



Republic of Namibia

Statement

By

*Dr Nchabi Richard Kamwi, MP
Minister of Health and Social Services*

At the

**Launching of the MoHSS Strategic Plan &
Health System Review Report**

Windhoek, 4th June 2009

Programme Director, Dr Norbert Forster

The Honorable Deputy Minister, Cde Petrina Haingura

The Permanent Secretary, Cde Kahijoro Kahuure

The Under Secretary, Cde. Peter Ndaitwa

Representatives from our Development Partners

The National and Regional Directors

Officials from the Office of the Prime Minister

Officials from the MoHSS and other Line Ministries

Members of the Media

Ladies and Gentlemen,

The long awaited Strategic Plan for the Ministry of Health and Social Services is finally completed. The Strategic Plan is primarily based on the outcomes of extensive review of the health and social services system, one of the most comprehensive exercises ever done in the history of the health and social services sector. Furthermore, the Plan is deeply rooted, aligned with and

responsive to the objectives of Vision 2030, NDP 3, Medium Term Expenditure Framework, other regional and global initiatives and commitments.

I would like to congratulate the staff members of the Ministry of Health and Social Services, our Development partners, stakeholders and indeed the members of the public who, in one way or the other contributed to the successful completion of the health and social services system review and the subsequent formulation of the strategic plan.

No doubt, a good strategic plan is directional document constructed and owned by those who will execute it, namely line management. It provides a roadmap which is not complete unless followed by specific action plans wherein you link the building blocks of the strategy. I trust that management has already commenced with the development of management plans for each Directorate, National and Regional, as well as Referral Hospitals, to ensure accountability and responsibility of the

respective areas of implementation. We should have no excuse not to deliver to the short and long term goals we have committed to in the Strategic Plan. To ensure that we successfully execute the Plan, we must ask ourselves the following questions:

- What are the critical challenges facing the public health?
- How will we address this on a sustainable sector basis?
- Are the short term and long terms goals balanced?
- What are the important milestones for executing the Plan?

Programme Director,

Along these lines, I think it is opportune for me to stress some of the points I have made at the Enlarged Ministerial Management meeting in February. At the time I said: “Successful implementation of this Plan calls for a drastic departure from the current management approaches”. My emphasis is the need for disciplinary execution of Government policies and programmes. I will therefore continue to push hard for increased efficiency and professionalism in our service delivery.

At his recent address to the Permanent Secretaries, His Excellency said and I quote: “You are entrusted with a huge responsibility not only to ensure that the funds allocated to your institutions are utilized for their intended purposes, but also to ensure that you put in place strong and effective mechanisms to get the best out of your staff members. The Government and people of Namibia expect efficient service delivery, as well as reliable and efficient leadership, which you must provide in the institutions that you are entrusted to manage.”

Clearly, the Permanent Secretary will not make any significant difference in our service delivery without the maximum support from the entire Management Team, especially from the National and Regional Directors.

On the formulation of Strategic Plans, this is what His Excellency had to say: “The Strategic Planning Process is a worthwhile initiative that you, as Accounting Officers must champion and promote”. This implies that the Permanent

Secretaries are primarily responsible and accountable to ensure effective execution of the Plan and lead the quarterly review process which is a vital part of execution.

In this regard, I remain grateful that the Office of the Prime Minister has embraced the Balanced Scorecard management process and has made this an integral part of implementation of the Strategic Plans in the public sector. This is a move in the right direction, as this process will enable us to distinguish the real value drivers, performers from dead wood, although our motive is not profit driven *per se*, but service driven, resulting in improved service delivery, which is one of the core principles of the public service charter.

As I said at the February meeting, “I expect the Permanent Secretary to see to it that the scorecard is translated into key performance indicators for all management cadres and further cascaded to appropriate levels. Thereafter, I wish to see discipline adherence to the scorecard, strict monitoring and evaluation of

progress against targets. It is only when we do this that we can stand a fair chance of achieving our ambitious “*Vision of becoming Africa’s leading provider of quality public health and social services.*” Now that we finally have the Strategic Plan, I cannot over emphasize that statement.

In this regard, I fully subscribe to His Excellency President Pohamba’s recent statement to PS’s that, “the attitude of “*business as usual*” ... must come to an end”. There is no other choice but to manage the affairs of government – and indeed that of the Ministry of Health and Social Services- by harnessing the tools and practices that can yield the best results and deliver value for money for the Namibian people. May I remind you that the directives I gave at the February meeting still stand. I expect full compliance and will be taking stock of progress at an appropriate time from the quarterly reports that are long overdue.

Programme Director, Ladies and Gentlemen,

I will fail in my duty, if I do not recognize our significant Development Partners who were part and parcel of the review process and provided both technical and financial support to the MoHSS to enable us to complete the strategic review process. In particular, WHO, UNICEF, USAID, UNFPA, ITECH and SYNERGOS deserve special mention.

I also wish to thank WHO, UNICEF and UNFPA for gladly accepting to be members of the Ministerial Restructuring Committee and for the dynamic and positive contribution they continue to make to the Ministry.

I wish to also take this opportunity to thank the Office of the Prime Minister for providing overall policy guidance during the process, as well as the consultant team of Spergebiet Consultancy who assisted us in the formulation of our Strategic Plan.

Programme Director, Ladies and Gentlemen,

With these words, I now have the honour to declare the Ministry of Health and Social Services 5 Year Strategic Plan and the Health and Social Services System Review Report officially launched.

Thank You.