



The Gateway to Endless Opportunities

**OFFICIAL STATEMENT BY HIS WORSHIP, CLLR
JOSEPH UAPINGENE, MAYOR OF WINDHOEK, ON
THE OCCASION OF THE ORDINARY COUNCIL
MEETING OF JUNE 2023**

**29 June 2023
17H30
COUNCIL CHAMBERS**

Your Worship, Cllr. Magdalena Lombardt, Deputy Mayor

Cllr. Shafiishuna Nujoma, Chairperson of the Management Committee,

All Local Authority Councillors, present

Father Peter Kambanda, Roman Catholic Church

Mr. Faniel Maanda, Acting Chief Executive Officer

Strategic Executives and Officials, present

Members of the Media

Ladies and Gentlemen

Good Afternoon,

Tonight's Council Meeting focuses on pertinent and outstanding Human Capital matters which will be dealt with in-camera once the previous minutes are approved.

It is imperative that we take clear decisions today that set a solid foundation, with adequate staff complements in

critical functional areas. We can no longer continue in a vacuum of unfilled critical vacancies with the ever-growing public demands for service. We must be deliberate in our efforts to balance the ratio of public servants to residents, and this means taking firm decisions to appoint the right candidates.

It is unfortunate that some staff appointments and recruitment processes preceded our time in office. However, as leaders, we are now at the helm and under scrutiny to take decisions (which may at times be unpopular with some). That said, we have a duty vested in us as Council to ensure that the organisational capacity to respond to public needs and strategic imperatives, is constant and effective. Therefore, we cannot avoid addressing the current staff matters and I implore all of you to take these matters seriously and exercise due care

for the long-term sustainability and effectiveness of the organisation and responsibility towards our residents.

My expectation for tonight's deliberations is that we attend to the outstanding staff matters with objectivity and duty of care. We are about to welcome the new CEO in August 2023 and he needs to be supported by strong, competent, and responsive functional areas in order to deliver against the strategic plan.

Finally, as a parting thought before we commence with our discussions this evening, allow me to quote from one of Africa's greatest writers, critics and considered forefather of African literature, Chinua Achebe: *"One of the truest tests of integrity is its blunt refusal to be compromised."* Honourable Councillors, I look to you for wisdom, maturity and commitment towards a common

goal that does not compromise on the long-term sustainability and effectiveness of this organisation. Let us also demonstrate our collective strengths and finalise the outstanding staffing matters before the new CEO's arrival so that he may find a stable base to commence his duties with confidence and trust in us as leaders.

On a lighter note: please be reminded of the upcoming **VIVO Energy** and **City of Windhoek Marathon** taking place on **29 July 2023**. We anticipate at least 1000 participants (runners) and all proceeds will go towards the Windhoek Mayoral Fund, which renders assistance to our vulnerable residents. There will be 42, 21, 10 km runs and a 5km walk/run of which I encourage Councillors and officials to partake in the latter. It is only N\$100 to register and all your family and friends are welcome to participate

in this worthy cause. Further details will be communicated via the Corporate Communications Division.

With these few words, I thank you all.