



**REPUBLIC OF NAMIBIA  
PUBLIC SERVICE COMMISSION**

**COURTESY VISIT ON HIS EXCELLENCY DR. NANGOLO MBUMBA,  
PRESIDENT OF THE REPUBLIC OF NAMIBIA**

**TUESDAY, 16 APRIL 2024**

**STATE HOUSE**

**STATEMENT BY**

**MR. SALMAAN D. JACOBS**

**CHAIRPERSON OF THE PUBLIC SERVICE COMMISSION OF THE REPUBLIC OF  
NAMIBIA**

**AT THE OCCASION OF THE COURTESY VISIT TO THE STATE HOUSE TO  
CONSULT HIS EXCELLENCE, DR. NANGOLO MBUMBA, PRESIDENT OF THE  
REPUBLIC OF NAMIBIA ABOUT MATTERS PERTAINING TO THE HUMAN  
RESOURCES IN THE PUBLIC SERVICE**

**TUESDAY, 16 APRIL 2024, WINDHOEK**

Your Excellency Dr Nangolo Mbumba, President of the Republic of Namibia

Your Excellency Dr Netumbo Nandi Ndaitwah, Vice President of the Republic of  
Namibia

Right Honourable Dr Saara Kuugongelwa-Amadhila, Prime Minister of the Republic of  
Namibia

Hon Christine Hoebes, Minister in the Presidency

Fellow Commissioners,

Dr Alfredo Tjiurimo Hengari, Press Secretary

Dr Inge Zaamwani-Kamwi, Presidential Advisor

DED, Tuyakula Haipinge, and DED Alfred Tjihambuma,

The staff of the State House and the PSC

1. Let me start by thanking you most sincerely for your prompt response to our request to meet with you, for a briefing session, for consultations, for advice, and to provide you with some of the issues which kept us busy, by the mandate of the Commission.
2. We wish to express, once again, our deepest condolences, as a Commission, to you and all Namibians, for the loss of our late President. It will take some time, before we may come to terms and accept his home-going.
3. But since it is our first meeting after Your Excellency assumed the high office, let me express our sincere congratulations and best wishes to you and your family, on behalf of the Public Service Commission, and indeed on my behalf.
4. We came as a full team, Your Excellency. The Commission by the Constitution, will have a Chairperson, with a minimum of three Commissioners and a Chairperson with a maximum of Six Commissioners. Currently, we have only a Chairperson and Five Commissioners.
5. The Commissioners are:
  - a. Comm. Florence Munyungano – 2009
  - b. Comm. Nashilongo Shivute – 2015
  - c. Comm. Batseba Katjiuongua - 2016
  - d. Comm. Gerson Kamatuka – 2021
  - e. Comm. Imelda Katjau – 2024
  - f. Mr Alfred Tjihambuma, DED, PSCS; Ms. Tuyakula Haipinga, DED, DPSM
  - g. Ms. Tangeni Haitula, Director, PSCS
  - h. Ms. Inga Ndaningina, DD: Staffing
  - i. Ms. Libertine Mbekele, DD: Misconduct
  - j. Mr. Paulus Shilongo, DD: Grievances, Complaints and Appeals
  - k. Mr. Stephanus Haneb, DD: Monitoring & Evaluation
  - l. Mr. Chalo Chainda, Chief Information Officer
  - m. Ms. Selma Nalusha, Information Officer

Your Excellency, President Nangolo Mbumba

6. As we mentioned in our letter, the purpose of our request to meet with you was more consult through sharing information on some of the challenges and issues we are faced with.
7. Although the Constitution and the Act state that we should advise the President and the Government, we should provide that advice only after we have consulted and obtained input from relevant stakeholders. Your esteemed Office is one of the important offices we should consult with, to obtain relevant

advice and to learn from your wisdom, for the correct implementation of the human resource issues at hand.

8. The Public Service Commission of the Republic of Namibia has a very important mandate, that it has to follow, to ensure Namibian public servants, when employed and coming through the system after they have obtained relevant qualifications and experience, that they should enter an enabling working environment. Therefore, the Commission has the mammoth task of constantly addressing compliance after employment.
9. As Commission, our work does not stop, when we have gone through recruitment, and the person is now employed. But what happened after the employment? Did HR offices correctly capture the details of the person so employed, and whether those benefits like housing and medical benefits are complied with? Leave records, maternity issues, remunerative work outside employment, financial assistance requests for chronic diseases, the list is endless. What follows thereafter, are the complaints, grievances and appeals, as well as Misconducts. All these are issues we are seized with, in our daily operations of the Commission.
10. Some are very technical issues, but very important for the Public Servants to feel, that their well-being and welfare are taken care of, and that capacity building and benefits they are entitled to, are complied with.
11. Your Excellency, I am mentioning all these details, just to stress the relevance of a body like the Commission to be correctly placed within the system of the Government.
12. As the Constitution states under Articles 112 and 113, the Commission should advise the President and the Government on matters relating to human resources, with special emphasis on balance structuring. It further states that the Commission must be independent and act impartial.
13. Independency, according to our understanding does not mean autonomy. It is more of resource capacity, both human, financial and material, for the Commission to embark on its mandate, and for it to be able to plan properly, so that timelines and strategic objectives are met, without hindrances and bureaucratic obstacles.
14. In our presentations today, in which each Commissioner will present each item, we are briefly highlighting to you issues around our mandate, what we have been doing over the last financial year of 2022/2023, challenges, opportunities and legal issues, also challenges around human resource audit reports, and how manual operations of the HR issues are cumbersome, and that automation

should be a priority. We commend the Ministry of Information, Communication and Technology, for making digitalization and e-governance a priority of the Government. The Commission wants to follow suit to find ways to digitalize the recruitment process of public servants.

15. Our presentations will conclude with the reform process we have started with and the way forward we wish the Commission to go, to become effective and efficient in its service delivery.
16. Your Excellency, this is the Year of Expectations, therefore, please expect the Commission to only bring good progress to you, and that we will regularly update Your Office with the progress we are making to place the Commission within the realm of the system, for effective service delivery to all Public Servants of the Republic of Namibia.

I THANK YOU.