

## **Ministry of Justice Induction Program: A Gateway to Excellence in Public Service**

- **Albertina Peter**

**Windhoek, Namibia** - Ministry of Justice recently concluded its induction and orientation program for new employees held from May 13 to May 17, 2024. This comprehensive initiative aimed to integrate new staff members into the Ministry's environment, acquainting them with its structure, processes, and culture.

Gladice Pickering, Executive Director of the Ministry, underscored the importance of public service during the program. She urged new employees to prioritize citizens in their duties, reflecting the Ministry's commitment to serving Namibia with integrity and dedication.

"The induction program aims to introduce new staff members to their working environment, to understand the structure of the ministry and ministerial processes, and to familiarize themselves with the standards, the norm, and the culture of the ministry," explained Muvale, Learning and Development Officer at the Ministry.

Participants shared their experiences and insights gained from the training. Cynthia Endjambi, a government attorney at the Civil Litigation Directorate highlighted the value of the program in enhancing their understanding of systems and processes governing the Ministry. "We gained insightful knowledge on our systems and processes that govern our ministry and enable us to perform our functions to the best of our abilities," she said.

Reflecting on the week-long event, Ndana expressed appreciation for learning about the Ministry's motto and its significance. "It's been quite an eventful week, we got to know about the motto of this great ministry, what it stands for thus integrity, honesty as well as being the leading service provider of legal services in Namibia," Ndana remarked.

Eklien Kharases, another participant, found clarity on performance agreements and key performance indicators (KPIs) during the program. "I learned a lot about performance agreements, which I never understood until now. This week, it was explained to me in detail, and now I understand what KPIs and performance agreements are all about," Kharases shared.

In conclusion, the induction program successfully equipped new employees with a comprehensive understanding of their roles and responsibilities within the Ministry. It established a solid foundation for them to contribute effectively to the Ministry's mission of delivering justice and legal services to the people of Namibia.