



REPUBLIC OF NAMIBIA

VOTE OF THANKS

**BY HON MAUREEN HINDA-MBUENDE
DEPUTY MINISTER OF HOME AFFAIRS AND
IMMIGRATION**

**CLOSING REMARKS AT THE CLOSING
CEREMONY OF THE MANAGEMENT
STRATEGIC PLANNING RETREAT**

NIPAM, WINDHOEK, NAMIBIA

22 February 2019

Director of Ceremonies,
Mr Etienne Maritz, Executive Director,
Mr Kephass Munepapa, OPM,
Management Cadres of various departments,
Ladies and Gentlemen,

On behalf of the Minister's Office, I stand to whole heartedly appreciate and thank you all. First I allow me to sincerely thank our Executive Director for hitting the ground running and his office's capable organising team for the timeous workshop, attentive attendance and participation of everybody. I am impressed to say the least. You have portrayed capacity and commitment.

Over the past few days, we have been engaged in depth discussions, reviewing our yearly plans, formulating our strategic plans and key performances indicators that will form part our Ministerial Strategic Plan in 2017/2018 - 2021/2022, including Budget Projection and Performance Management Agreements and Appraisals.

It was indeed an opportunity to learn from one another, analyse and interrogate ourselves on the customarily way we are doing things. We had an opportunity to debate, inform and share the challenges experienced in our various Directorate/Departments/Divisions/ Sections and Regions.

We have realized our shortcomings, the areas that needs urgent improvement, and at the same time, we celebrated our achievements, while taking cognizant that we have a long way to go in order to achieve our goals and ultimately reach that level, where we can feel comfortable that we are close to where we want and need to be in terms of fulfilling our mandate as indicated in our performance management and most importantly in line with our other national plans and directives.

We are accountable to the public, the electorate, the tax payers as public servants and as responsible citizens, who are on a mission to create a better living standard for our people.

I am happy that we had an opportunity to carry out this exercise together as we did this week. As we go back to our duty stations, we can all own this Strategic Plan and no one can ever shy away from our commitment to implement and ensure success thereof.

There will be no "we/us" and "they/them" for we are all pulling our resources and efforts in the same direction to achieve our set goal - that is to deliver excellent customer service to our clients, who are the general public may they be Namibian citizens, those from within Africa or those who are from across the oceans.

We have also committed to eliminate wastage in every area of our operations; deliver our service in an effective and efficient manner and ensure that any unethical conduct and perceived corrupt practices are eliminated at all cost.

Let us therefore re-dedicate ourselves to serve our country with patriotism, dedication, honour and integrity in order to reap the fruits of our hard-won independence. We all know that anything short of this, we will rob ourselves and the future generations the peace, stability and prosperity that we are responsible for laying a foundation.

Ladies and Gentlemen,
Colleagues and Comrades

It will be remiss of me, if I conclude without talking to the importance of values, ethics and accountabilities. Let me start by stating that we all have one or the other talent or talents. Most talents are, to an extent, considered a gift. Moral character, by contract is not given to us. You cannot buy it. You can have all the money in the world, but you can never buy it. It is conditioned. We have to build it, piece by piece, preferably from a very young age to become a culture, but all is not lost. We can build it by thought, choice, courage and determination. And let me emphasize that integrity is choosing your thoughts and actions based on values rather than personal gain.

Ethics/integrity/conscience speaks to one's moral character, without which one should not be deployed in the Ministry of Home Affairs and Immigration. I am saying this

because we are the heart and nerve-centre of our Nation for we manage life – from birth to marriage and eventually death.

No other Ministry is duty-bound to serve every single citizen or every person entering or exiting our boundaries. It rests on our shoulders and the Nation expecting from us to protect our livelihood and future by not selling away our beloved Motherland.

Allow me to add top Ten Work Ethics, (not in order of importance as they are equal, but alphabetically):

- Appearance,
- Attendance,
- Attitude,
- Character,
- Communication,
- Cooperation,
- Organizational Skills,
- Productivity,
- Respect,
- Teamwork,

And the Traits of a winning employee:

- Make an effort to improve, by learning ways to better yourself
- Time Management: utilise time and resources to get the most out of both.

As we embark on our journeys back home, let me wish you safe traveling and indeed vibrant and vigour as we go implement our Strategic Plan. Let us go and share what we have deliberated on here with those reporting to us, without waiting for the actual document to be finalized. It is best done from the heart and while the memory is still fresh.

“If a man is called to be a street sweeper, he should sweep streets even as a Michelangelo painted, or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, ‘Here lived a great street sweeper who did his job well.’” – Martin Luther King Jr

May the grace of our Lord Jesus Christ be with your spirit.

I thank you!