



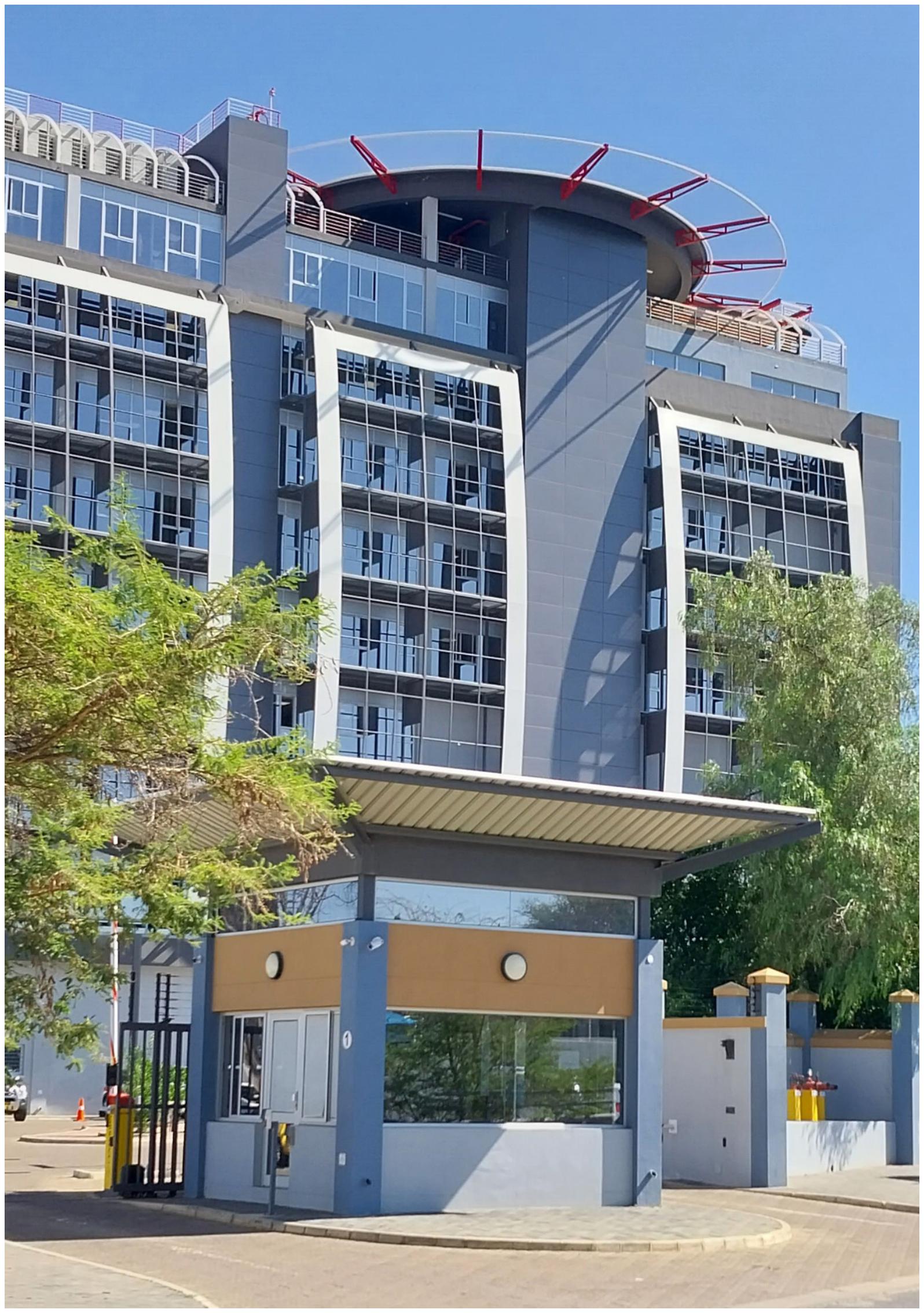
ANNUAL REPORT

2023/2024 FINANCIAL YEAR



NAMIBIAN POLICE FORCE







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FOREWORD



Inspector-General of Police

Lieutenant General Joseph Shimweelao Shikongo

It is with great honour and privilege that I present the Annual Report of the Namibian Police Force for 2023/2024 Financial Year. This report reflects our collective commitment to ensuring the safety and security of all citizens and visitors in our beloved country, while highlighting the milestones achieved, the challenges faced, and the strategies implemented to strengthen law enforcement and public safety.

The primary responsibility for public safety and public order is vested in the Namibian Police Force (Nampol), which is also provided for under Article 118 of the Namibian Constitution and establishment in terms of the Police Act, 1990 (Act 19 of 1990) as amended. The Namibian Police's policing strategies have always been aligned to the aspiration set out in the national policy frameworks, such as Vision 2030, the National Development Plans (NDP), and the successive Harambee Prosperity Plans (HPP). Moreover, the Force is also guided by the SWAPO Party Election Manifesto, Ministerial Strategic Plan, Nampol Strategic Plan, Customer Service Charter and many others. These policy frameworks provides the necessary coherence with which the force will continue to execute its mandate.

Moreover, Nampol is a party to international and regional organisations, amongst others: International Criminal Police Organisation (INTERPOL), African Police Cooperation Organisation (AFRIPOL), and Southern Africa Regional Police Chiefs Cooperation Organisation, (SARPCCO) and further seek collaborations with other continental bodies.

The year under review was marked by significant developments in policing, underpinned by our dedication to combating crime, promoting community policing, and leveraging modern technologies to address emerging security threats. Notable achievements during this period include the successful implementation of targeted crime prevention initiatives, the enhancement of cybercrime investigation capabilities, and the continued professional development of our members through various training programs.

These accomplishments are a testament to the hard work and dedication of every officer and staff member within the Namibian Police Force. However, we recognize that the evolving nature of crime, coupled with resource constraints and the socio-economic challenges faced by our communities, continues to test our resolve. As we navigate these complexities, we remain steadfast in our mission to protect and serve, while fostering public trust through transparency, accountability, and ethical conduct.



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The Namibian Police Force also acknowledges the invaluable support and collaboration of various stakeholders, including the government, international partners, civil society organizations, and the public at large. These partnerships have played a critical role in our efforts to build a safer Namibia and to uphold the rule of law.

As we look to the future, the Namibian Police Force is committed to further strengthening its operational capacity, embracing innovative solutions, and enhancing its community engagement efforts. Together, we can create an environment where every individual feels safe and secure. I extend my heartfelt gratitude to all members of the Namibian Police Force for their unwavering dedication, resilience, and professionalism. Your service to the nation is commendable, and your efforts continue to inspire confidence and pride.

In conclusion, I invite all stakeholders to review this report, which provides a comprehensive overview of our activities and achievements during the 2023/2024 Financial Year. Let us continue to work together in the spirit of unity and determination to achieve our shared vision of a peaceful and secure Namibia.

I have the honour to submit the Namibian Police Force 2023/2024 FY Annual Report.

 : **LIEUTENANT GENERAL**
J.S. SHIKONGO, 'G.C.O.E' 'OMS'
INSPECTOR-GENERAL OF THE NAMIBIAN POLICE FORCE



The Inspector-General of the Namibian Police Force with members of the Force during the promotion of Police Reservists on 27 May 2023 in Windhoek, Khomas Region.



CHAPTER 1

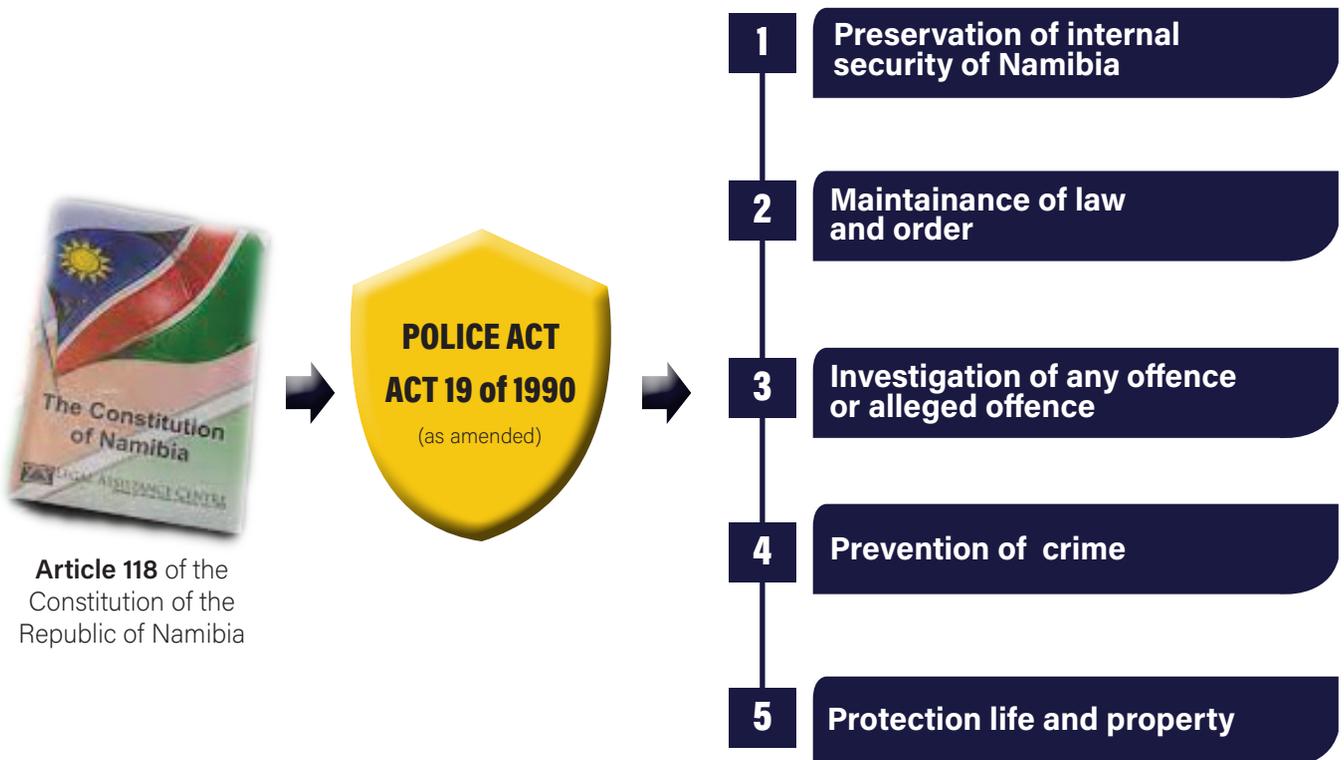
GENERAL OVERVIEW

1.1 Introduction

This chapter provides an overview of the police mandate and functions in terms of high level statements; its vision, mission and core values. Additionally, it highlights the establishment and composition of the Force.

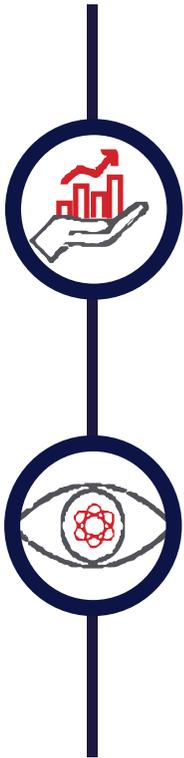
1.2 Mandate and Functions

The Namibian Police Force (NamPol) derives its mandate from Article 118 of the Constitution of the Republic of Namibia, which together with the Police Act 1990, (Act 19 of 1990) as amended defines the powers and functions of NamPol as:





1.3 High Level Statements



Vision

Excellent policing for a safer Namibia

Mission

To deliver quality law enforcement services to the public



Core Values

- Courtesy and helpfulness
- Information & transparency
- Non-discrimination
- Accessibility
- Fairness and integrity





1.4 Establishment and Composition

Article 118 of the Namibian Constitution provides that "there shall be established by an Act of Parliament, a Namibian Police Force with prescribed powers, duties and procedures in order to secure the internal security of Namibia and to maintain law and order". While Article 119 (1) provides for the appointment of the Inspector-General of the Namibian Police Force, by the President, in terms of Article 32(4)(c)(bb) of the Constitution.

Further, Section 3 of the Police Act 1990, (Act 19 of 1990) as amended, stipulates that the Inspector-General is the head of the Force and, subject to the provisions of this Act, shall have the command, superintendence and control of the Force.

According to article 119 (2) of the Namibian Constitution, the Inspector-General of Police shall make provision for a balanced structuring of the police force and shall have the power to make suitable appointments to the police force, to cause charges of indiscipline among members of the police force to be investigated, prosecuted and to ensure the efficient administration of the police force.

The Inspector-General of the Namibian Police Force is deputised by two Deputy Inspector-Generals; for Administration and Operations. In addition, the structure of the Namibian Police Force comprises of nineteen (19) offices/directorates, fourteen (14) regions and four (04) first divisions. Their functions are:

1.4.1. OFFICES/DIRECTORATES

Principal Staff Office is responsible for the provision of administrative and operational support to the Office of the Inspector-General.

Advisory Office is responsible for the provision of advisory services to the Inspector-General on

specific issues.

Police Intelligence Directorate (PIDir) is responsible for the collection, evaluation, analysis and dissemination of crime intelligence.

Legal Services Directorate (LSDir) is responsible for rendering legal advice to the Force on all matters that have legal implications; coordination of civil litigation matters, and coordination of legal advice with the office of the Attorney General.

Crime Prevention Directorate (CPDir) is responsible for planning and coordination of national operations and crime prevention activities. **Criminal Investigation Directorate (CIDir)** is responsible for investigating any offence or alleged offence.

Criminal Investigation Directorate (CIDir) is responsible for investigating any offence or alleged offence.

Border and Infrastructure Protection Directorate (BIPDir) is responsible for protection and safeguarding; national borders, territorial waters and key and/or vital government infrastructure.

Very Important Persons Protection Directorate (VIPDir) is responsible for providing physical and static security services to VVIPs and VIPs.

Information and Communications Technology Directorate (ICTDir) is responsible for providing professional, reliable, efficient, effective, and secure communication services for the Force.

Traffic Law Enforcement Directorate (TLEDir) is responsible for the enforcement of traffic laws, rules and regulations.

Air Support Services Directorate (ASSDir) is responsible for the provision of airborne support



services, with the use of police helicopters.

The Namibian Police Forensic Science Institute (NPFSI) is responsible for all aspects of natural science in solving crimes, as well as finding scientific solutions to problems through examination of evidence and or crime scenes.

Police Conduct and Investigation Directorate (PCIDir) is responsible for investigating criminal cases, allegations, misconduct and human rights abuse against members of the Force.

Human Capital Management Directorate (HCMDir) is responsible for the management of the human capital with regards to human resource planning, management and development.

Finance Directorate (FinDir) is responsible for the management of financial matters of the Force.

Procurement and Logistics Directorate (Proc&LogDir) is responsible for procurement and supplying logistical needs, maintenance of moveable and immovable properties and facilitate tenders for the Force.

Training and Development Directorate (TDDir) is responsible for provision of capacity building, education and skills development to members of the Force through sustainable training interventions.

Policy, Planning and Development Directorate (PPDDir) is responsible to lead and coordinate policy development, strategic planning, performance evaluation, research and project management in the Force.

Gender and Welfare Directorate (GWDir) is responsible for the provision of psycho-social, spiritual and health services to members of the Force.

1.4.2. REGIONS

The fourteen (14) regions are; Erongo, Hardap, //Kharas, Kavango East, Kavango West, Khomas, Kunene, Oshana, Omaheke, Omusati, Oshana, Oshikoto, Otjozondjupa and Zambezi. The Regions are responsible to oversee that the functions of the Force are effectively and efficiently carried out in their respective regions.

1.4.3. FIRST DIVISIONS

Public Relations Division (PRDiv) serves as a link between the public and the Police, as well as promoting and protecting the image of the Force.

International Police Organisation - National Central Bureau Division (INTERPOL-NCB Div) serves as the national point of contact for all International Criminal Police Organisation matters and coordinates international investigations and operations.

Special Reserve Force Division (SRFDiv) is responsible for conducting high risk operations, such as hostage and suicide negotiations, public order management, counterterrorism and tactical interventions.

Explosives Control Division (ECDiv) is responsible for administering and controlling explosives in the Republic of Namibia.



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Diagram 1: Namibian Police Force Management Structure



Lieutenant General Joseph S. Shikongo the Inspector-General of the Namibian Police Force, pictured during a crime prevention operation in Windhoek, Khomas Region on 16 July 2023



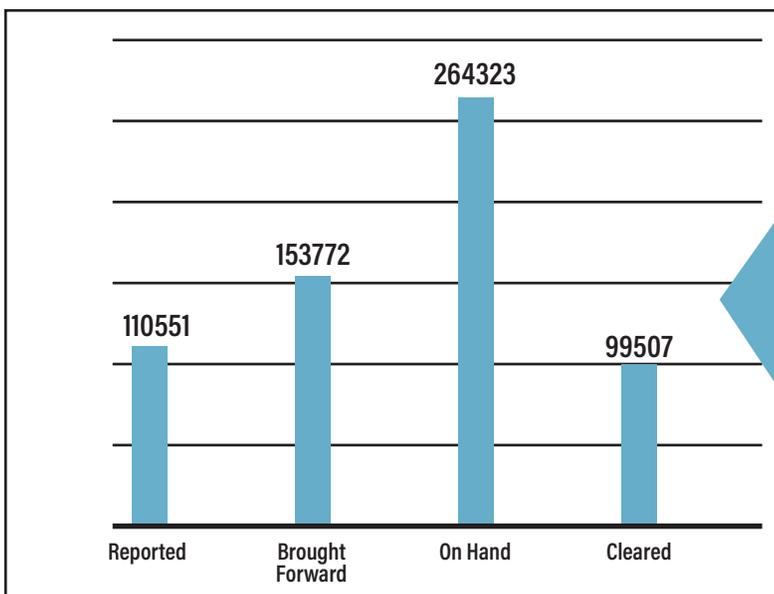
CHAPTER 2 CRIME ANALYSIS

2.1 Introduction

Crime statistics analysis is a critical tool in determining the crime situation in the country and the police effectiveness in rooting out crimes. It is also vital in assisting the law enforcement agencies to devise best effective approach to ensure that Namibia is safe and free from crimes and violence. This chapter provides an analysis of the national crime statistics for the year under review. It further highlights the crimes that were reported, brought forward and cleared, clearance rate comparisons, comparison of regional crime statistics, national serious crime records, and criminal cases reported against members of the force as well as major successes on crimes.

2.2 Overall Crime Statistics

The below figure illustrates the overall crime statistics (including reported cases, brought forward, on hand and cleared) for the 2023/24 FY.



During the period under review, a total of 110,551 cases were reported and 153,772 were brought forward from the last financial year countrywide, bringing the total number of cases on hand to 264,323. Out of this total 99,507 cases were cleared representing 38% of the clearance rate.

Figure 1: Overall Crime Statistics

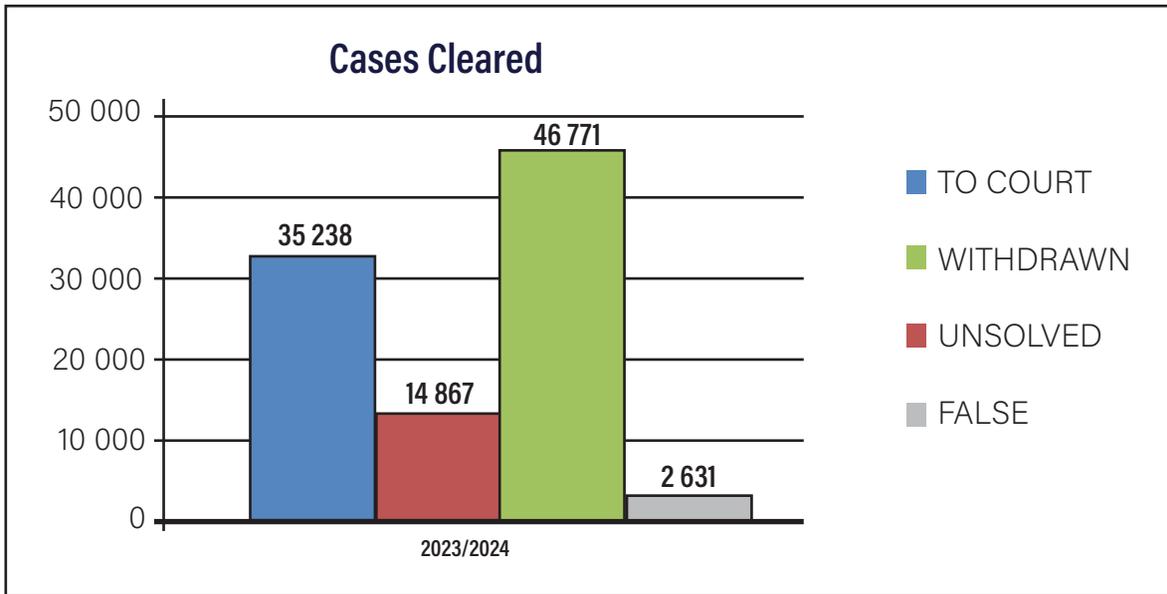


Figure 2: National Cases Cleared

The figure above illustrates the National Cases Cleared for the period under review.

2.3 Comparison of Regional Crime Statistics

Table 1 below illustrates the cases reported, brought forward, on hand and cleared per region, during the period under review.

Table 1: Regional Crime Statistics

REGION	REPORTED	BROUGHT FORWARD	ON HAND	CLEARED	CLEARANCE RATE
Erongo	9163	16 563	25 726	6053	24%
Hardap	4867	6031	10 898	4207	39%
//Kharas	5609	3799	9408	5255	56%
Kavango East	4993	5885	10 878	4923	45%
Kavango West	1610	2107	3717	1477	40%
Khomas	35 918	69 242	105 160	34 869	33%
Kunene	2803	1182	3985	3061	77%
Ohangwena	7096	5592	12688	7697	61%
Omaheke	3268	1276	4544	2851	63%
Omusati	5041	4744	9785	3917	40%
Oshana	12 484	12 464	24 948	10 328	41%
Oshikoto	4651	10 195	15 846	4125	26%
Otjondjupa	8582	7146	15 728	7816	50%
Zambezi	4466	7546	12 012	2928	24%
TOTAL	110 551	153 772	265 323	99 507	38%

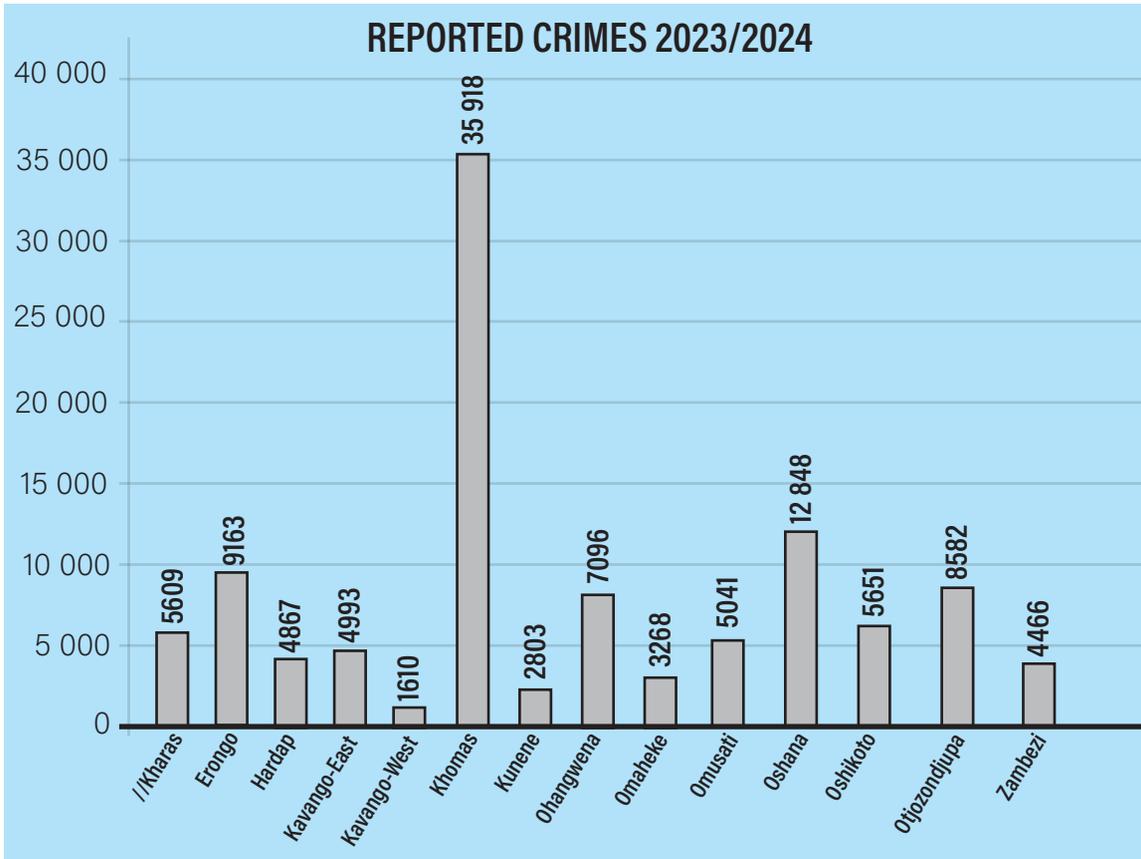


Figure 3: Reported Crimes 2023/24

Figure 3 above shows a comparison of crime reported per region during the period under review. The statistic indicates that Khomas Region recorded the highest cases in the country, with, 35,918, whereas, Kavango West Region recorded the least with 1,610 cases.

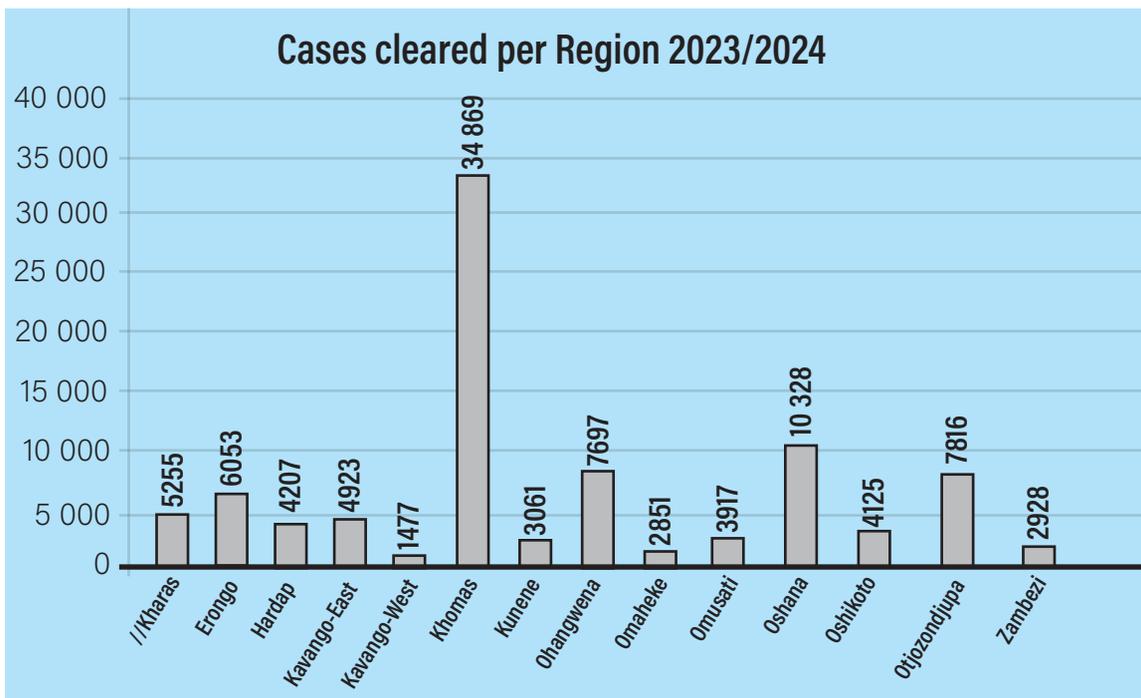


Figure 4: National Clearance Rate

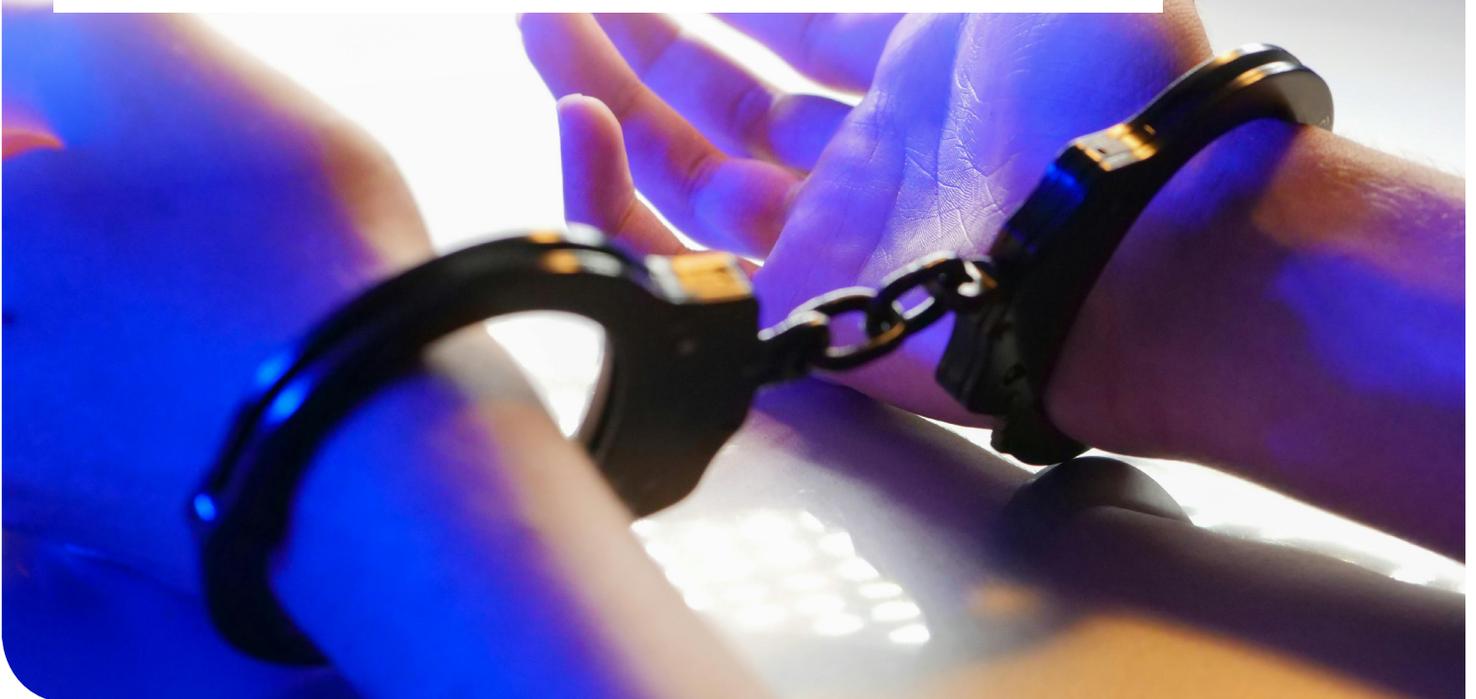


2.4 National Serious Crimes

The table below shows the crime statistics for the most serious crimes committed during the period under review. It is imperative to indicate that domestic violence cases in the figure represents the most serious recorded offences, thus, the statistics of four thousand, eight hundred and seventeen (4817) may include cases such as Rape, Murder, and Assault with Grievous Bodily Harm (GBH).

Table 2: National Serious Crimes

S/No	CRIME DESCRIPTION	REPORTED
1	Housebreaking and theft	11,578
2	Domestic Violence	4817
3	Robbery with aggravating circumstances	3732
4	Stock theft	3554
5	Illicit Drugs	1892
6	Commercial related Crimes	1434
7	Rape	1358
8	Attempted Murder	571
9	Theft of motor vehicle	379
10	Murder	324
11	Pointing of firearm	256
12	Arson	253
13	Trafficking in persons	7
TOTAL		30125





2.5 Crimes Reported against Members of the Force

During the period under review, one thousand and sixty-two (1062) criminal cases were reported against police officers countrywide with Khomas Region recording the highest cases of two hundred and ninety-two (292), while Kavango West Region recording the least of twenty (20) cases. The ten (10) most prevalent reported cases against police officers are Reckless and or Negligent driving, followed by Common Assault, Assault G.B.H, Theft, Assault through threatening, Corruption, Theft Under False Pretence, Malicious Damage to Property, Attempted Murder and the last one being Driving Under the Influence of Alcohol.

Table 3: Crimes reported against members of the Force

S/No	CRIME DESCRIPTION	REPORTED
1	Reckless and Negligent Driving	250
2	Common Assault	147
3	Assault G.B.H	141
4	Theft	84
5	Assault through threatening	52
6	Corruption	43
7	Theft Under False Pretence	30
8	Malicious Damage to Property	25
9	Attempted Murder	21
10	Driving Under the Influence of Alcohol	18
TOTAL		811

Table 4: Comparison of Crimes Reported against members of the Force

REGION	CRIMINAL CASES REPORTED 2023/24	BROUGHT FORWARD	FINALISED AT COURT 2023/24	NOT FINALISED (PENDING)
Erongo	56	72	48	81
Hardap	99	108	117	99
//Kharas	75	21	261	88
Kavango East	41	123	28	128
Kavango West	20	36	72	36
Khomas	292	2748	533	2514
Kunene	53	55	102	55
Ohangwena	41	203	02	202
Omaheke	63	91	205	92
Omusati	66	135	83	134
Oshana	76	37	80	251
Oshikoto	42	148	73	139
Otjozondjupa	93	231	48	224
Zambezi	45	115	128	128
TOTAL	1062	4123	1728	4171

This table illustrates the criminal cases reported against members of the Force during 2023/2024 FY, brought forward, finalised and not finalised per region.



2.6 Major Successes

2.6.1. Successes of Illicit Drug Operations

During the period under review one thousand eight hundred and ninety (1890) drugs relates cases were registered with the Namibian Police Force. Moreover, two thousand, one hundred and twenty-eight (2128) suspects were arrested, whereby one hundred and thirty eight (138) are foreign nationals. The illicit drugs seized ranges from cannabis, mandrax, cocaine powder, etc. The total value of confiscated drugs amounted to an estimated street value of seventy million, twenty-two thousand, four hundred and sixty-five Namibian Dollar and fifty cents (N\$ 70,022,465.50). The table below illustrate the breakdown of the seized illicit drugs;

Table 5: Illicit Drugs Seized

S/No	COMMODITIES	Quantity/Mass	Estimated Street Value (N\$)
1	Cannabis	5 507 998.35 Kg	N\$55 079 983-50
2	Mandrax	55 071 Tablets	N\$6 608 520-00
3	Cocaine Powder	15 992.83 Kg	N\$7 996 415-00
4	Crack Cocaine	2 141.27 Units	N\$214 127-00
5	Crystal Meth "TIK"	26 Grams	N\$12 500-00
6	MDMA	2 Capsules	N\$300-00
7	Methcathinone	215 Grams	N\$107 500-00
8	Ecstasy	26 Tablets	N\$3 120-00
TOTAL ESTIMATED VALUE			N\$70 022 465-50



2.6.2. Commercial related Crimes Success



During the period under review, one thousand, four hundred and thirty-four (1434) commercial related cases were registered with the Namibian Police Force. Two hundred and twenty-seven (227) suspects were arrested. Unfortunately, a total amount (money and items value) of one hundred and sixty-three million, three hundred and fifty seven thousand, five hundred and thirteen Namibian Dollars, and twenty cents (N\$163,357,513.20) was stolen. However, a total amount of four million, five hundred thousand Namibian Dollars (N\$4,500,000.00), as well as one (1) vehicle and one (1) house were recovered. Out of two hundred and twenty-seven (227) arrests, fifty-eight (58) persons were convicted.

2.6.3. Wildlife Crimes Success

During this period, five hundred and ninety-three (593) suspects were arrested for wildlife crimes and one hundred and thirty-four (134) individuals were convicted. As a result, three thousand, seven hundred and seventy-nine (3779) wildlife products were confiscated. Moreover, sixty-three (63) firearms were seized, and forty-six vehicles (46) were impounded.



Table 6: Wildlife Crimes Summary

S/No		TOTAL
1	Wildlife Crime Cases	289
2	Arrests	593
3	Wildlife Products Seized	3779
4	Firearms Seized	63
5	Vehicles Impounded	46
6	Cases to Court	293
7	Individuals Convicted	134



2.6.4. Operations Conducted

During the period under review, the Namibian Police Force successfully conducted various High-Risk Operations such as explosives ordnance clearance and search and rescue/diving operations, respectively. The Police also participated in Regional and National Joint Crime Prevention Operations such as 'Basadi', 'Genesis', 'Lobster', 'Bagaka', 'Iron Fist', 'Tukuluho', and 'Tsekeya'. Furthermore, the police conducted national border operations such as 'Winter Storm', 'Revival', 'Rolling Stone', 'Crossbow' and 'Over-Watch'.

Furthermore, during the afore-mentioned operations a number of successes were achieved, and various suspects were arrested including illegal immigrants. Furthermore, a number of drugs (mandrax, cannabis, cocaine etc.), illicit goods (tobacco, yes cigarette, whiskies, fuel etc.), and second-hand goods were also confiscated. Moreover, several fines related to traffic, NamRa, fisheries and marine resources were also issued among others.

2.6.5 INTERPOL Global Academy Network

During the period under review, the Namibian Police Force joined the INTERPOL Global Academy Network on 30 November 2023. This is a great milestone, as it makes Namibia the 3rd African state to join this International Global Network. The affiliation presents the Police Force with endless training and capacity building opportunities as well as exposure to international training best practices.



Dr. Madan Oberoi on behalf of INTERPOL and Lt. Gen. Joseph Shimweelao Shikongo on behalf of Nampol enter into partnership with the INTERPOL Global Academy on 30 November 2023 in Vienna Austria.



2.6.6 Project Four Hundred (400)

Namibia's Anti-Money laundering, Combating the Financing of Terrorism and Proliferation Financing (AML/CFT/PF) activities framework was subjected to a Mutual Evaluation by the Eastern and Southern Africa Anti-Money Laundering Group. Following this evaluation, the Cabinet of the Republic of Namibia passed Decision No. 22nd /13/22/003, which approved the Mutual Evaluation Report (MER) National Action Plan in December 2022. The referred to Cabinet Decision detailed remedial measures that relevant Government Offices, Ministries and Agencies (O/M/As) were expected to implement. One of the measures for effective combatting and prevention of financing of terrorism was the need for capacity building to effectively investigate and ultimately prosecute money laundering and terrorist financing.

In light of the above, the Namibian Police Force in collaboration with the United Nations Office on Drugs and Crime (UNODC) Regional Office sourced two (2) experts from the United Kingdom, who successfully trained a total of four hundred (400) investigators on Financial Investigative Techniques. The training commenced from 24 August 2023 to 09 February 2024, at Israel Patrick Iyambo Police College (IPIPC). Each training sessions consisted of twenty-five (25) investigators and twenty-five (25) train the trainers for a period of five (5) days, and the project cost the Force a total of one hundred and twenty thousand, seven hundred and fifty-two U\$ Dollars (USD120,752.00).



Hon. Dr. Albert Kawana, MP and Minister of Home Affairs, Immigration, Safety and Security, Pictured with Maj. Gen. Anne-Marie Nainda, Deputy Inspector-General for Administration of the Namibian Police Force and senior Officers/Officials of the Security Cluster during the launch of the Amnesty Month of September 2023



CHAPTER 3 FINANCIAL OVERVIEW

3.1 Introduction

This Chapter provides an overview of the financial standing of the Namibian Police Force during the financial year under review and highlight on areas of expenditure concentration.

3.2 Budget Allocation

During 2023/2024 FY, the Namibian Police Force was allocated with a budget amounting to five billion, one hundred and fourteen million, eight hundred and forty six thousand, two hundred and thirty Namibian dollars (N\$5,114,846,230.00). Out of the total budget, four billion, eight hundred and forty-eight million, eight hundred and forty-six thousand, two hundred and thirty Namibian dollars (N\$4,848,846,230.00) was allocated to operational budget, while two hundred and sixty-six million, Namibian dollars (N\$266,000,000.00) was allocated to development budget.

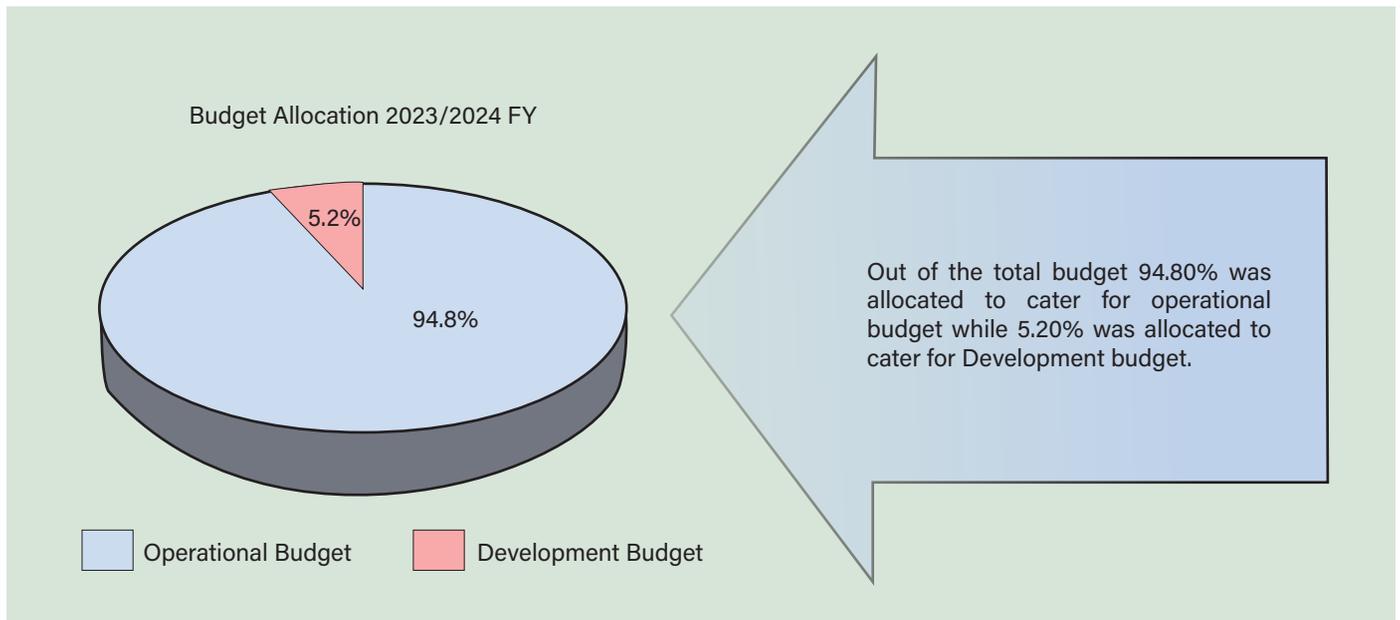


Figure 5: Budget Allocation

3.3 Actual Expenditure

Out of this allocation, the Police spent overall an amount of four billion, nine hundred and forty-five million, six hundred and eighty-five thousand, four hundred and eighty Namibian Dollars and seventy-eight cents (N\$4,945,685,480.78) which translates to an underspending of one hundred and fifty three million, one hundred and fifty-three thousand , two hundred and fifty-one Namibian Dollars and sixty-five cents (N\$153,153,251.65) caused by high staff turnover rates and suppliers that were unable to deliver the required services and outstanding commitments were cancelled.

Moreover, a total of five thousand five hundred and eighty-three (5583) members were promoted into various ranks and portfolio countrywide. This promotion was made possible from the savings of the



personnel expenditure which amounted to one hundred and fifty-seven million, nine hundred eighty-eight thousand, fifty-one Namibian Dollars and thirty one cents (N\$ 157,988,051.31).

It is vital to point out that, out of the total amount of the budget for the period under review, an amount of two hundred and thirty-five million, sixteen thousand, nine hundred and ninety-eight Namibian dollars and fifty-six cents (N\$235,016,998.56) was utilised to cater for capital projects (under Development Budget) and four billion, seven hundred and ten million, six hundred and sixty-eight thousand, four hundred and eighty-two Namibian dollars and twenty-two cents (N\$4,710,668,482.22) catered for operational expenditures (under Operational Budget).

However, out of the total operational expenditure, 79.47% was utilised for personnel expenditure, and only 18% was spent on operational expenditures such as the Daily Subsistence Allowance (DSA); material and supplies; transportation means; utilities; maintenances; property rental; subscriptions for association to mandatory bodies i.e. INTERPOL; office furniture and equipment; and operational equipment, machinery and plants. Additionally, out of the total amount of development budget, 88.35% was spent.

It is also important to point out that during the period under review, Namibia Chaired the SADC Organ on Defence and Security Cooperation; consequently, Namibia hosted the Annual General Meeting (AGM) of the SADC Chiefs of Police, from 19 – 23 June 2023 in Swakopmund, Erongo Region. The said AGM was attended by eleven (11) member states and the main aim was to deliberate on strategies and mechanisms the SADC region can adopt to enhance the fight against Transnational Organised Crime (TOC). The AGM costed Government an amount of two million, nine hundred and thirteen thousand, eight hundred and seventy-five Namibian dollars and thirty-five cents (N\$2,913,875.35).

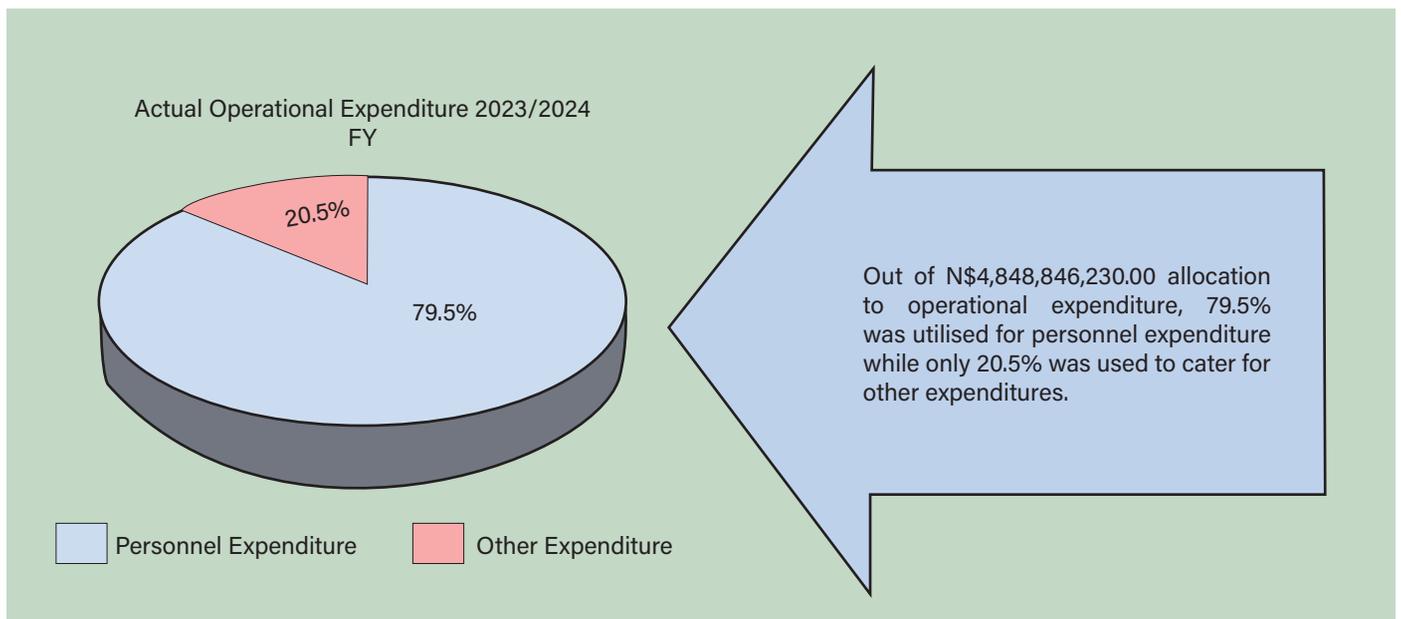


Figure 6: Actual Operational Expenditure



3.4 Sponsorship and Donation

During the period under review, NamPol received donations and sponsorships from various entities and individuals, which were aimed at supporting law enforcement programmes and activities. This demonstrates the cordial relationship that exists between NamPol and other stakeholders. All donations were received in good faith and no conditions were attached. Thus, equipment and other items donated would entirely be the properties of Government; hence, their maintenance and sustenance would be on the cost to Government.

To this effect, NamPol wholeheartedly acknowledged, with appreciation, the support of the following sponsors/donors:

Table 7: List of Donations/Sponsorships

	Name of Donor/Sponsor	Nature of Donation/Sponsorship	Value of Donation/Sponsorship (N\$)
1	Rooikat Trust, Omitara	1 x Signage 1 x Crane Scale	N\$12 440-00 N\$9 488-00
2	Municipality of Swakopmund Swakopmund	12 x Motorola DP 4800 Handheld Radios	N\$64 365-00
3	Ohorongo Cement (PTY) Windhoek	200 x Bags of Cement	N\$17 779-00
4	Pupkewitz Megabuild Windhoek	200 x Bags of Cement	N\$22 000-00
5	Cheetah Cement Otjiwarongo	240 x Bags of Cement	N\$21 360-00
6	P. P. Fire Solutions, Windhoek	Servicing fire equipment	N\$7 124-25
7	Anga Enterprise CC, Windhoek	10 x Namibian Police Force Flags	N\$15 000-00
8	African Wildlife Conservation Trust, Windhoek	Workshop equipment	N\$58 848-39
9	Dr. Quinton Van Rooyen of Porstmut Hunting Safaris (PTY) Ltd, Windhoek	5 x Oil Heaters	N\$5 495-00
10	Deb Marine Namibia, Windhoek	Border Post Surveillance System (CCTV)	N\$4 331 125-48
11	Rosh Pinah Zinc Cooperation, Rosh Pinah	8.115 Cm L x 44mm x 3mm Clear Glass 1. 118 cm x 46 cm x 3mm Clear Glass	N\$10 244-20
12	LifeLine/ChildLine Namibia Windhoek	Renovation of Nampol Infrastructure (Re- hoboth Gender Based Violence Victim Protection Unit)	N\$140 065-46
13	Centre of Manufacturing CC, Oshikango	1 x Dual Desk 1 x Office Desk	N\$4 995-00



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14	Namibia Post and Telecommunications Holdings Limited (NPTH) Windhoek	22 x Firearms (pistols) 1 x Portion C Farm De Hoop 110 Omitara	N\$145 520-88 N\$230 000-00
15	The Rössing Foundation Windhoek	Equipment and Tools for anti-poaching	N\$165 000-00
16	Shoprite Checkers, Gobabis	4 x Tyres 1 x Battery	N\$7 969-27
17	Truth Investment, Oshakati	Service and spare parts for motor vehicles	N\$10 999-45
18	United Nations Development Programme (UNDP), Windhoek	2 x Drones	N\$633 511-85
19	Naftal Trading Enterprises Keetmanshoop	1 x Fuel pump 1 x Battery	N\$8 550-00
20	Mr. Gerd Wolbling of Farm Hellabron 423	1 x Wheel bearing	N\$3 780-42
21	JSN Automotive Group CC Ondangwa	Repainting of motor vehicle	N\$12 500-00
22	Otjondu Mining PTY LTD Windhoek	1 x Battery	N\$1 782-50
23	Mr. A. Jacobus Louw & Mrs. Antionette Louw, Karasburg	1 x Battery	N\$1 707-21
24	Mr. W. T. Christians of W. T. Legal Practitioners, Rehoboth	Repair of motor vehicle	N\$7 000-00
25	Bank of Namibia, Windhoek	1 x Motor vehicle	N\$711 954-33
26	Otjoroka Trading Enterprise cc/Otjinene Pharmacy	4 x Tyres 1 x Battery	N\$7 128-35
27	Mr. Tjoombeka Hiskia of Hiskia Cash Loans & Enterprises, Gobabis	2 x Tyres	N\$1 966-00
28	QKR Namibia Navachab Gold Mine, Karibib	2 x Motor vehicles	N\$1 236 422-10
29	Road Fund Administration Windhoek	26 x Motor vehicles	N\$11 536 035-01
TOTAL DONATIONS/SPONSORSHIP			N\$19 442 157-20

Note: Although NAMPOL keep records of all sponsorships/donations, errors and omissions may occur.



The Inspector-General of the Namibian Police Force, the Governor of Erongo Region and the management of QKR – Namibia Navachab Gold Mine, Karibib pictured at the handing over of sponsored vehicles on 01 February 2024



Vehicles donated by Road Fund Administration (RFA) for Traffic Law Enforcement on 24 November 2023



CHAPTER 4

OVERALL ORGANISATIONAL PERFORMANCE

4.1 Introduction

This Chapter highlights NamPol performance during the period under review, in accordance with its Strategic Plan 2017-2022, which was extended for a period of two (02) years. Hence, it points out the performance based on the three pillars, namely Pillar 1: Effective Policing, Pillar 2: Building Partnerships, and Pillar 3: Organisational Excellence. All Key Performance Indicators (KPI) were converted into percentages (%) for the purpose of easy comparison, using the following formula:

$$\text{KPI Performance} = \frac{\text{Yearly Actual Performance}}{\text{Yearly Target}} \times 100\%$$



Diagram 2: Nampol Strategic Plan at a Glance



4.2. Pillar 1: Effective Policing

Pillar 1 consists of two Strategic Objectives (SOs) which are; to enhance crime combating efforts (SO1), and to improve road traffic law enforcement (SO2). 'SO1' consisted of one project, namely Crime Prevention. The project produced the following outputs; crime reduced, VVIPs and VIPs protection accorded, Air support operations conducted, Cross border crime reduced (HPP II), Point of entry security improved, Intelligence-led policing enhanced, Explosives control enhanced, High risk operations conducted, Scientific support provided, Investigations conducted (HPP II), and Cases registered against members of police cleared. On the other hand, 'SO2' consisted of only one project of Road Safety which produced an output 'road traffic crashes reduced.'

Tables eight (8) to eleven (11) below illustrates the yearly actual performance of pillar one (1) versus yearly target per KPI.

Table 8: Yearly Performance of Project Crime Prevention

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%	
Enhance Crime Combating Efforts	Crime Prevention	Crime reduced	# of national crime prevention operations conducted	This indicator measures the number of national crime prevention operations conducted by the regions through the coordination of the Police National Headquarters. The operations referred to are aimed at reducing crime reported by the community and in the same vein increasing public confidence in police operations.	8	7	88%	
			MTEF					
			# Anti-poaching operations conducted	This indicator measures the number of national anti-poaching operations conducted in national parks and concession areas. These operations will be conducted in phases (bi-annually) on a rotation basis.	2	2	100%	
			% of cases reported	This indicator measures the rate of reported cases in the current financial year compared to cases reported in the previous financial year. The rate is calculated as follows: (# of reported cases in the current quarter of the current year - # of reported cases in the same quarter of the previous year / # of reported cases in same quarter of the previous year x 100 - this equals the rate).	15%	-2%	-13%	



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			% of crime detected	This indicator measures the % of crime detected through police efforts. These crimes are; drugs, arms and ammunition, drunk and driving, protected resources, contrabands, in possession of suspected stolen property and trafficking in person.	80%	14.9%	19%
			# of GBV awareness conducted	This indicator measures the number of awareness on GBV conducted to educate and sensitize communities on issues relating to GBV countrywide. This awareness includes school visits, church visits, media engagement as well as community meetings.	228	182	81%
		VVIPs and VIPs protection accorded	% of protection provided to VVIPs and VIPs MTEF	This indicator measures the rate at which VIP security protection is provided in compliance with the standards set out in the Police Operational Manual chapter No. 22 and as per the Standing Operational Procedures (SOPs).	100	100	100%
		Air support Operations conducted	response rate	This indicator measures Air Support operations on hot pursues, tracking criminals and air patrols based on requests.	100	100	100%
		Cross border crime reduced (HPP II)	# National border operations conducted	This indicator measures the simultaneous crime prevention operations conducted and coordinated from PNHQ in eleven (11) regions, (excluding Khomas, Oshana and Oshikoto regions), aimed at preventing and detecting illegal border crossing, smuggling of contrabands, human trafficking at gazetted and ungazetted entry points.	8	5	100%
			# of joint border patrols conducted	This indicator measures the bilateral border patrols conducted with neighbouring countries of Angola, Botswana, South Africa and Zambia, aimed to prevent organised crimes and cross border crimes to strengthen relations. Ten (10) regions were expected to conduct one joint border patrol quarterly (Erongo region is excluded).	40	10	25%



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		Point of entry security improved	#of point of entries controlled	This indicator measures the number of point of entries provided with security (Border posts =38, Sea ports =2 and Airports =9).	196	196	100%
		Intelligence-led policing enhanced	# of intelligence-led operations conducted	This indicator measures the number of intelligence - led operations conducted as a result of intelligence collected, two (2) operations per region per quarter.	112%	114%	102%
		Explosive control enhanced	# of explosives clearance projects conducted	This indicator measures the number of explosives clearance (unexploded ordnances/ remnants of war) projects. These projects referred to are in Omusati, Ohangwena, Kunene, Oshikoto, Otjozondjupa, Zambezi and Erongo.	4	2	50%
		High risk operations conducted	% of High risk operations conducted	This indicator measures the High risk operations conducted successfully in compliance with the standard requirements and the score card (Grand total / total weight x 100 = Total Score.	100	100	100%

Table 9: Yearly Performance of Project Forensic Science Support

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Enhance crime combating efforts	Forensic science support	Crime reduced Scientific support provided	% of forensic cases completed	This indicator measures the % of new forensic cases completed within the turnaround time of 90 days, excluding DNA.	70	38.75	55%



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Table 10: Yearly Performance of Project Crime Investigation

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Enhance crime combating efforts	Crime Investigation	Investigations conducted	% of cases cleared	This indicator measures the rate of clearance of reported cases. The clearance methods to be used includes, dockets to court; dockets closed unsolved; dockets withdrawn by complainants and dockets closed as false.(total cases cleared / total cases on hand x 100).	43	37	86%
		Cases registered against members of police cleared	% of case dockets submitted for PG decision/ DIG Admin for disposal	This indicator measures the % of case dockets investigated and submitted to the court, the Prosecutor General for decision, and/or DIG Admin for disposal. Each region should investigate and submit a minimum of 80% of their cases.	80	90.75	113%
			Departmental cases clearance rate	This indicator measures the rate of departmental cases cleared. (total cases cleared / total cases reported x 100).	75	100	133%
			% of GBV backlog cases cleared	This indicator measures the rate of clearance of backlog/ brought forward GBV cases. The clearance methods to be used includes, dockets to court; dockets closed unsolved; dockets withdrawn by complainants and dockets closed as false.	10	09	90%

Table 11: Yearly Performance of Project Road Safety

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve road traffic law enforcement	Road Safety	Road traffic Accidents reduced	# of road traffic crashes on national roads	This indicator measures the number of fatal and serious road traffic crashes reduced on national roads in terms of the second decade of action for road safety (2022-2030) formula 50% represents the target of 2nd Decade of Action for a period of 8 years, hence, $50/8 = 6.25\%$ per year which is 184 accidents to be reduced per year /4 = 46 per quarter	2758	576	479%
			# of traffic law enforcement operations conducted	This indicator measures the total number of National coordinated road traffic Law enforcement operations conducted by all 53 Traffic units in the 14 Regions. 3 Operations were planned quarterly by 53 traffic units in all regions, hence totalling to 159 and 636 operations quarterly and annually respectively.	636	933	147%



4.3. Pillar 2: Building Partnerships

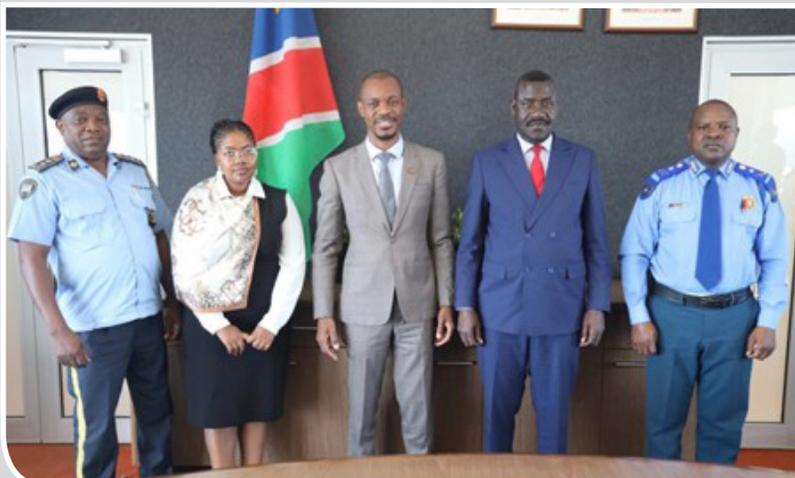
Pillar 2 consists of only one Strategic Objective, which is to Enhance Stakeholder Cooperation (SO3). The SO3 comprised of one project, namely 'Strategic Partnership.' The project produced one Output which is International, Continental and Regional commitments adhered to.

During the period under review, the Inspector-General of the Namibian Police Force attended the statutory meetings as follow:

1. Zambia – Namibia JPCDS (Livingstone, Zambia 15-21 April 2023)
2. AFRIPOL Steering Committee (Tunis, Tunisia 03-04 May 2023)
3. AU Chiefs of Defence and Heads of Safety and Security Committee (Addis Ababa, Ethiopia on 08-12 May 2023)
4. SARPCCO AGM (Swakopmund, Namibia 19-23 June 2023)

During the highlighted period, the IGP also attended to national meetings with communities, faith based organizations and farmers' associations in the regions.

Additionally, the IGP also had courtesy calls to/ by several stakeholders including members of the diplomatic corps, such as His Excellency, Mr. Alberto de la Calle, Ambassador of Spain to the Republic of Namibia; His Excellency, Dato Dr. Mohammed Ramirez bin Yahaya, the High Commissioner of Malaysia to Namibia; Commissioner Valdecy Urquiza, the Director for International Cooperation of the Brazilian Federal Police; as well as the business community and other stakeholders, including His Worship the Mayor of Tsumeb Municipality, Councillor Mathews Hangula; the Chief Executive Officer of Tsumeb Town, Mrs. Victoria Kapenda; the Chief Executive Officer for City of Windhoek, Mr. Moses Matyayi; the Chief Executive Officer for the Central Procurement Board of Namibia, Mr. Idi Itope; Captain of the Witbooi Traditional Authority Community/Authority, Cpt. Gaob Witbooi Hendrik Ismael; the Head of the Windhoek Municipal Police Service, Chief Leevi S. Ileka; Commissioner Sam Shivute, Commissioner of Namibia Revenue Agency; the Chief Executive Officer of Cricket Namibia, Mr. Johan Muller; Director of Namibia Institute of Public Administration and Management, Ms Nguvitjita Zatjirua, to mention a few.



The Inspector-General of the Namibian Police Force, Lt. Gen. Joseph Shimweelao Shikongo, pictured with the Deputy Inspector General for Operations, Maj. Gen. Elias Mutota, PSO to the Head of the Windhoek Municipal Police Service, A/Supt. Hendrina Nangula Ndahangoudja, the CEO for City of Windhoek, Mr. Moses Matyayi and the Head of the Windhoek Municipal Police Service, Chief Leevi Shivolo Ileka, during a courtesy visit to the Police National Headquarters on 22 November 2023.



The Inspector General of the Namibian Police Force, Lt. Gen. Joseph Shimweelao Shikongo, pictured with Namport officials and members of the Force during the signing of an MoU between NamPol and Namport with regard to the expansion of the INTERPOL Global Secure Communication System (I-24/7) on 26 September 2023.



Table twelve (12) below illustrates the yearly actual performance of pillar two (02) versus yearly target per KPI.

Table 12: Yearly Performance of Project Strategic Partnership

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Enhance stakeholder cooperation	Strategic partnership	International, continental and regional commitments adhered to.	# of engagements attended to	This indicator measures the number of commitments/participation to international, continental, regional, and bilateral obligations. The meetings referred to include INTERPOL, UN, AU, AFRIPOL, SADC/SARPPCO, SEOM, and JPCDS/BiNC.	17	13	76%
			% of resolutions implemented	This indicator measures the level of implementation of decisions of international, continental, regional and national engagements.	100	100	100%
			# of law enforcement agencies (LEAs) connected to the I-24/7 (INTERPOL Global Communication System)	This indicator measures the number of LEAs connected to the I-24/7 (INTERPOL Global Communication System). These LEAs are; Q1 - Financial Intelligence Centre (FIC) of Namibia, Anti-Corruption Commission (ACC) of Namibia, and Namibia Revenue Agency (NamRA) Q2 - Namibian Ports Authority (NamPort) and Cells of all Police Stations Q3 - City of Windhoek (CoW) and Namibian Correctional Service (NCS) Q4 - Ministry of Gender Equality, Poverty Eradication and Social Welfare, and Ministry of Justice (PG's office).	10	05	50%



4.4. Pillar 3: Organisational Excellence

This Pillar 3 consists of only one Strategic Objective, which is to Improve Organisational Performance (SO4). Under the SO4, the Force initiated nine (9) projects, namely 'ICT Services Expansion', 'Talent Management', 'Community Mobilisation', 'Resource Optimisation', 'Staff Engagement', 'Office of the Auditor General (OAG) Circular D12', 'Capital Projects', 'Performance Management System' and 'Customer Service Charter.'

The 'ICT Services Expansion project' produced one output which is Police ICT Infrastructure Standardised. 'Talent management' produced one output which is Human Resources Capacity developed. Whereas 'Community Mobilization' produced one output which is Police-Public relations enhanced. 'Resource Optimisation' project

produced three outputs namely: Payroll audit executed, procurement services improved and Sound financial management maintained. 'Staff Engagement' project produced two outputs, which are members wellness enhanced and members ethical behaviours enhanced. 'OAG Circular D12' project produced one output which is OAG audit recommendations implemented.

'Capital projects' produced one output which is Capital project executed. 'Performance Management System' project produced the following outputs; PMS Implemented; Workforce increased and Recruits trained. Whereas, the 'Customer Service Charter' project produced one output which is Customer Service Charters Framework internalised.



Deputy Inspector-General for Operations, Maj. Gen. Elias Mutota, alongside officials from UNESCO, members of the Force and Journalists during the official opening of the Training of Trainers (ToT) workshop on Freedom of Expression and Safety of Journalists.



Tables thirteen (13) to twenty-two (22) illustrates the yearly actual performance of pillar three (3) versus yearly target per KPI.

Table 13: Yearly Performance of Project ICT Service Expansion

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	ICT Service Expansion	Police ICT Infrastructure standardised	# of police facilities connected MTEF	This indicator measures the number of police facilities connected to the organization's communication network (MPLS and Radio).	12	05	42%

Table 14: Yearly Performance of Project Talent Management

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	Talent Management	Human Resources capacity developed	# of members trained (internally) MTEF	This indicator measures the number of personnel trained internally on core functions. These advanced courses referred to are; Criminal Investigation, Crime Prevention, Public Order management, Management Training, Intelligence related, and Artificial Intelligence.	514	329	64%
			# of personnel capacitated (externally)	This indicator measures the number of personnel trained on development courses; Crime Investigations, Forensic, Policing, Engineering, Water Resources Management, Strategic Management & Leadership, Disciplinary procedures, office administration, Financial Management, Social Work, Customer care, hospitality and housekeeping.	216	711	329%
		Workforce increased	# of cadet constables recruited	This indicator measures the number of cadet constables recruited.	1000	1132	113%
		Recruits trained	# of cadet constables trained	This indicator measures the number of Cadet Constables' undergone Police Basic Training.	1000	1066	107%



Table 15: Yearly Performance of Project Community Mobilization

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	Community mobilization	Police-public relations enhanced	# of outreach programs conducted	This indicator measures the number of outreach programmes conducted through awareness, and engagements with communities on crimes of concerns coordinated by the PNHQ. These Regions referred to are; Otjozondjupa, Khomas, //Kharas and Zambezi.	04	03	75%

Table 16: Yearly Performance of Project Resource Optimisation

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	Resource Optimisation	Payroll audit executed	# of payroll audit reports	This indicator measures the # of payroll audit conducted annually.	01	01	100%
		Procurement services improved	% compliance to the Procurement Act	This indicator measures the level of compliance by the Procurement Internal Structure to the Procurement Act.	100	100	100%
		Sound financial management maintained	% of budget executed	This indicator measures the budget execution rate.	100	90.9	90.9%

Table 17: Yearly Performance for Project Staff Engagement

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	Staff engagement	Members wellness enhanced	# of EAP/ wellness awareness campaigns conducted	This indicator measures the awareness campaigns on Employee Assistance Program (EAP)/wellness conducted throughout the Force to encourage staff members to live meaningful and healthy lifestyles.	30	39	130%
		Members ethical behaviours enhanced	# of programme awareness conducted	This indicator measures the number of ethical campaigns conducted to reduce cases against police officers and civil claims. This campaign includes Regulation 15 and the Police Act, discipline and conduct. 14 Awareness were to be conducted once per region by IID. Legal Services Directorates was expected to visit identified regions as follows Q1, Khomas; Q2, Hardap, //Kharas, Kunene. Erongo, Oshana, Ohangwena & Omusati Q3, Otjozondjupa, Oshikoto, Kavango East & West and Zambezi.	70	22	31%



Table 18: Yearly Performance of Project OAG Circular D12

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	OAG Circular D12	OAG audit recommendations implemented	% implementation of the audit recommendations	This indicator measures the level of implementation of the annual OAG recommendation.	04	03	75%

Table 19: Yearly Performance of Project Capital Projects

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve organizational performance	Capital Projects	Capital projects executed	# of police facility construction projects completed MTEF	This indicator measures the number of facilities that would be completed with construction as per the Capital Development Plan/ Procurement Plan; Q1 - Kuisebmond PS, Nkurenkuru PS, Onkumbula PS, and Namasira Phase 2 Police Post, Q2 - Kamenga Police Post (Singalamwe), Babylon PS Phase 1 (Civil work), Q3 - Endola PS, and Elundu Police Post Q4 - Kunene Regional Headquarter, Omatjete PS, Okombahe PS.	11	05	45%
			# of police facilities upgraded	This indicator measures the number of facilities that will be upgraded; Q1- Outapi Holding Cells, RDAPTC, and Omatako Police Post Q3 - IPIPC (Phase 2 of the boundary wall, completion of outstanding works of Dog School at Olympia) Q4 - Swakopmund PS (concrete slab).	06	03	50%



The Inspector-General of the Namibian Police Force, inspecting the parade during the official opening of the Police Basic Training Course of 2023/2024 FY at Ruben "Danger" Ashipala Police Training Centre (RDAPTC) in Ondangwa .



Table 20: Yearly Performance of Project Performance Management System

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve Organisational Performance	Performance Management System	PMS Implemented	# of staff members who signed Performance Agreements	This indicator measures the number of members that sign their PA in compliance to the Performance Management System.	14210	10760	76%
			# of staff members with reviewed PAs	This indicator measures the number of members that have their PA reviewed in compliance with the Performance Management System with regard to quarterly performance reviews.	14210	12404	87%
			% execution of the Annual Plan per quarter (MTEF)	This indicator measures the percentage execution of NamPol's Annual Plan per quarter.	80	67	84%
		Workforce increased	# of cadet constables recruited	This indicator measures the number of cadet constables recruited.	1000	1132	113%
		Recruits trained	# of cadet constables trained	This indicator measures the number of Cadet Constables' undergone Police Basic Training.	1000	1066	107%

Table 21: Yearly Performance of Project Customer Service Charter

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve Organisational Performance	Customer Service Charter	Customer Service Charters Framework Internalized	% implementation of CSC	This indicator measures the completion rate of the CSC development and publication which will culminate in the launch and its rollout to all service delivery points (police stations, regional headquarters, national headquarters, units, etc).	100	85	85%

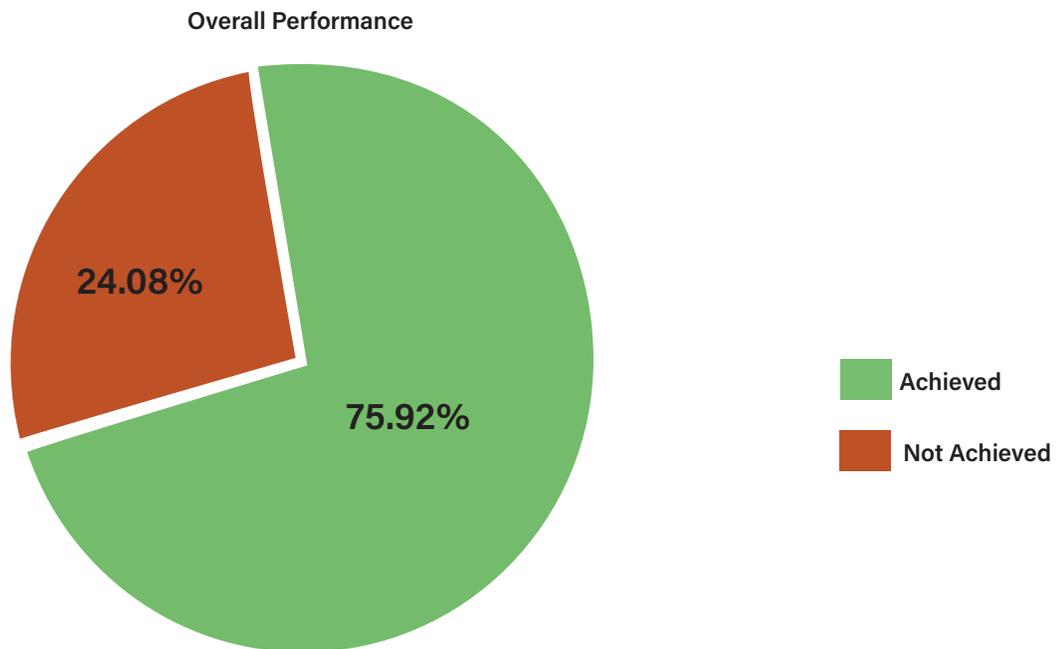


Table 22: Yearly Performance of Project Regulatory Framework

Strategic Objective	Project	Output	KPI	Indicator definition	Yearly Target	Actual	Performance%
Improve Organisational Performance	Regulatory framework	Outdated legislations reviewed and amended	# of proposal legislations submitted to Cabinet Committee on Legislation for legislative amendment.	This indicator measures the number of outdated legislations that would be submitted for review and amendment. These legislations are: Public Gathering Proclamation AG 23 of 1989, Amendment of Sec 37 and 42 of the Police Act, 19 of 1990 and Explosive Act, 26 of 1956.	3	0	0%

4.5. Overall Performance for all pillars

On average, during the period under review, the Force performed with 75.92% against its targeted key performance indicators of Strategic Objectives and only 24.08% was not achieved.



Note: Overall performance includes projects that are not for public consumption

Figure 7: Overall Performance of all Pillars



CHAPTER 5

CHALLENGES, CONCLUSION & RECOMMENDATIONS

5.1. Introduction

This chapter covers the challenges encountered, during the period under review, further draws conclusion and recommendations.

5.2. Challenges

The Police recognizes the government's commitment to funding its programs and operations. Nonetheless, Nampol encountered numerous challenges, such as inadequate resources for investigations, insufficient funds to purchase vehicles, lack of proper accommodation, and difficulties in project execution. There was also a shortage of funds for acquiring advanced technical equipment and high-tech operational gear, including bulletproof vests, ballistic helmets, armoured vehicles, and other essential items necessary for maintaining public order.

Additionally, the nation has been grappling with social and economic issues like inflation, high unemployment, and poverty, which contributed to negative socio-economic behaviours.

To cope during these challenging times, some individuals resorted to criminal acts and suicidal tendencies. Moreover, as a result of the socio-economic conditions, there was an increase in various crimes, including housebreaking, theft, domestic violence, livestock theft, aggravated robberies, and illicit drug use.

Another significant challenge that was observed during this period was the high turnover rate among personnel, which adversely affected police operations. This turnover was caused by

various factors, including retirements, resignations for better job opportunities, transfers to other organizations, and death.

Other challenges experienced during this period was the shortage of magistrates or absence of courts in some regions resulting in the slow finalisation of cases.

5.3. Conclusion

In conclusion, while concerns about crime are prevalent, the situation in the country remains manageable. Despite facing several challenges during the reviewed period, the Namibian Police Force successfully achieved most of its strategic goals.

The report highlighted the forces' initiatives to strengthen its crime prevention strategies, enhance road traffic law enforcement, foster collaboration with stakeholders, and improve organizational efficiency. It also provided detailed information on the budget allocation, spending, sponsorships, and donations received by the force.

This analysis offers a thorough overview of the Police overall performance and its effectiveness in fulfilling its responsibilities. It demonstrates the Police steadfast dedication to ensuring public safety and security.

Despite experiencing some challenges, the police recorded various successes during the course of the FY under review. The Police would therefore like to commend and appreciate all stakeholders that aided the organisation in attaining its objectives.



5.4. Recommendations

The recommendations below are based on a review of organizational performance, crime data, financial resource distribution and challenges:

- The police force is currently losing members at a rapid rate; therefore, efforts must be made to recruit more new officers and fill open positions as per approved structure and establishment of 2023-2028, while taking age and qualification into account;
- NamPol should explore the possibility of improving employees benefits and conditions, for instance danger risk allowances to all uniform members as well living conditions of members;
- A smaller portion of the operating budget was allocated to goods and services, while a larger portion went toward paying personnel; this means that increasing the police budget is necessary to improve service delivery;
- Most of the fleet reached the end of its operational lifespan and has high mileage, resulting in expensive maintenance costs; thus, acquiring new vehicles is essential;
- NamPol embraced and invested in technology however, insufficient funding has hindered its maintenance. Therefore, sufficient financial assistance is essential to ensure that crucial projects continue;
- The Office of the Judiciary and Ministry of Justice should ensure the availability of courts and/or Magistrates for the speedy finalisation of cases; and
- Finally, to effectively address crime, the police requires the collaboration of all relevant stakeholders.



Hon. Dr. Albert Kawana, MP and Minister of Home Affairs, Immigration, Safety and Security, flanked by various SADC Chiefs of Police, Governor of Erongo Region, Mayor of Swakopmund Town and the Commissioner-General of the Namibian Correctional Service during the official opening ceremony of the 28th SARPCCO AGM on 21 June 2023, Swakopmund, Namibia.

