



REPUBLIC OF NAMIBIA

Ministry of Finance

MEDIA STATEMENT

ON THE

**OCCASION OF OFFICIAL ANNOUNCEMENT OF THE APPOINTMENT
OF THE NAMRA COMMISSIONER**

**IPUMBU SHIMI, MP
MINISTER OF FINANCE**

24 SEPTEMBER 2020

*Ms Anna Nakale-Kawana, NamRA Board Chairperson
Members of the NamRA Board,
Mr. Sam Shivute, newly appointed Commissioner for NamRA
Management of the Ministry of Finance,
Members of the media,
Ladies and gentlemen,*

Good afternoon,

1. Let me thank you most sincerely for honouring our invitation today. This is an occasion to introduce to the public and taxpayer community, the Commissioner for the envisaged Namibia Revenue Agency (NamRA).
2. For quite some time now, since the national decision was taken to establish the Namibia Revenue Agency, the passing of the NamRA Act in 2017 and the appointment of the NamRA Board in 2018, the process to appoint the founding Commissioner and get ready for the commencement, has been intensive and lengthy.
3. Today I am, together with the Board, pleased to announce and introduce to you, the founding Commissioner for NamRA, Mr. Sam SHIVUTE. His appointment, effective from Monday, 28th September 2020, is a culmination of extensive but transparent rounds of interview processes.
4. As you might be aware, Mr. SHIVUTE is not new to the business of the Receiver of Revenue. In 2013 to 2014, Mr. SHIVUTE was seconded to the Receiver of Revenue as Acting Commissioner for a period of no less than 18 months. A law graduate and qualified Detective with several accredited management development training, he served as a Director of Banking Services Department at the Bank of Namibia since 2012, on the back of his previous work experience at the Central Bank and the security sector.

5. We are excited to be joined by Mr. Shivute as a founding Commissioner for this macro-critical national institution. He brings with him a wealth of experience in strategic and dynamic leadership, banking sector as well as technical skills developed and tested over his more than 25 years of a successful professional career, of which 17 years were at the senior management level at the Central Bank, including serving as an Acting Commissioner of Revenue. In addition, he is a transformational coach and his post graduate work focused on the strategies for combating tax evasion through transfer pricing, matters which bear relevance to a new institutional change management and Namibia's revenue mobilization agenda.

Transparency of the recruitment process

6. I wish to explain the recruitment process followed to appoint the Commissioner. This is because misleading information has been propagated in the media that the Minister of Finance has allegedly interfered with the process to favour the appointed candidate, just because; by coincidence, he was my colleague at the Bank of Namibia.
7. It should be said to the public that the interviews for the Commissioner took place in early April this year. The shortlisting of the candidates was done in early March, before my arrival at the Ministry of Finance following public advertisement. For transparency, purposes shortlisting and interview processes were handled by an independent recruitment agency. An independent Interview Panel chaired by the Deputy Chairperson of the NamRA Board and consisting of professional and experienced individuals from different professional backgrounds conducted the interviews. The six-member Interview Panel consisted of the following panellists: -

Member	Role	Current Occupation/Experience
1. Mr Stefan Hugo	Chairperson	NamRA Deputy Board Chairperson,
2. Mr Ebson Uanguta	Member	Deputy Governor of Bank of Namibia

3. Mr Junius Vetumbuavi Mungunda	Member	Chief Executive Officer, Standard Bank Namibia
4. Ms Foibe Namene	Member	CEO of the Electricity Control Board
5. Mr Sakaria Nghikembwa	Member	Chief Executive Officer, AgriBank
6. Mr Penda Ithindi	Member	Deputy Executive Director / Snr Technical Economic Advisor/ Chair of NamRA Task Team, Ministry of Finance

8. By law and best governance practices, the NamRA Board advises the Minister on the appointment of the Commissioner. As a portfolio Minister, I have every confidence in the process undertaken and I accepted the recommendations and advice from the Board, as presented. Mr Shivute was unanimously rated as the top candidate among the three interviewed candidates and, therefore, recommended for appointment as the Commissioner. He subsequently met the security vetting requirements and, hence, his appointment.
9. We wish, therefore, to inform the Nation that a credible and transparent process was followed in the appointment of the Commissioner. At no point in time did the Minister of Finance, the previous or current, interfere with the recruitment processes and recommendations.

NamRA Transitional Arrangements and the Role of the Commissioner

10. Let me, at this stage, set out the institutional arrangements and expected role of the NamRA Commissioner prior to the launching of NamRA. NamRA will constitute a transformation of the current Department of Inland Revenue (IRD) and the Directorate of Customs and Excise into a new semi-autonomous Revenue Agency, outside the public service.

11. Before Day One of NamRA, which will be determined and announced to the public in advance, the NamRA Act (Act No. 12 of 2017) will not be in force and NamRA as an institution will not exist. Until such a date; tax and customs and excise functions and the day-to-day operations will continue to be provided by the Department of Inland Revenue and the Directorate of Customs & Excise under the Ministry of Finance as it has always been the case. As such, during the transitional period, the NamRA Commissioner will not have tax administration powers. Such powers will continue to be vested in the Commissioner of Revenue and Commissioner of Customs and Excise.
12. The NamRA Commissioner, assisted by the NamRA Task Team and under the supervision of the Board, will be preoccupied with the preparatory activities for NamRA institutional readiness.
13. Because the NamRA Act is not yet in force, the preparatory decisions and activities are being undertaken within the framework of the Interpretation of Laws Proclamation (Proclamation 37 of 1920). In particular, Section 12(3)(a) of the Proclamation provides for the undertaking of activities which are necessary to bring the law into operation, before the law comes into operation.
14. The key transitional activities entail the recruitment of the senior management and staff of NamRA, preparing for the temporary secondment of the existing staff, development and adoption of internal policies, conditions of service and systems for the institution, crafting the business plan which articulates strategic initiatives and targets for NamRA and undertaking stakeholder consultation in collaboration with the Ministry.

Arrangements for existing staff

15. Let me also clarify the transitional arrangements for the existing staff of the Inland Revenue and Customs & Excise departments.
16. All the existing staff will be seconded to NamRA for a period of up to 36 months. During that period, the interview and recruitment processes will be undertaken. All the managerial and specialized positions will be subjected to competitive recruitment from both internal and external candidates. Other positions will be internally advertised first for internal staff and only when no suitable candidates are found shall the process be extended to external applicants. This two-tier approach will balance between attracting a diverse skills set and ensuring that existing staff with requisite skills have the opportunity to gain employment at NamRA. Staff who do not make it to NamRA will remain in the public service.

Conclusion

17. In conclusion, I would like to state that NAMRA is one of the institutions critical to the economic wellbeing of our country. Its success will be for the benefit of current and future generations. We shall endeavour to work hard to make it one of the best Revenue Agencies on the African continent, if not in the world. We, therefore, kindly appeal to the nation to support this institution and for the media to partner with us to disseminate correct information to the public.

I THANK YOU