of the Erongo Region). Standing (L- R) Hon. Councillor Henrich Hafeni (Swakopmund Municipality), Mr. Richard Kayimbi (NAPWU representative), Ms. Frieda Kanyama (Acting Chief Investigating Officer), Mr. Steven Kativa (Investigating Officer) and Mr. Tobias Amoonga (Chief Public Education and Corruption Prevention Officer) at the 7th Annual Media Briefing.



Figure 7. (L – R) Mr. Graham Hopwood (Director IPPR), Mr. Paulus Noa (DG – ACC), Hon. Natalia Goagoses (Deputy Minister - MURD), Her Worship Hon. Louisa Kativa (Mayor of Swakopmund), and Dr. Phanuel Kaapama (Senior Lecturer at Unam) at the Discussion on Promoting Good Governance in Local and Regional Authorities.

2.1.5 Commemoration of International Anti-Corruption Day

Namibia joined the rest of the world in commemorating the International Anti-Corruption Day on 09 December 2021 at the NamPower Convention Centre in Windhoek. On 31 October 2003, the General Assembly adopted the United Nations Convention against Corruption and requested that the Secretary-General designate the United Nations Office on Drugs and Crime (UNODC) as secretariat for the Convention's Conference of States Parties (resolution 58/4). The Assembly also designated 09 December as International Anti-Corruption Day, to raise awareness of corruption and of the role of the Convention in combating and preventing it. The Convention came into effect in December 2005.

The Day was observed under the theme "Your right, your role: Say no to Corruption", where individuals were urged to take a stand against corruption. Mr. Paulus Noa, the Director-General of the Anti-Corruption Commission, and Ms. Anne Madzara, a key official from the UN, graced the commemoration. As part of the commemoration, the Commission held a panel discussion on the topic: "Whose responsibility is it, and how can stakeholders in Namibia effectively contribute to the fight against corruption? The panel discussions were aimed at enriching observance and highlighting the country's efforts in the anti-corruption fight through debate. The discussions moderated by Ms. Asteria Ndjendja, Information Officer at the Ministry of Information and Communication Technology, featured the following panellists:

- Mr. Bradley Tjongarero, Communication Officer, Civic+264
- Mr. Josef van der Westhuizen, Vice Chair of the NYC (Namibia Youth Council) Board
- Mr. John Nakuta - Media Ombudsman
- Mr. Phelem Masule, Chief Investigating Officer, ACC



Figure 8: (L-R) Asteria Ndjendja, Ministry of Information and Communication Technology, Mr. Phelem Masule, ACC, Mr. Bradley Tjongarero, Civic+264, Mr. John Nakuta, Media Ombudsman and Mr. Josef van der Westhuizen, NYC Board

2.1.6 National Anti-Corruption Strategy and Action Plan 2021-2025

(i) Regional Consultative Meetings

The Commission held stakeholders' consultations on the development of the Second National Anti-Corruption Strategy and Action Plan 2021-2025 (NACSAP) from 26 April to 15 June 2021 in Oshikoto, Ohangwena, Oshana, Omusati, Kunene, Erongo, Zambezi, Kavango West, Kavango East, Karas, Hardap, Omaheke and Khomas Regions. Stakeholders in the Otjozondjupa Region were consulted virtually on 22 July 2021. The objective of the consultative meetings was to solicit input from stakeholders on the draft NACSAP.

The consultative meetings were attended by 492 stakeholders, including Regional Governors, Chief Regional Officers, and Chief Executive Officers. Regional and Local Authorities Councillors, Traditional Leaders, Church Leaders, Regional Heads of Offices, Agencies, and Ministries (OMAs), senior officials from the public and private sectors, and members of the public also attended the consultation meetings. In addition, a virtual validation workshop in which stakeholders scrutinised the consolidated action plan, including the indicators, sources of verification, risks, responsible institution(s), resources, and implementation time frame as assigned to respective institutions, was held on 19 August 2021. A total of 56 stakeholders attended the virtual workshop.



Figure 9: Zambezi Region NACSAP consultative meeting participants, seated (L-R), Chief Regional Officer, Chairperson of the Regional Council, Governor of the Region, ACC Acting Director-General and Katima Mulilo Town Mayor.

(ii) National Anti-Corruption Strategy and Action Plan 2021-2025 Conference

The Commission held the National Conference on the Second National Anti-Corruption Strategy and Action Plan 2021-2025 (NACSAP) on 20 October 2021 at Hilton Hotel, Windhoek. The Conference was attended by more than 87 stakeholders from the public and private sectors, civil society, and faith-based organisations.

The UNDP Resident Representative, Mrs. Alka Bhatia, the Speaker of the National Assembly, Hon. Prof Peter Katjavivi, and the Right Honourable Prime Minister, Dr. Saara Kuugongelwa Amadhila attended the National conference.

(iii) Approval and endorsement of the NACSAP 2021-2025 by Cabinet

The Commission consolidated all inputs solicited from all stakeholders and submitted the complete second NACSAP 2021-2025 for Cabinet scrutiny and approval on 17 November 2021. Cabinet subsequently approved the second NACSAP 2021-2025 (NACSAP) at its 22nd (2021) Decision Making Meeting held on 09 December 2021.

(iv) Launch of the National Anti-Corruption Strategy and Action Plan 2021-2025

The NACSAP 2021-2025 was launched in Windhoek on 16 March 2022. The launch was attended by more than 150 persons inclusive of civil society, faith-based organisations, NGOs, and the public and private sector. Presentations for the training, which followed the launch, were done by Prof Lovemore Matipira,

Associate Dean for Research and Innovation: Namibia University of Science and Technology (NUST), and Mr Graham Hopwood, IPPR Executive Director. The Secretariat also presented the implementation of the NACSAP and the way forward.



Figure 10: From left to right: Mr Paulus Noa- Director General, Advocate Erna van der Merwe- Deputy Director General, Rgt Hon. Saara Kuugongelwa-Amadhila

(v) NACSAP Monitoring and Evaluation Plan

The Commission, as the coordinating body of the National Anti-Corruption Strategy and Action Plan, developed a Monitoring and Evaluation Plan as part of its commitment to measure and assess the performance of the NACSAP 2021-2025 to more effectively manage results achieved under the Strategy. 80% progress has been made in the development of the Monitoring and Evaluation Plan. The Plan will be finalised in the next Financial Year 2022/2023.

2.2 OTHER PROGRAMMES

(i) Parliament Standing Committee on Constitutional and Legal Affairs stakeholder meeting

ACC was invited by the Parliamentary Standing Committee on Constitutional and Legal Affairs at its Stakeholder's meeting held in Tsumeb on 11 May 2021. The aim was to provide understanding of the legal framework, operations, financial and human resources management, achievements and challenges faced by ACC in delivering much needed services to the public and the country at large.

The Standing Committee has a responsibility to exercise parliamentary oversight on activities and programmes of Offices, Ministries, and Agencies (O/M/As). The Committee is also mandated to ensure that the justice system is accessible to the majority of the population and to support the efforts of the ACC.

Participants interacted to identify pertinent areas, collaborations and assistance. The Committee was requested by the ACC to assist with the implementation of the National Anti-Corruption Strategy and Action Plan by ensuring that all O/M/As have submitted their Annual Integrity Committee reports and that they have addressed all discrepancies to ensure enhancement of transparency.

(ii) Commonwealth Conference of Head of Anti-Corruption Agencies in Africa

The virtual Commonwealth Regional Conference for Anti-Corruption Agencies in Africa was held from 21 to 24 June 2021 under the theme "Assessing Asset Recovery Efforts and Return in Africa". Mr. Tobias Amoonga, Chief Public Education and Corruption Prevention Officer, attended the virtual Commonwealth Conference and presented the country report during the Conference.

(iii) Virtual Anti-Corruption Sub-Sub Committee's meeting

The Commission attended the virtual Southern African Development Community (SADC) Anti-Corruption Sub-Committee (SACC) Sub-Sub Committees Meeting on 23 November 2021. The purpose of the meeting was to consider and adopt the Draft Agenda (SADC/2021/SACC-SS/2). The meeting adopted the following issues for decision to be submitted to SACC: Draft Regional Corruption Assessment Report; Contributions from Member States towards the implementation of the SADC Anti-corruption strategic action plan; Standardized Regional Anti-Corruption Curriculum; the Impact of COVID-19 in the Region; and Peace, Security and Good Governance in the SADC Region Program. The meeting adopted the Regional Transnational Organised Crime Strategy as an issue to be noted.

(v) National Monitoring and Evaluation Policy Consultation Meeting

The Commission had two staff members attend a consultation meeting hosted by the National Planning Commission (NPC) on the validation of the monitoring and evaluation policy on 02 December 2021 in Windhoek.

The policy seeks to address public sector performance monitoring and evaluation challenges that hamper the optimal implementation, learning and achievement of development policies, programmes and projects at national and subnational spheres of governance (regional councils and local authorities). The development of the National Monitoring and Evaluation Policy was developed with the support of UNICEF and NPC.

RULES



CORRUPTION

PART 3

DIVISION: ADMINISTRATION



MR. ANDREAS J. NANGOMBE
DIVISION: ADMINISTRATION

OVERVIEW

The Administration Division is the operational hub for the Commission and all administrative subdivisions exist under this Division. The division ensure fully implementation of policies and guarantee a conducive working environment and a high degree of governance within the Commission. It is further entrusted with the responsibility to provide efficient and effective administration and support services in: Human Resources Management, Finance, Information Technology (IT), Auxiliary Services, and Training to all divisions in the Commission. Moreover, this division ensures that the image of the Commission is upheld and that internal control systems, are guarded and adhered to.

HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT

- Recruitment
- Selection and placement
- Training and Development

FINANCE MANAGEMENT

- Institutional budget allocation
- Salary and supplier's payments

GENERAL AUXILIARY SERVICES

- Procurement of goods
- Transport / fleet management
- Stock and Control
- Maintenance
- Registry services and Office management

INFORMATION TECHNOLOGY

- Access to ICT services, systems and networking administration

INTERNAL AUDIT

- Internal audits on standard procedures and techniques

PUBLIC RELATIONS

- Internal and External Communication
- Stakeholder engagement
- Awareness and information dissemination
- Media Relations and Media Monitoring

3.1 SUB-DIVISION: HUMAN RESOURCE MANAGEMENT (HRM)

The sub-division ensures that the Commission achieves its objectives by having a suitable number of employees equipped with the appropriate skills competencies, attitude, and behaviour required to perform specific job responsibilities. The scope of the HRM sub-division is to manage and administer human capital, policies, and procedures through the execution of its core functions, job analysis (which examines specific job functions in determining the skills, duties, and knowledge required for each job category), and creating a conducive working environment. The subdivision is additionally responsible for advisory services on issues regarding human resources management within the Commission and ensuring that rules and regulations are correctly understood, implemented, and complied with.

i. Staff Establishment

The Commission's establishment comprises of one-hundred and six (106) positions. A total of 81 positions are occupied and 25 positions are vacant due to resignations, retirement and budget constraints as of 31 March 2022.

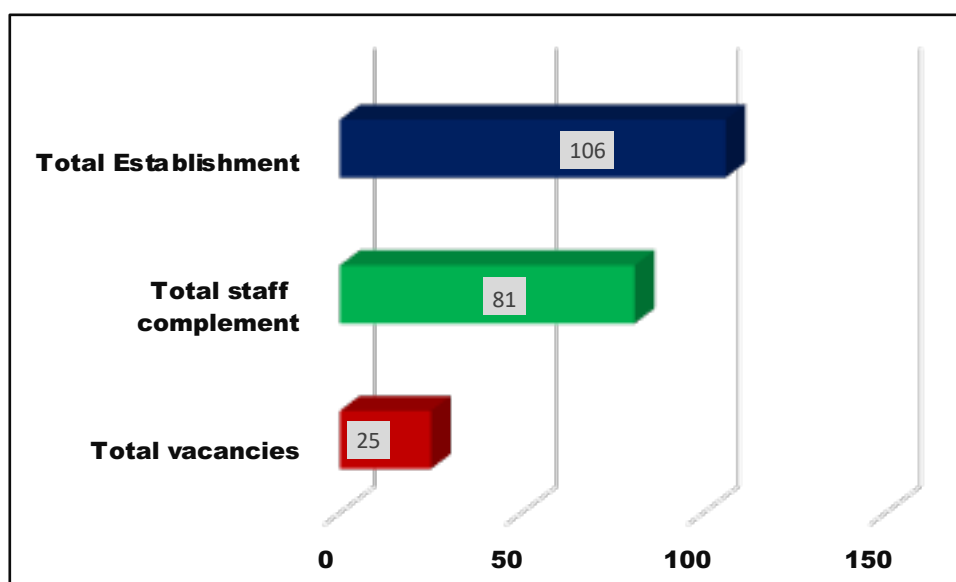


Figure 11: Staff status of the Commission as at the end of 2021/2022 FY

Table 7: Staff complement per Directorate/Division as at the end of 2021/2022 FY

DEPARTMENT	STAFF COMPLIMENT	VACANT POSITIONS	TOTAL ESTABLISHMENT
Investigation	26	10	36
Public Education and Corruption Prevention	17	5	22
Administration	37	4	41
Security	1	6	7
Total	81	25	106

ii. Distribution of Human Resources during the FY under review

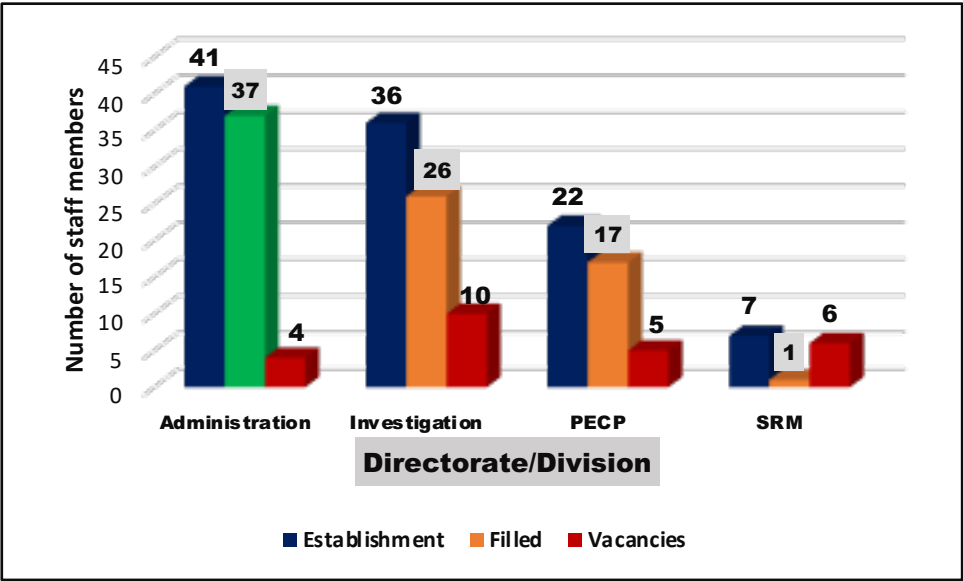


Fig. 12: Distribution of Human Resources among directorates/divisions

iii. Gender Metrics

Out of eighty-one (81) staff members, forty (40) are male, and forty-one (41) are female. See the chart below:

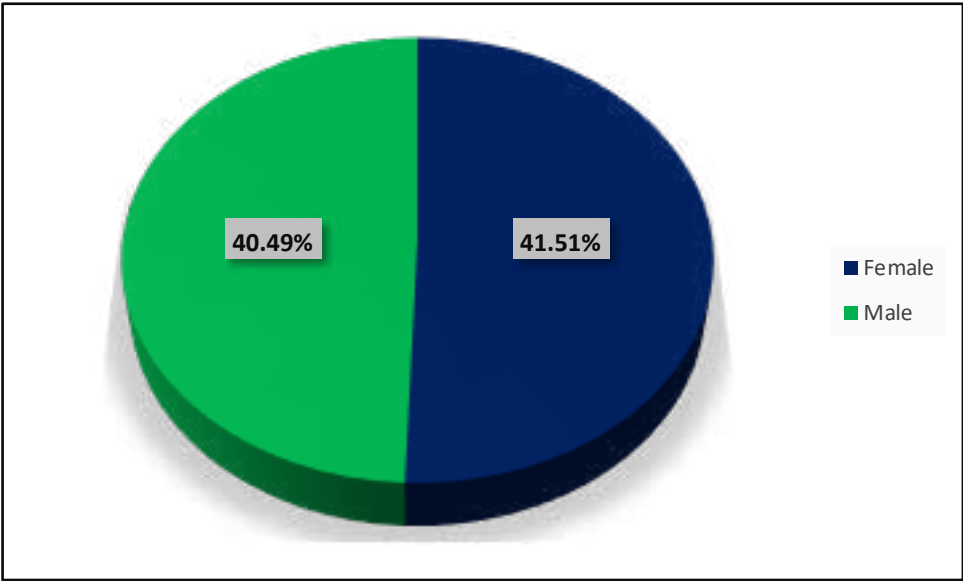


Fig 13: The Commission's staff complement as per gender

iv. Gender representation at different Directorate / Divisions 2021/2022

Table 8: Gender representation per Directorate

	FEMALE	MALE
Investigation	7	19
Public Education and Corruption Prevention	9	8
Administration	25	12
Security and Risk Management	0	1
Total	41	40

v. Staff Movements at the Commission

The ACC recorded the following staff movements during the reporting period under review:

Table 9: Staff Movement at the Commission

	HEAD OFFICE	OSHAKATI	OTJIWARONGO	SWAKOPMUND	TOTAL
Promotions within the Commission	1	0	0	0	1
Promotions from other O/M/As	1	0	0	0	1
New Appointments	3	0	0	0	3
Transfer to other O/M/As	1	0	0	0	1
Resignations	4	0	0	1	5
Retirements	2	0	0	0	2

- Resignations**

During the year under review, five (5) staff members resigned, an indication that the Commission recorded 0.01% staff turnover in the 2021/2022 FY.

- Transfer**

During the reporting period, one (1) staff member was transferred to another OMA.

- Appointments**

During the period 01 April 2021 – 31 March 2022, four (4) new staff members were recruited.

- Retirement**

During the period under review, two (2) staff members retired from the Commission.

Table 10: Positions filled between the 01 April 2021 to 31 March 2022

RANK	DATE FILLED
Senior Administrative Officer Grade 10	01/04/2021
Senior Administrative Officer Grade 10	01/08/2021
Cleaner Grade 15	01/10/2021
Computer Technician Grade 11	01/03/2022

3.2 SUB-DIVISION: HUMAN RESOURCE DEVELOPMENT

This sub-division is responsible for enhancing the Commission's current and future effectiveness by increasing employees' abilities and maximising performance through training & development. It is responsible for coordinating training and development programs for ACC staff members through a Training Needs Assessment (TNA), Personal Development Plan (PDP), and through recommendation by their respective supervisors.

Training remains a critical component in ensuring that staff members are equipped with the necessary skills to perform their duties effectively and efficiently. Staff development is an ongoing process that must be planned, developed and executed in an efficient, fair, transparent and economic manner.

During the period under review, under the two programmes titled below:

- **Qualifying and functional training:** the Commission planned to capacitate all of its staff members through qualifying training and functional training. However, due to budget constraints, the Commission had 26 of its total staff complement capacitated through donor funded training programmes.
- **Internship programme:** the Commission offered four (4) student interns from local universities an opportunity to complete their experiential learning over three months in relevant departments/units across ACC to gain practical experience relevant to their studies.

3.3 SUB-DIVISION: FINANCE MANAGEMENT

i. Budget allocation during the 2021/2022 FY

During the 2021/2022 FY, an amount of N\$62,771,000 was appropriated to the Commission. However, during the 2021/2022 Mid-Term Budget Review, an additional budget allocation of N\$11,000,000 was made available to the Commission, which brought the total budget of the Commission to an amount of N\$73,771,000.

The funds were expended for:

- Personnel Expenditure
- Goods and Other Services
- Subsidies and other current transfers
- Acquisition of capital assets

3.4 SUB-DIVISION: AUXILIARY SERVICES

The sub-division is responsible for procurement of goods and services, store management, transport / fleet management, office maintenance and contract management, registry services, and office management.

In procuring for goods and services, the sub-division prepared the Annual Procurement Plan, as per the Public Procurement Act, 2015 (Act No.15 of 2015) and Regulation 8(2) (d).

In compliance with the Act and Regulations, the sub-division ensures that the Commission's approved Procurement Plan is submitted to the Procurement Policy Unit in the Ministry of Finance for monitoring and evaluation.

The following list highlights activities carried out during the year under review:

- Amended the procurement management structures to comply with the new Procurement Act, 2015
- Carried out bidding process for the procurement of goods, services and works
- Recorded all movable assets in various registers for proper recording

3.5 SUB-DIVISION: INTERNAL AUDIT

The sub-division is an independent, transparent entity ensuring quality assurance and compliance, with the added responsibility of adding value and improving organisational performance. It helps an organisation to accomplish its objectives by bringing a systematic, disciplined approach to evaluation and improving the effectiveness of risk management, control, and governance processes.

The Commission's Internal Audit conducted two internal audits during the year under review, namely: Human Resource overtime and Motor vehicle allowance for management.

3.6 SUB-DIVISION: INFORMATION TECHNOLOGY

The sub-division is responsible for providing access to Information and Communication Technology (ICT) services, systems administration, and networking at ACC.

During the 2021/2022 FY, the sub-division carried out the following activities:

- Implemented the public service IT Policy on governance and acquiring of IT goods and services
- Implemented Cyber Security to mitigate cyber threats
- Developed the Disaster Recovery and Business Continuity Plan
- Rolled out and implemented 65% of the Disaster Recovery and Business Continuity Plan to ensure responsiveness and resilience of IT infrastructure, procedures and processes at the Commission.

3.7 SUB-DIVISION: PUBLIC RELATIONS

The Public Relations (PR) sub-division is responsible for promoting and maintaining a good corporate image and enhancing internal and external communications relations.

This is achieved through a robust and proactive public relations strategy. The following activities were carried out during the 2021/2022 FY.

(i) Event management

The Commission hosted the following events, which were facilitated and coordinated by Public Relations, namely:

- Stakeholder's engagement workshop on the drafting of the 2nd National Anti-Corruption Strategy and Action Plan 2021-2025 between June 2021 and January 2022
- Commemoration of the International Anti-Corruption Day held on 9 December 2021 in Windhoek
- Launch of the 2nd National Anti-Corruption Strategy and Action Plan 2021-2025 held in February 2022 in Windhoek

(ii) Enhanced and improved access to information

In enhancing and improving access to information, the Commission's Public Relations sub-division also carried out the following:

- Facilitated and coordinated the Commission's interviews with local radio stations and television, such as NBC National Radio, Cosmos Radio, Good Morning Namibia and One Africa TV, as well as with the Government Information Centre (GIC)
- Issued 27 media releases in respect to activities (including arrests made) carried out by the Commission
- 20 Memos were issued to internal and external stakeholders for information dissemination

- Kept internal and external stakeholders informed and updated on the Commission's activities, projects and programs through media releases and memos

(iii) Development of the Communication Strategy

- The Commission reviewed and assessed both internal and external communication needs and came up with a draft communication strategy to address those needs.

(v) Internal Newsletter

The Commission uses an internal newsletter to communicate, inform and update internal stakeholders about the activities of the Commission. Six (6) internal e-newsletters were produced during the period under review.

(iv) Media Monitoring and Analysis (MMA)

One of the functions of the Commission is to manage media mainstreaming through media surveillance. Public Relations actively monitored and analysed information impacting on the Commission's mandates.

Media data on corruption-related matters were recorded, assessed and analysed with the purpose of assisting the Commission to determine appropriate courses of action.

It is worth noting that four (4) Media Monitoring and Analysis quarterly reports were produced during the reporting period.



Some of the articles covered in the media during 2021/2022 financial year

Corruption allegations surface in Red Cross recruitment

(01 April 2021, Confidente newspaper)

Geingob trashes corruption claims

(06 April 2021, New Era Newspaper)

Cop in hot water after allegedly demanding bribe

(8 Apr 2021, the Namibian Newspaper)

Defence minister resigns amid graft claims

(07 April 2021, Economist Namibia)

ACC dodges Vilho's corruption case

(08 April 2021, the Namibian Newspaper)

ACC points to recent successes

(23 June 2021, Republikein newspaper)

Extradition looms for Fishrot

(09 April 2021, New Era Newspaper)

9. ACC nabs Oniipa Councillors

(12 August 2021, Confidente newspaper)

Noa, deputy await parliament blessing

(28 July 2021, New Era newspaper)

ACC, PG welcomes lifestyle audits

(18 August 2021, Namibian sun newspaper)

Fishrot prosecutions at point of no return - PG

(14 September 2021, Namibian Sun newspaper)

NFA on ACC's radar

(05 Oct 2021, Namibian sun newspaper)

ACC concludes fuel storage probe

(22 February 2022, Namibian Sun Newspaper)

Grootfontein drags feet on corruption report

(14/9/2021, The Namibian newspaper)

PM says corruption a threat to economic development

(17 March 2022, The Namibian newspaper)

Fig14. Notable articles covered in the media

PART 4

DIVISION: SECURITY AND RISK MANAGEMENT



MR. POLYKALIPUS SEM
DEPUTY DIRECTOR: SECURITY AND RISK MANAGEMENT

SECURITY AND RISK MANAGEMENT

- Secure safe environment
- security policies and plan development, management and implementation

OVERVIEW

The Division Security and Risk Management aims to create a safe and secure work environment for all staff members, clients, and the institution's facilities. The Division's functions are to ensure that the security, security policies and plans are developed, managed, strictly implemented, enforced, and adhered to; direct and control the execution of vetting for security clearance; and provide security advice, guidance, and support to managers, supervisors as well as general staff members.

4.1 ACTIVITIES CARRIED BY THE SRM DIVISION DURING THE 2021/2022 FY

The Security and Risk Management (SRM) Division continuously conducts security and risk assessments and maintains security measures within the Commission.

Assessments and inspections (activities) were conducted as per the 2021/2022 plan and a 70% completion rate was achieved towards the improvement of physical security measures at the institution.

The Commission's security audit, threat and risk assessments continued to be conducted and subsequent reports provided valuable information for risk management. The SRM division conducted fire safety survey/inspections and produced the relevant reports during the period under review.

(i) The following are some of the notable achievements during the period under review:

- Developed and implemented the Commission's Security Policy
- Developed the security guidelines for internal and external stakeholders
- Developed of the Commission's Risk Management Framework
- Coordinated the upgrade, repair, and maintenance of the Commission's electronic security systems
- Conducted an assessment on the CCTV system and recommended upgrade thereof
- Inspected and assessed the fire-fighting systems and equipment
- Conducted security orientation/awareness training for staff members at the Commission Head Office and Regional Offices
- Facilitated the vetting of the all new candidates

SECTION 3

“Tips to blow the whistle”



Fig.15 Many ways to tip off the ACC on suspected corrupt practices

Despite the many ways to report corruption, the majority of complaints received by the ACC in the 2021/2022 FY were made in person and through electronic platforms (emails and social media).



SECTION 4

CONCLUSION AND RECOMMENDATIONS

Investing in the investigations and preventative programs against corruption is the only viable way to build a strong foundation for good governance. The Commission is cognisant of the fact that the overall effectiveness in implementing anti-corruption measures and realising the dream of a corrupt-free nation requires close collaboration and cooperation with all stakeholders.

Innovative anti-corruption measures must include amendment of policies and laws to align them with relevant values of transparency and accountability. The development and launching of the second National Anti-Corruption Strategy and Action Plan 2021-2025 is a milestone achievement, provided that institutions vigorously implement the activities. The Strategy provides for multi-sectoral approaches by different stakeholders to introduce sectoral anti-corruption programs. This strategic approach enhances deliberate efforts to effectively raise awareness and prevent corruption.

The Commission remains concerned about the slow pace at which corruption cases are finalised in criminal courts. The delays may result in members of society losing confidence in the justice system and could lead to citizens losing the will and courage to report suspicious acts of corruption to the Commission. The Commission recommends that priority be given to cases involving fraud and corruption. Corruption, fraud, money-laundering and tax evasion cause significant damage to the economy and successful conviction outcome shall undoubtedly send a strong wave of deterrence throughout our society, which would pave the way to preventing such damage.

The Commission has, in the past, recommended the amendment of the Criminal Procedure Act to provide for a plea bargaining system. We are informed that a Bill had been drafted and tabled in the National Assembly. We trust Parliament will pass the Bill into law without undue delays.

The introduction of the law to tackle unexplained wealth is looming. This is a move in a positive direction. The proposed measures, if entered into law, will effectively curb money-laundering, fraud and corruption. The Commission recommends that the drafting of the Bill and tabling of same in Parliament should be completed without delays.

The Commission takes pride in its efforts to attain the targets of all its programmes and activities. Unfortunately due to the unforeseen COVID-19 outbreak, coupled with lock down regulations, budgetary constraints and the number of vacant positions, a number of prevention activities were hindered. Additional activities focusing on prevention will be carried out in the next financial year. While investigating corrupt practice is important, the best cure for corruption is prevention.

During the financial year 2022/2023, the Commission will commence with a process of reviewing the Anti-Corruption Act, 2003 with an objective to fill in the gaps identified during the country review conducted in terms of the review mechanism established in accordance with Article 51 of the United Nations Convention against Corruption (UNCAC). One of these recommendations is the introduction of a law criminalising illicit enrichment. Article 20 of UNCAC urges each State Party to consider adopting such legislative and other measures necessary to criminalise illicit enrichment when proven to have been committed intentionally. Such measures, when reported to the Prosecutor-General for civil litigation, will, in our view, substantially complement efforts to curb the possession of unexplained wealth.

Another consideration, among others, is to criminalise embezzlement and bribery of officials of public international organisations.

The Commission maintains the view that the passing of a law providing for the admissibility of electronically obtained evidence will complement the gathering of evidence by law-enforcement agencies and make it possible to prove complex cases in criminal courts. It may increase the conviction rate of suspects of

corruption, fraud and related financial crimes, provided that the standard of proof is not compromised. Technology has advanced to the point that the government considers amending relevant laws to allow criminal hearings, when circumstances demand, to be conducted via video-conference.

All sectors of society must commit themselves to raising awareness and curbing corruption. Plundering and mismanagement of public resources should be prevented at all costs. Corruption is a disease which, if not nipped in the bud, will severely hinder, and potentially destroy, any semblance of good governance.



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“Refrain from Any Kind of Corruption!! “Take a Stand for Your Integrity”

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