



BE PART OF THE FIGHT!

# ANNUAL REPORT



2022/2023



BE PART OF THE FIGHT!

Anti-Corruption Commission

2022\2023

**Annual Report**

This report is issued in terms of Section 16 of the Anti-Corruption Act, 2003 (Act No. 8 of 2003) and covers all activities of the Commission during the period 1 April 2022 until 31 March 2023

# ACKNOWLEDGEMENT

The production of this report was made possible with immense support from both management and staff members of the Anti-Corruption Commission.

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*DEPUTY DIRECTOR-GENERAL*



*MR. TYLVAS N. SHILONGO*  
*EXECUTIVE DIRECTOR*

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## LIST OF ABBREVIATIONS

ACA	Anti-Corruption Act
ACAs	Anti-Corruption Authorities
ACC	Anti-Corruption Commission
ACEM	Anti-Corruption Education Manual
AMTA	Agro-Marketing and Trade Agency
AA	Affirmative Action
BIPA	Business and Intellectual Property Authority
CCTV	Closed Circuit Television
CEO	Chief Executive Officer
CRA	Corruption Risk Assessment
CIU	Criminal Investigation Unit
DG	Director-General
DPECP	Directorate of Public Education and Corruption Prevention
ERO	Erongo
ED	Executive Director
EPL	Exclusive Prospecting Licences
FY	Financial Year
GRN	Government
GIC	Government Information Centre
GIZ	German Agency for International Cooperation
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
IAC	International Anti-Corruption
IUM	The International University of Management
LED	Local Economic Development Officer
M & E	Monitoring and Evaluation
MMA	Media Monitoring and Analysis
MoEAC	Ministry of Education, Arts and Culture
MoHSS	Ministry of Health and Social Services
MHAISS	Ministry of Home Affairs, Immigration, Safety and Security.
MWT	Ministry of Works and Transport
NACSAP	National Anti-Corruption Strategy and Action Plan
NACSSC	National Anti-Corruption Strategy Steering Committee
NamRA	Namibia Revenue Agency
NAMPOL	Namibian Police

NAMCOL	Namibian College of Open Learning
NASFAF	Namibia Students Financial Assistance Fund
NaTIS	National Traffic Information System
NAPWU	Namibia Public Workers Union
NAMPOWER	Namibia Power Corporation
NAMPORT	Namibian Ports Authority
NAMCOR	National Petroleum Corporation of Namibia
NamWater	Namibia Water Corporation Ltd.
NBC	Namibian Broadcasting Corporation
NIED	National Institute for Education Development
NIPAM	Namibia Institute of Public Administration and Management
NUST	Namibia University of Science and Technology
OSH	Oshana
OTJ	Otjozondjupa
OTRC	Otjiwarongo Teachers Resource Centre
O/M/As	Offices/Ministries/Agencies
PECP	Public Education and Corruption Prevention
PECPOs	Public Education and Corruption Prevention Officers
PR	Public Relations
PG	Prosecutor-General
PDP	Personal Development Plan
P2P	Peer-to-Peer
RSCs	Regional School Councillors
RA	Roads Authority
RTI	Road Transport Inspectors
TNA	Training Needs Assessment
TV	Television
TOR	Terms of References
TRC	Teacher Resource Centre
SADC	Southern African Development Community
SRM	Security and Risk Management
SDG	Sustainable Development Goals
S & T	Subsistence & Travel Allowance
SO	Strategic Objective
UNCAC	United Nations Convention Against Corruption
UNDP	United Nations Development Programme
UNODC	United Nations Office on Drugs and Crime
VAT	Value Added Tax
WHK	Windhoek
W/B	Whistle-Blower





## FOREWORD BY THE DIRECTOR-GENERAL

The Anti-Corruption Act, 2003 (Act No. 8 of 2003), as amended, provides for the powers and functions in terms of which the Commission must carry out its mandate.

The Commission investigates offences as defined and listed in the law. Any conduct which is not connected with or conducive to corrupt practice under the Anti-Corruption Act, 2003 may not be investigated by ACC.

Other core-functions of ACC in addition to criminal investigations are, to educate the public and disseminate information on the evil and dangers of corruption and to take 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. A specific example in this regard is section 32 on the definition 'corruptly' which was entirely declared unconstitutional and struck down. It resulted in ACC no longer having 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 in public sector is maladministration and mismanagement of public resources, whereby policies, rules and procedures are not adhered to. Therefore, fighting corruption demands a multi-sectoral approach. The effective prevention and fight against corruption call for introduction of multi-anticorruption policies, including set of standards, measures, rules, and procedures that must be strictly enforced by both, administrative and law enforcement bodies. Institutions tasked

with oversight responsibilities, like Parliamentary Committee on Public Accounts should have powers to impose penalties against administrative heads of institutions found 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 few individuals.

ACC has increasingly stepped up its investigation efforts to finalize 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 limited financial resource. The National Anti-Corruption Strategy and Action Plan 2021-2025 being implemented by various responsible institutions. I commend members of the clusters who have constantly showed commitment to tracking progress made by the respective institutions.

The effective strategy to combating corruption is to invest in preventive measures. Prevention is better than cure. All sectors of our society must develop proactive anti-corruption policies and programs. Only when we are united in the spirit of nationhood and patriotism can successfully mount the fight against corruption. We must resist, reject, and report corruption!



Paulus Kalomho Noa

Director-General



## STATEMENT BY THE EXECUTIVE DIRECTOR



The ACC is pleased to submit its 2022/2023 Financial Year Accountability Report. The report covers the activities that were carried out, highlights the achievements made, and reflects on the encountered challenges experienced during the implementation thereof.

As always, the performance of the ACC, focuses mainly on the fulfillment of its mandates in the seven (7) key result areas in terms of Section 3 (a) to (g) of Anti- corruption Act, 2003 as amended. It is against this background that, ACC's primary aim remains uncompromised, which is that of entrenching, promoting and cultivating the norms and values of ethics, integrity, and transparency, and leading the fight against corruption in Namibia through existing anti-corruption legal frameworks and preventative mechanisms/measures as well as researching and developing recommendations for the development of new measures wherever existing ones are found to require immediate reform.

Regarding the implementation of the National Anti-Corruption Strategy and Action Plan (NACSAP) 2021-2025, ACC and the government at large would be judged on the realisation and achievement of two (2) critical NACSAP Pillars, namely Social Transformation and Institutional Capacity.

On the Social Transformation pillar, ACC has (1) been actively enhancing the public's understanding of the detrimental effects of corruption on development in Namibia as well as on the need to denounce the gratification of people with ill-gotten wealth, and (2) enhancing stakeholders' engagements and coordination. Whereas on Institutional Capacity, the ACC has been diligently improving its internal processes and systems in order to enhance organisational management and coordination with the participation of stakeholders. The purpose of enhancing stakeholders' engagements and coordination is, and has always been, to enlist

the public's collaboration and cooperation. This helps the Commission in leading the fight against corruption through enhanced organisational performance and ensure effective regulatory frameworks in Namibia.

ACC takes great pride in stakeholders' engagements and collaboration and is making tremendous strides, not only in conducting actual investigations of alleged corrupt practices, but also in raising awareness surrounding the evils and dangers of corruption through public education and trainings, managing corruption preventative programmes, conducting corruption risk assessments, developing of mitigation plans, and monitoring and evaluation of plans for targeted institutions or entities.

In conclusion, ACC as both a leader and coordinator of the fight against corruption in Namibia is continuously committed to improving its organisational performance, institutional capacity, and the development of effective national regulatory frameworks that contribute to the creation of an environment that is conducive to fighting corruption in line with International Treaty Obligations, in particular the UNCAC resolution 94, for the good of the Namibian society.

A handwritten signature in black ink, appearing to read 'Tylvas N. Shilongo', written over a horizontal line.

Tylvas N. Shilongo  
Executive Director

# EXECUTIVE SUMMARY

The ACC of Namibia recognises and values the efforts of stakeholders' engagements and collaboration as a key enabler in the fight against corruption in the country through "whole-of-government approach strategy". The purpose is to fight and prevent corruption through existing and available regulatory frameworks, resources, systems, and measures while at the same time continuing to improve them and/or develop new ones.

During the 2022/2023 financial year the ACC with the support of other stakeholders continued leading the implementation of the Second National Anti-Corruption Strategy and Action Plan (NACSAP) 2021-2025. ACC serves as a Coordinator of activities in the strategy and an Implementer of some of these activities. Therefore, during this reporting period, ACC accounts for the successes and failures of its own performance as well as that of other stakeholders.

In its quest to prioritise the implementation of NACSAP 2021-2025, the ACC Strategic Plan 2017-2022 as extended to 2025 revolves around the achievement of four main goals or strategic objectives, namely "How to reduce corruption in Namibia", "How to enhance stakeholders' engagement and coordination", "How to enhance organisational performance" and "How to ensure effective regulatory frameworks". These are targeted strategies built around the two pillars of Social Transformation and Institutional Capacity and they are, in turn, intended to support ACC and Namibia's effort to become a corrupt free country".

The objectives of the Social Transformation pillar 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 and those who are corrupt, whereas the Institutional Capacity pillar entails enhancing organisational management and coordination with stakeholders to lead the fight against corruption in Namibia.

It is for this reason that ACC, as a leading institution in the fight against corruption, continues to promote the values and principles of systems of ethics and integrity, transparency, and accountability through a number of targeted interventions on corruption prevention and educational programmes. These targeted interventions include ethics and integrity training programmes, corruption risk assessments, corruption risks mitigation plans, and expert advisory programmes provided to specific stakeholders. Interventions on the deliverables during the implementation of both the ACC Annual Plan 2022/2023 and the NACSAP 2021-2025 activities for the same reporting period have yielded some notable successes, though some failures are nonetheless evident.

In the implementation of ACC Annual Plan 2022/2023 and activities of NACSAP 2021-2025, ACC performed its activities as guided by four (4) Strategic Objectives, eleven (11) Projects, twenty-six (26) Outputs and thirty-four (34) Key Performance Indicators (KPIs).

**The performance review of Strategic Objectives are as follows:**

## ***Strategic Objective No.1 (SO1) "Reduce Corruption in Namibia":***

**During the period under review, the following projects / activities were carried out under SO1:**

- a) *Examining systems, practices and procedures:*** Out of the annual target of 20, 15 Corruption Risk Assessments (CRAs) were completed, resulting in an actual performance of 75% with a 25% deviation.
- b) *Corruption Risks Mitigation Monitoring, Evaluation Plan:*** Out of the 21 developed mitigation plans, 17 monitoring and evaluation exercises were carried out during the review period, reports were produced and submitted to stakeholders. This indicates an 81% overall performance with a 19% recorded deviation in this output's performance.

The CRA reports, with recommended mitigation, monitoring and evaluation plans, were produced and submitted to individual entities for implementation and for their subsequent continuous feedback to ACC. One such major example was a consolidated CRA report prepared for the Ministry of Works Transport. I included all CRA reports which were compiled for all GRN garages and stores and was given to for implementation.

c) **Public Education and Public Awareness of the Impact of Corruption:** ACC performed well above the targeted 100%, having completed 67 Ethics and Integrity Training exercises out of the annual target of 54. Further, 66 sessions on anti-corruption awareness were held in order to Increase Public Knowledge on Corruption. Among these was a training session for ACC Public Education and Corruption Prevention Officials which aimed to acquaint them with the Anti-Corruption Manual for School Teachers. This Manual was developed in coordination with the Ministry of Education, Arts and Culture. Training sessions for some school teachers have been completed while some are continuous.

d) **NACSAP 2021-2025 implementation:** The period under review marked the first year of ACC Namibia reporting on deliverables arising from implementation of the NACSAP 2021-2025 following its launch on March 16, 2022. The 95 NACSAP actions carried out by 44 implementing institutions are informed by eight (8) NACSAP strategic objectives that were devised to effectively coordinate the combating of corrupt activities and ensure good governance and transparency in government processes and systems.

In a nutshell, one could approximate that the success of the NACSAP implementation is largely dependent on the dedication and commitment of the 44 implementing institutions and individuals who form part of the NACSAP monitoring and governance bodies/structures for the implementation of the activities therein, albeit as limited by the level of existing leadership supports and commitments. The NACSAP governance structures, namely: "the National Anti-Corruption Strategy Steering Committee (NACSSC)", "the Four (4) Clusters", and "the 14 Regional Forums and the Secretariat" have been instituted specifically to ensure the successful implementation of NACSAP by overseeing and directing the execution of activities related to NACSAP specific Strategic Objectives and Actions as well as ensuring the Monitoring, Evaluation and Reporting of the same to ensure successful implementation of NACSAP initiatives.

e) **NACSAP Steering Committee:** the NACSAP Steering Committee meets biannually, however, during the year under review, ACC NACSAP Secretariat, successfully convened one Steering Committee meeting on 8th September 2022.

f) **NACSAP clusters quarterly meetings:** ACC Secretariat arranged and convened four (4) NACSAP Clusters quarterly meetings to enhance effective implementation of NACSAP activities. The outcomes were that Clusters 1, 2, and 4 met 4 times as expected, whereas Cluster 3 only met 3 times, skipping one quarter not being accounted for.

g) **Regional Forums meetings:** the regional forum meetings are meant to take place once in a year. During the year under review 10 out of 14 regions held their Regional Forums meetings chaired by Regional Governors. The regions which held their meetings are: Erongo, Kunene, Hardap, Karas, Kavango East and Kavango West, Zambezi, Otjozondjupa, Khomas and Oshana, respectively.

Additionally, all five of the NACSAP's monitoring and governance structures had their Terms of Reference developed, which is a 100% achievement. However, the development of a Monitoring and Evaluation Plan could not be realised and was deferred to 2023/2024 FY for implementation.

On the Investigations front, ACC wishes to report on three outputs under SO1, namely: Case Dockets Submitted, Case Dockets Inspected, and Forensic Analysis Completed. The actual outcomes for these three outputs were recorded as follows:

h) **Output 1: Case dockets submitted**

This output was measured by two indicators:

- **60% of investigations on new cases dockets completed (investigated between April, 1, 2022 to March, 31, 2023) then submitted to PG for a decision:** During the period under review the ACC received a total of 142 cases, of which 66 cases were investigated, 67 were declined for variety of reasons and 9 were referred to other institutions.
- **Backlogged case dockets submitted to Prosecutor General (PG) for a decision:** During the period under review the ACC backlogged cases stood at 327. Out of 327, ACC targeted to finalise 100

backlogged cases, However, ACC finalised 86 cases after being submitted and decided upon by the DG (closed, and referral to PG) representing 86% of the targeted cases.

**i) Output 2: Case Dockets Inspected**

This output was measured by one indicator, namely: **400 Case Dockets Reviewed and Inspected** and **100% forensic analysis completed**. In this regard, 733 case files were successfully inspected therefore, recording an over 100% achievement.

**j) Output 3: Forensic Analysis**

**This Output was measured by two indicators, namely:**

- **70% of Forensic Analysis completed**, during the period under review, fifty-three (53) forensic analyses were conducted of which forty-eight (48) were finalized which represents 90% performance.
- **20 backlogged forensic analysis completed** (both measured from April 1, 2022, to March 31, 2023). Under this indicators, twenty (20) backlog analyses brought forward from the previous financial year (2021/2022) were also completed. ACC performed 100% on Forensic Analysis completed for the reporting period.

**Strategic Objective No.2 (SO2): Enhanced Stakeholders Engagement and Coordination**

This strategic objective had one project assigned to it, namely: Corporate Communication, with three outputs set for that strategy. These outputs were, namely; Communication Strategy Developed, Corporate Identity Manual Developed, and Customer Service Charters Framework Internalised. The actual outcome was that ACC could not finalise its Corporate Communication Strategy and Corporate Identity Manual due to the absence of the Chief of Public Relations Officer, and had to be deferred to the 2023/2024 FY for implementation. However, the internalization, implementation, and compliance of the Customer Service Charter Framework was 99% achieved.

**Strategic Objective No.3 (SO3): Enhanced Organisational Performance**

This Strategic Objective had three (3) projects assigned, namely Performance Management: Auxiliary Services, Budget Execution: ICT Infrastructure, and Infrastructure Planning and Coordination, along with (11) Outputs. Therefore the following programmes/activities were executed under SO3.

**a) Implementation of the Performance Management System**

Under this output, five (05) indicators were set for the purposes of measurement thereof. These indicators are, namely, the number of quarterly performance review reports produced (with four (4) being held), number of staff members' performance reviewed (76 staff members' performance reviews were concluded), number of staff members appraised (76 staff members' performances were appraised), number of mid-year performance review conferences held (one was held as planned), and the number of capacity building training/workshops coordinated (15 capacity building training/workshops were coordinated). This represents a one hundred percent (100%) performance rating achieved for this nominated output.

**b) Development of Recruitment, Promotion, and Retention Policy**

Only one indicator was set for this output, however, no progress was made due to the fact that the Commission is still dependant on the Public Service Staff Rules when it comes to Recruitment and Promotion Procedures. Nothing further can be done until ACC attains full independence with its own Recruitment, Promotion, and Staff Retention Policy in place.

**c) Produce an Affirmative Action (AA) Report**

During the period under review, the Commission has produced one AA report, as planned.

**d) Reviewing of an Organisational Structure of ACC**

Unfortunately, no progress was made on this output since the appointment of the Organisational Restructuring Committee was only established at the end of quarter 3, hence this activity was rolled over to the 2023/2024 FY for implementation and reporting.

**e) Implementation of the Wellness Programme**



No progress was made due to financial constraints; however, measures are put in place to see through the implementation of this program during the 2023/2024 FY.

**f) *Produce Stocktaking Reports***

During the period under review, the Commission carried out a Consumables Inspection in Quarter 4 and the appropriate report was produced as expected

**g) *Implementation of the Wage Bill Containment Strategy***

During the year under review, the Commission produced twelve (12) monthly Wage Bill reports in regards to the Wage Bill Containment Strategy.

**h) *Improvement of the ACC Financial Management***

On this output, the Commission has, as part of its prudent financial control measures, conducted inspections and produced four (4) quarterly financial reports and submitted the same to treasury in the Ministry of Finance.

**i) *Produce an Accountability Report***

During the period under review the ACC has produced four (4) quarterly accountability reports as expected.

**j) *Conduct an Internal Audit***

The Internal Audit Auditor could only produce two (2) quarterly review reports to the Internal Audits committee, while the other two could not be discussed due to lack of a quorum as one member of the committee had resigned. All other audit reports were deferred for discussion by the committee to quarter 1 of the 2023/2024 FY.

**k) *Concerning ICT Infrastructure in respect of Improved ICT Leverage***

ACC has successfully achieved 90% of progress made on the development of its disaster recovery and business continuity plan by having put in place a Disaster Recovery and Business Continuity Manual. As a result, new ICT equipment was acquired, backup storage servers installed, and the network upgraded to the Commission's expected standard.

***Strategic Objective No.4 (SO4): Enhance Effective Regulatory Frameworks***

This objective entails enhancing and improving internal processes, systems, and measures in order to achieve operational excellence. This strategic objective had three (3) main projects, namely: Planning and Coordination, Security Measures, and Amendment of the ACC Act (Act No.3 of 2003) and were executed as follows:

**a) *Planning and Coordination***

During the reporting period ACC had developed a Strategic Planning Guideline document to guide strategic planning as well as performance management within the Commission. This document is in place, though it awaits the finalisation of the Public Service Performance Management Framework prior to its formal adoption.

**b) *Security Measures***

Processes are put in place to conduct security threats and risks assessments and to produce reports every quarter. During the year under review four (4) quarterly Security Threat and Risks Assessment reports were produced, accounting for a 100% performance achievement. However, considering the upgrade of the security system at ACC, this could not be completed due to financial constraints. The activity is deferred to the 2023/2024 FY for consideration.

**c) *Amendment of the Anti-Corruption Act, 2003(Act no.3 of 2003)***

The Commission was set to report on progress being made on the revision and amendment of this piece of legislation. Unfortunately, the Commission could not achieve this goal when it was realised that the Act could not be amended without a National Policy Framework in place, which should give mandate for the amendment of the ACA in this regard. Hence, the amendment of the ACA has

been deferred to the 2024/2025 FY pending the development of a National Anti-Corruption Policy Framework, which has been prioritised for development in the 2023/2024 FY.

In summary, the performance of the Commission during the year 2022/2023 under review accounts for an overall achievement rate of 69% considering all four (4) Strategic Objectives, 11 Projects, 26 Outputs and 34 KPIs, highlighting a recorded deviation of 31% negative performance. The reasons for deviation and surmountable challenges recorded are detailed in the main annual report 2022/2023 FY. Whilst, the ACC Actual Quarterly Performance for 2022/2023, was rated as follows: Q1 performance was 81%, Q2 performance was 58%, Q3 performance was 66%, and Q4 performance was 72%, respectively.

# SECTION 1: INTRODUCTION

This report covers the activities conducted; achievements realised, and challenges encountered during the 2022/2023 FY.

*This Annual Report consists of two sections:*

**Section 1:** Introduces this report and gives a short description of the ACC

**Section 2:** Provides the Institutional performances for the period under review, as well as progress made by each Directorate/Division as per the institutional Annual Plan.

*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, and
- The office in Oshakati, which serves Oshana, Omusati, Ohangwena, and Oshikoto regions respectively.

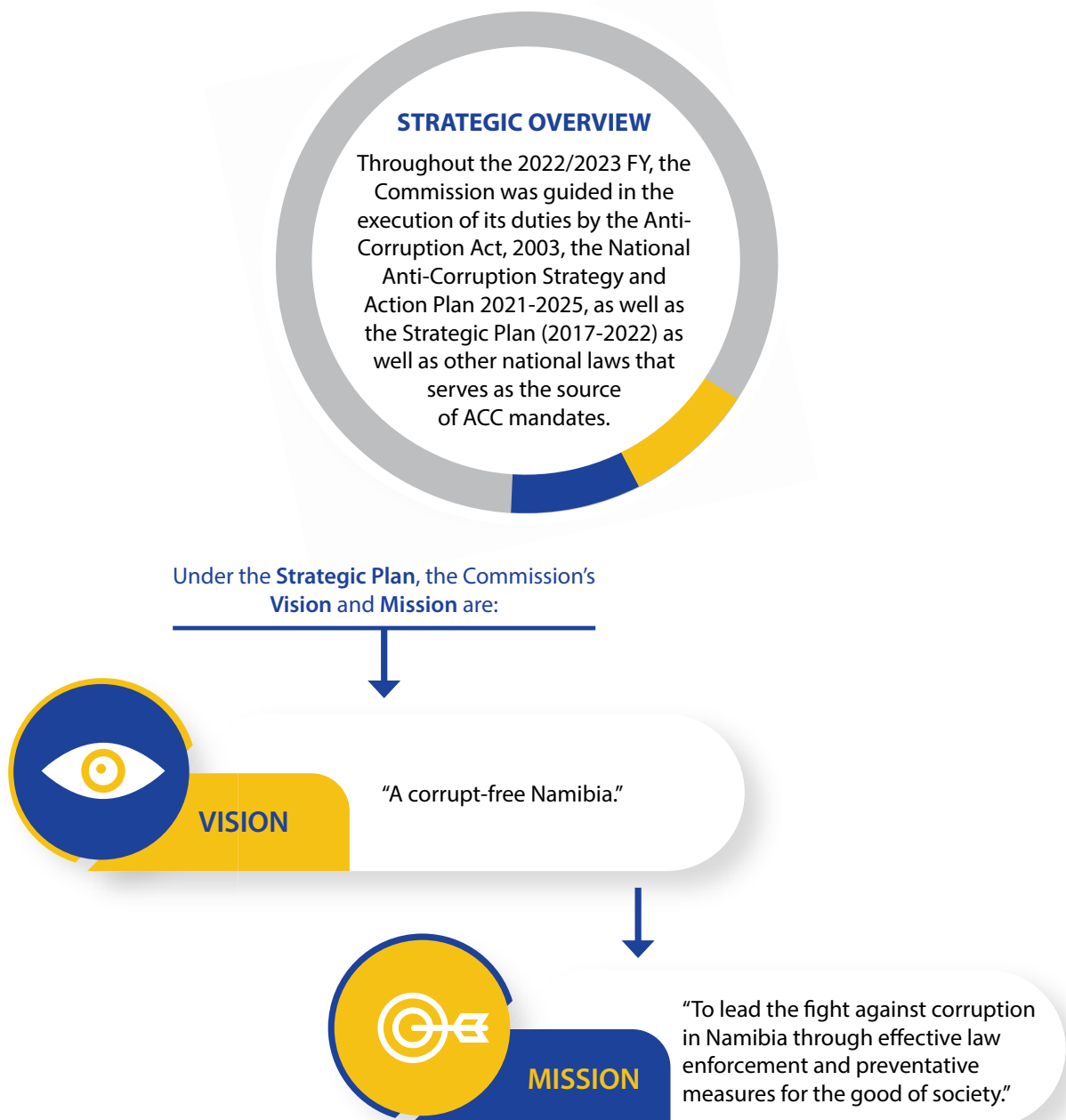
# ABOUT THE ANTI-CORRUPTION COMMISSION

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.





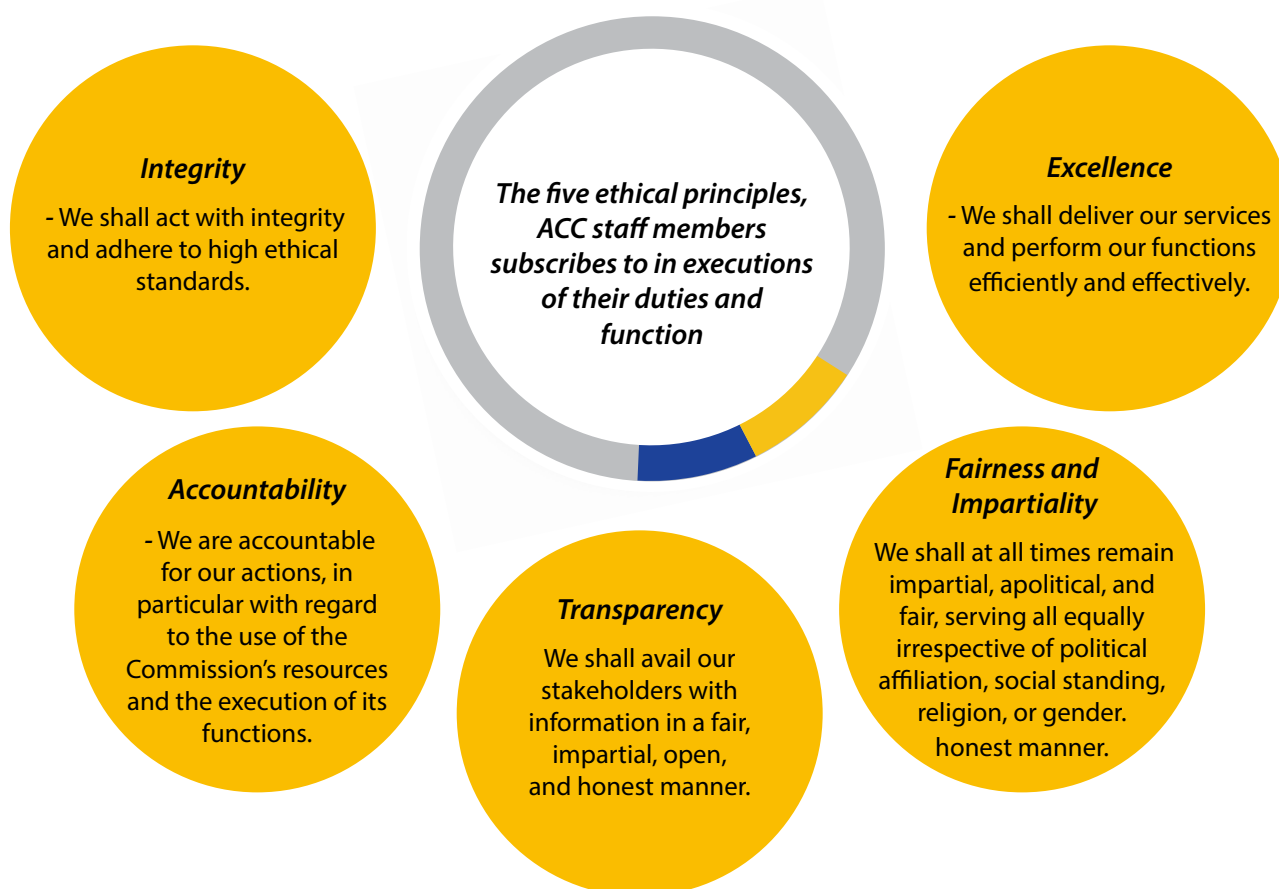
## STRATEGIC PILLARS AND OBJECTIVES (2017-2022)

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

PILLAR	STRATEGIC OBJECTIVE
i. <b>Social Transformation</b>  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"><li>• Reduce corruption in Namibia</li><li>• Enhance stakeholder engagement and coordination</li></ul>
ii. <b>Institutional Capacity</b>  This entails enhancing organisational management and coordination with stakeholders to lead the fight against corruption	<ul style="list-style-type: none"><li>• Enhance organisational performance</li><li>• Ensure regulatory framework</li></ul>

## Core Ethical Values

The Commission is driven by its core ethical values to create common shared principles and understanding through five ethical principles. These ethical principles do encourage active participation of every staff member to execute their duties in strict adherence to subscribe to these guiding values through their behaviours and decision making.



## SECTION 2: HIGHLIGHTS OF THE 2022/2023 FY

This section is presented in four sub sections. It detailed activities conducted; achievements realised, and challenges encountered by the Directorates and Divisions during the period under review.

The Directorate of Public Education and Corruption Prevention, Directorate of Investigation and Divisions Administration and Security and Risk Management carried out activities as part of their annual performance plan, thus, the report collectively reflects on all activities that were implemented by these components during the year under review.

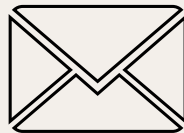
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## 2.1 DIRECTORATE: PUBLIC EDUCATION AND CORRUPTION PREVENTION



*MS. JOHANNA ABSALOM*  
*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

- Implement the NACSAP 2021-2025 and convene review sessions
- National Anti-Corruption Strategy and
- Action Plan 2021-25 conference
- NACSAP Monitoring and Evaluation Plan
- Launch of the NACSAP 2021-202
- Brief the NACSSC on progress made on NACSAP implementation

## 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 CORRUPTION PREVENTION PROGRAMME IMPLEMENTED DURING 2022/2023 FY**

The Commission's PECP directorate implemented a number of programmes under its preventative and educative initiatives during the year under review, this includes but not limited to the following:

- Examining Systems, Practices and Procedures, through Corruption Risk Assessment;
- Anti-corruption education and public awareness;
- Commemoration of the African and International Anti-Corruption Days;
- Implementation of the National Anti-Corruption Strategy and Action Plan 2021-2025
- Reporting obligations towards the regional and international instruments.

### **2.1.1 Examination of systems, practices, and procedures**

One of the core mandates of the Commission in the areas of Corruption Prevention as an effective anti-corruption measure is to examine systems, practices, and procedures of public and private institutions.

This is done to facilitate the discovery of corrupt practices and securing the revision of practices, systems or procedures which may be prone, vulnerable or conducive to corrupt practices. The purpose of conducting CRA is to identify weakness within a system which may present an opportunity for corruption to occur. It also focuses on the potential for corruption to occur and to rate the potential and likelihood of the risk that could help mitigate such risk. These include Corruption Risk Assessment (CRA), Systems Examination and CRA Mitigation Plan, and Monitoring and Evaluation (M&E).

#### **i) Corruption Risk Assessments (CRAs)**

The directorate conducted 20 Corruption Risk Assessments (CRAs) and conducted 21 Monitoring and Evaluation (M&E). The Directorate further conducted 54 Ethics and Integrity Training Sessions and 62 Anti-Corruption Education Awareness Sessions. In addition, the Directorate coordinated the implementation of the National Anti-Corruption Strategy and Action Plan 2021-2025 (NACSAP) and meeting of different NACSAP monitoring bodies implementation through a national steering committee meeting, quarterly cluster meetings, and regional forums.

A total of eighteen (18) CRAs were conducted, risks identified, and mitigation plans developed during the year under review.

During the CRA exercises, 359 participants from the institutions assessed have identified their own corruption risks. The assessed institutions then implemented their respective Corruption Risk Mitigation Plans to prevent or mitigate the identified corruption risks.

The CRA is an effective preventative tool that the Commission uses to assess corruption vulnerability in public and private institutions. This assessment aims to help public and private institutions to identify corruption risks and loopholes that internal and external factors may cause. The CRA further aims to secure the revision of practices, systems and procedures that may be prone or conducive to corrupt practices. The exercise helps to minimize, as much as possible, the detrimental effects of corruption on an institution and increase the quality of public service delivery as much as possible.

Through its Strategic Objective 2, the NACSAP requires ACC to prevent corruption in government offices, ministries and agencies, public enterprises, regional councils, local and traditional authorities, and to address public institutions' specific vulnerabilities through systematic implementation of preventative measures, and in this instance, ACC uses Corruption Risk assessment to identify internal and external risk that may harm the institution and help mitigate the risks.



**Table 1: Institutions in which CRAs were conducted during 2022/2023 FY.**

#	Region	Institution	Date	# Of Participants Attended
1.	Erongo	Namibia Revenue Agency (NamRa): Customs and Excise Division	11-17 May 2022	18
2.	Oshana	Directorate of Health and Social Services	31 May – 03 June 2022	21
3.	Khomas	MWT: Windhoek GRN Store	31 May – 03 June 2022	26
4.	Khomas	MWT: Windhoek GRN Garage	31 May – 03 June 2022	27
5.	Zambezi	MWT: Zambezi GRN Store	06-09 June 2022	16
6.	Otjozondjupa	MWT: Otjozondjupa GRN Store	07-09 June 2022	18
7.	Otjozondjupa	MWT: Otjozondjupa GRN Garage	07-09 June 2022	18
8.	Kunene	MWT: Khorihase GRN Garage	13-16 June 2022	16
9.	Omusati	Tsandi Village Council	18-22 July 2022	12
10.	Erongo	Usakos Town Council	26-27 July & 02-03 Aug 2022	16
11.	Khomas	MWT: Head Office	26-29 July & 30-31 Aug 2022	31
12.	Oshana	Oshakati Town Council	08-11 August 2022	33
1.	Kavango West	Nkurenkuru Town Council	16-18 August 2022	24
13.	//Karas	Keetmanshoop Municipality	18-21 October 2022	18
14.	Kavango East	Divundu Village Council	7-9 November 2022	16
15.	Kunene	Khorixas Town Council	30 November – 02 December 2022	5
16.	//Karas	Lüderitz Town Council	14-17 February 2023	30
17.	Oshana	Helao Nafidi	07-10 March 2023	14
<b>TOTAL NUMBER OF PARTICIPANTS IN THE CRAs PROCESS</b>				<b>359</b>



*Fig. 1: ACC Deputy DG, Adv. Erna van der Merwe, handing over the CRA report to the Mayor of Omaruru Municipality, His Worship Vincent Kahua*

- *Examination of systems for the Ministry of Works and Transport's and consolidation of the CRA Report*

During the 2021/22 and 2022/23 FY, the directorate conducted 21 CRAs at the Ministry of Works and Transport Head Office and at its all-government garages and stores. As a result, 21 CRA reports were developed which resulted in the development of twenty-one (21) Institutional Mitigation Plans to transform the government garages and stores by ensuring the elimination of incidents of potential corruption, and its manifestation. The 21 CRA reports conducted were consolidated into a single report to give a synopsis overview of the processes followed when conducting these CRAs. It further summarised the findings of the CRAs conducted and the recommendations made to help lessen the likelihood of corruption at all government garages and stores.

- *Monitoring and Evaluation of Corruption Risk Mitigation Plans*

During the period under review, fourteen (14) Monitoring and Evaluation (M&E) exercises were conducted, upon which reports were produced, approved, and given to the respective stakeholders' institutions for further actions, implementation and to give feedback to the Commission.

These Monitoring and evaluation exercises are routinely conducted as they are complementary to CRAs to monitor and assess how effectively the Corruption Risk Mitigation plans have been implemented by institutions where CRAs were conducted.

**Table 2: Institutions at which M&Es were conducted during the 2022/2023 FY.**

#	REGION	INSTITUTION	DATE
1.	Oshikoto	Tsumeb Municipality	14-16 June 2022
2.	Otjozondjupa	Okakarara Town Council	28 June 2022
3.	Khomas	Ministry of Home Affairs, Immigration, Safety and Security	28 June 2022
4.	Erongo	NAMPOL	31 August 2022
5.	Erongo	Erongo Regional Council	29 September 2022
6.	Zambezi	Bukalo Village Council	24 October 2022
7	Zambezi	Katima Mulilo Town Council	26 October 2022
8	Erongo	Omaruru Municipality	26 October 2022
9.	Erongo	Arandis Town Council	28 October 2022
10.	Kunene	Opuwo Town Council	28 November 2022
12.	Erongo	MWT: Swakopmund Government Garage	18 January 2023
13.	Erongo	Karibib Town Council	14 February 2023
14.	Otjozondjupa	Grootfontein Municipality	07 February 2023
15.	Erongo	NamRA: Domestic Taxes Western Region	16 March 2023

## **ii) Anti-corruption education and public awareness**

Another Function of the commission is to educate the public on the evils and danger of Corruption. During the year under review, the DPCP conducted a number of various anti-corruption and public awareness interventions through training of stakeholders in public and private bodies, media and community engagement.

### **• Training on Systems Examinations**

In addition to the CRA, the Commission uses Systems Examinations to examine the practices, systems, and procedures of both public and private bodies. Conducting an in-depth System Examination encompasses an in-depth examination that involves arranging and analysing information obtained from institutions to interpret the facts by identifying corruption loopholes, closing them, and giving advice on ways to prevent them.

To efficiently carry out a Systems Examinations, an internal training was conducted to capacitate and empower fifteen (15) Public Education and Corruption Prevention Officers (PECPOs) with the necessary skills, knowledge, and common understanding of systems examining processes. This ensured that ACC Systems Examiners have a uniform approach when examining systems of both public and private bodies.



*Fig. 2: Mr. Tylvas Shilongo, ACC Executive Director (3rd front row) with staff members who attended the training on System Examination*

### **• Peer to Peer (P2P) Learning Alliance Consultative Meeting**

The ACC, in collaboration with the German Agency for International Cooperation (GIZ), held the 10th face-to-face benchmarking peer-to-peer learning alliance workshop for the Anti-Corruption Authorities from 25-29 April 2022 in Windhoek. The purpose of the workshop was to exchange lessons learned and explore possible new ideas in the field of public education, corruption prevention, and investigation which are to be embarked upon by the participating ACAs. This was an initiative by the GIZ meant to bring together four ACAs from Africa, namely; Kenya, Uganda, Namibia, and Tanzania. The idea came as a result of the workshop that was held in Frankfurt, Germany, in May 2019. The organisation and the establishment of a peer alliance was taken in line with chapter 2, Article 6 of the United Nations Convention against Corruption (UNCAC). This same initiative is also taken in line with Agenda 2030 setting out Namibia's Sustainable Development Goals (SDG). Namibia is a signatory to both the UNCAC and SDG, which made it possible for the Commission to join the Peer-To-Peer Learning Alliance.



*Fig. 3: ACC top management with Peer-to-Peer Alliance members*

- ***Ethics and Integrity Training***

During the period under review, the Commission as part of its anti-corruption and public education initiative, conducted 76 Ethics and Integrity Training sessions with 76 institutions. As a result, two thousand two hundred and sixteen (2,216) participants from various public and private institutions nationwide received the training, and they are expected to make significant and positive changes in their respective institutions.

Ethics is about doing what is right, good, and fair beyond the demands of laws and regulations, while integrity is the morals and principles that govern or influence the conduct of human beings. Various OMAs, Public Enterprises and Private Bodies have developed a code of ethics that public officials are expected to adhere to. At the same time, public officials are expected to be people of integrity who are guided by a set of core principles that empower them to behave consistently to high standards.

Therefore, through its Strategic Objectives 1, 2, 4, and 5 of the National Anti-Corruption Strategy and Action Plan (2021-2025), the Commission is required to conduct ethics and integrity training for OMAs, Public Enterprises, and Private Bodies. The purpose of the training is to strengthen a culture of integrity and trust and to set high standards of ethics that will cultivate and inculcate honesty and moral correctness in public officials. It also aims to promote accountability and support transparency.

The **table 3** below gives a summary of the list of regions and institutions where ethics and trainings were conducted during the 2022/2023.



Table 3:

#	Region	Institution	Date	# Of Participants Attended
1.	Erongo	NamRA: Customs Exercise	11 May 2022	18
2.	Erongo	Erongo Regional Council	15 June 2022	19
3.	Erongo	Fisheries Observers	29 June 2022	9
4.	Erongo	Usakos Town Council	26 July 2022	16
5.	Erongo	Parliamentarian Standing Committee on Public Account	01 August 2022	21
6.	Erongo	Karibib Town Council	10 August 2022	24
7.	Erongo	Erongo Regional Council	11 August 2022	21
8.	Erongo	NAMPORT: Management Committees	17 August 2022	15
9.	Erongo	Swakopmund Municipality	24 August 2022	17
10.	Erongo	NAMPORT: Supervisors	13 September 2022	12
11.	Erongo	Swakopmund Municipality	5, 12, 16 September 2022	45
12.	Erongo	Namibian Army Rooikop BN 125 and 44 Artillery	11 October 2022	32
13.	Erongo	Naval Base: Walvis Bay	13 October 2022	12
14.	Erongo	Omaruru Municipality	25 October 2022	24
15.	Erongo	Swakopmund Municipality	17-18 November 2022	30
16.	Erongo	MoHSS: Swakopmund, Henties, Arandis	21-23 November 2022	110
17.	Erongo	Arandis Town Council	25 November 2022	17
18.	Erongo	MoHSS: Walvis Bay	28-30 November 2022	60
19.	Erongo	MoHSS: Omaruru	24-26 January 2023	130
20.	Erongo	MoHSS: Usakos + General Public members	21-23 February 2023	93
21.	Erongo	Usakos Town Council Staff members	21-22 February 2023	9
22.	Erongo	MoHSS: Swakopmund Regional Officials	02 March 2023	36

23.	Erongo	NamWater Coastal Business Unit Staff	06-07 March 2023	16
24.	Erongo	Erongo Traditional Authorities	29 March 2023	8
25.	Hardap	Regional Council: Directorate of Education	19 August 2022	56
26.	Hardap	Rehoboth Town Council	08 February 2023	81
27.	Kavango East	NAMRA Regional Head Office	13 September 2022	21
28.	Kavango East	Divundu Village Council Management & Supervisors	07 November 2022	16
29.	Kavango East	Ministry of Home Affairs, Immigration, Safety & Security	11 November 2022	9
30.	Kavango East	General Public Officials: Mukwe Area	11 November 2022	16
31.	Kavango East	Ministry of Youth & National Services	05 December 2022	52
32.	Kavango West	Nkurenkure Town Council	16 August 2022	24
34.	Kavango West	NAMPOL Regional Headquarters	19 August 2022	25
35.	Khomas	NAMCOL (Learners)	07 April 2022	52
36.	Khomas	Office of the President (State House)	11-12 May 2022	19
37.	Khomas	MWT: Government Stores	31 May 2022	22
38.	Khomas	MWT: Windhoek Government Store	14 June 2022	29
39.	Khomas	Parliamentarian Standing Committee on Public Account	16 June 2022	16
40.	Khomas	Electoral Commission of Namibia	30 June 2022	25
41.	Khomas	MWT: Head Office	26 July 2022	20
42.	Khomas	Office of the President (State House)	01 August 2022	29
43.	Khomas	NSFAF Employees	14 September 2022	50
44.	Khomas	Ministry of Environment, Forestry, and Tourism	10-11 Oct. 2022	40
45.	Khomas	Ministry of Agriculture, Water and Land Reform	15 November 2022	69
46.	Khomas	MHAISS: NAMPOL Traffic Unit	09 February 2023	39
47.	Kunene	MWT: Khorihass Government Store	13 June 2022	17

48.	Kunene	Khorihlas Town Council	17 June 2022	14
49.	Kunene	Outjo Municipality	13-14 July 2022	75
50.	Kunene	Okangwati: Heads of line ministries	29 November 2022	11
51.	Ohangwena	Youth Forum - Ohangwena	07 June 2022	23
52.	Ohangwena	Youth Forum - Eenhana	08 June 2022	23
53.	Ohangwena	Youth Forum – Omutwe (Oshikunde)	09 June 2022	10
54.	Ohangwena	Helao Nafidi Town Council	07 March 2023	14
55.	Omusati	Tsandi Village Council	18 July 2022	12
56.	Oshana	Valombola Vocational Training Centre: TRC	13 May 2022	13
57.	Oshana	MoHSS Directorate	31 May 2022	21
58.	Oshana	Oshakati Town Council	08 August 2022	33
59.	Oshana	Oshakati Town Council: General Employees	16 August 2022	64
60.	Oshikoto	Youth Forum	06 May 2022	30
61.	Otjozondjupa	MOEAC: Tsumkwe Settlement	17 May 2022	26
62.	Otjozondjupa	NAMPOL: Tsumkwe Settlement	18 May 2022	14
63.	Otjozondjupa	Traditional Authority, Youth, FBO: Tsumkwe	19 May 2022	15
64.	Otjozondjupa	Namibia Command & Staff College	13 September 2022	20
65.	Otjozondjupa	Okakarara NAMPOL	13 February 2022	7
67.	Otjozondjupa	Okakarara SSS Teachers	14 February 2023	32
68.	Otjozondjupa	Okakarara Hospital	15 February 2023	46
69.	Otjozondjupa	Okakarara General Public members	16 February 2023	27
70.	Otjozondjupa	MHAISS: Osire Refugee Camp	21 February 2023	12
71.	Otjozondjupa	Teachers in Okandjira Settlement	22 February 2023	10
72.	Otjozondjupa	Okandjira Settlement Public Officials + General Public members	23 February 2023	15

73	Otjozondjupa	National Training of Regional School Counsellors from 14 regions	22-24 March 2023	25
74.	Zambezi	MWT: Katima Mulilo Government Store	06 June 2022	16
75.	Zambezi	NAMRA Regional Employees	15 September 2022	23
76.	Zambezi	General Youth Groups	27 October 2022	21
77.	Zambezi	MoHSS: Senior Management Officers & Supervisors	28 October 2022	23
<b>Total participants undergone ethics and integrity training</b>				<b>2,216</b>



*Fig. 4: One of the Youth Group from Zambezi Region that participated in the ethics and integrity training session with ACC staff members (Mr. Paulus K. Lyambezi – 3rd from right, Mr. Ngola Alexander – 1st from right, and Mr. Linus Simataa – far left in green t-shirt)*

- **Anti-Corruption Education and Public Awareness interventions**

During the period under review, a total number of ninety (90) anti-corruption awareness sessions were conducted countrywide and four thousand two hundred and twenty-six (4,226) people were reached. These Anti-corruption education and public awareness sessions were conducted through various methods, such as media campaigns, public outreach initiatives, seminars, workshops, forums, debates, and presentations. The aim is to reach every Namibian and to enhance anti-corruption education and public awareness nationwide.

The **table 4** below indicates the regions, institutions, date of the sessions conducted as well as the number of participants who attended such awareness during the 2022/2023.

**Table 4:**

#	Region	Institution	Date	# of Participants Attended
1.	//Karas	Luderitz Town Council	14 February 2023	30
2.	Erongo	NAMRA: Customs Exercise	11 May 2022	18
3.	Erongo	Erongo Regional Council	15 June 2022	19
4.	Erongo	Fisheries Observers Agencies	29 June 2022	9
5.	Erongo	Karibib Staff and Command College	08 July 2022	23
6.	Erongo	Usakos Town Council	26 July 2022	16
7.	Erongo	Parliamentarian Standing Committee on Public Account	01 August 2022	21
8.	Erongo	Karibib Town Council	10 August 2022	24
9.	Erongo	Erongo Regional Council	11 August 2022	21
10.	Erongo	NAMPORT: Management Committees	17 August 2022	15
11.	Erongo	Swakopmund Municipality	24 August 2022	17
12.	Erongo	NAMPORT: Supervisors	13 September 2022	12
13.	Erongo	Swakopmund Municipality	5, 12, 16 September 2022	45
14.	Erongo	Namibian Army Rooikop BN 125 and 44 Artillery	11 October 2022	32
15.	Erongo	Naval Base: Walvis Bay	13 October 2022	12
16.	Erongo	Omaruru Municipality	25 October 2022	24
17.	Erongo	Lucius Mahoto Correctional Service Training College	11 November 2022	107
18.	Erongo	Swakopmund Municipality	17-18 November 2022	30
19.	Erongo	MoHSS: Swakopmund, Henties Bay, Arandis	21-23 November 2022	110
20.	Erongo	Arandis Town Council	25 November 2022	17
21.	Erongo	MoHSS: Walvis Bay	28-30 November 2022	60
22.	Erongo	Swakop Uranium	09 December 2022	6
23.	Erongo	MoHSS: Omaruru	24-26 January 2023	130



24.	Erongo	MoHSS: Usakos and General Public members	21-23 February 2023	93
25.	Erongo	Usakos Town Council Staff members	21-22 February 2023	9
26.	Erongo	MoHSS: Swakopmund Regional Officials	02 March 2023	36
27.	Erongo	NamWater Coastal Business Unit Staff	06-07 March 2023	16
28.	Erongo	Erongo Traditional Authorities	29 March 2023	8
29.	Hardap	Regional Council: Directorate of Education	19 August 2022	56
30.	Hardap	Rehoboth Town Council	08 February 2023	81
31.	Kavango East	NamRa Regional Head Office	13 September 2022	21
32.	Kavango East	Divundu Village Council Management and Supervisors	07 November 2022	16
34.	Kavango East	Ministry of Home Affairs, Immigration, Safety and Security	11 November 2022	9
35.	Kavango East	General Public Officials: Mukwe Area	11 November 2022	16
36.	Kavango East	Ministry of Youth and National Services	05 December 2022	52
37.	Kavango West	Nkurenkure Town Council	16 August 2022	24
38.	Kavango West	NAMPOL Regional Headquarters	19 August 2022	25
39.	Khomas	NAMCOL (Learners)	07 April 2022	52
40.	Khomas	Office of the President (State House)	11-12 May 2022	19
41.	Khomas	MWT: Government Stores	31 May 2022	22
42.	Khomas	MWT: Windhoek Government Store	14 June 2022	29
43.	Khomas	Electoral Commission of Namibia	30 June 2022	25
44.	Khomas	MWT: Head Office	26 July 2022	20
45.	Khomas	Office of the President (State House)	01 August 2022	29
46.	Khomas	Ministry of Defence and Veterans Affairs: Internal Audit Section	03 August 2022	22
47.	Khomas	NASFAF Employees	14 September 2022	50
48.	Khomas	Electoral Commission of Namibia: Representatives from various political parties	21 September 2022	35
49.	Khomas	Ministry of Environment, Forestry, and Tourism	10-11 October 2022	40

50.	Khomas	Ministry of Agriculture, Water and Land Reform	15 November 2022	69
51.	Khomas	MHAISS:	29 November 2022	30
52.	Khomas	MHAISS: NAMPOL Traffic Unit	09 February 2023	39
53.	Kunene	MWT: Khorihass Government Store	13 June 2022	17
54.	Kunene	Khorihass Town Council	17 June 2022	14
55.	Kunene	Outjo Municipality	13-14 July 2022	75
56.	Kunene	Okangwathi: Heads of line ministries	29 November 2022	11
57.	Ohangwena	Youth Forum - Ohangwena	07 June 2022	23
58.	Ohangwena	Youth Forum - Eenhana	08 June 2022	23
59.	Ohangwena	Youth Forum – Omutwe (Oshikunde)	09 June 2022	10
60.	Ohangwena	Helao Nafidi Town Council	07 March 2023	14
61.	Ohangwena	Helao Nafide TC Residents	14 March 2023	10
62.	Omusati	Tsandi Village Council	18 July 2022	12
63.	Omusati	Commemoration of IAC Day	09 December 2022	200
64.	Omusati	Youth Forum	09 February 2023	59
65.	Oshana	Valombola Vocational Training Centre: TRC	13 May 2022	13
67.	Oshana	Media Briefing	19 May 2022	27
68.	Oshana	MoHSS Directorate	31 May 2022	21
69.	Oshana	Oshakati Town Council	08 August 2022	33
70.	Oshana	Oshakati Town Council: General Employees	16 August 2022	64
71.	Oshana	Ongwediva Annual Trade Fair	29 August – 02 September 2022	General public
72.	Oshana	Youth Forum	30 March 2023	25
73.	Oshikoto	Youth Forum	06 May 2022	30
74.	Oshikoto	MoEAC: Schools Career Fairs - Teachers	26 July – 02 August 2022	98
75.	Oshikoto	MoEAC: Schools Career Fairs - Learners	26 July – 02 August 2022	1,296

76.	Otjozondjupa	MOEAC: Tsumkwe Settlement	17 May 2022	26
77.	Otjozondjupa	NAMPOL: Tsumkwe Settlement	18 May 2022	14
78.	Otjozondjupa	Traditional Authority, Youth, FBO: Tsumkwe	19 May 2022	15
79.	Otjozondjupa	Namibia Command & Staff College	13 September 2022	20
80.	Otjozondjupa	Okakarara NAMPOL	13 February 2022	7
81.	Otjozondjupa	Okakarara SSS Teachers	14 February 2023	32
82.	Otjozondjupa	Okakarara MoHSS: Hospital	15 February 2023	46
83.	Otjozondjupa	Okakarara General Public members	16 February 2023	27
84.	Otjozondjupa	MHAISS: Osire Refugee Camp	21 February 2023	12
85.	Otjozondjupa	Teachers in Okandjira Settlement	22 February 2023	10
86.	Otjozondjupa	National Training of Regional School Counsellors from 14 regions	22-24 March 2023	25
87.	Otjozondjupa	Okandjira Settlement Public Officials + General Public members	23 February 2023	15
88.	Otjozondjupa	ACC awareness stand at the commemoration of the Africa Public Service Day	23 June 2022	±78
89.	Zambezi	MWT: Katima Mulilo Government Store	06 June 2022	16
90.	Zambezi	NAMRA Regional Employees	15 September 2022	23
91.	Zambezi	General Youth Groups	27 October 2022	21
92.	Zambezi	MoHSS: Senior Management Officers & Supervisors	28 October 2022	23
<b>TOTAL NUMBER OF PUBLIC MEMBERS OUTREACHED</b>				<b>4,226</b>



*Fig. 5: Ms. Fransina Ghauz, the Senior Traditional Councillor (1st from right, front row) with participants from the Tsumkwe Settlement who attended one of the anti-corruption public education sessions*

- ***Anti-corruption public education and awareness through the media***

Media is one of the tools the Commission employs to educate and disseminate information pertaining to the mandate of the ACC, the evils and dangers of corruption, and how to report corruption. Information is distributed to the general public or a specific audience via print, electronic, social media, and radio stations

As a result, information was posted on the Commission's social media platforms and media interviews were conducted for each event held during the year under review, primarily with radio stations and Television.

- ***Media Briefings held in Oshana Region 19 May and in Erongo Region on 23 June 2022***

As a matter of ACC tradition and practices ACC organise and convene, Annual media briefings. Such briefings in the year under reviews were held to give anticorruption awareness to the media. The aim of these media briefings were for the Commission to share information on anti-corruption education and corruption prevention activities, carried out by the commission and to give feedback to the media on cases cases investigated during the previous FY (2021/2022), and to engage the local media on the successes made by the Commission in its quest to fight corruption in Namibia.

- ***Training of Public Education and Corruption Prevention Officers***

The ACC has, during the reporting period, conducted training for its Fifteen (15) Public Education and Corruption Prevention Officers (PECPOs) who attended a five days - training workshop on the ACEMT which was held on the 30 January – 02 February 2023, at the National Institute for Educational Development (NIED), in Okahandja. The training workshop aimed to refresh PECPOs on the ACE for Teachers, review the relevance of the ACE for Teachers, acquaint themselves with the syllabi content by analysing the Grade 4-12 Syllabi, and plan together on how Life Skills Teachers' Training will be conducted countrywide.

- ***Training of Regional School Counsellors (RSCs)***

During the year under review, the ACC conducted in collaboration with the Ministry of Education, Arts and Culture (MoEAC) a training for Twenty-five (25) participants from the MoEAC in the 14 regions. The workshop was held between 22-24 March 2023 at the Otjiwarongo Teachers Resource Centre (OTRC) in Otjiwarongo. The training workshop aimed to:

- ⇒ train RSCs on the ACEMT,
- ⇒ engage RSCs who are the Life Skills Subject Advisors and Monitors in the regions in the discussion surrounding how to most effectively train Life Skills teachers within the regions,

- ⇒ involve focal persons from MoEAC to gain a broader understanding of the project,
- ⇒ strengthen the cooperation between ACC and MoEAC for the success of the project,
- ⇒ plan how ACC can be leveraged to train Life Skills teachers, and
- ⇒ review the content and relevance of the ACEM for Teachers.

Life Skills Teachers' training on the ACEM for Teachers, and two other projects, The Anti-Corruption Song Competition, and the Integration of Anti-Corruption Themes and Topics into School Textbooks, will be attained during the 2023/2024 FY.



*Fig. 6: ACC PECPOs and RSCs who attended the training in Otjiwarongo*

- ***Integration of Anti-Corruption Themes into Education Curriculum***

The Strategic Objective 4: Action 4.2.3 of the National Anticorruption Strategy and Action Plan (NACSAP) 2021-2025 requires ACC to further monitor the delivery of the anti-corruption themes in the nations' schools' civic life skills subjects. As a result, ACC and the Ministry of Education, Arts and Culture (MEAC) have reached an agreement to attain this Strategic Objective through three key projects to be implemented during the 2022/2023 and 2023/2024 FYs, namely:

- ⇒ Training of Life Skills Teachers on the Anti-Corruption Education Manual for Teachers (ACENT),
- ⇒ Launching the Anti-Corruption Song Competition, and
- ⇒ Integration of Anti-Corruption Themes and Topics into School Textbooks.

### ***2.1.2 Commemoration of the African and International Anti-Corruption Days***

During the 2022/23 FY, some public awareness through media was achieved by conducting various activities through the Commemoration of African and International Anti-Corruption Days.

#### ***(i) Commemoration of African Anti-Corruption Day on 11 July***

During the observance of the African anti-Corruption Day on the 11 July 2022, the ACC successfully launched its Internal System Examination Guidelines for Examination of Practices, Systems, and Procedures in Public and Private Bodies. The event was officiated by the Deputy Director General, Adv. Erna van der Merwe and the Executive Director, Mr. Tylvas Shilongo. It was attended by the IPPR Executive Director, Mr. Graham Hopwood, EDs, Deputy EDs, and various officials of other ministries.



### **(ii) Commemoration of the International Anti-Corruption Day on 09 December**

With respect to the commemoration of the International Anti-Corruption Day, as matter of tradition and practice, Namibia joins the rest of the world in commemorating the International Anti-Corruption Day. In this regard, on 09 December 2022, the day was commemorated in Outapi Town, Omusati Region. The 2022 International Anti-Corruption Day was held under the theme “UNCAC at 20: Uniting the World Against Corruption”.

Brief background about how the commemoration of the International Anti-Corruption Day came about, is given here under:

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 United Nation Convention Against Corruption in combating and preventing corruption. The Convention entered into force in December 2005.

As a country, Namibia signed the UNCAC in 2003 and ratified it in 2004. Namibia has gone on to integrate and align various articles of the UNCAC to national development plans as well as develop other strategies and reform legislations to heed this commitment.



*Fig. 6: Frontline: Mr. Paulus Noa – ACC Director-General (3rd from right) with some of the dignitaries who attended the commemoration of the IAC Day 2022 in Omusati Region*

### **2.1.3 Coordination and monitoring the implementation of the National Anti-Corruption Strategy and Action Plan (NACSAP) 2021-2025**

The National Anti-Corruption Strategy and Action Plan serves as a tool for fostering cooperation and continued synergy in attaining the national vision for a corrupt-free Namibia across all sectors and spheres of society, therefore the fight against corruption requires a concerted effort to maintain a healthy and corrupt free nation. The Strategy has eight Strategic Objectives, which inform 95 actions to be implemented by 44 lead institutions. The NACASAP implementation is overseen by five bodies: the Secretariat, National Steering Committee, Clusters, Regional Forums, and the Parliamentary Committee on Constitutional and Legal Affairs. The bodies are guided by the Terms of Reference (ToR) compiled by the Secretariat and distributed to all stakeholders and implementing institutions.

### **i) National Steering Committee**

The National Steering Committee serves as the overall oversight body to monitor the implementation of the strategy, to ensure accountability at the national level, drive change, foster collaboration among the stakeholders, and update the parliament on the progress made on NACSAP at the end of each FY. During the period under review, the National Steering Committee met on the 8th of September 2022. It was attended by about 50 members. The meeting was addressed by the Right Honourable Prime Minister Dr. Saara Kuugongelwa-Amadhila. Ms. Kandetu, the Cluster 1 Chairperson who presented the progress report, dwelled on the progress made in implementing the Strategy, including the appointment of the Cluster chairperson, hosting of cluster meetings, development of the monitoring and evaluation plan, as well as further consultations with the implementation institutions by the Secretariat. In addition, courtesy visits to the Honourable Governors were embarked upon.

### **ii) NACSAP Cluster Meetings**

The first closer body for tracking the progress of the NACSAP is the cluster meetings. There are 4 clusters and each cluster is entrusted to monitor one or a number of NACSAP Strategic Objectives. Each cluster is expected to meet once per quarter and submit a report to the NACSAP Steering Committee, which is the oversight body of the NACSAP. During the period under review, each of the clusters 1, 2 and 4 met four times in June 2022, July 2022, November 2022, February 2023 while cluster 3 only held 3 three meetings in June 2022, July 2022, November 2022. The first cluster meeting, which was held on the 9th June 2022, served as an induction to introduce cluster members to the new NACSAP 2021-2025 and validate its Monitoring and Evaluation Plan.

Twenty-seven stakeholders representing the public, private, and faith-based sectors as well as civil society and non-governmental organizations attended the induction meeting.

The Cluster have held the following meetings during the 2022/23 financial year:

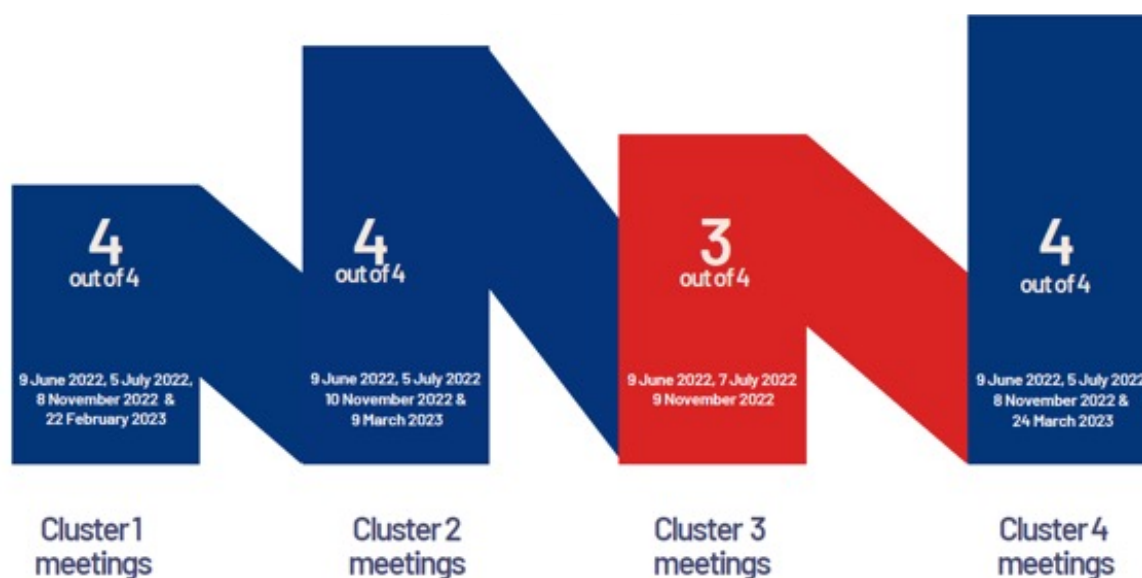


Fig. 8:

The monitoring of activities under the eight strategic objectives have been allocated to various Clusters as follows:

**Table 5:**

<b>Cluster 1</b>	<b>Strategic Objective 1:</b> Increasing the level of political accountability and transparency
	<b>Strategic Objective 3:</b> Strengthening efforts to deter corruption
<b>Cluster 2</b>	Strategic Objective 2: Preventing corruption in government offices, ministries and agencies, Public Enterprises, Regional Councils, Local Authorities and Traditional Authorities
<b>Cluster 3</b>	<b>Strategic Objective 4:</b> Conducting extensive anti-corruption education
	<b>Strategic Objective 6:</b> Engaging civil society, non-governmental organisations, and the media in combating corruption
	<b>Strategic Objective 8:</b> Enhance engagement and participation of youth in anti-corruption programmes
<b>Cluster 4</b>	<b>Strategic Objective 5:</b> Preventing corruption in the private sector
	<b>Strategic Objective 7:</b> Preventing corruption and promoting accountability in the sports fraternity

### *iii) The Secretariat*

The secretariat serve as the monitoring body, which capture minutes of each and every meeting held in the implementation of NACSAP and produce a report accordingly. Hence, during the year under review, the four cluster meetings' minutes were duly recorded by the ACC secretariat, and reports were generated accordingly.

The Secretariat has set the NACSAP service standards as a compliance mechanism for the Secretaries of each Cluster. To this, a secretary for every cluster adhered to all standards in terms of the crafting of the minutes and reports of the NACSAP.

### *iv) NACSAP Regional Forums*

Regional Forums which are chaired by the Governors, serve as another body monitoring the actual implementation of NACSAP. Every year, during the NACSAP lifecycle, the Regional Governor extends an invitation to guests to attend the Regional Forums, which serve as a platform for exchanging information. Meanwhile, the secretariat (i.e., the ACC) is obliged to provide administrative and technical assistance.

The following regions successfully held their regional forums during the year under review. Erongo region, in particular, reported a well-attended NACSAP meeting that strengthened relations with other stakeholders in the region.

In the review period, forums were held as per the table below indicating the regions and dates in which they were held:

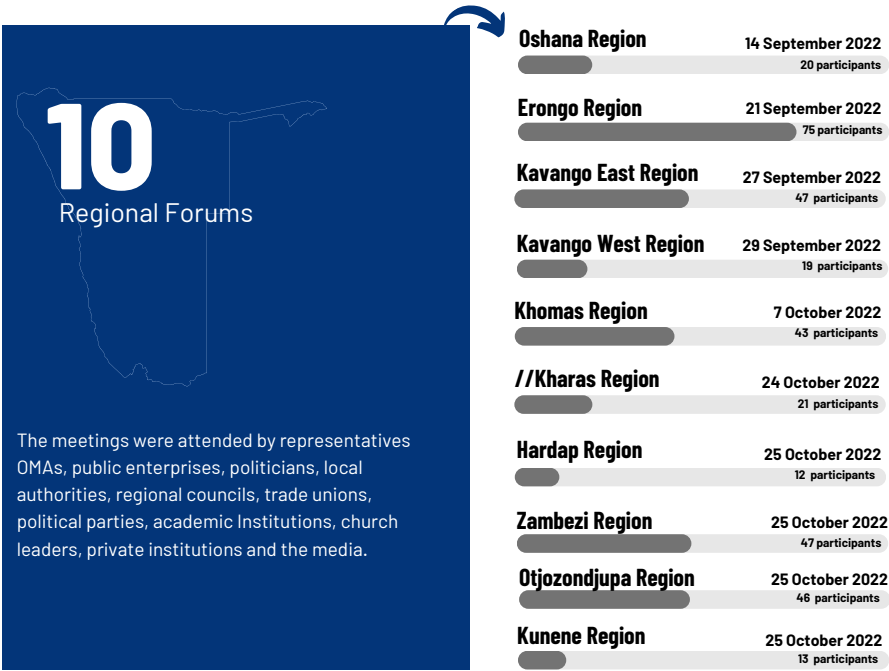


Fig. 9:

During the year under review, the following regions were unable to host the NACSAP regional Forums.

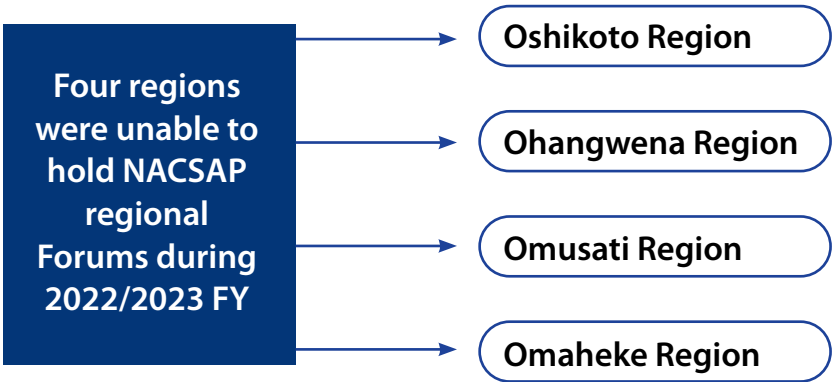


Fig. 10:

Organizing and preparing these ten (10) forums presented a number of difficulties, including political interference, a lack of ownership transferral from some regions’ leadership, and the issue of “whose budget” the forum must be hosted under (i.e., ACC or Office of the Governor).

**Note:** For more detailed report on the review of the implementation of the NACSAP 2021-2025 during the first year of its implementation, see a detailed report at [www.acc.gov.na](http://www.acc.gov.na).

### 2.1.5 Reporting obligations towards the regional and international instruments

During the year under review, the Commission provided and coordinated national inputs as part of reporting obligations towards the regional and international instruments such as the SADC Anti-Corruption Sub Committee (SACC) , African Union Advisory Board (AUAB) on corruption, and UNCAC-UNODC).

Regarding the United Nations Convention Against Corruption (UNCAC) Report on Country Review, ACC, the coordinating institution in collaboration with the Ministry of Justice, the focal institution for review, undertook the national consultations with stakeholders in the second cycle by Uganda and France accompanied by UNODC secretariat from 23-25 August 2022. 25 participants attended the meeting.

***African Charter on Values and Principles of Public Service and Administration Workshop.*** The workshop of the draft country report on the implementation of the African Charter on Values and Principles of the Public Service and Administration was necessitated by the pilot program workshop on the use of the State Parties Assessment Tool (SPAT) of the implementation of the African Charter on Values and Principles of Public Service and Administration for the Republic of Namibia that was held earlier on 26 to 29 September 2022. Namibia is one of the five countries to pilot the SPAT. As a result, Namibia produced/submitted its first country report on the implementation of the African Charter on Values and Principles of the Public Service and Administration to the African Charter during the year under review.

The Commission also submitted inputs into the SADC Regional Anti-Corruption Monitoring and Evaluation Framework, approved by the Ministerial Committee of the Organ Meeting of July 2022 and is aimed to provide a mechanism to facilitate monitoring and tracking progress that SADC Member States are making in efforts to address corruption as well as the impact those efforts are having. Moreover, Namibia contributed to the first SADC annual report by providing data on the 17 indicators of the Monitoring and Evaluation Framework.

Namibia also served as the chair of the SADC Anti-Corruption Sub Committee (SACC).



## 2.2 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

- Attend court proceedings to: provide evidence and 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 laws guiding the Commission.

### 2.2.1 CASES RECEIVED DURING 2022/2023 FY

During the year under review, a total number of one hundred and forty-two (142) cases were registered with the ACC. This represents an increase of thirty-two-(32) cases compared to one hundred and ten (110) cases reported during the year 2021/2022 FY. Sixty-six (66) cases were investigated, sixty-seven (67) were declined for a variety of reason (including lack of substance, vague information, and/or unfounded allegations) and nine (9) were referred to other institutions, as they do not fall within the competence of the Commission to investigate them.

### 2.2.2 CASES REPORTED AS PER ACC OFFICE DURING 2022/2023 FY

The Head Office received the highest number of cases ninety-three (93), which represent 65% of all cases received during 2022/2023 FY. Oshana Regional office received twenty (20) cases representing 14% of all cases. Erongo Regional Office received seventeen (17) cases representing 12%, while the Otjozondjupa Regional Office received the least with a total of twelve (12), representing 8% of all cases received during 2022/2023 FY.

The chart below depicts the number of cases received as per ACC office during the 2022/23 FY.

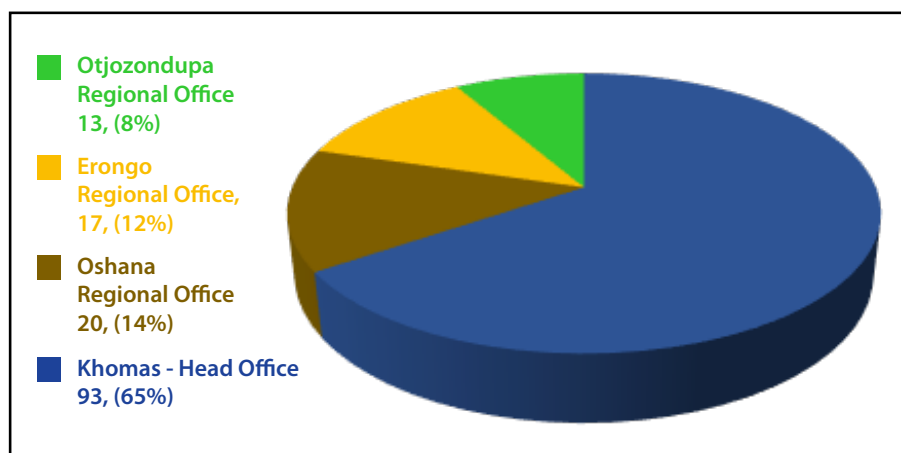


Fig. 11: Number of cases received as per ACC office during 2022/2023 FY

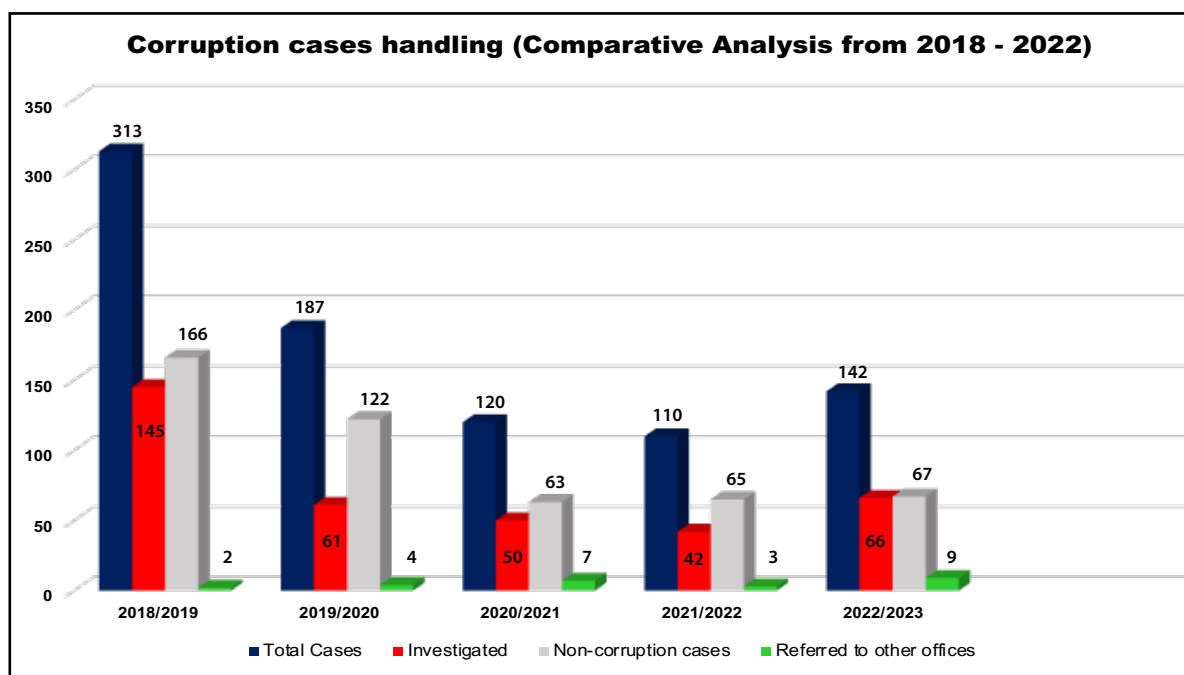


Fig. 12: Corruption Cases handling as per five years trend comparative analysis- (2018-2023)

### 2.2.3 FORMS OF CORRUPTION CASES MOSTLY REPORTED DURING THE 2022/2023 FY

During the 2022/2023 FY, the most reported forms of corruption relate to abuse of power, bribery, abuse of public resources, Value Added Tax (VAT), tender irregularities, and irregularities in recruitment. Whistle-blowers continued mainly reporting cases of abuse of power, with 57% of corruption reports in the 2022/2023 FY attesting to this fact.

### 2.2.4 CASES INVESTIGATED DURING THE 2022/2023 FY

Out of sixty-six (66) cases investigated, eight (8) were referred to the Prosecutor-General for a decision in terms of Section 31(1) of the Anti-Corruption Act, 2003 as amended, thirteen (13) cases were closed after investigation due to unfounded allegations, and the remaining forty-five (45) cases investigation is still ongoing.

Corruption cases investigated during 2022/2023.

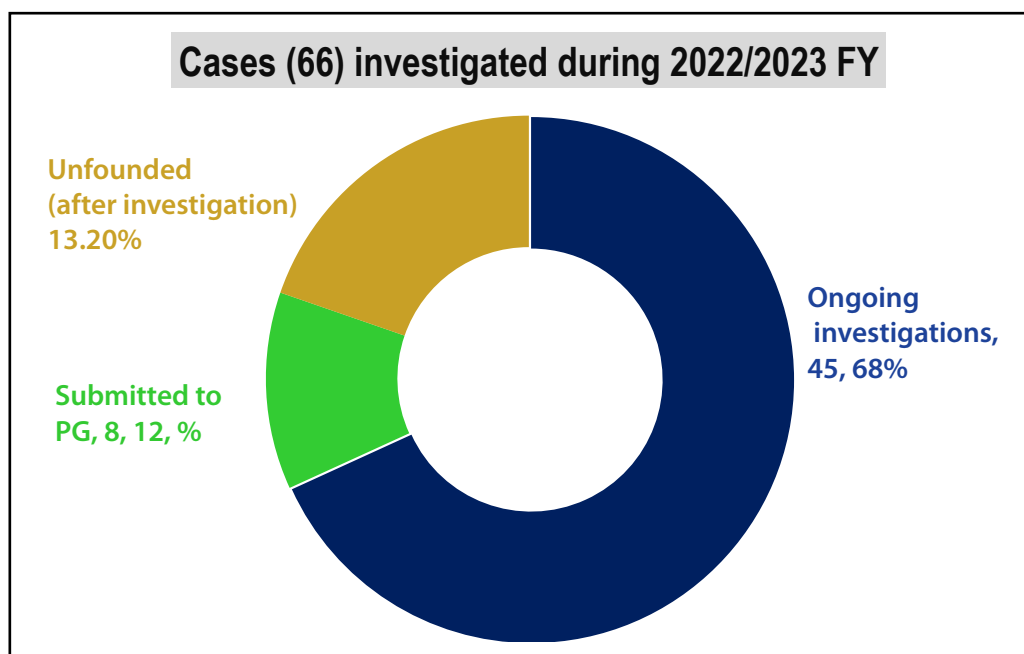


Fig. 13: Depicts the cases investigated during the 2022/2023 FY

### 2.2.5 AGGREGATE CASES SUBMITTED TO THE PROSECUTOR-GENERAL DURING THE 2022/2023 FY

During the FY under review, a total of thirty-eight (38) <sup>1</sup>cases were referred to the Prosecutor-General (PG) for a decision. Out of 38 case dockets referred to the PG for decision, eight (8) cases were for the period under review, whilst thirty (30) were backlogged cases. Of the thirty-eight (38) case dockets submitted to the PG, five (5) cases are currently before court, three (3) cases were referred back to the Commission to comply with further instructions, and thirty (30) cases are still awaiting the PG decision.

<sup>1</sup> The overall 38 cases submitted to the PG during the year under review includes backlogged cases.

See the graph below:

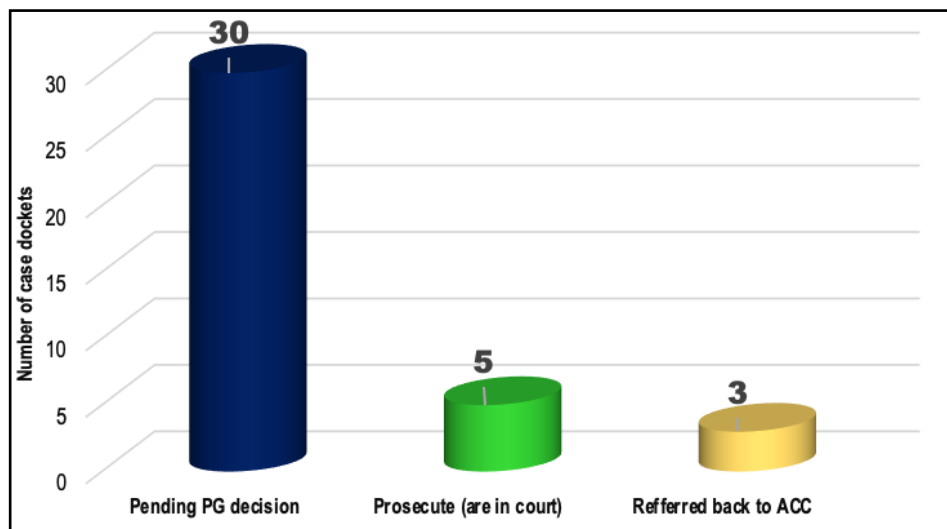


Fig. 14: Cases submitted to the PG during the year under review

#### 2.2.6 CASES SUBMITTED TO THE PG SINCE 2006

Since 2006, the ACC has submitted 768 cases to the PG for decision. Of these, the PG decided to prosecute 567 cases. Accordingly, 343 have been finalised in court (201 cases resulted in a conviction, 142 cases resulted in acquittal/withdrawal of charges) whilst 224 are still pending in court. Out of the total cases submitted to PG, the PG declined to prosecute 104 cases, 28 cases were referred back to the Commission for further investigations, and 5 cases were referred to the Namibian police, meanwhile 64 cases are pending PG decision. See figure below for detailed information on cases submitted to the PG since the established of the Commission.

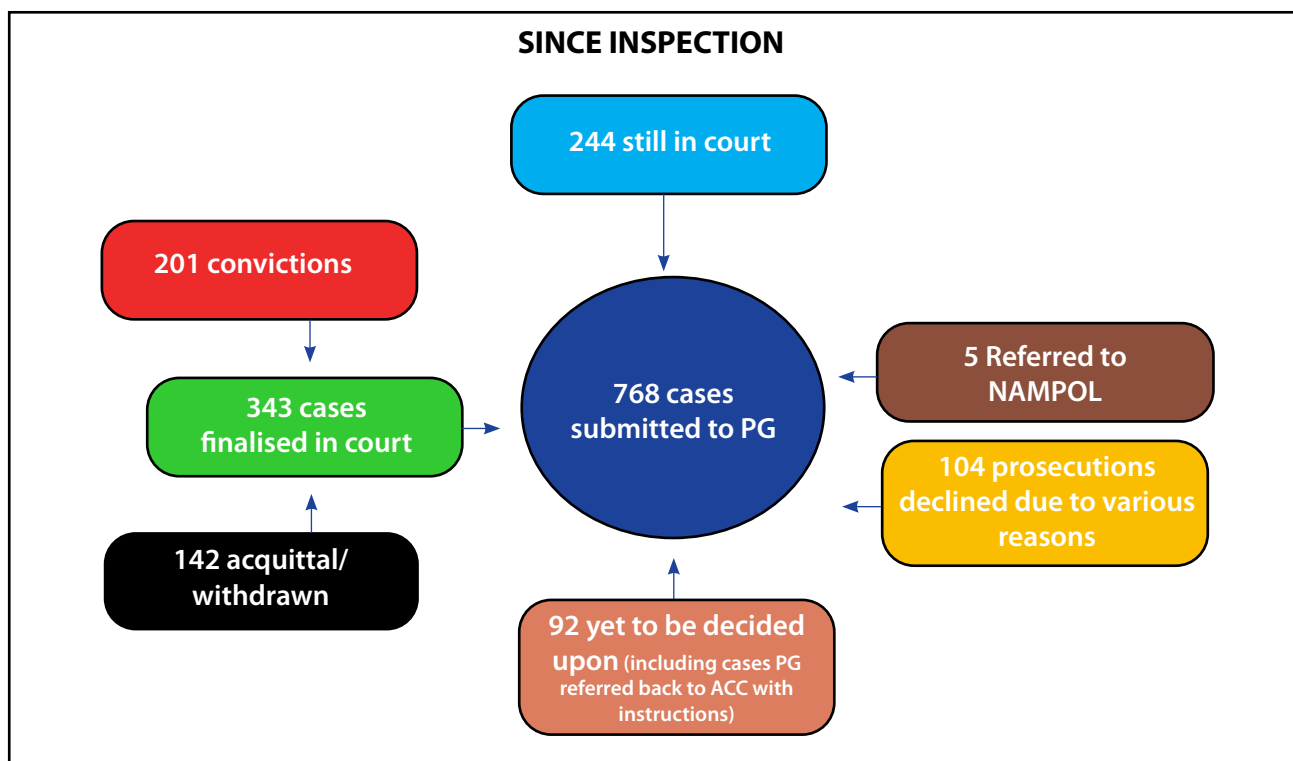


Fig. 15:

### 2.2.7 CASES FINALISED IN COURT DURING THE 2022/2023 FY

During the 2022/2023 FY, a total number of twenty-two (22) corruption related cases were finalised in court. Of these twenty-two cases, eleven (11) cases resulted in conviction. Of these eleven convicted cases, two (2) cases, the accused persons were given imprisonment, while nine (9) received fines or jail sentences. Meanwhile the other eleven (11) cases resulted in acquittal/withdrawal. See figure 13 for cases investigated by the Commission that has been finalised in court during 2022/2023)

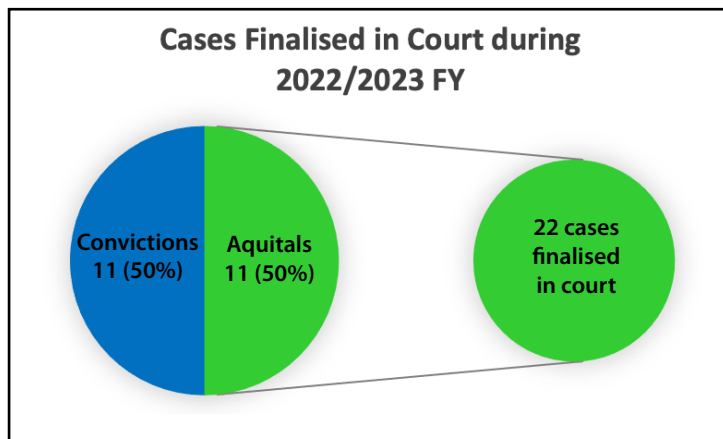


Fig. 16:

### 2.2.8 COURT CASES WITH FIRST APPEARANCE BETWEEN 01 APRIL 2022 TO 31 MARCH 2023

The figure 14 below indicates the number of cases with first appearance during the 2022/2023 FY.

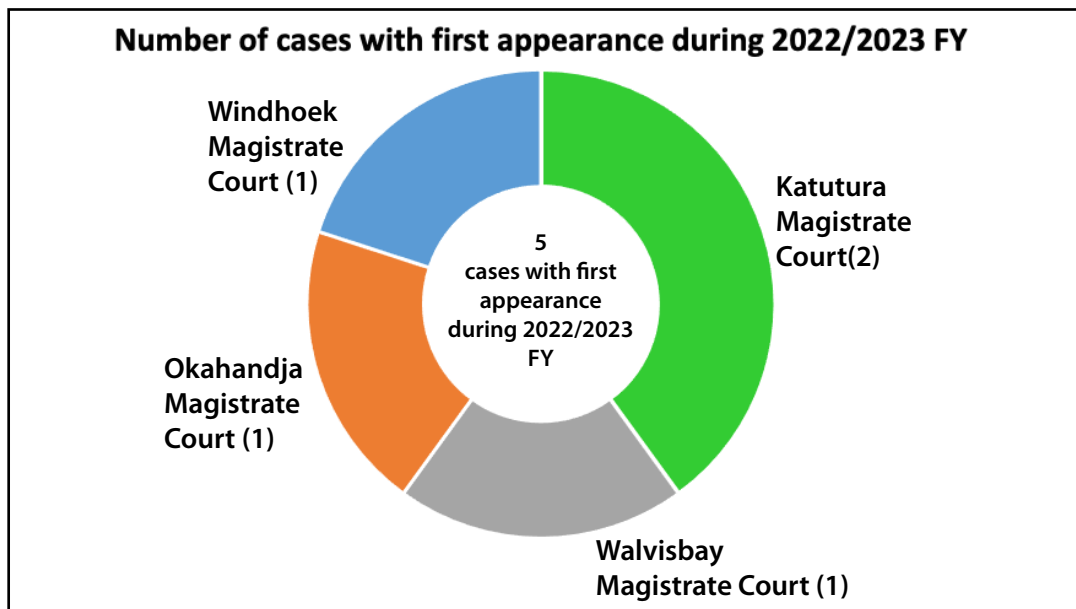


Fig. 17:



## 2.2.9 NOTABLE ONGOING INVESTIGATIONS DURING THE 2022/2023 FY

See table 5 below on the noteworthy ongoing investigations of 2022/2023 FY

**Table 6:**

CASE REFERENCE	CASE FILE NAME	TOWN	OFFENCE DESCRIPTION	DATE REPORTED
ACC-HQO-23-003468	Immigration Officer	Ngoma Boarder Post	Allegations are that an Immigration Officer at Ngoma Border Post, Katima Mulilo unlawfully and corruptly endorsed VISA to a Tanzanian foreign national in exchange for payments.	29 March 2023
ACC-HQO-23-003465	Immigration Officer	Katima Mulilo	Allegations are that an Immigration Officer, stationed at Katima Mulilo-Kongola Border Post corruptly abused office or position for self-gratifications or others by endorsing the passports of 5 Zimbabwean nationals in favour of N\$ 2500.00	10 March 2023
ACC-HQO-23-003463	Koes Village Council	Hardap	Allegations are that the former CEO, Cashier, and LED officer of Koes Village Council corruptly received cash deposits from clients and never deposited such money in the bank account of the Council.	08 March 2023
ACC-HQO-23-003462	Roads Authority	Windhoek	Allegations are that RTI management of the Road Authority (RA), ordered vehicles and motorbikes that were delivered to the RA Head Office without Procurement Committee and CEO's approval while knowing the exact prices from the dealers, but requested a company that does not have a contract with RA to purchase vehicles on their behalf with inflated prices and that procurement processes were not followed. Furthermore, it is alleged that RTI management certified that payment be made to a company for the replacement of a weighbridge machine that was not working, while the said machine was in working condition.	26 February 2026
ACC-OSH-23-003456	Private person (an inmate at Ondangwa Police Station)	Ondangwa	Allegations are that an inmate from Ondangwa Police Holding Cells paid a bribe of N\$2000.00 to a police officer in exchange for not being charged on a fraud case under investigation.	15 February 2023
ACC-HQO-23-003449	Hillside Primary School	Windhoek	The allegations are that a school teacher at Hillside Primary School, Khomas region, corruptly misuses his office or position by taking parents' money meant for their children's school development funds and use it for his own benefit.	26 January 2023
ACC-OTJ-23-003448	Otiwarongo Secondary School - School funds 2023	Otiwarongo	The allegation is that a finance clerk at Otiwarongo Secondary School corruptly misused her office position by diverting / used N\$500,000.00 schools funds which was intended for school activities for her own benefit.	20 January 2023

ACC-HQO-23-003447	Allegation of corrupt practice on school fees and hostel fees at Jan Mohr Secondary School	Windhoek	The allegations are that a school teacher at Jan Mohr Secondary School, Khomas region, corruptly misused his office or position by taking parents' money meant for their children's school development funds, hostel fees, and computer classes fees and used it for his own benefit without paying into the school account.	16 January 2023
ACC-HQO-22-003436	Seaflower Pelagic Processing	Walvisbay	The allegations are that Celax Investments Number One (Pty) Ltd, allegedly used to obtain 33% of the 60% of African Selection Trust, when the company Seaflower Pelagic Processing was established using the amendments of the co-operation agreement between the Ministry of Fisheries and Marine Resources and Fishcor to utilise governmental objective quotas.	14 December 2022
ACC-HQO-22-003415	Vihicare/MOHSS	Windhoek	The allegations are that officials of the Ministry of Health and Social Services are misusing their office positions and had conspired with the owner of Vihicare company and prepared a purchase order for the conversion of GRN 7881. They also certified that the service was rendered, and thereafter, a payment of N\$300 035.58 was made, while in actual fact, the conversion was never done.	07 November 2022
ACC-HQO-22-003413	Business and Intellectual Property (BIPA)	Windhoek	Allegations with regard to the possible fraudulent amendment to the ownership structure of Orange River Exploration and Mining CC/2020/01708 on 16 May 2022.	31 October 2022
ACC-HQO-22-003407	Private persons Impersonating ACC Authorised Officers	Windhoek	The allegation is that certain private individuals are impersonating ACC Investigating Officers and trying to extort money from the Whistle-blower.	24 October 2022
ACC-HQO-22-003403	Namibian Police Force (NAMPOL) and CSS Tactical Security Namibia (PTY) LTD	Windhoek	Allegations with regard to the Namibian Police Force entered into an agreement/contract to deliver service on the agreed amount with a private entity CSS Tactical Security Namibia (PTY) LTD without following the procurement process and installing the CCTV cameras and poles on the public road which are not calibrated on an inflated price.	29 September 2022
ACC-HQO-22-003402	Ministry of Mines and Energy: EPL Lithium	Windhoek	Allegations are that: a technical person at the Ministry of Mines and Energy was allegedly paid an undisclosed amount of money by a Chinese Person in order to facilitate the acquisition of an EPL licence, and/or Mining Licence for Lithium industrial minerals pending the Ministers Approval	14 September 2022

ACC- HQO-22-003401	Chakula Foods CC	Windhoek	Allegation regarding the National Emergency Disaster Fund whereby millions of Namibian Dollars were transferred to the account of Chakula Foods Close Corporation.	07 September 2022
ACC- HQO-22-003397	Namibia Institute of Public Administration and Management (NIPAM) Corrupt Activities	Windhoek	Allegations of misuse of office position by NIPAM officials.	02 September 2022
ACC- ERO-22-003389	Police Officer: Swakopmund CIU	Swakopmund	Allegations are that a certain Warrant Officer took bribes from the accused person in exchange to destroy the fingerprints of the accused person and do favours for the accused person in order to steal/ destroy the docket in which the accused person is charged	02 September 2022
ACC- OSH-22-003384	Ministry of GRN Commercial Fleet Cards	Ondangwa	Allegations are that a regional in the Ministry of Sport, Youth, and National Services, misuse his office position, corruptly and fraudulently using GRN Commercial Fleet cards for his own benefit to the amount of N\$21, 910.45	29 July 2022
ACC- HQO-22-003377	Bribery-Okahandja NATIS	Okahandja	Allegation is that a private person offered a bribe to a NATIS Examiner in order to be issued with a driving licence during the driving test at NATIS Okahandja.	20 July 2022
ACC- HQO-22-003360	ABC Investment CC/ NamRa	Windhoek	Allegations are that a representative of ABC Investment CC offered a bribe of N\$150,000.00 to an employee of the Namibia Revenue Agency (NamRa) to have the ABC Investment CC file transferred from Katima Mulilo to Windhoek Office.	14 June 2022
ACC- HQO-22-003355	Corrupt practices at Katima Mulilo AMTA silo	Katima Mulilo	Allegation is that, a Silo Control Officer at AMTA Katima Mulilo misused his office position by corruptly loading tons of maize grains from AMTA Silo into trucks of the Green Scheme Irrigation Project as private maize and issuing him with a Tax Invoice containing personal bank details in the amount of N\$280,000.00	08 June 2022
ACC- ERO-22-003352	Erongo Governor's office: Misuse of fuel card	Swakopmund	Allegations are that the fuel card assigned to an official vehicle allocated to the Governor of Erongo region was misused by the driver, and embezzled from the fuel card amounts to N\$20,852.18.	07 June 2022

ACC- HQO-22-003349	Allegation of corrupt practices by issuing Visitors Entry Permit to foreign nationals on payment	Katima Mulilo	Allegations are that Immigration Officers corruptly endorsed visitors' entry permits into the Angolan and Zimbabwean nationals' passports without application forms being completed and corruptly received money for their own benefit.	31 May 2022
ACC- OSH-22-003342	Eenhana Town Council Subsistence & Travel (S&T) allowance	Eenhana	Allegations with regard to Substances & Travel (S&T) allowances corruption in Eenhana Town Council.	13 May 2022
ACC- HQO-22-003339	Hermann Gmeiner Primary School Tender	Windhoek	Allegation is that Hermann Gmeiner Primary School principal unprocedural and without following the procurement policy awarded the tender to construct classrooms to a construction company for which he is a co-owner.	10 May 2022
ACC- OSH-22-003336	Ondangwa Government Garage	Ondangwa	Allegation is that an employee within the Ministry of Works and Transport at Ondangwa Government Garage corruptly misused the commercial fuel credit cards of the Government vehicles for his own benefit.	09 May 2022
ACC- HQO-22-003333	Katima Mulilo Traffic Officer	Katima-Mulilo	Allegation is that the traffic officer employed by Katima Town Council abused her position as Traffic Officer and issued a ticket, without paying all the money received from the offender, altered the receipt book/ticket, and changed the amount and the trial date to mislead the authority.	26 April 2022
ACC- HQO-22-003330	Corrupt practices at National Assembly / National Council of Namibia	Windhoek	Allegation is that officials at the National Assembly and National Council corruptly misuse their office positions and conspired with the owner of a private entity UMK Investment CC- stole/misappropriated public funds by transferring monies into their personal accounts and of the UMK Investment CC (private entity) while no services were rendered.	19 April 2022
ACC- HQO-22-003329	Gobabis Municipality - Property Officer and a Councillor	Gobabis	Allegations are that a Property Officer at the Gobabis Municipality did not declare his interest in shares acquired in a private school which was allocated land by the Municipality. Additionally, a Councillor claimed S&T as if he used his private vehicle when he traveled with a GRN vehicle.	12 April 2022



## 2.3 DIVISION: ADMINISTRATION



*MR. ANDREAS J. NANGOMBE*  
*DEPUTY DIRECTOR: ADMINISTRATION*

### **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

## 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 departments 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.



### 2.3.1 SUBDIVISION: HUMAN RESOURCE MANAGEMENT (HRM)

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

During the year under review HRM subdivision executed its planned activities as follows:

#### i) *Staff Establishment*

The Commission's establishment as at 31 March 2023 comprised of one-hundred and twelve (112) staff members. Of these, 27 positions are vacant due to resignations, transfers, and budget constraints while 85 positions are filled.

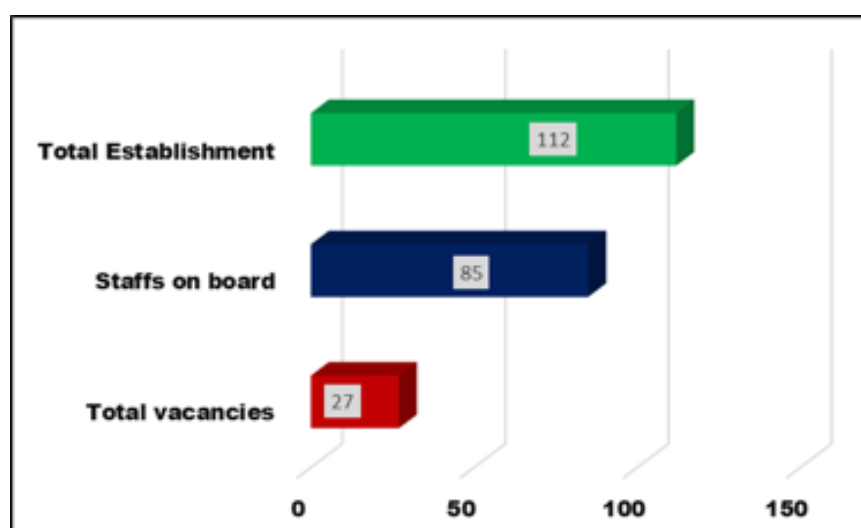


Fig.18: Staff status of the Commission as at the end of 2022/2023 FY

#### ii) *Staff complement per Directorates and Divisions*

The staff complement for ACC as per directorates and divisions as at the end of 2022/2023 FY and the distributions of the resources are indicated in table 6 and figure 14 below.

Table 7:

DEPARTMENT	STAFF COMPLEMENT	VACANT POSITIONS	TOTAL ESTABLISHMENT
Investigation	29	7	36
Public Education and Corruption Prevention	16	5	21
Administration	38	4	42
Security	2	5	7
Performance Improvement, Planning and Coordination	0	3	3
Occupational Safety, Health, and Employee Wellness Unit	0	3	3
<b>Total</b>	<b>85</b>	<b>27</b>	<b>112</b>

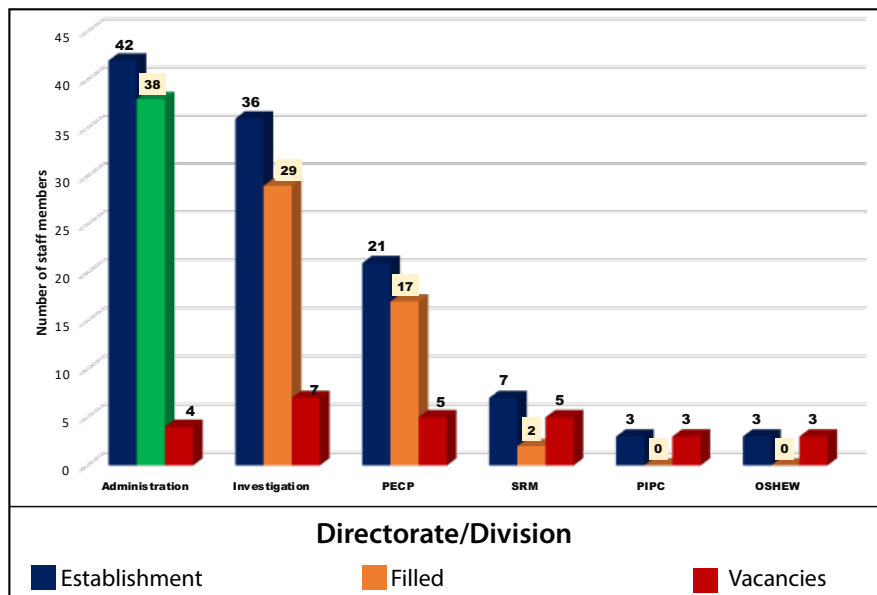


Fig. 19:

iii) *Gender Metrics and gender representations at different directorates and divisions*

Figure 15 and table 7 below indicates gender metrics and representations of staff members at different directorates and divisions for 2022/2023 FY.

Out of eighty-five (85) staff members, forty-eight (48) are male, and thirty-seven (37) are female.

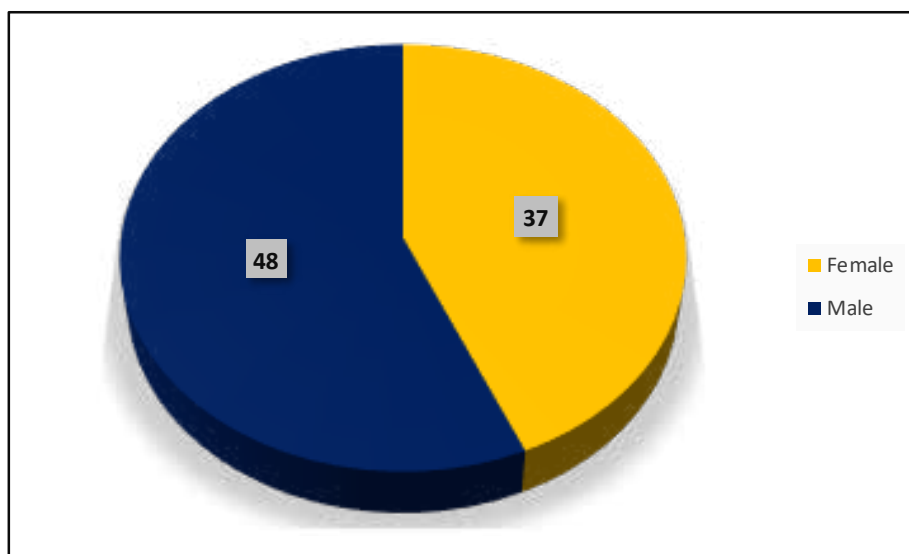


Fig.20:

**Table 8:**

	Female	Male
Investigation	6	23
Public Education and Corruption Prevention	7	9
Administration	24	14
Security and Risk Management	0	2
<b>Total</b>	<b>37</b>	<b>48</b>

**iv) Staff Movements at the Commission between 01 April 2022 and 31 March 2023**

- **Resignations** - during the FY under review four (4) staff member resigned, an indication that the Commission recorded an exceptionally low staff turnover of 0.01% in the 2022/2023 FY.
- **Transfer** - During the reporting period, two (2) staff members were transferred to other O/M/As.
- **Appointments** - During the 2022/2023 FY, twelve (12) new staff members were recruited.

The staff movements statistics at the Commission during 2022/2023 FY are indicated in table 8 and 9 (appointments) below.

**Table 9:**

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

**Table 10:**

RANK	DATE FILLED
Senior Accountant Grade 7	01/04/2022
Senior Human Resources Practitioner Grade 7	01/11/2022
Chief Investigating Officer Grade 4 (Swakopmund)	01/10/2022
Chief Investigating Officer Grade 4 (Otjiwarongo)	01/09/2022
Senior Investigating Officer Grade 5 (Windhoek)	01/07/2022
Senior Investigating Officer Grade 5 (Windhoek)	01/04/2022
Senior Investigating Officer Grade 5 (Oshakati)	01/06/2022
Investigating Officer Grade 7 (Windhoek)	01/07/2022
Investigating Officer Grade 7 (Windhoek)	01/07/2022
Investigating Officer Grade 7 (Analyst) (Windhoek)	01/11/2022
Public Education and Corruption Prevention Officer Grade 7 (Otjiwarongo)	01/08/2022
Chief Security Operations Officer Grade 6 (Windhoek)	01/10/2022

### 2.3.2 SUBDIVISION: HUMAN RESOURCE DEVELOPMENT

This subdivision is responsible for enhancing the Commission's current and future effectiveness by increasing employee's abilities and to maximise performance through Training and Development. Further, it is responsible for coordinating training and development programmes for ACC staff members through a Training Needs Assessment (TNA), Personal Development Plan (PDP), and 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. Thus, 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, the Commission, through the Human Resource Development subdivision, executed this function via the following programmes:

#### i) *Functional training programme:*

During the year under review, the Anti-Corruption Commission capacitated twenty-seven (27) staff members through functional training at the cost of N\$87,072.90 on the following training needs:

**Table 11:**

NO	FUNCTIONAL TRAINING	NUMBER OF STAFF MEMBERS	AMOUNT N\$
1.	Supervisory Development Programme	04	N\$23,600.00
2	Customer Care Training	06	N\$29,700.00
3	Affirmative Action Training	07	N\$27,772.90
4	Digital Forensic	03	N\$6,000.00
5	Effective Leadership and Management	02	Donor funded
6	Money Laundering and Crypto Currency	02	Donor funded
7	Programme Of Commonwealth Anti-Corruption	02	Donor funded
8	Asset Recovery	01	Donor funded

#### ii) *Qualifying training programme:*

During the year under review five (5) staff members were developed through qualifying training at the cost of N\$156,120.00 in the following areas of studies:

**Table 12:**

NO	QUALIFYING TRAINING NEEDS/COURSES	INSTUTIONS	AMOUNTS N\$
1.	Bachelor HRM (Honours)	IUM	N\$10,600.00
2	Post Graduate Diploma in Procurement	NUST	N\$113,520.00
3	Post Graduate Certificate in Public Sector Management	NIPAM	N\$32,000.00

#### iii) *Internship programme:*

During the year under review, the Commission offered two (2) student interns from local Universities an opportunity to complete their experiential learning over three months in relevant departments/units across ACC with the aim of gaining practical experience relevant to their studies.

### 2.3.3 SUBDIVISION: FINANCE MANAGEMENT

#### i) *Budget allocation during the 2022/2023 FY*

During the 2022/2023 FY, an amount of N\$62,771,000 was appropriated to the Commission. However, during the 2022/2023 Mid-Term Budget Review, an additional budget allocation of N\$11,200,000 was

made available to the Commission, which brought the total budget of the Commission to an amount of N\$73,971,000. Of this, N\$65,707,345 forms the execution rate, which represent 89%.

The funds were expended for:

- Personnel expenditure
- Goods and other services
- Subsidies and other current transfers, and
- Acquisition of capital assets.

#### **2.3.4 SUBDIVISION: AUXILIARY SERVICES**

The subdivision 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 subdivision 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 subdivision ensures that the Commission's approved Procurement Plan is submitted to the Procurement Policy Unit of the Ministry of Finance for monitoring and evaluation.

During the year under review the Commission executed 90% of the Annual Procurement Plan which resulted in the ***purchasing of four (4) vehicles and securing of four (4) contracts agreements for goods and services.***

#### **2.3.5 SUBDIVISION: INTERNAL AUDIT**

The subdivision Internal Audit is an independent, transparent, quality assurance and compliance function tasked with the responsibility of adding value and improving on organisational performance. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control, and governance processes.

During the year under review the Commission's Internal Audit office conducted three internal audits, namely:

- i. Performance Management System audit
- ii. Payroll Verification Audit, and
- iii. Stock Inspection Audit.

For each audit conducted reports were compiled and submitted for approval by the Audit Committee and subsequently presented to the Executive Director for further discussion by ACC Management Committee and for implementation of the recommendations were possible.

#### **2.3.6 SUBDIVISION: INFORMATION TECHNOLOGY**

The subdivision is responsible for providing access to ICT services, systems administration, and networking and technical support at ACC.

Information Technology is an enabler in achieving the Commissions objectives by taking advantage of previously inaccessible opportunities presented by various technologies, whilst applying controls to ensure compliance.

During the 2022/2023 FY, the subdivision carried out the following activities:

##### ***i) IT security***

The IT function was able to upscale and deploy cyber security controls to address the weaknesses identified between catering for Production and DR site.



## **ii) IT Business Systems**

The Commission invested in systems and platforms to support digitisation for its effective operations. It launched a file share system providing a collaboration platform enhancing the sharing of information and promoting better communication through connecting employees with work-related information and facilitating employee engagement.

## **iii) Technology Infrastructure**

The ICT subdivision achieved a 95% completion rate against its Infrastructure Upgrade metric, enabling flexible working practices supporting telecommuting and putting in place mechanisms to alert the Commissions team to respond promptly to any information received with regards to incidences of corruption and other suspect practices, thereby following best practices.

### **2.3.7 SUBDIVISION: PUBLIC RELATIONS**

The Public Relations (PR) subdivision is responsible for promoting and maintaining a good corporate image of the Commission and enhancing internal and external communication relations.

This is achieved through a robust and proactive public relations strategy. The following activities were carried out during the 2022/2023 FY.

## **i) Event Management and Media Interviews**

The Commission held eight (8) events during the year under review with the Public Relations subdivision facilitating and managing its publicity.

**Table 13:**

DATE	EVENTS HELD
26 April 2022	The 10th peer-to-peer (p2p) learning alliance workshop for anti-corruption authorities
11 July 2022	Commemoration of the African Anti-Corruption Day Launch of the guidelines for Examination of Practices, Systems, and Procedures in Public and Private Bodies
09 June 2022	Induction of National Anti-Corruption Strategy and Action Plan 2021-2025 (NACSAP) Clusters and Validation of the NACSAP Monitoring & Evaluation Plan National Anti-Corruption Strategy and Action Plan clusters and validation
23 August 2022	Country visit for the review of implementation by Namibia of the United Nations Convention Against Corruption Chapters II (preventive measures-articles 5-14) and V (asset recovery articles 51-59) by Uganda and France
8 September 2022	The first meeting of the national steering committee on the Second National Anti-Corruption Strategy and Action Plan (NACSAP) 2021-2025
09 December 2022	Commemoration of the International Anti-Corruption Day

Further, on all events held during the 2022/2023 FY, interviews were arranged and managed with local radio and television stations, such as NBC National Radio, Cosmos Radio, NBC TV: Good Morning Namibia and Round Up with Nina Show as well as One Africa TV).

## **ii) Enhanced and improved access to information**

In enhancing and improving access to information, the Commission kept internal and external stakeholders informed and updated on the Commissions' activities, projects, and programmes through Media Releases, Memos, and updates on social media platforms: Facebook, Twitter, Linked In, and Instagram.

- **Media Releases**

During the period under review, 19 Media Releases were issued in respect to activities (including arrest made and search of suspects or witnesses) carried out by the Commission.

- **Social media platforms**

During the period under review, the office was able to share information twenty times on its four official social media platforms Facebook, Twitter, Instagram, and Linked-in.

- **Memo**

During the period under review, 5 internal memos were issued with the aim of keeping staff members informed.

- **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. However, this strategy is yet to be finalised during the 2023/2024 FY.

- **Media Monitoring and Analysis (MMA)**

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

Media data on corruption-related matters were recorded, assessed, and analysed with the purpose to assist the Commission to determine the best course of action to take.

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

Some of the notable articles covered in the media during 2022/2023 financial year

Netumbo on Fishrot: We cannot defend wrongs

Business registration plagued by bureaucracy, corruption

NSFAF worker pays ghost student N\$500 000

No tolerance on corrupt civil servants - Schlettwein

Iceland ducks Namibia's Fishrot entourage

ACC arrests health ministry employee, two others for fraud

Detective arrested for accepting a bribe from plant thief's father

Fishrot accused retreats into silence

Corrupt officials steal from jobless - Kavihuha

Police Officer behind bars for bribery

Can ACC visit companies

Union drags city council to ACC

ACC probes Nipam

ACC asks lipumbu for Namdia report implicating Kandjoze

Govt wants EPL probe

Namibia has not lost corruption battle - Noa

Fig. 21



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## 2.4 DIVISION: SECURITY AND RISK MANAGEMENT



*MR. POLYKALIPUS SEM  
DEPUTY DIRECTOR: SECURITY  
AND RISK MANAGEMENT*

### **SECURITY AND RISK MANAGEMENT**

The Division Security and Risk Management functions are to:

- Secure safe environment
- Security policies and plan development, management and implementation
- Provide security services to the Commission
- Manage any possible Security Risks or threats at the Commission
- Coordinate trainings on security awareness to staff members
- Develop and implement security policies and plans.

## 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.



#### **2.4.1. ACTIVITIES CARRIED OUT DURING THE 2022/2023 FY**

**The followings are activities carried out during the period under review:**

- i. Security awareness and induction was given to all new staff members at all ACC offices.
- ii. Carried out Security Threat Risk Assessments at each of the four ACC offices; developed a report and submit to the Executive Director.
- iii. Risk Management Framework Developed.
- iv. Coordinated the following activities:
  - Replacement of all emergency break glass devices.
  - Setting up of emergency signage's and emergency assembly point at the headquarters.
  - Due diligence vetting of new staff members and suppliers.
  - Maintenance of gas panels and fire panel batteries.
  - Servicing of all hose reels and fire extinguisher cylinders at the headquarters.
  - Installation of new GBus URI and wiring up of two readers and maglock.

## CONCLUSION

Investing in the investigations and preventative programs against corruption is the only viable option to build a strong foundation for good governance. The Commission is cognizant of the fact that overall effectiveness in implementing anti-corruption measures and realizing the dream of a corrupt-free nation call for collaborative efforts by all sectors of society.

Innovative anti-corruption measures must include reviewing of policies and laws to be aligned with relevant values of transparency and accountability. Therefore, the implementation process of the National Anti-Corruption Strategy and Action Plan 2021-2025 is one of the milestones achievements, providing institutions with a support to implement the activities with vigour.

The Commission remains concerned though, 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, hence may lose courage to report suspicious acts of corruption to law enforcement agencies. The Commission urges that priority be given to cases involving fraud and corruption to enhance public confidence in the fight against corruption as well as in the justice system. The convictions and sentence imposed by the courts send a powerful message of deterrence in the society as corruption, fraud, money-laundering and tax evasions cause damage to the economy.

With regards to the slow pace at which corruption cases are finalised in criminal courts, the Commission is of the opinion that specialised and or dedicated courts be established to prioritise cases of corruption, fraud, money laundering and tax evasion. This will begin to instil confidence in the criminal justice system.

The Commission, recognises the latest amendments to the Prevention of Organised Crime aimed to tackle unexplained wealth and is commendable. The Commission in the same vein maintains the view that the passing of a law providing for the admissibility of electronically obtained evidence will complement gathering of evidence by law-enforcement agencies and make it possible to prove complex cases in criminal hearings. It may increase the conviction rate of suspects with corruption, fraud and related financial crimes. Technology has advanced to the point that time has come to consider amending relevant laws to allow criminal hearings, when circumstances demand, to be conducted via video-conference.

Therefore, the Commission wishes to implore all sectors of society to commit themselves to joining ACC in raising awareness and curbing corruption in Namibia, as plundering and mismanagement of public resources must be prevented at all costs. Corruption is a disease which, if not nip in the bud, will severely destroy good gains thus far achieved and destroy the social fabric of the Namibian Society.

In a nutshell, the Commission would like to emphasize that its mandate extends beyond public education and corruption prevention through the development of efficient anti-corruption assessment tools. It also includes conducting investigations into suspected corrupt practices and referring such cases to the PG for a decision to prosecute or not to prosecute.

## NOTES

[illegible]





BE PART OF THE FIGHT!

**"Refrain from Any Kind of Corruption!! "Take a Stand for Your Integrity"**

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