

Office of the Auditor-General launched its Recognition Strategy



Auditor-General, Mr. Junias Etuna Kandjeke and Director: Performance Audits, Ms Liezl van Schalkwyk launch the OAG Recognition Strategy.

The Office of the Auditor-General launched its first-ever Recognition strategy on September 1, 2021, which is tightly related to the organization's strategy on operational excellence. As a leading Supreme Audit Institution (SAI), the Office of the Auditor-General (OAG) understands the invaluable efforts of their employees and the importance of acknowledging them regularly. The recognition strategy sets out all the ways the OAG will show its appreciation for employees' contributions. Speaking at the event was Mr Matty Shangadi, OAG's Deputy Director of Human Resource who labelled the initiative as a useful tool to engage, motivate, and appreciate the workforce.

Mr. Shangadi added the aim is to enhance the overall performance of staff, create a positive employment culture, boost workplace morale and achieve staff retention by recognizing the job well done by individuals within the OAG.

Mr. Shangadi says that often we see the concepts of the performance management system and recognition strategy being used interchangeably, but little do we realize that both the concepts are very different from each other.

He added that with the performance management strategy, targets are usually set for individuals while the recognition strategy aims to reward employees for coming up with new innovative ideas which are aligned to our core values and driving those initiatives to benefit the organization. The Auditor-General, Mr. Junias Kandjeke who was also present at the event, praised the Human Resources subdivision (custodians of the initiative) for coming up with initiatives such as this.

The Auditor-General also expressed his concerns regarding the slow pace of rollout of the covid-19 vaccine, stating that the virus hinders the achievements of the institution's goals and objectives while urging staff members to consider getting their booster shots. This launch was attended by various employees while others followed through the OAG Facebook page where it was live-streamed. This blueprint document is the first of its kind in the Namibian Public Service as well as amongst Supreme Audit Institutions within the region.