



REPUBLIC OF NAMIBIA

MINISTRY OF JUSTICE

JOINT ANNUAL STAFF MEETING OF THE MINISTRY OF JUSTICE BY HONOURABLE, MR SAKEUS E.T SHANGHALA,MP

Good morning colleagues, I stand by the protocol established by the Permanent Secretary, Mr Ndjoze.

The purpose of the video clip you have just seen is to give you a visual idea of what I expect from every member of staff, no matter what division or rank you are. I expect you to prioritize the big things and once that is done we can enjoy down time together. **Effective time management is the only way in which we can ensure the proper administration of justice.**

There are a lot of expectations from Government and the general public in terms of what we have to deliver pursuant to our mandate. As management we are tasked with a serious responsibility to execute the mandate of our respective Directorates as contained in our Strategic Plan and executed through the annual plans. In order to execute these mandates we rely on your **knowledge, skills and dedication**. Thus in our interaction with each other we need to demonstrate emotional and professional maturity, which will enable us to manage diverse issues.

I want to cultivate a spirit of hard work and dedication to duty, and that we all properly **account for the hours we spent at work** by demonstrating that we have done all we were able to do for the hours we receive remuneration.

We should always have the expectations of the public about service delivery uppermost in our minds in whatever we do in our respective offices. There are some among us who, despite having been in the positions you occupy for many years, do not seem to have a proper understanding of what is involved in your work and do not appreciate the implications of inaction and lack of diligence, on the public perception of the Ministry's work and the image of Namibia as a proud Nation.

I am concerned about the status of the implementation of the Public Management System to date. I would like to see proper mapping of processes in various Directorates so that it is easier to understand the key responsibilities and action steps which have to be undertaken in order to reach a certain output. We need to employ more critical and analytical thinking in achieving our goals.

Capacity building is something that lies very close to my heart. However, I expect to receive a report on the training or seminar you attended before you leave that place. **This is my rule**- before leaving the place of training or meeting venue, email your report to the Ministry. The report gives me an indication of the skills which you now possess. Take time to internalize what you have learnt and then teach those around you.

In light of the current budget cuts, we will all have to find fresh and innovative ways of executing our mandates with the least possible resources. With the help of technology this is possible and options should be pursued to replace conventional expensive ways of working with contemporary and sustainable ones.

Staff grievances have to be acted upon by management in accordance with the relevant Public Service Regulations. Standards on timely action must be enforced. I encourage you to cultivate an atmosphere where staff members share their concerns on work-related matters freely without fear of victimization.

All Heads of Directorates are requested to **submit a calendar of engagements** for this year, indicating all domestic and international engagements, which need to be attended to. This is necessary in order for us to properly plan our expenses and prepare for constructive engagement during such engagements. Attendance of meetings, whether domestic or international only for the sake of having a body there is not conducive and will not be allowed. Staff who attend meetings representing the Government of Namibia must prepare themselves properly and **engage constructively**. Reports on attendance of meetings will also be strictly monitored and will determine future engagements.

This may seem like a very strict statement to begin the year, but be assured that my team and I are reasonable, approachable people.

A “what’s in it for me” attitude has proven to be the drug of choice for a narcissistic society and one of the biggest destroyers of long-term relationships. I am here to build a long term relationship with each of you. I have an open door policy and I expect you to make use of that invitation.

To conclude I leave you with the wisdom of the first African-American woman to win the Nobel Peace Prize in Literature in 1993. Toni Morrison said:

“Inspiration is not the exclusive privilege of poets or artists generally. There is, has been, and will always be a certain group of people whom inspiration visits. It’s made up of all those who’ve consciously chosen their calling and do their job with love and imagination. It may include doctors, teachers, gardeners — and I could list a hundred more professions. Their work becomes one continuous adventure as long as they manage to keep discovering new challenges in it. Difficulties and setbacks never quell their curiosity. A swarm of new questions emerges from every problem they solve. Whatever inspiration is, it’s born from a continuous “I don’t know.””

Therefore colleagues do not be discouraged by “I don’t know’ s” or difficulties, but follow through with heart, passion and imagination.

Thank you.