



REPUBLIC OF NAMIBIA

STATEMENT

BY

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MINISTER OF URBAN AND RURAL DEVELOPMENT

**ON THE OCCASION OF THE OPENING OF THE
STAKEHOLDERS' CONSULTATIVE MEETING ON THE REVIEW OF
THE RECRUITMENT AND SELECTION REGULATIONS FOR LOCAL
AUTHORITY COUNCILS, PERSONNEL RULES AND THE PATERSON
JOB EVALUATION AND GRADING REPORT FOR PART 2
MUNICIPALITIES, TOWN COUNCILS, AND VILLAGE COUNCILS**

EKAMUTI LODGE, ONDANGWA

MONDAY, 27 MAY 2024

- **Hon. Elia Irimari, Governor of Oshana Region;**
- **Your Worship Hon. Cllr. Paavo Amwele, Mayor of Ondangwa Town,**
- **Hon. Chairpersons of the Management Committees of Local Authority Councils;**
- **Mr. Nghidinua Daniel, Executive Director: MURD;**
- **Chief Executive Officers of local authority councils;**
- **Other senior officials and invited guests present;**
- **Members of the Media;**
- **Ladies and Gentlemen;**

Good morning to you all.

I am delighted to be here at this event where the Ministry wishes to inform stakeholders of the outcome of the revision of the Recruitment and Selection Regulations for Local Authority Councils, Personnel Rules as well as the Paterson job evaluation and grading report for Part 2 Municipalities, Town Councils, and Village Councils

Director of proceedings

Ladies and gentlemen;

As our late President, Dr Hage Geingob always emphasised, effective institutions, systems and processes are important for effective governance and delivery of public service.

In terms of Section 94 of the Local Authorities Act of 1992, the Minister responsible for Local Government is empowered to formulate Model Regulations. In keeping with this responsibility and the identified need for reforms in the local authority sector, the Ministry commissioned a comprehensive review of existing regulations on personnel recruitment and selection for local authorities with a view to ensure their continuous relevance, effectiveness and applicability in the current context.

In order to ensure and enhance operational and administrative efficiency, section 27 (1) (c) (i) and (ii) (bb) of the Local Authorities Act, 1992 empowers local authority councils to make personnel rules in consultation with and with the approval of the Minister.

In order to ensure uniformity in the personnel rules of local authority, the Ministry, after consultations with Local Authorities and stakeholders, developed Model Personnel Rules. These Model Rules will be processed for implementation once the amendments to the Local Authorities Act, 1992 that we are busy with have been finalised, as the Amendment Bill has necessitated changes to some aspects of the Rules.

Director of proceedings

Dear stakeholders

Given our shared desire for good governance and excellence in local government, the Ministry has created platforms for continuous engagements and consultations with local authorities and other stakeholders on issues that are critical and central to effective governance at the local level. The process of developing and reviewing the Recruitment and Selection Regulations and Personnel Rules for Local Authority Councils involved consultations with Human Resources Practitioners from all Local Authorities, NALAO, ALAN and recognised trade unions notably NAPWU.

These platforms and engagements have ensured a collaborative and participatory approach towards reforming and improving local government systems related to personnel matters and in respect to Part 2 Municipalities as well as Town and Village Councils. The reform initiative has been driven by various noted challenges such as significant personnel changes, shortages of trained staff as well as the identified need for organisational restructuring to improve efficiency and service delivery capacities of local authorities.

A comprehensive study, followed by country-wide stakeholder consultative workshops, led to a consensus on the need for the revision of existing regulations and rules as well as the development of universal organisational structures and job profiles, an evaluation and grading all positions, and the creation of market-related standardised wage structures.

In this connection, the Ministry in 2014 constituted a task team to carry out the reviews and the job evaluation and grading exercise. The task team submitted its report on the job evaluation and grading in 2016 but due to various challenges the outcome of the report could not be implemented. Due to the passage of time and new realities, the Ministry constituted a new task team in 2023 to update and refine previous work and recommendations.

Director of proceedings

Ladies and gentlemen

The finalisation of the Job Evaluation and Grading (JEG) exercise report, which is a comprehensive assessment of all positions within the Local Authorities, marks a significant milestone in our collective efforts aimed at ensuring that local authorities have and are able to attract and retain the requisite personnel and skills to effectively deliver on their mandate. The Task Team, I am informed, has successfully completed the following:

- a) Draft organisational structures for all categories of local authorities
- b) Job profiles, job descriptions, costing, and salary structures; and
- c) Evaluations and grading of all position.

We have now invited you, stakeholders, to this 5-day workshop for us to share with you, for your validation and final inputs if any, the draft Personnel Rules and Recruitment Selection and Regulations as well as the Job Evaluation and Grading (JEG) report.

Ladies and Gentlemen,

In the words of our departed President, this year 2024 is a year of expectations and elections, and as we all know we are going to have Presidential and National Assembly Elections in November.

The Electoral Commission of Namibia will conduct a General Registration of Voters from 3rd June 2024 to 1st August 2024. In this connection, I urge you and other eligible voters to register and to be issued with new voter's cards in the region and constituency where you are currently residing and for you to take part in November 2024 Presidential and National Assembly Elections.

I wish to emphasise that service delivery is a key consideration when citizens are making their choices and voting for their leaders. As such, I am appealing to leaders and administrators of local authorities to continue to do everything in their power to do their work as per the expectations of the community and to ensure direct and continuous engagements with members of their community instead of using third parties as it is the case of debt collection in some local authorities, which has generated unnecessary public outcry. I urge local authorities to use their internal mechanisms to manage and recover municipal debts.

In conclusion, ladies and gentlemen, I wish to express my heartfelt gratitude to all those who have been involved and made inputs into the review processes whose outcomes will be shared during the 5-day workshop. I am equally grateful to all of you who have made time to come to this important workshop from your various regions and localities. My special word of gratitude goes to my officials and the members of the task team that worked on the review and job evaluation and grading exercises.

I wish you fruitful deliberations. And I thank you for your kind attention.