

## MEDIA RELEASE

9 June 2023

### ALLEGATIONS OF RECRUITMENT EXCLUSION AT NamRA

The Namibia Revenue Agency (NamRA) has taken note of the prejudicial allegations made by Honourable Edison Isaacks (Member of Parliament) while contributing to the debate in the National Assembly on Tuesday 6 June 2023, in relation to our recruitment process.

Honourable Isaacks observed that NamRA has deliberately excluded certain ethnic groups in its recruitment, adding that former Inland Revenue Department and the Directorate of Customs and Excise employees with qualifications and vast experience have been omitted because they speak specific language/s.

NamRA has maintained a transparent recruitment process where all positions are advertised either internally or externally and shortlisted candidates are subjected to a competent interview process that determines the best candidate/s for positions, guided by our Recruitment, Selection and Induction Policy (Policy). For internal positions, the candidates are first subjected to an online interview test and those who perform well qualify for oral interviews. It is worth noting that written tests are extended to all applicants, hence no person is excluded at this stage. The interview panels consist of between three and five members as per the Policy for each interview.

NamRA has coined and adopted the value of diversity amongst its core values and there has been deliberate efforts to ensure inclusivity in our recruitment to appreciate our diverse culture and regional representation.

The tri-partite agreement between the Ministry of Finance (MoF), the Namibian Public Workers Union (NAPWU) and NamRA guides the secondment and recruitment of staff from the former Inland Revenue Department and the Directorate of Customs and Excise. In terms of that Agreement, consenting staff have been seconded to NamRA for a period of three

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years and enjoy recruitment preference except for Management and Specialized positions.

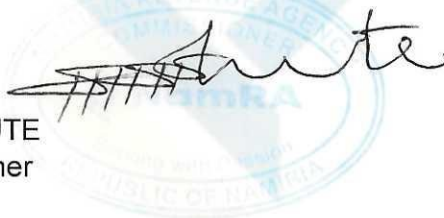
To date, NamRA has appointed 1045 staff, of which 867 or 82.9 percent are from seconded employees. Only 188 seconded staff have not been absorbed, while 30 seconded staff have declined employment offers for different reasons, predominantly because they found the remuneration packages offered to be less than their existing salaries or they were not willing to take up positions at other duty stations. We hasten to stress that the recruitment process remains on track for the vacant positions.

In terms of job security, NamRA is committed to absorbing the seconded staff and in the event that such is not realised, we will engage MoF for the deployment of the remaining staff in the public service.

As evidenced above, significant progress has been recorded in absorbing the seconded staff and hence the insinuation by Honourable Isaacks that seconded staff are excluded from the recruitment process is unfortunate and not factual. NamRA retains an open-door approach for any person, especially those in leadership positions, to seek clarity on issues affecting them or their followers.

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**Issued by:**  
Sam SHIVUTE  
Commissioner



The image shows a handwritten signature in black ink that reads "Shivute". Below the signature is a circular official stamp. The stamp contains the text "NATIONAL REVENUE AGENCY" at the top, "Namibia" in the center, and "REPUBLIC OF NAMIBIA" at the bottom. The stamp is partially obscured by the signature and the text "Issued by:".