



Annual Report 2015/2016

Statistics for Development



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Foreword from the Minister



It is my privilege to share some thoughts in this Annual Report which covers the period of 01 April 2015 to 31 March 2016. This is the fourth Report of the Namibia Statistics Agency (NSA) since it was established in 2011 through the Statistics Act No. 9 of 2011. It provides an opportunity to comprehensively outline the activities of the Agency in the preceding year.

I believe it is an undisputable fact that statistics are the cornerstone of any planning process. This cannot be overemphasised and must be repeated at every platform. In simple terms, we must adapt evidence-based policy-making points to a system which provides clearly defined, time-bound, and measurable milestones. This will allow timely modification and consolidation of policy, thus ensuring urgent response to our national challenges. It is imperative to highlight that statistics must be understood here not to mean a routine collection and storage of numbers, but rather as credible and scientifically derived evidence intended to evaluate the impact of policy-making.

At inception, as line Minister, it was my pleasure to appoint and enter into a Governance Agreement with a competent Board with complementary skills and qualifications to oversee the strategic direction of the NSA. The Board facilitated the process of crafting a Strategic Plan to cover the period 2012 - 2017. This high-level plan was cascaded into simplified implementable annual work plans with comprehensive activities and targets to which cost is attached as detailed in the Budget submitted to Government for funding.

Despite limited resources at its disposal, the NSA continued to regularly release timely and reliable statistical and analytical reports. This was done in a cost effective manner. The Agency increased its coordination of the National Statistics System [NSS], which is a crucial component of its mandate, by identifying a focal unit to manage the system. I must proudly mention that being the coordinating function of the NSS, the Agency is a key member of the National Monitoring and Evaluation Technical Committee chaired by the National Planning Commission. This Committee is tasked with the process of formulating a National Monitoring, Evaluation and Reporting Framework (NMERF) for Namibia with the financial assistance from the World Bank. The draft Namibia's Integrated National Performance Framework and the Planning and Reporting Templates for Offices, Ministries and Agencies (OMAs) were finalised and will be submitted to Cabinet for approval.

Besides statistical production and dissemination, the Agency continues to be a torch-bearer with regards to compliance to best corporate governance principles.

The NSA continually observed high standards of transparency through quality accounting, disclosure and compliance as evidenced by this report which includes audited financial statements signed off by the Board. As Government, we ought to be committed to capacitating the NSA to ensure greater effectiveness and efficiency for the sake of good socio-economic planning.

I would, therefore like to thank the Board, under the competent guidance of its Chairperson, Ms Florette Nakusera, for providing strategic leadership to the Agency. Similarly, I am grateful to the NSA management and staff for ensuring the timely release of accurate and reliable statistics.

Hon. Tom K Alweendo [MP]

Minister of Economic Planning and
Director-General of the National Planning
Commission



The NSA continually observed high standards of transparency through quality accounting, disclosure and compliance as evidenced by this report which includes audited financial statements signed off by the Board.



Message by Chairperson of the Board



This Annual Report comes at a time when the Namibia Statistics Agency (NSA) is nearing the end of its five-year strategy plan that it adopted at inception. It is undeniable that information is a core catalyst for change in the lives of people. Statistics tell us how people's lives have changed, where they changed and what change still needs to happen. It is for this reason that statistics need to remain dynamic all the time.

Over the past four years, official statistics experienced a period of rapid change, which have positively impacted on the information produced, the means of production and the technological, human and financial resources required to produce them. Therefore, evolving from this period of change, official statistics have now become standardised and stabilised. The focus is now towards improving quality by embracing new technologies and methodologies, and strengthening the processes of governance. As a state-owned institution, the NSA is proud to state that it continued to religiously deliver on its mandate as per the Strategic Plan, measured by a rigorous performance management system. This system has improved tremendously since the establishment of the Strategy and Board Affairs Committee. The committee primarily focuses on tracking and monitoring how the NSA as an entity is performing in realising its strategies through quarterly departmental reports that are ultimately consolidated into the Agency's annual report.

Regular annual reporting has encouraged better governance. It has greatly increased the levels of trust and confidence between the NSA and its shareholder, and other stakeholders. Financial accountability is contained in these reports for the taxpayers to understand how the funds allocated to NSA are spent.

I am proud to state that since inception, the NSA's audited Annual Financial Statements remained unqualified, hence representing in all material aspects the financial position of the Agency.

I believe that good governance, which should be expressed through transparency, accountability, responsiveness, inclusiveness, efficiency and effectiveness, is increasingly proving to be a key factor in ensuring national prosperity. Moreover, it is clearly stated in the Harambee Prosperity Plan (HPP) that "there can be no sustained economic development, job creation and poverty reduction without effective governance". The NSA's governance structure and leadership has remained focused on doing things right from the start and this is a commitment the Agency aims to fulfil at all times.

The NSA has continued its journey to being a High Performance Organisation (HPO). The roles and responsibilities of the Board, the Statistician-General, Management and Staff are thus entrenched in the NSA's Corporate Culture.

During the year under review, the NSA was steered by three acting SGs after which Mr Alex Shimuafeni was appointed as the Statistician-General with effect from the 01 April 2016.

The delivery of timely, quality and reliable statistics remains NSA's core mandate and the Agency has continued to deliver on such statistics focusing on economic, demographic and spatial data. Furthermore, the NSA has coordinated a number of projects and provided technical assistance to producers of statistics within the National Statistics System (NSS). The National Strategy for the Development of Statistics (NSDS) will go a long way towards the effective coordination of the National Statistics System (NSS) and will therefore be a priority project for the NSA going forward. During the year under review, some of the key highlights were as follows:

- In the quest to strengthen spatial data infrastructure, the Agency initiated partnership agreements through which high level sensitisation programmes were conducted. These were aimed at creating a collaborative platform for the National Spatial Data Infrastructure (NSDI) as part of the governance structure;
- The NSA collaborated with the Ministry of Home Affairs and Immigration in coordinating the implementation of the CRVS Strategic Plan that aims to improve CRVS in Namibia;

- The Namibia Household Income and Expenditure Survey (NHIES) 2015/2016 was conducted using Computer Assisted Personal Interviewing (CAPI). This is an electronic paperless questionnaire survey, a first of its kind to be used for a Household Income and Expenditure Survey in Africa.
- The NSA has also for the first time produced a Disability Report, which was done in close collaboration with relevant stakeholders which are the National Disability Council, Ministry of Education and Ministry of Health and Social Services.
- The NSA continued to produce its economic statistics publications as per the international standards. Some of the reports produced are: The Preliminary National Accounts Report for 2015 and the Quarterly Domestic Product (GDP) Reports for all four quarters, Trade Statistics, Namibia Consumer Price Index (NCPI) by the 15th of each month, as well as, Sectoral Reports.
- The Communal Sector Report of the Namibia Census of Agriculture was launched on 25 November 2015, while the Commercial Sector Census results will be released in the next financial year.

Namibia is part of the AU, which aims to streamline statistics across the continent and the UN Statistical Commission, which has set the international statistical standards. These platforms are also used to set statistical standards, develop concepts and methods and their implementation at international level. There are a number of statistical reports that Namibia is required to produce as a country. Although the expectations on the NSA to produce statistics that are fit for national economic planning are increasing by the day, the Agency had to cut on deliverables contained in its annual work plans due to funding constraints. We appreciate government's efforts to fund us and trust that we will continue to receive the required resources to do full justice to our mandate.

Our line Minister of Economic Planning and Director General of the National Planning Commission, Honourable Tom Alweendo, continues to show unparalleled passion and guidance through his exemplary leadership in the production of statistics that are fit for planning. We thank him for his wisdom and commitment. In the same vein, I convey my appreciation to my fellow Board members who continued relentlessly to steer the ship through difficult times.

Finally, on behalf of the NSA Board of Directors, it is my pleasure to thank the NSA Management and staff that worked tirelessly to complete the mandated responsibilities of the Agency. In particular, I would like to thank Ms Liina Kafidi, Mr Sikongo Haihambo and Ms Ndamona Kali for their efforts in steering the organisation as acting SGs, during the 2015/2016 financial year. I thank you all for your contributions and count on your continued positive support.

Ms Florette Nakusera
Chairperson of the Board



"I believe that good governance, which should be expressed through transparency, accountability, responsiveness, inclusiveness, efficiency and effectiveness, is increasingly proving to be a key factor in ensuring national prosperity".



Overview by the Acting Statistician-General



Ms Ndamona C. Kali
Acting Statistician-General

The NSA aims to produce quality and timely statistics.

It once again gives us immense gratification to present our annual report that reflects the progress that the Namibia Statistics Agency (NSA) has made during the 2015/2016 financial year to achieve its strategic objectives. As customary, this report, which is our fourth in a row since our creation, includes financial statements that have been audited by independent external auditors resulting in unqualified reports each time. This is to emphasise the commitment of the Agency to remain a beacon of good corporate governance practices which highlight the importance of public disclosure and accountability.

I am proud to state that the outcome of the audit for the financial 2015/2016 is an unqualified opinion, indicating that the Agency's financial records and statements are fairly and appropriately presented.

I must say that to be able to present an unqualified report is particularly significant because in line with our core mandate, we carry out large surveys on an annual basis, involving hundreds of fieldworkers costing millions of Namibian dollars. This is a clear indication that we are able to consistently show the progress that the organisation has made in improving its management and administrative systems.

During the year the NSA conducted a number of major projects that are detailed in the report, but I will highlight a few by way of summary or overview:

Namibia Household Income and Expenditure Survey (NHIES) (Data collection)

The NSA conducts Household Income and Expenditure Survey (NHIES), which provides information on the levels and changes in living conditions of the people. Generally the survey is done over a period of 12 months to capture seasonal variations. It also serves as a statistical framework for compiling the national basket items for the compilation of price indices used in the calculation of inflation. Data from the NHIES form the basis of rebasing for both the Consumer Price Index and the National Accounts.

Disability Report

This report was produced in-house as a testimony to progress made by the NSA in building its human resource capacity and technical skills. The report was made in collaboration with relevant stakeholders, for example, the National Disability Council, Ministry of Education and Ministry of Health and Social Services. We thank the three stakeholders.

National Accounts

We released the National Accounts 2014 publication during September 2015 and the Preliminary National Accounts 2015 in March 2016. The latter report shows that the domestic economy in 2015 slowed down slightly as it recorded a growth rate of 5.7% compared to 6.3% in 2014.

Quarterly Gross Domestic Product (GDP) estimates are compiled at constant prices only, and provide information on short-term movements of the economy. All four quarterly GDP Reports were published and the economy was estimated to have expanded by 1.8% in the fourth quarter of 2015.

Namibia Census of Agriculture 2013/2014 Report

I am happy to indicate that the Communal Sector Report on the Census of Agriculture was launched on 25 November 2015. This Census is an important national undertaking that will serve as a benchmark for future agriculture undertakings.

Data Warehouse and Business Intelligence Project

One of the NSA's key areas of improvement is to make data readily available to data users both nationally and internationally. To achieve this, the NSA implemented a central integrated repository for data management. This tool permits data users, internally and externally, to access datasets on various subject areas.

National Spatial Data Infrastructure (NSDI)

The National Spatial Data Infrastructure was established as the national technical and institutional framework to facilitate the capture, management, maintenance, integration, distribution and use of spatial data.

This infrastructure is a conglomeration of technologies, policies, and staff necessary to promote the sharing of geospatial data through all levels of government, the private and non-profit sectors, and the academic community. We have since initiated partnership agreements by conducting high level sensitisation aimed at creating a collaborative platform for the NSDI, as part of the governance structure.

Civil Registration and Vital Statistics (CRVS) Strategic Plan

The Agency assisted the Ministry of Home Affairs and Immigration in coordinating the implementation of the CRVS Strategic Plan that aims at improving CRVS in Namibia. The current CRVS cannot produce data on births, deaths, causes of deaths, marriages and divorces of an acceptable quality hence the need for its improvement. The World Health Organisation (WHO) committed to support Namibia in the improvement of the system so that it can produce quality vital statistics and data on causes of deaths.

International Labour Organisation (ILO) Pilot Study

In October 2013, the 19th International Conference of Labour Statisticians (ICLS) adopted new standards for measuring labour statistics. A model questionnaire was developed and is being piloted in 10 countries worldwide. Namibia is among the four African countries selected for the pilot questionnaire with the others being Tunisia, Cameroon and Côte d'Ivoire.

Labour Market Information System (LMIS)

In 2014/2015, the NSA with the assistance of the African Development Bank (AfDB) carried out a comprehensive assessment on the Labour Market Information System (LMIS) and a report was produced.

Sectoral Statistics

Sectoral statistics are high frequency statistics that track the performance of selected sectors of the economy. Statistics were produced from the following sectors: livestock, mining, beverages, tourism, transport, utilities, and building plans. There were 76 reports released during the review period.

Despite the progress made in the past financial year, the NSA is mindful that it is only a step in the transformation process. The main challenge lies in building trust and confidence in official statistics. I want to congratulate the Management team and staff on the results of this annual report.

I will be economical in expressing reality if I do not mention with a deep sense of gratitude those who preceded me because I acted only for the last two months, from 1 February 2016 until 31 March 2016, of the financial year, while the Agency was without a substantive head for over a year. Ms Liina Kafidi acted as Statistician-General from 1 February 2015 until 31 July 2015. Mr Sikongo Haihambo presided over the NSA as from 1 August 2015 until 31 January 2016.

This deliberate arrangement displayed the Board's wisdom in complying with corporate governance. Therefore, the achievements detailed in this report took place during their tenure and I want to wholeheartedly thank them.

I also wish to express my sincere appreciation to the Board for its continued guidance for us not to derail from our strategic journey and the Minister of Economic Planning and Director General of the National Planning Commission, Hon. Tom Alweendo, for his leadership and guidance throughout the year.

Ms Ndamona C. Kali
Acting Statistician-General

Section A: The Organisation of the Namibia Statistics Agency

Members of The Board as at 31 March 2016



Ms Florette Nakusera

Chairperson of the Board, Member of the Strategy & Board Affairs Committee, Member of the Statistics Committee



Ms Libertha Kapere

Member of the Human Resource and Remuneration Committee, Member of the Strategy & Board Affairs Committee



Ms Florentia Amuenje

Chairperson of the Human Resource & Remuneration Committee, Member of the Strategy & Board Affairs Committee



Mr Sikongo Haihambo

Vice Chairperson of the Board, Chairperson of the Strategy & Board Affairs Committee, Member of Human Resource & Remuneration Committee



Dr Nelago Indongo

Chairperson of the Statistics Committee, Member of the Finance & Audit Committee



Dr Martin Mwinga

Chairperson of the Finance & Audit Committee, Member of the Statistics Committee



Ms Liina Kafidi

Acting Statistician-General, Director of Demographic & Social Statistics (1st February 2015 to 31st July 2015)



Ms Ndamona C. Kali

Acting Statistician-General, Director of Economics Statistics (1st February 2016 to 31st March 2016)

The Executive Committee as at 31 March 2016



Ms Ndamona C. Kali
Acting Statistician-General,
Director: Economics Statistics



Ms Liina Kafidi
Director of Demographic & Social
Statistics



Ms Ruusa Shipiki
Company Secretary /Legal Advisor



Mr Jackie Noabeb
Director: Data Processing & IT
Solutions



Mr Osia Kaakuha
Director: Operations

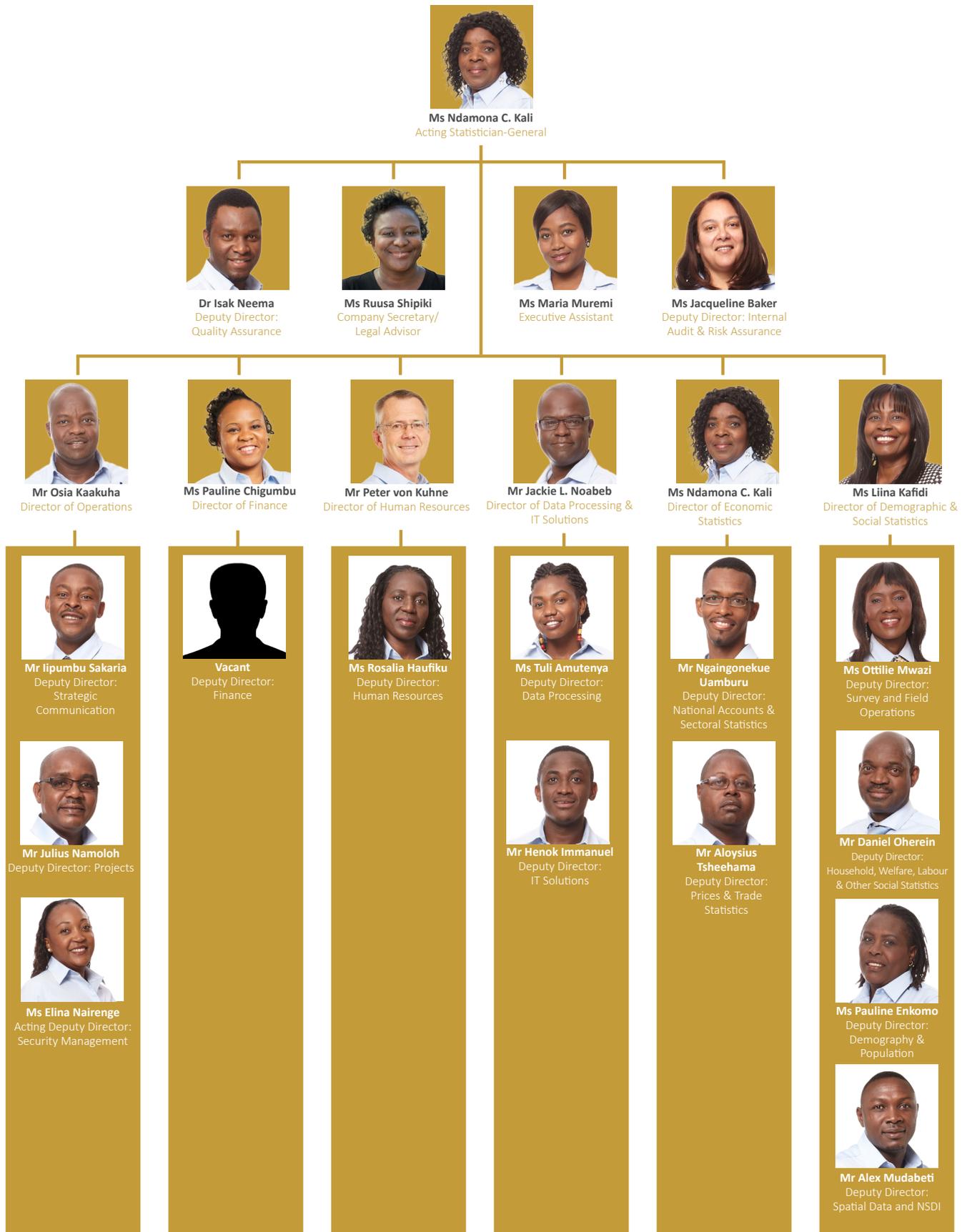


Mr Peter von Kuhne
Director of Human Resources



Ms Pauline Chigumbu
Director of Finance

Management Structure as at 31 March 2016



Section B: Governance Report

Objectives of NSA

The Namibia Statistics Agency (NSA) was established through the promulgation of the Statistics Act (Act No. 9 of 2011), taking over the functions of the Central Bureau of Statistics that was part of the National Planning Commission. The NSA became operational in September 2011 with the appointment of six Board members. Since then the Agency has made great strides in fulfilling its mandate as the central statistical authority and repository for all statistics produced in Namibia.

The NSA collects and disseminates statistics and spatial data, and designates them as official statistics. It also educates the public on the use of statistics.

The Agency's commitment towards maintaining the highest standards of governance is fundamental to the management of public finances and resources, providing users with the assurance that the Agency has good governance structures in place to effectively, efficiently and economically carry out its activities in the best interest of all Namibians.

Other activities, regulated by the Statistics Act (Act No.9 of 2011) include:

- ✓ the development of a National Statistics System and its components and objectives;
- ✓ establishment of a National Statistics Agency and the Board of Statistics Agency and their powers and functions;
- ✓ establishment of a National Spatial Data Infrastructure and its objectives; and
- ✓ establishment of a Committee for Spatial Data and provision for its functions; and incidental matters.

Corporate Charter

In addition to its statutory mandate prescribed in the Statistics Act, the NSA is guided by the Vision, Mission and Corporate Values outlined in the Agency's corporate charter. The Mission defines the core purpose of the Agency's existence, while the Vision portrays the intended future state of the NSA, in terms of its fundamental objectives and strategic direction. The Values, which embody staff and stakeholder beliefs, drive the Agency's culture and priorities, and articulate the code of conduct that the Agency uses in getting all its resources mobilised in pursuit of its vision.

The Charter promotes a shared commitment – by staff at all levels of the organisation – to ethically, effectively and efficiently carry out the Agency's mandate, in accordance with required standards and principles.

Our Mission

In a coordinated manner, we produce and disseminate relevant, quality and timely statistics that are fit-for-purpose in accordance with international standards and best practices.

Our Vision

To be a high performance institution in statistics delivery.

Our Corporate Slogan

Our promise to our stakeholders is to produce "Statistics for development". This means statistics produced must be relevant, timely and of good quality. It also means our statistics should inform evidence-based policy or decision-making, and promote monitoring and evaluation of all stakeholder plans.

Our Shared Values

The core values below form the basis of the NSA's decision-making and interactions with others. They influence the way in which the Agency works:

Performance: we are geared towards promoting the production of high quality statistical products and services that meet the standards of relevance, consistency, accuracy, completeness, accessibility and on-time delivery.

Integrity: we conduct our work according to the highest ethical and technical standards, making decisions according to strict professional considerations, maintaining confidentiality and public trust, in an honest, truthful, upright and sincere way.

Service focus: all our data collection and management activities will be focused on meeting user expectations and needs. We respect our customers, and strive to serve their needs by offering responsive and quality statistics.

Transparency: we strive to create and maintain public trust and confidence in official statistics by proactively promoting data production and dissemination in an open and objective manner.

Accuracy: we will produce statistics in a reliable way with minimal inaccuracy.

Partnership: we are committed to approaching the task of delivering all needed statistics internally as a team and in a constructive and cooperative way with other members of the NSS (National Statistical System).

Overview of Strategic Priorities

This report is based on the four strategic priorities outlined in the NSA's approved Strategic and Business Plan which covers the period from 01 October 2012 to 31 March 2017.

These are:

- Sustainable capacity building
- Coordination of the National Statistical System
- Production of statistics and expansion of the statistical base
- Improved use of statistics and value creation

The strategic objectives are aligned to NDP4 outcomes, and are linked to 12 objectives, 48 performance indicators and more than 200 initiatives or activities defined in the Agency's annual work plan.

Clear strategies defined along identified focus areas were designed, with specific outcomes and measurable targets to ensure successful strategy implementation and strategic objectives achievement.

The Agency's annual plan is executed through departments and individual employees through the Performance Management System, to promote its ownership and help attain performance excellence. Each head of department signs an annual Performance Contract with the Statistician-General, and provides quarterly and annual reports on progress made towards achieving their targets. Similarly, each employee's progress is evaluated through performance appraisals. This report highlights some of the achievements noted in the annual performance reviews of different departments and individual employees.

Accountability

In line with the State-owned Enterprises Governance Act, Act 2 of 2006, the Board entered into a five year Governance and Performance Agreement with the Director-General of the National Planning Commission. The first Board of the NSA was appointed in August 2011 for a period of three years, and signed a Performance Agreement with the Director General in August 2012. Similarly, the second Board, appointed in September 2014, also entered into a Governance and Performance Agreement with the Director General on 8 October 2014. This agreement outlines the respective roles, responsibilities and obligations of both the line Minister and the NSA.

The Board of Directors is not only the custodian of good corporate governance, but ensures NSA business is conducted in accordance with the principles of internationally accepted best practices. This is also aligned to the Agency's principles and values of transparency, integrity and accountability.

As the NSA aspires to become a High Performance Organisation (HPO), certain policies and processes need to be in place. These policies and processes should be based on best practices in the industry, both nationally and internationally. The Board takes ownership of the Agency's strategic imperatives, and is tasked with approving the policies required for the Statistician-General and Executive Management to implement so as to be in sync with the Corporate Charter.

The Board of the Namibia Statistics Agency

The NSA Board's mandate is to administer and control the affairs of the Agency, as stipulated in Section 10 of the Statistics Act, Act 9 of 2011. The Act notes that the fiduciary duties of the Board are to:

1. Exercise the duty of utmost care to ensure reasonable protection of the assets and records of the Agency; and to
2. Act with fidelity, honesty, integrity in the best interest of the Agency in managing its financial affairs.

The powers and functions of the Board are to ensure an effective, efficient and transparent system of financial and risk management. The Board also need to ensure that internal controls are in place - including a system of internal audit and an appropriate procurement and provisioning system which is fair, equitable, transparent, competitive and cost effective.

The Board members' expertise and skills range from governance, law and statistics, to economics and other related fields, as per the Statistics Act.

Current Board Members:

Name of Member	Position	Period of Appointment
Ms Florette Nakusera	Member Chairperson	1 September 2011 – 31 August 2014 1 September 2014 – 31 August 2017
Mr Sikongo Haihambo	Member Vice Chairperson	1 September 2011 – 31 August 2014 1 September 2014 – 31 August 2017
Ms Florentia Amuenje	Member	1 September 2011 – 31 August 2017
Dr Martin Mwinga	Member	1 September 2011 – 31 August 2017
Dr Nelago Indongo	Member	1 September 2014 – 31 August 2017
Ms Libertha Kapere	Member	1 September 2014 – 31 August 2017

The Board meets at least four times a year to oversee and monitoring the finances, operations and policies of the NSA.

2009 King III Governance Code

Since inception, the NSA continues to apply best practices proclaimed in the King III Governance Code. The Board adopted a formal induction programme to familiarise incoming Board Members with the NSA's operations, its business environment and sustainability issues relevant to the business.

Risk and Assurance procedures followed within the organisation include:

- Financial control health audits
- Employee engagement reviews
- Institutional Risk Profile

Governance and Performance Agreement

The NSA Board and the Minister of Economic Planning and Director-General of the National Planning Commission entered into a Governance and Performance Agreement in October 2014 after the expiration of the initial three-year agreement. The Agreement outlines Government's expectations of the NSA and the duties and obligations of Board members. It is valid for three years or until such time that a member's term ends, or a member ceases to be a member of the Board.

Government expects the NSA to align its five-year strategic plan with the National Development Plans and specifically respond to expected outcomes outlined therein. In line with the enabling legislation, the Board established a number of committees to provide expert advice and focus on specialist areas of its core mandate. These include the Strategy and Board Affairs Committee, the Human Resources and Remuneration Committee, the Finance and Audit Committee and the Statistics Committee.

Strategic Business Plan and Corporate Structure

The NSA Board approved a Corporate Structure that incorporates and addresses the challenges faced by a new institution. The structure is reviewed from time to time to gauge its relevance in achieving the Agency's objectives, and can be amended as required to align it better to the organisation's strategic plan. This exercise was carried out in the year under review.

To ensure total ownership of the Strategic Plan which is cascaded into annual work plans, a socialisation workshop of the 2015/2016 annual work plan for management was held on 9 to 10 April 2015.

This was followed by the NSA Annual Strategic Review Workshop held on 10-11 September 2015, also attended by management. This workshop culminated in the production of the Agency's 2016/17 Annual Work Plan under the custodianship of the Data Quality Assurance function.

Disclosure of Interest

In terms of the Employee Code of Conduct, employees and Board Members are expected to disclose their outside business interests at the start of every financial year. The Code of Conduct, applicable to all NSA employees, including non-executive directors, provides a mechanism for the disclosure of interests and ensures the process is correctly observed. The relevant interests of Board Members are reviewed at the commencement of every Board and Board Committee meeting, or when required.

Equally, Directors and Deputy Directors are expected to declare their interests, if any, at the start of each meeting. Tender Committee members declare their interests prior to any evaluation or adjudication of a bidding process. Where an interest exists, the respective members are expected to recuse themselves from the process.

Delegation of Authority

The Board delegates its responsibility for specific matters to its committees or management. However, it reserves responsibility for a range of key decisions for its collective decision-making.

The delegation of Authority by the Board is encompassed in a formal framework, which clearly indicates matters specifically reserved for delegation.

Board Committees

The Board is regularly informed about the activities of Board Committees through the respective chairpersons' reports tabled at each meeting. The NSA has four Board Committees in line with its statutory mandate, being:

- Finance and Audit;
- Human Resource and Remuneration;
- Strategy and Board Affairs Committee; and
- Statistics Committee

The Committee for Spatial Data is appointed by the Minister of Economic Planning and Director General of National Planning Commission in consultation with the Minister of Land Reform as directed by the Act. The Act is very clear that the Statistician-General must administer the National Spatial Data Infrastructure and the coordination of meetings is therefore, captured in this report.

Board

During the period under review, the Board held nine meetings. It must be placed on record that during the year under review the Agency had three Acting Statistician-Generals, with two acting for a six-month period each while one acted for two months only.

Board Meetings and Committee Members confirmed the successive Acting Statistician-General's acting periods.

Name of Member	Position	Number of Meetings Attended
Ms Florette Nakusera	Chairperson	8
Ms Libertha Kapere	Member	7
Dr Martin Mwinga	Member	7
Ms Florentia Amuenje	Member	7
Dr Nelago Indongo	Member	9
Ms Liina Kafidi	Acting SG 1 February 2015 until 31 July 2015	4
Mr Sikongo Haihambo	Vice-Chairperson and Acting SG 1 August 2015 until 31 January 2016	6

Finance and Audit Committee

The Finance and Audit Committee recommended various policies related to Information Communication Technology and Social Media usage. The Finance and Audit Committee re-affirmed its commitment to align the NSA Strategic imperatives to the National Procurement Act.

The Finance and Audit Committee also approved the 2015/2016 budget and considered the Risk Assessment Report and Risk Register as part of managing enterprise wide risk.

During the period under review, the Finance and Audit Committee held three meetings.

Name of Member	Position	Number of Meetings Attended
Dr Martin Mwinga	Chairperson	2
Dr Nelago Indongo	Member	3
Mr Ingo Schneider	Member	2
Ms Liina Kafidi	Acting SG	1
Mr Sikongo Haihambo	Acting SG	1

Human Resource and Remuneration Committee (HR Committee)

The HR Committee meeting reviewed the NSA's structure in consultation with both the Statistics and National Spatial Data Infrastructure (NSDI) Committees. Both were cognisant that at the NSA's inception, the Agency did not receive adequate funding and as such a skeleton structure was approved with the aim of reviewing it once funding improved. But, the Board directed Management in 2014, after consideration of the NSA's mandate and subsequent growth, to review the current structure and come up with a holistic appropriate and comprehensive one to meet the Agency's strategic and operational needs.

The HR Committee at the end of the 4 September 2015 meeting resolved that the structure be recommended for approval to the Board.

During the period under review, the Human Resource and Remuneration Committee held six meetings.

Name of Member	Position	Number of Meetings Attended
Ms Florentia Amuenje	Chairperson	6
Ms Libertha Kapere	Member	6
Mr Sikongo Haihambo	Acting SG/ Member	6
Ms Liina Kafidi	Acting SG	2
Ms Ndamona C. Kali	Acting SG	1

Statistics Committee

The Statistics Committee is tasked with ensuring that statistical production processes are done in line with internationally approved standards and all NSA's statistics products are of high quality and standards. The Committee consist of experts in the field of Economic Statistics, National Accounts, Sectoral Statistics, Price and Trade Statistics, Demographics and Social Statistics, Household Welfare and Labour, and Vital Statistics.

During the financial year, the Committee took decisions pertaining to the production of statistics and surveys to be undertaken by the NSA. They also decided on new technologies and methodologies to be used in various surveys.

The Census of Agriculture was finally released in November 2015 after the NSA encountered several challenges.

The registration of the Association of Statistics was completed and the launch will take place in 2016. The membership of the Association will include various stakeholders within the National Statistical System (NSS). It will be through this association that skills development and gaps within the NSS will be addressed and strengthened.

One of the most important surveys that the NSA will carry out during the financial year 2016/2017 will be the Inter-censal Demographic Survey (NIDS). Further in respect of statistics, Namibia was chosen by the International Labour Organisation at its 19th Conference as one of the countries in the world and Africa, to pilot the new standards to measure the global employment and unemployment. This is one of the greatest honours a country can achieve and this was because of the Committee encouraging the NSA to produce statistics in compliance with international standards.

The other important resolution passed was to ensure implementation of the approved five year strategic plan on the Civil Registration and Vital Statistics System (CRVS) by Cabinet to ensure that a database is in existence.

The Statistics Committee consists of six (6) Members of which three are NSA Board Members, and one each is from the UNFPA, Ministry of Economic Planning and National Planning Commission and the University of Namibia.

During the financial year, 2015/2016, four Committee meetings were held. The members and number of meetings attended were as follows:

Name of Member	Position	Number of Meetings Attended
Dr Nelago Indongo	Chairperson	4
Ms Florette Nakusera	Member	2
Prof. Ferdinand Gideon	Member	3
Mr Johannes Ashipala	Member	2
Mr Israel Tjizake	Member	4
Dr Martin Mwinga	Member	3
Ms Liina Kafidi	Acting SG	1
Mr Sikongo Haihambo	Acting SG	1
Ms Ndamona C. Kali	Acting SG	2

Strategy and Board Affairs Committee

The Committee assessed the NSA's overall Performance Management System and its implementation, and made appropriate recommendations.

During the period under review, the Strategy and Board Affairs Committee held two meetings with the attendance being as follows:

Name of Member	Position	Number of Meetings Attended
Mr Sikongo Haihambo	Chairperson	1
	Acting SG	1
Ms Florentia Amuenje	Member	2
Ms Florette Nakusera	Member	1
	Acting Chairperson	1
Ms Libertha Kapere	Member	0
Ms Ndamona C Kali	Acting SG	1

National Spatial Data Infrastructure (NSDI) Committee

The NSDI (National Spatial Data Infrastructure) Committee started the financial year by holding its first strategic breakaway in June 2015 at Okahandja. This led to the subsequent approval of five Strategy Plans on NSDI by the Minister of Economic Planning and Director General of the National Planning Commission during October 2015. The Committee is mandated to advise the Minister on any matters relating to Spatial Data Infrastructure in Namibia. Members are appointed by the Minister in consultation with the Minister of Land Reform and consist of experts in the various fields of spatial data, geographic information systems and geospatial data.

Furthermore, through the 2015/2016 financial year, the NSDI Committee achieved milestones such as the gazetting of the NSDI Policy in March 2015 and approval of the Communication Plan and Partnership Agreements.

The Partnership Agreements will be MoUs between the NSA and various stakeholders within the NSDI sphere in Namibia.

They will outline what each partner's responsibilities will be to ensure that government goals are met in respect of NSDI. They will also ensure duplication is reduced during coordinated implementation.

One of the biggest highlights during the financial year, was the visit to Lantmateriet office in Sweden by the NSDI division and Office of the SG. This was a study tour where the NSA was exposed to the success story of how the NSDI was implemented and the benefits which accrued from having a fuller fully functional NSDI system in the country. The tour was a success as the NSA upon return started implementing some of the things learnt at Lantmateriet.

During the financial year, the Committee held five meetings. Members of the Committee on Spatial Data were as follows:

Name of Member	Position	Number of Meetings Attended
Mr U Okafor	Chairperson	2
Mr J Van Rensburg	Member	5
Mr A Le Hane	Member	4
Mr M Hanana	Member	5
Dr E Nangolo	Member	4
Dr A Verlinden	Member	3
Ms A Nguno	Member	3
Mr F Maanda	Member	4
Ms Liina Kafidi	Acting SG	2
Mr Sikongo Haihambo	Acting SG	2
Ms Ndamona C. Kali	Acting SG	1

The Executive Committee

The Executive Committee (EXCO) consists of the Statistician-General, all Heads of Departments (Directors), and the Company Secretary. The Statistician-General chairs the EXCO, which is responsible for high level strategic issues, including reviewing

Agency policies dealing with finance, staffing, operations and risk management, before final approval by the SG. EXCO meets every second week of the month.

The Support Services Committee

The Support Services Committee (SSC) comprises all Deputy Directors, and is responsible for overseeing operational matters.

The Committee also makes proposals to EXCO regarding the review and development of policies as well as other strategic matters.

The Tender Committee

The Tender Committee derives its powers from the Supply Chain Management Policy, which guides the NSA in procuring all goods through a transparent and comprehensive bidding process. The Terms of Reference of the Tender Committee were approved by the Board.

All members of the Tender Committee are required to declare their interest in tenders being adjudicated at each meeting, and to recuse themselves if and when any conflicts arise. The Chairperson of the Tender Committee is required to report on the Committee's activities at the Executive Committee meeting.

Reporting Obligations

The Statistics Act requires the Agency to submit various reports to the Minister of Economic Planning and Director General of the National Planning Commission. Sixty days before the commencement of the next financial year, a financial plan or budget should be submitted to the Minister for approval.

No later than three months after each financial year, the Board must submit a Report containing the audited financial statements, with an external auditor's report, for the closing financial year and a report on the operations and activities of the Agency during that financial year to the Minister. The Minister is required to table the Report in the National Assembly within 30 days of receiving it.

Since inception, the NSA Board and the Minister of Economic Planning, Hon Tom K Alweendo, have held Annual General Meetings during which the Board presented him with the Annual Reports containing audited Annual Financial Statements of the concluded financial year, in compliance with Section 31 of the Statistics Act, No 9 of 2011.

The Statistician-General



Appointments of Successive Acting Statistician-Generals

During the reporting period the NSA had three Acting Statistician-Generals.

Ms Liina Kafidi acted as Statistician General from 1 February 2015 to 31 January 2015. Mr Sikongo Haihambo, the Vice Chairperson of the Board and Chairperson of the Strategy and Board Affairs Committee, then acted from 1 August 2015 until 31 January 2016.

Mr Haihambo ceased to preside as Vice-Chairperson of the Board and Chairperson of the Strategy and Board Affairs Committee respectively during his tenure as acting SG.

As from the 1 February 2016 until 31 March 2016, Ms Ndamona Kali became Acting Statistician-General. Ms Kali is the Director of Economic Statistics.

Appointment of Substantive Statistician-General

The NSA Board, completed the recruitment process and appointed Mr Alex Shimuafeni as the substantive SG with effect from 1 April 2016.

Company Secretary and Legal Advisor

The Company Secretary and Legal Advisor, advises and guides the Board and the Statistician-General on matters of ethics, good governance and legislative changes.

All Board Members have unrestricted access to the advice and services of the Company Secretary.

Internal Control Framework

The Internal Control Framework is designed to provide reasonable assurance on the achievement of organisational objectives. The system of internal control, which is embedded in all key operations, provides reasonable rather than absolute assurance that the Agency's strategic objectives will be achieved. The Board has overall responsibility for internal control.

The system also addresses risks and provides reasonable assurance that in pursuit of the vision, mission and objectives, the following will be achieved:

- Ethical, economical, and efficient orderly execution of operations;
- Fulfilment of accountability obligations;
- Compliance with the applicable laws and regulations; and
- Safeguarding of resources against loss, misuse and damage.

Management prepares the Agency's financial statements and the Auditors examine the underlying accounting assumptions, principles and procedures Management adopted, with the Board's approval.

To make the comparisons required by an audit, the Auditor must examine not only the financial statements, but also the records on which they were based and the company's system of internal controls, including internal audits.

The Executive Management, as mandated by the Board, established an organisation-wide system of internal controls to manage significant risks. There are ongoing monitoring and reporting processes for Departmental Heads to give feedback on internal controls. The Board receives assurance from the Finance and Audit Committee, which derives some of the information from regular internal and external audit reports.

Internal Audit

Internal Audits are defined in a Board-approved Charter that is consistent with the Institute of Internal Auditors and the principles of King Code III. An Internal Audit is responsible for independently reviewing and providing assurance on the adequacy of the internal control environment, risk management and corporate governance processes of the agency.

The primary scope in providing assurance includes:

- Evaluating the reliability and integrity of information and the means used to identify, measure, classify and report such information;
- Evaluating the systems established to ensure compliance with policies and procedures, plans and legislation that could be significant to the Agency;
- Evaluating the means of safeguarding assets and, as appropriate, verifying the existence of such assets;
- Evaluating the effectiveness and efficiency with which resources are employed; and
- Evaluating operations or programmes to ensure results are consistent with established objectives and goals, and whether the operations are being carried out as planned.

The assurance mandate is informed by the risk-based audit coverage plan, which is approved annually by the Finance and Audit Committee.

To ensure independence, the Deputy Director of Internal Audit reports functionally to the Finance and Audit Committee, and administratively to the Statistician-General, and has direct access to the Board. He/she organises all audit activities in accordance with recognised professional standards; and is responsible for reporting on all issues related to corporate governance, risk and control processes and any other issues identified in the Annual Audit Plan approved by the Finance and Audit Committee. Follow up audits are carried out on all audit findings.

The Finance and Audit Committee approved the Internal Audit Plan for 2015/2016 financial year.

Fraud and Corruption

The NSA is required to prevent fraudulent and corrupt activities before they occur by encouraging a culture where its employees and stakeholders continuously behave honourably, and promote integrity in their dealings with or on behalf of the Agency.

The NSA has established a partnership and cooperative relationship with Deloitte in the fight against fraud and corruption by encouraging the reporting of alleged fraud and corrupt activities through its Tip-Offs Anonymous Fraud Hotline (0800 431 322).

Anti-fraud and corruption campaigns are conducted throughout the organisation using posters and presentations to create awareness and foster whistle-blowing.

Fraud cases are reported through the hotline and a register for cases of alleged fraud and corruption is maintained. The Internal Audit Division investigates these cases and decides on the necessary action to be taken (e.g. instituting disciplinary action, civil recovery, criminal prosecution, etc.).

Code of Conduct

The Code of Conduct was approved by the Board during the last financial year. Each employee received a copy of the Code, and is bound to adhere to it. All new employees receive the Code upon acceptance of employment. The Employee Relations Policy and Procedures outline the formal or informal processes that can be followed depending on the nature and seriousness of the act of non-compliance. In addition to the Code of Conduct, the NSA's employees are obliged by Section 45 of the Statistics Act to maintain a high level of confidentiality with respect to personal or business information to which they are exposed.

All employees sign confidentiality agreements on assumption of duty. Any contravention is handled through the disciplinary procedures described above.

Corporate Social Responsibility

The NSA's core mandate is aimed at delivering statistics as a social good intended to improve the lives of Namibians who are the core providers of data. The NSA, therefore, has deemed it imperative to create a coherent Corporate Social Responsibility (CSR) Strategy that is aligned to its social and environmental efforts to maximise positive economic outcomes.

The CSR Policy will be submitted to the Board for approval in the second quarter of the 2016/2017 financial year. Generally the NSA Board and Management are committed to "giving back" and participate in various initiatives to uplift community.

Section C: Performance Review

The Agency's activities are defined in its Strategic and Business Plan covering the period 1 October 2012 to 31 March 2017, which the Board approved in September 2012. The plan coincided with the planning period of NDP 4 and was aimed at supporting the attainment of the government objectives outlined in the national development plan. At a high level, the plan comprises four strategic priorities, 12 objectives, 48 performance indicators and more than 200 initiatives or activities.

For the sake of clarity, subsequent extracts of the strategic objectives, performance indicators, targets for the year 2013/2014 and key initiatives are highlighted before feedback is given under main themes. The Agency develops annual plans to implement initiatives linked to specific annual targets. These plans are reviewed on a quarterly basis to monitor progress in achieving set targets, and annual performance awards are given to the best performing department.

Strategic Priority A: Sustainable Capacity Building

The Sustainable Capacity Building priority area contains four objectives and 28 performance indicators. The attainment of this strategic priority is mainly driven by the Departments of Human Resources, Finance Operations and IT & Data Processing as well as by the Company Secretary/Legal Advisor, through the execution of various operational and strategic initiatives. Heads of Departments are also responsible for capacity building in their respective departments, and they contribute to capacity building in NSS, mainly in the area of statistics.

More than 100 initiatives under this strategic priority were identified to be carried out during the planning period. The strategic objectives, performance indicators and targets under this priority for the year 2015/2016 are listed in diagrams below.

Strategic Objectives, Performance Indicators and Targets for Priority A: Sustainable Capacity Building

The Human Resources Department serves as a strategic partner supporting the Agency as an employer of choice. By attracting and sustaining diverse and highly motivated people, with great passion, working for a great purpose.

The Agency's staff are its most valuable resource driving its performance.

The NSA employs people who have the necessary qualifications, skills and competencies enabling it to achieve its strategic objectives. Through the Performance Management Framework, employees are encouraged to attain the organisation's strategic objectives.

A1: Sufficient, Competent and Motivated Staff

Staff Composition

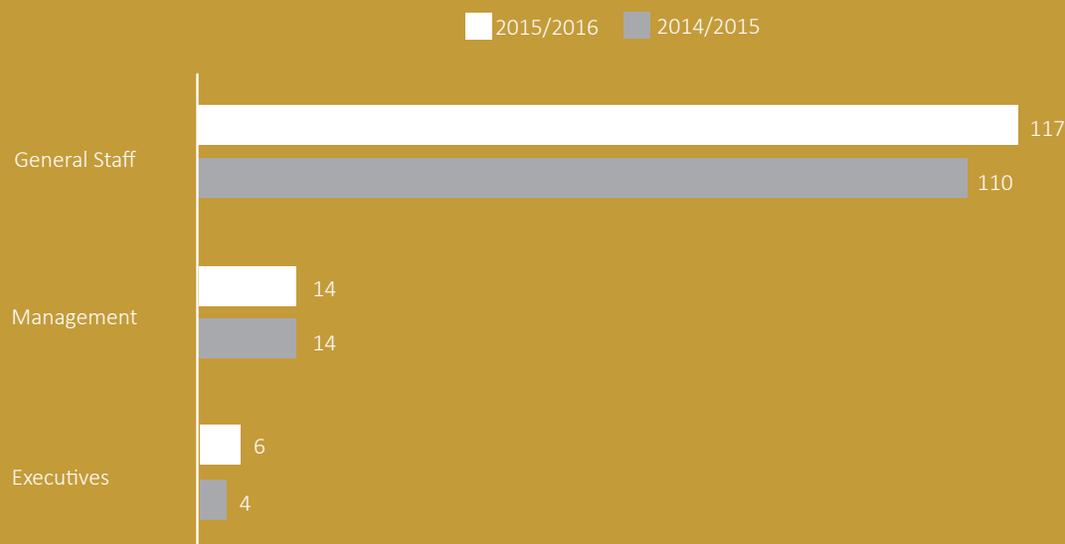
During the period under review, nine new appointments were made, which included filling newly created positions and those vacated through resignations. This increased the NSA's staff complement from 128 to 137 as at 31 March 2016.

The figure represents 96% of the approved positions during the period. The table below highlights the total staff component of the Agency as at 31 March 2016.

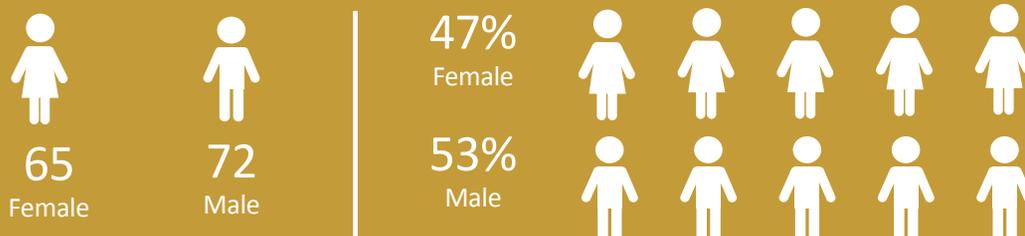
Total Permanent Staff



Staff Category



Gender



Capacity Development

A strong emphasis has been placed on capacity building programmes for employees at all levels of the organisation, and considerable progress was made in developing leadership and management skills. The Agency spent N\$2,83 million on capacity development during the period.

In total more than 122 employees attended various training courses offered in-house, locally, regionally and internationally. Moreover, the NSA continued to support employees wishing to upgrade their academic qualifications, with 14 employees benefiting from the Agency's financial study assistance scheme.

Apart from technical and soft skills training, the NSA continued to sharpen its leadership skills. Management and senior supervisors at different levels attended various Management Development Programmes.

They attended training sessions focusing on the compilation of quarterly GDP, Supply and Use tables, Statistical Business Registers, Corporate Governance, COBIT 5 Foundation and Implementation, Finance, Logistics, Procurement, Public Relations, Project Management and Performance Management, Internal Audit Training, Industrial Relations and Strategic Human Resources.

The NSA also had in-house capacity enhancement initiatives. Data Quality Assurance was successfully organised. Knowledge Sharing Forums that have become popular among the NSA staff, include information and knowledge on the Strategy for the harmonisation of Statistics in Africa (SHaSA), HR processes and procedures, Employee relations, NSDI and Finance payment procedures.

Affirmative Action Compliance

The Agency submitted its Affirmative Action Plan and the Employment Equity Commission considered and approved the plan on 14 August 2015.

Although the current staff complement profile represents a diverse workforce, the Agency continues to face challenges in attracting people with disabilities and previously advantaged female Namibians.

Employee Engagement Initiative

An Employee Engagement Survey was conducted to gain a better understanding of employees' views and perceptions on work related issues. The NSA hoped to understand the general environment they function in, and to ensure that the Agency continues to have a committed and motivated workforce,

The outcome of the 2015 survey shows a satisfaction rate of 66%, which is the same as that of 2014. The annual NSA target for employee satisfaction is 75%. The most significant reason for this score continued to be low remuneration and employment benefits compared to others in similar organisations in Namibia.

The Agency devised different solutions and interventions to address areas of concerns to improve the working environment. As an example, the NSA currently makes use of the Namibian Remuneration survey information which has a specific section on State-owned Enterprises. This information was shared with employees, and the Agency continues to monitor the market and to take appropriate measures where financially possible in its quest to attract and retain scarce skills.

Staff Turnover

The Agency experienced challenges in attracting and retaining specific skills, particularly specialist staff and staff at management level. This was because the market is dynamic and competitive. During the period under review, 11 employees left the NSA, representing an average turnover rate of 8% which is higher than the Agency's 5% target.

The turnover rate is 3.7% more than the previous year, where turnover was 4.3%.

Performance Management

In line with the practice since the NSA's inception, all employees signed performance agreements highlighting the key targets to be achieved during the 12-month period. Each individual's performance was appraised twice during the 12-month period, in six-month intervals, at the end of September and end of March respectively.

The Departmental Quarterly Performance reviews continued to be one of the milestones during the year. These reviews ensured that the Agency's Performance Management System achieved its intended objectives of making the NSA a Centre of Excellence. The quarterly reviews form the basis of a submission on the overall performance of the Agency that has to undergo a stringent review by the Board on the recommendation of the Strategy and Board Affairs Committee.

To continuously improve the effectiveness of the Agency's Performance Management System and processes, more than 90% of the NSA employees attended an in-house refresher course in Performance Management.

Furthermore, the NSA recognised and rewarded the top performing employees in their respective departments, and the best performing department at the NSA's year-end function. A total of 10 awards were handed over in June 2015.

Employee Relations and Wellness

Employee wellness is high on the Agency's agenda, and several wellness activities aimed at promoting employee health were organised during the year. A Wellness Day and Cancer Day were held, during which presentations on the importance of adopting a healthy lifestyle were made.

Twenty one disciplinary cases were recorded in the period under review, of which 18 were finalised, while three are pending. Seven grievances were recorded of which four cases were finalised while three are pending.

During the period under review, NSA employees began joining unions of their choice and as such union membership to date stands at 54% of the bargaining unit. It is hoped that this will positively contribute to the harmonisation of the employee/ employer relationship.

Review of Organisational Structure

During the period under review the Agency experienced a number of challenges in the timeous and effective completion of a variety of tasks which contributed to the attainment of strategic objectives. This could in most cases be attributed to inadequate human resources.

To address the situation, Management revised the organisational structure to ensure alignment with the Agency's Strategic and Business plan.

A2: Good Corporate Governance

Policy Development and Enhancement

Effective policies reflect the NSA's culture of compliance to good corporate governance and guide employees at all levels. During the period under review, a Succession and Talent Management Policy was developed and will be submitted to the Board for approval in 2016/2017. The Legal and Company Secretariat has taken over the custodianship and management of the Policy Framework.

This is a live instrument that ensures that NSA operational policies are regularly reviewed and updated by Management and resubmitted to the Board for approval.

A3: Sufficient Funding and Effective Cost Control

Sufficient Funding

The Agency continued to receive 100% of its budget from government. It had a budget allocation of N\$138 322 599 for the 2015/2016 financial year. Actual project expenditure as at 31 March 2016, amounted to N\$34 000 000 representing 24% of the total allocated budget from the government.

The Agency prepared and submitted its Annual Budget Request to the Ministry of Finance through the National Planning Commission, and participated in the budget hearing at the Ministry.

To close the funding gap, mainly in the areas of technical support, the NSA received funding support from some development partners. These included the African Development Bank (AFDB) and the United Nations Population Fund (UNFPA).

Virements were applied to operational expenditure as well as to some projects during the current financial year. The approval of the virement was done by the Board as per the delegation of authority.

During the period under review, the Agency realised the need to strengthen its financial strategy given the growth that it was experiencing. It, therefore, created the finance department.

For the 2015/2016 financial year the Agency received an unqualified audit opinion. The Audited Financial Statements were submitted to the Executive Management and the Board for review and approval.

Effective Cost Control

Several measures were put in place to effectively curb and control the expenses of the Agency. These included cutting costs on telephone bills, printing and transport.

Monthly and quarterly reports are presented to the Executive Management Team and the Board on cost control measures.

A4: Sufficient Physical Resources, Infrastructure and Support

Data Warehouse and Business Intelligence Project

One of the key areas to improve the NSA as a statistics producer is to make data readily available for data users both national and internationally. To achieve this initiative, the Agency implemented a central integrated repository for data management.

This tool permits data users internally and externally to slash and dice datasets of various subject areas, analyse them, produce dashboards, interact with other users and produce reports of their own data analysis.

NSS Support and Project Management

The NSA, in line with the spirit of collaboration with external stakeholders, supported and oversaw the data capturing of all the Namibia Students Financial Assistance Fund (NSFAF) student loan records. The project was hosted at the Data Processing Centre (DPC).

It took eight months to capture over 70 000 student records. The project also created temporary employment for 35 Data Clerks and generated around N\$235 230.08 for the NSA to cover operational costs and professional consultancy costs.

Government Data Analysis and Capturing Project

The Government approached NSA with an urgent request to capture and analyse datasets obtained nationally for land applicants. The NSA was able to produce a result of analysis in a short time required with limited resources.

The estimated project cost to the NSA was N\$29 674.88 overtime due to the urgency and magnitude of the exercise.

Infrastructure Management

Continuous maintenance and administration of an up-to-date ICT infrastructure, security and ensuring on time availability of information and communication technology services and facilities is critical to ensure high performance.

Virtualisation of the ICT infrastructure

The ICT infrastructure has been fully virtualised providing better performance of systems and less recovery times during disasters or system failures.

Network uptime and Staff Satisfaction Rate

Despite many challenges the NSA achieved an overall 90% network uptime and 80% staff satisfaction rate during the period under review.

Although there is broad consensus that staff are happy with IT services, there is still room for improvement particularly in the area of communication.

ICT Policies

As part of the overall drive to efficiently manage ICT infrastructure, the NSA introduced a number of policies and plans, including a Social Media Usage Policy, Disaster Recovery Plan and IT Development Plan to be implemented in the 2016/2017 financial year.

Provisioning of Adequate and Safe Workplace

The Agency, in its quest to decentralise statistical delivery services, decided to establish regional offices across the country. It managed to locate 11 and signed lease agreements to this effect, with only two being hosted in regional councils in the spirit of cooperation. The search for an office for the newly created region of Kavango West is advanced and the agreement is to be signed before end of April 2016.

The roll-out of a network video recorder that provides quality video footage and enough storage capacity at both Head Office and the DPC is in the process. The roll out to regional offices has started. All these enhancements were informed by a comprehensive security risk assessment that was carried out.

The NSA is in the process of exploring the possibility of upgrading the access control and surveillance systems at the Regional Offices to be consistent with the implementation at the Head Office and the Data Processing Centre (DPC) whereby all access card readers are to be replaced with the state-of-the-art biometric fingerprint readers.

Fleet Acquisition and Management

The Agency, with its activities being field intensive, continued with its attempts to revamp its fleet. As a result we auctioned off 21 obsolete vehicles whose proceeds went towards the procurement of an additional six new ones. Further plans are to auction the rest of the obsolete vehicles before the end of June 2016.

The Agency is in the process of improving the Fleet Management System through the activation of additional modules of control. However, the Agency is glad to report the drastic decline in accidents and general vehicle abuse, especially in the recently concluded NHIES.

Strategic Priority B: Coordinating the National Statistical System

This priority area contains two objectives and seven performance indicators. The attainment of this strategic priority is mainly driven by the Departments of Economic Statistics, Demographic and Social Statistics, as well as the Quality Assurance Division, through the execution of various operational and strategic initiatives.

Approximately 40 such initiatives were identified for execution during the planning period. The strategic objectives, performance indicators and targets for the year 2015/2016 under this priority are listed in the diagrams below.

Strategic Objectives, Performance Indicators And Targets for Priority B: Coordinating the National Statistical System

B1: Improved NSS HR Capacity

Capacity Building of NSS Producers and Users (Institutions)

The NSA as part of its mandate must build a strong National Statistical System (NSS) through targeted capacity building programmes for government institutions. Although the Agency planned to train four government institutions in total, it exceeded this target by training technical staff representing 29 users and producer institutions in seven regions at its annual User-Producer Geographic Information System (GIS) training programme. The programme aims at building regional capacity in different government institutions to map spatial infrastructures such as schools, clinics, localities, location of animal and plant species, water bodies, etc.

The training builds capacity at regional level by utilising free and open source GIS tools in mapping, presentation and analysis of spatial data. In addition, four senior officials representing five government institutions from Windhoek were trained in Stata and specifically in the use of ADEPT, a specialised software for analysing survey data and calculating poverty indicators.

B2: Coordinated NSS

Number of Coordinated NSS Projects

UNFPA Project

The project provided financial support to the NSA, the Ministry of Home Affairs and Immigration, and the University of Namibia to implement the following planned activities:

- Stakeholder workshop on Inter-censal Demographic Survey (NIDS);
- Regional workshops for socialising the Data Quality Assessment Framework (DQAF);
- Fieldwork for updating the National Sampling Frame;
- Training workshops for users and producers on GIS and spatial data;
- Development of a five year National Spatial Data Infrastructure (NSDI) Strategy and Action Plan;
- Training workshops for NSA/GRN staff at international conferences of Civil Registration & Vital Statistics, Post 2015 Sustainable Development Goals (SGD's), Census and International Conference on Population and Development Programme of Action (ICPD);
- National training workshop on Integrated database (Redatum);
- Technical Group Workshop on the production of the Disability Report; and
- Production of Monograms by UNAM Students and Lecturers.

Other Ad-Hoc NSS Projects

During the financial year under review, it is evident that the number of ad-hoc NSS projects attended to increased as compared to the previous year. A total of 10 spatial data ad-hoc projects were received mainly from government offices, ministries and agencies. This exerted pressure on human resources given the other compelling NSA specific-projects such as the NHIES 2015/2016 and the finalisation of the Namibia Agriculture Census of 2013/2014: Communal Sector.

In addition, assistance was offered to more than 10 projects/surveys of different ministries and government institutions wherever required in the areas of survey methods and sampling. Some of the surveys where technical assistance was provided were:

- Domestic Tourism Expenditure Survey;
- TB KAP Survey;
- TB Prevalence Survey;
- Non-Communicable Disease Survey;
- HIV / AIDS Burden Survey;
- War Veteran Assessment Study;
- Research & Development Survey, Innovation Survey;
- Omaheke Region Literacy Survey;
- Prevalence of Corruption Survey; and
- Analysis of Data on the Mass Housing Applications.

National Spatial Data Infrastructure

The NSA has since initiated partnerships agreements by conducting high level sensitisation aimed at creating a collaborative platform for the NSDI as part of the governance structure. A total of 19 national institutions were targeted in the first phase of which some are ready to sign memorandums of understanding in order to initiate collaboration on work related to build an infrastructure for spatial data. The second phase will target the 54 local authorities and settlement administrations and the 14 regional councils countrywide.

Prominent to the successful NSDI implementation is the development of key standards or specifications and guidelines for spatial data to guide issues of data quality, metadata, and the manner for collecting national spatial data and any exemption from such manner or specification. These have been drafted during the current financial year.

Implementation of Civil Registration and Vital Statistics (CRVS) Strategic Plan

The Agency assisted the Ministry of Home Affairs and Immigration in coordinating the implementation of CRVS Strategic Plan that aims at improving CRVS in Namibia. NSA convened a number of meetings for the Inter-Agency Technical Committee on CVRS. The current CRVS cannot produce quality data on births, deaths, causes of deaths, marriages and divorces hence the need for its improvement.

Planning of most of these NSS surveys started but fieldwork is to take place during the next financial year (2016/2017). It should be mentioned that the Office of the Prime Minister's (OPM) Food Security Monitoring System that is reflected in the annual plan could not be carried out as the OPM could not avail the financial resources. Therefore no assistance was provided to this project.

The NSA, being the NSDI Secretariat and in accordance with the NSDI Policy, acts as clearing house for national spatial data mapping projects. Therefore any institution embarking on any geographic data collection must get clearance from the NSA. This is mainly to avoid duplication of spatial data and wastage of government resources. The purpose is to improve data quality. Six submissions were received under the review period of which three were cleared.

The World Health Organisation (WHO) made a commitment to support Namibia in the improvement of the system to be able to produce quality vital statistics and data on causes of deaths.

Data Quality Assurance NSS Coordination

Annual User-Producer Workshops

On its journey towards ensuring that its products conform to international standards, the NSA through its dedicated specialist Data Quality Assurance (DQA) function saw it imperative to constantly engage the users and producers through the National Statistics System (NSS). This is not only to monitor the implementation of the DQAF but to solicit practical views on how the Agency can do better in the production of statistics.

An Annual User-Producer workshop was held on 14 September 2015 and a Workshop Proceedings Booklet detailing the proceedings of the day's activities, was created.

National Socialisation of Gazetted Statistical Policies

The NSA (DQA function) further carried out socialisation workshops of the gazetted Statistics Policies in three regions namely; Khomas Region on 26 May 2015, Oshana Region on 3 November 2015 and Omusati Region on 4 November 2015. The policies are as follows:

- Statistics Policy;
- Data Collection, Processing & Dissemination Policy; and
- The Data Quality Assessment Framework (DQAF).

Monitoring of Memorandums of Understanding

Memorandums of Understanding are very important to the NSA because they outline and define specific roles and responsibilities between the Agency and its partners so that all parties have a clear understanding of their role in the partnership. With a clear understanding of purpose, the institutions can then begin working together on the objectives to achieve the goal(s) of the MoU. The NSA's DQA embarked on the difficult task of coordinating the predominantly bilateral agreements it entered into to gauge the stage of implementation.

The DQA function produced quarterly reports on the activities of the signed MoUs that showed an average implementation rate of 57%. In addition the NSA concluded a further three MoUs with the Ethiopia Central Statistics Agency on 4 June 2015, and with the Namibia Housing Action Group and the Shack Dwellers Association on 25 February 2016.

Data Quality Assessment Workshop

Statistics South Africa (STATSSA) has partnered the NSA since the latter's inception. The relationship has blossomed into a mutually beneficial partnership for both institutions. The DQA function organised a Data Quality Assessment Workshop in collaboration with STATSSA on 2 July 2015 in Windhoek.

This event was attended by NSA Management and senior subject matter staff. Its aim was to provide information on the best practices for assessing data quality using South Africa as a case study.

Strategic Priority C: Statistical Production and Expansion

This priority contains three objectives and eight performance indicators. The attainment of this strategic priority is mainly driven by the Economic Statistics and Demographic and Social Statistics Departments, through the execution of various operational and strategic initiatives.

More than 50 initiatives were identified to be carried out during the planning period. The strategic objectives, performance indicators and targets under this priority for the year 2015/2016 are listed below.

Strategic Objectives, Performance Indicators and Targets for Priority C: Statistical Production And Expansion

C1: Statistical Production

Updating of the National Sample Frames for Censuses and Household-based Surveys

As part of the statistical collection procedures, the NSA maintains a national master geographical sample frame consisting of small geographic areas forming the statistical collection surface. This sample frame is not static as changes in population structures and movement of people affects its stability. Thus it is imperative to conduct regular updates of the frame following and depicting correctly the demographic characteristics on the ground.

Depending on the movement of people, some Primary Sampling Units (PSU's) were merged or split based on the number of household structures. Table 1 shows the growth trends of the master sampling frame since independence:

Table 1: Growth Trend of the National Sample Frame

Year	Total
1991	2,132
2001	4,084
2011	5,490
2014	6,154
2015	6,246

Other ministries and agencies continue to employ the same sample framework for conducting national surveys.

Timely Update and Maintenance of Geodatabases

The NSA maintains geodatabases which host different spatial data sets from different stakeholders. The geodatabases are continuously updated as data is made available from the custodians of such information. The Agency regularly receives updates mainly from the ministries of Land Reform and Agriculture, Water and Forestry, NamPower and the Roads Authority. The geodatabase was updated with communal land parcels, new administrative boundaries and national electricity grid datasets from the Namibia Power Corporation (NamPower).

In laying the foundation for the National Spatial Data Infrastructure (NSDI), the NSA successfully piloted an open source geodatabase which will be used to host fundamental spatial datasets and metadata as per the NSDI policy. The geodatabase will be operationalised in the next financial year.

Timely Update of Web GIS Applications

As part of adding value to statistics, the NSA strives to spatially enable all census and survey results and disseminate them through a Web GIS platform and printed atlases. The WebGIS platform was set up with technical assistance from the US Census Bureau in 2014. It should be noted that during the last two quarters of the financial year this platform broke and resulted in external users not being able to see anything from their end.

As a result, in the next financial year, the NSA hopes to integrate its online value-added spatial statistics tools into the envisaged online national geoportal as a contribution to the national spatial data infrastructure.

Implementation of the Namibia Household Income and Expenditure Survey (NHIES) 2015/2016 (Fieldwork)

This was the fourth survey of this kind to be conducted in Namibia. The previous NHIE surveys were done in 1993/1994, 2003/2014, and 2009/2010 respectively. The main objective of the NHIES 2015/2016 was to provide statistical data and information to measure patterns of income and expenditure of individuals and households, poverty levels, and distribution of income, nutritional status of children, labour force indicators, among others. Thus, it is the sole source of information on income and expenditure in the country. The one year survey life-cycle also serves as a statistical framework for compiling the national basket items for the compilation of price indices used in the calculation of inflation. Moreover, income and expenditure data form the basis for updating prices and rebasing of national accounts.

The data collection exercise which started on 27 April 2015 was completed as planned on 20 March 2016 with an official closing ceremony on 23 March in Windhoek. The NHIES 2015/2016 survey was expected to cover a total of 10 368 private households (sample size) selected in 864 Primary sampling units (PSUs) during its one year cycle. The survey recorded a remarkable response rate of 98.3% which is very high by international standards.

The survey employed 171 unemployed youth on a contractual basis for the first two months, May and June 2015, for data collection. One hundred and seventeen of the contracted youth continued with fieldwork until the end of the survey period.

It should be mentioned that it was the first time in the history of Namibia and Africa to employ Computer Assisted Personal Interviewing (CAPI) technology in the NHIES. With this technology, data collection was done electronically using SAMSUNG Tablets whereby Interviewers/Enumerators captured data electronically in real time while interviewing respondents. The data was then transmitted straight to the database at head office. To ensure that sustainable capacity was built in the application of CAPI and data validation and cleaning, the assistance of international experts was secured from the United States Census Bureau and the World Bank.

The remaining activities are data validation, cleaning, analysis, production of reports and dissemination of results. It was decided to conduct NHIES after a three-year interval instead of doing it on an annual basis.

Production of NHIES Quarterly Reports

It should be mentioned that the initial plan to release quarterly reports while executing fieldwork was very ambitious as this could not be realised due to a heavy workload, inadequate staff and limited skills to handle both fieldwork and produce quarterly reports of this complex survey. For most staff it was the first time to undertake this complex survey and therefore, this exercise was a learning curve for all. The work plan was changed to focus on fieldwork and proper validation of the data before any reports could be produced.

With the assistance of technical experts, applications for data validation and cleaning were developed. Data validation and cleaning activities are expected to be completed in August 2016 while the survey's main report is planned to be released in February 2017. This will still be ahead of schedule with more than a year compared to the release of the report from the previous NHIES conducted in (2009/2010).

Release of Disability Report

This report was produced in-house as a testimony to progress made by the NSA in building its human resources capacity and technical skills.

The report was produced in collaboration with the relevant stakeholders that is National Disability Council, ministries of Education and Health and Social Services.

Inter-Censal Demographic Survey (NIDS) and Labour Force Survey (NLF) of 2016

The NIDS and NLF surveys will use the same methodology and share common variables. It was decided to combine them into one survey to save costs. The project document, therefore, was revised to accommodate the activities of both surveys. Similarly, manuals, a questionnaire and edit rules were developed.

The survey will use the Computer-Assisted Personal Interviewing (CAPI) technology and therefore the draft questionnaire is being developed into an electronic questionnaire and CAPI applications. The pilot study and main survey fieldwork are planned for August and October 2016 respectively.

Report on Status of Vital Statistics

There is a lack of expertise to guide the production of vital statistics at the Ministry of Home Affairs and Immigration, specifically data quality assessments including the causes of death.

Arrangements to get an expert are still ongoing and will hopefully be finalised in the 2016/2017 financial year.

Vital Statistics Report - this report was produced after the Economic Commission for Africa developed a template and guidelines to be used. These have since served as a benchmark for producing subsequent vital statistics reports.

The report under review presents the number of births and deaths that were registered in previous years starting from 2011. It also gives the coverage rates of registered births and deaths and points out data quality issues that need to be addressed by responsible Ministries. Hence, the report was only distributed to key stakeholders who are involved in civil registration for further improvements.

International Labour Organisation (ILO) Pilot Study

In October 2013, the 19th International Conference of Labour Statisticians (ICLS) adopted new standards for measuring labour statistics. A model questionnaire was developed and is being piloted in 10 countries worldwide. Namibia is one of the four countries in Africa that were selected for the piloting with the others being Tunisia, Cameroon, and Côte d'Ivoire.

The piloting will be done in three stages and two waves respectively as follows:

- Stage 1: Cognitive testing (completed in August 2015)
- Stage 2: Pre-testing (completed in February 2016)
- Stage 3: Field testing (completed in February 2016)
- Wave 1: Pilot zero draft of two model questionnaires (completed in March 2016)
- Wave 2: Piloting the second draft of model questionnaire (to be completed in June 2016)

Production of Social Statistics Reports from Administrative Records

Social statistics covers a wide range of subject areas where data must be compiled from different administrative sources of ministries, agencies and private institutions. So far two out of three planned reports were produced. The main challenge was acquiring administrative data from various institutions. This was a complex exercise as access to the required information was challenging, with some producers resisting to provide the required information on time.

Hence, some information is not up-to-date while others need verification and a quality check before being put in the report.

Labour Market Information System (LMIS)

In 2014/2015 the NSA with assistance from the African Development Bank carried out a comprehensive assessment on the Labour Market Information System (LMIS) and a report was produced.

Planned activities for the period under review were to compile data from different sources including administrative, and calculate indicators for the LMIS. This process is expected to be completed by the end of August 2016.

C2: Improved quality of statistics

The Data Quality Assurance Division compiles a quarterly response and margin of errors report for surveys and data collection processes. NSA has consistently retained high response rates and low margin of errors for surveys and data collection processes measured during the period under review. In particular, the average response rate for economic surveys and data collection processes measured was recorded to be 92.6%, which is well above the targeted response rate of 70%, while the average Margin of Errors was 0.025%, well within the desired 5% margin.

As for Demographic and Social Statistics, the average response rate for surveys was recorded to be 96.7%, which is well above the 90% target while the average Margin of Errors was recorded to be 0.005%, which is within the desired 5% level.

C3: Relevant and Responsive Statistics

Development of Metadata for the 2014 Labour Force Survey

Following the release of the report for the 2014 Labour Force Survey in March 2015, metadata of the survey was produced in April 2015 and loaded on the NHIES data portal.

National Accounts

The National Accounts 2014 publication was released during September 2015. In March 2016, the Preliminary National Accounts 2015 were also released. The report shows that the domestic economy in 2015 slowed down by recording a growth rate of 5.7% compared to 6.3% registered in 2014.

Quarterly Gross Domestic Products (GDPs) are compiled at constant prices only, and provide information on short term movements of the economy. All four quarterly GDPs were published and the economy was estimated to have expanded by 1.8% in the fourth quarter of 2015.

Sectoral Statistics

Sectoral statistics are high frequency data that track the production performance of selected sectors of the economy. Statistics were produced from the following sectors: livestock, mining, beverages, tourism, transport, utilities, and building plans. There were 83 reports expected during the period in question of which 76 reports were released.

The target was not met due to several challenges encountered like the unavailability of information and late submissions of requested information.

Namibia Census of Agriculture 2013/2014

The 2013/2014 Census of Agriculture is an important national undertaking that will serve as basis for future agriculture statistics. After successful completion of data processing, the Communal Sector Report was launched on 25 November 2015 at the Safari Hotel.

The Commercial Sector Census data collection was concluded and data processing activities have started and are ongoing

Trade Statistics

Trade Statistics are produced and disseminated in a series of releases being quarterly and annually. Quarterly trade statistics are currently released with a time lag of 90 days while the annual trade statistics bulletin is released in March of each year. The period under review witnessed the production of three quarterly trade statistics reports and the 2015 annual trade report. The trade flow between Namibia and the rest of the world registered a negative trend of 43% to N\$39.2 billion in 2015 from N\$27.4 billion recorded in the previous year.

The financial year 2015/2016 witnessed the undertaking of the 2015 Informal Cross Border Trade Survey (ICBTS) which was done in the month of September 2015. The survey was the second to be conducted as the first was done in 2014. The ICBTS report was released in April 2016.

Price Statistics

The Namibia Consumer Price Index (NCPI) is produced and released monthly between the 10th and 15th of each month. During the period under review, 12 monthly NCPI bulletins were produced and disseminated to various users. The period April 2015 and March 2016 showed that Namibia enjoyed macroeconomic stability with annual inflation standing at a single digit level.

According to the price movements, as shown by the NCPI bulletins, the annual inflation rate fluctuated between 2.9% and 6.1%.

The reporting period witnessed the monthly production of 12 issues of the Harmonised Consumer Price Index (HCPI) which was forwarded to the SADC Secretariat for dissemination.

Producer Price Index (PPI)

The selection of enterprises for the collection of the production to construct the PPI was completed and a pilot survey is in progress.

The Index is expected to be launched during the 2016/2017 financial year.

Establishment of Business Register

A staff member was sent for training on the Statistics Business Register in Harare, Zimbabwe, over the period 7-11 March 2016.

The training was aimed at enhancing the knowledge imparted during a mission carried out in 2014 by a consultant from the AfDB.

Strategic Priority D: Use of Statistics and Value Creation

This 'Use of Statistics and Value Creation' priority comprises three objectives and six performance indicators. The attainment of this strategic priority is mainly driven by the Statistical and Operations Departments (Corporate Communications Division), through the execution of various operational and strategic initiatives, of which more than 30 have been identified for implementation during the planning period.

The strategic objectives, performance indicators and targets for year 2015/2016 under this priority are listed below.

D1: Enhanced Accessibility and Use of Statistics

Data Dissemination

The Agency continued to enhance accessibility and use of data through regular micro and metadata updates to the data portal. The micro and metadata from the 2013 Labour Force Survey were developed and loaded onto the NSA's data portal, which is accessible to the public through the Agency's website.

This release calendar is regularly updated and serves as a perfect tool for public accountability as it represents the NSA's commitment to the users and producers of statistics on the release of reports.

The Agency's website has also been regularly updated with all statistical information, various publications as per the Advance Release Calendar.

Distribution of Statistical Reports

Sensitising and promoting good participation by respondents of surveys is critical. In this area the Agency has improved drastically. The NSA distributed statistical reports through Regional Councils, Constituency Offices and regular school visits. These possibilities must be enhanced to ensure the promotion and sensitisation of surveys to achieve intended goals.

The planning, promotion and celebration of the Statistics Day, the World Population Day and annual journalists training, were organised by the Agency to form the basis of the NSA's events management activities in ensuring a well-coordinated national statistical system.

D2: Value added to statistics

Atlas of Namibia Census of Agriculture 2013/2014: Communal Sector

However, due to financial limitations, the Atlas could not be printed and made ready for circulation in the current year.

The Agency produced an Atlas for the Census of Agriculture 2013/2014: Communal Sector in the last quarter of the financial year following the launch of the Namibia Census of Agriculture Report in November 2015.

D3: Contribution to National Monitoring and Evaluation

Being the coordinating function of the NSS, the Data Quality Assurance Division is a key member of the National Monitoring and Evaluation Technical Committee chaired by the NPC which is tasked with the process of formulating a National Monitoring, Evaluation and Reporting Framework (NMERF) for Namibia through financial assistance from the World Bank.

The draft Namibia Integrated National Performance Framework was finalised and is awaiting endorsement by Cabinet.

Section D: Annual Financial Statements

Board Members' Responsibility for Financial Reporting

The Board members are responsible for the preparation and fair presentation of the Agency's annual financial statements, comprising the statement of financial position at 31 March 2016, and the statements of comprehensive income, changes in equity and cash flows for the year then ended, and the notes to the financial statements, which include a summary of significant accounting policies and other explanatory notes, and the directors' report, in accordance with International Financial Reporting Standards, in the manner required by the Companies Act of Namibia.

The financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Board members acknowledge that they are ultimately responsible for the system of internal financial control established by the Agency and places considerable importance on maintaining a strong control environment. To enable the Board members to meet these responsibilities, the board sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Agency and all employees are required to maintain the highest ethical standards in ensuring the Agency's business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the Agency is on identifying, assessing, managing and monitoring all known forms of risk across the Agency. While operating risk cannot be fully eliminated, the company endeavours to minimize it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Board members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The Board members have reviewed the Agency's cash flow forecast for the year to 31 March 2017 and, in the light of this review and the current financial position, they are satisfied that the Agency has adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the Agency's financial statements. The financial statements have been examined by the Agency's external auditors and their report is presented on page 47.

Board Members' Approval of the Annual Financial Statements

The annual financial statements set out on pages 48 to 70 were approved by the board members and are signed on their behalf by:

Chairperson

17 June 2016

Acting SG

17 June 2016

Report of the Independent Auditors

We have audited the financial statements of Namibia Statistics Agency, as set out on, which comprise the statement of financial position as at 31 March 2016, and the statement of comprehensive income, statement of changes in equity and

statement of cash flows for the year then ended, and the notes, comprising a summary of significant accounting policies and other explanatory information.

Directors' Responsibility for the Financial Statements

The Agency's directors are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and requirements of the Statistics Act, 2011 and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Namibia Statistics Agency as at 31 March 2016, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards, and the requirements of the Statistics Act, 2011.



Grand Namibia
Registered Accountants and Auditors
Chartered Accountants (Namibia)

Per: R.N. Beukes
Windhoek
17 June 2016

Report of the Board Members

The Board members present their report for the year ended 31 March 2016.

Background and Operations

"The Namibia Statistics Agency [the "Agency"] was established by the Government of the Republic of Namibia in terms of the Statistics Act 9 of 2011 to constitute the central statistical authority for the State; to collect, produce, analyse and disseminate official and other statistics in Namibia; facilitate the capture, management, maintenance, integration, distribution and use of spatial data; to develop and coordinate the National Statistics System and the National Spatial Data Infrastructure (NSDI); and to advise the Minister of economic planning (Director General of National Planning Commission) on matters related to official and other statistics, whether of its own accord or at the request of the Minister.

Review of Financial Results

Full details of the financial position, results of operations and cash flows of the Agency are set out in these financial statements.

Board Members and Secretaries

The board members in office during the year and at the date of this report were as follows:

Name of Member	Position	Period of Appointment
Ms Florette N Nakusera	Chairperson	Appointed 01 September 2014 (Member since 2011)
Mr Sikongo G Haihambo	Vice Chairperson	Appointed 01 September 2014 (Member since 2011)
Ms Florentia Amuenje	Director	Appointed 01 September 2011
Dr Martin Mwinga	Director	Appointed 01 September 2011
Dr Nelago Indongo	Director	Appointed 01 September 2014
Ms Libertha Kapere	Director	Appointed 01 September 2014

Secretary:

The secretary to the agency during the year is Ms Ruusa Shipiki.

Business

FGI House
Post Street Mall
Windhoek, Namibia

Postal

P.O.Box 2133
Windhoek, Namibia

Auditors

Grand Namibia was appointed as the Agency auditors in accordance with Section 30 (b) of the Statistics Act, 2011

Property, Plant and Equipment

There was no change in the nature of the property, plant and equipment of the Agency or in the policy regarding their use.

Subsequent Events

No events or circumstances have arisen between 31 March 2016 and the date of this report which would require adjustment to or disclosure in these financial statements.

Going Concern

The Agency recorded a surplus of N\$2 147 357 (2015:N\$3 019 666) and expect adequate funding from the Government of Namibia for the 2016/2017 financial year. The agency thus has sufficient surplus to absorb any future deficits and together with funding from the Government, these will ensure the operational existence of the agency and this confirms the appropriateness of the going concern basis in the preparation of the annual financial statements.

Statement of Financial Position

	Notes	2016 N\$	2015 N\$
Assets			
Non-current assets			
Property, plant and equipment	11	28,755,601	38,878,476
Intangible assets	12	3,906,881	4,428,966
Total non-current assets		32,662,482	43,307,442
Current assets			
Trade and other receivables	13	971,342	1,154,521
Cash and cash equivalents	10	25,784,322	16,014,468
Total current assets		26,755,664	17,168,989
Total assets		59,418,146	60,476,431
Equity And Liabilities			
Capital and reserves			
Accumulated surplus		29,420,222	27,272,865
Total equity		29,420,222	27,272,865
Non Current liabilities			
Deferred income	15	6,490,650	5,567,443
Total non current liabilities		6,490,650	5,567,443
Current liabilities			
Deferred income	15	8,059,722	7,340,094
Trade and other payables	14	15,447,552	20,296,028
Total current liabilities		23,507,274	27,636,122
Total liabilities		29,997,924	33,203,565
Total equity and liabilities		59,418,146	60,476,431

Statement of Comprehensive Income

	Notes	2016	2015
			N\$
Income	3	143,997,077	135,830,510
Cost of projects	4	(34,015,283)	(46,764,153)
Income before other operating expense and income		109,981,794	89,066,357
Other income	5	3,771,653	1,212,178
Distribution expenses	6	(2,567,996)	(4,663,984)
Administrative expenses	7	(6,062,122)	(5,583,431)
Other operating expenses	8	(102,975,972)	(77,011,454)
Surplus for the year	9	2,147,357	3,019,666

Statement of Changes in Equity

	Accumulated	
	Surplus	Total
	N\$	N\$
Balance at 31 March 2014	24,253,199	24,253,199
Surplus for the year	3,019,666	3,019,666
Balance at 31 March 2015	27,272,865	27,272,865
Surplus for the year	2,147,357	2,147,357
Balance at 31 March 2016	29,420,222	29,420,222

Statement of Cash Flows

	Notes	2016 N\$	2015 N\$
Cash flows from operating activities			
Cash receipts from Government of Namibia		125,042,254	128,451,395
Cash payments to suppliers and employees		(122,911,984)	(118,975,095)
Cash generated from operations	16	2,130,271	9,476,300
Interest received		672,283	877,542
Net cash from operating activities		2,802,554	10,353,842
Cash flows from investing activities			
Purchases of equipment	11	(5,400,395)	(19,192,814)
Purchase of intangible asset	12	(1,212,830)	-
Proceeds from sale of motor vehicles		2,863,877	362,368
Proceeds from leasehold improvements		1,000,000	-
Net cash used in investing activities		(2,749,348)	(18,830,446)
Cash flows from financing activities			
Proceeds from donors		4,716,649	-
Proceeds from NPC		5,000,000	-
Net Cash used in financing activities		9,716,649	-
Net increase in cash and cash equivalents		9,769,855	(8,476,604)
Cash and cash equivalents at beginning of year		16,014,468	24,491,072
Cash and cash equivalents at end of year	10	25,784,322	16,014,468

Notes to the financial statements

1. Basis of Accounting

The annual financial statements are prepared in accordance with and comply with International Financial Reporting Standards ("IFRS") adopted by the International Accounting Standards Board ("IASB"), and interpretations issued by the International Financial Reporting Interpretations Committee ("IFRIC") of the IASB and the requirements of the Statistics Act 9 of 2011.

1.1. Application of New and Revised International Financial Reporting Standards

New and Revised Pronouncements as at 31 March 2016

The following table contains effective dates of IFRS's and recently revised IAS's, which have not been early adopted by the agency and that might affect future financial periods:

IAS/IFRS	Pronouncement	Effective date
IFRS 9	Classification and measurement of financial assets	The effective mandatory date for IFRS 9 will be announced when the IASB has completed all outstanding parts of IFRS 9. Entities may still choose to apply IFRS 9 immediately.
	Incorporating revised requirements for the classification and measurement of financial liabilities, and carrying over the existing derecognition requirements from IAS 39 Financial Instruments: Recognition and Measurement.	

Amendments in International Accounting Standards ("IAS") and IFRS

IAS/IFRS	Pronouncement	Effective date
IFRS 10 and IAS 28	Amendments to Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	01 January 2016
IFRS 10, IFRS 12 and IAS 28	Amendments to Investments Entities applying the Consolidation Exception	01 January 2016
IFRS 11	Amendments to Accounting for Acquisitions of Interests in Joint Operations	01 January 2016
IFRS 14	Regulatory Deferral Accounts	01 January 2016
IAS 1	Presentation of Financial Statements	01 January 2016
IAS 7	Amendments to the disclosure of the changes in the financing liabilities	01 January 2017
IAS 16 and IAS 38	Amendments to Clarification of Acceptable Methods of Depreciation and Amortisation	01 January 2016
IAS 16 and IAS 41	Agriculture - Bearer Plants - Amendments to IAS 16 and IAS 41	01 January 2016
IAS 27	Amendments to Equity Method in Separate Financial Statements	01 January 2016
IFRS 5	Amendments clarifying that a change in the manner of disposal of a non-current asset or disposal group held for sale is considered to be a continuation of the original plan of disposal, and accordingly, the date of classification as held for sale does not change.	01 January 2016
IFRS 7	Financial Instruments: Disclosures - Servicing contracts	01 January 2016
IFRS 7	Financial Instruments: Disclosures - Applicability of the offsetting disclosures to condensed interim financial statements	01 January 2016
IAS 12	Amendment to clarify the requirements on recognition of deferred tax assets for unrealised losses on debt instruments measured at fair value	01 January 2017
IAS 19	Employee Benefits - Discount rate: regional market issue	01 January 2016
IFRS 16	Leases: New standard that introduces a single lessee accounting model	01 January 2019
IAS 34	Interim Financial Reporting - Disclosure of information 'elsewhere in the interim financial report	01 January 2016
IFRS 15	Revenue from Contracts with Customers	01 January 2018

Board members anticipate that the adoption of the recent standards and interpretations will have no material impact on the financial statements in future periods.

The financial statements are presented in Namibia Dollar (N\$).

2. Summary of Significant Accounting Policies

The annual financial statements are prepared on the historical cost basis except for financial assets and liabilities where the fair value and amortised cost basis of accounting are adopted.

The accounting policies of the agency, which are set out below, have been consistently applied and comply in all material respects with International Financial Reporting Standards.

2.1. Taxation

No income or any other tax, duty or levy imposed under any law is payable by the Agency in terms of Section 32 of the Statistics Act, 2011.

2.2. Intangible Assets

Intangible assets are measured at cost less accumulated amortisation and any accumulated impairment losses.

If there is an indication that there has been a significant change in amortisation rate or residual value of an asset, the amortisation of that asset is revised prospectively to reflect the new expectations.

Amortisation is charged so as to allocate the cost of intangibles less their residual values over their estimated useful lives, using the straight-line method. The following useful lives are used for the amortisation of intangibles:

Computer Software:	5 years
--------------------	---------

2.3. Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation and any recognised impairment losses. Depreciation is charged on the straight line basis over the useful lives of the assets.

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of an asset, the depreciation of that asset is revised prospectively to reflect the new expectations.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the straight-line method. Freehold land is not depreciated. The following useful lives are used for the depreciation of property, plant and equipment:

Motor Vehicles	4 years
Computer Equipment	3 years
Office Equipment	3 years
Furniture & Fittings	6 years
Leasehold Improvements	5 years

2.4. Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the agency. All other leases are classified as operating leases.

Lease payments are apportioned between finance charges and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring profit or loss. Assets held under finance leases are included in property, plant and equipment, and depreciated and assessed for impairment losses in the same way as owned assets.

Rights to assets held under finance leases are recognised as assets of the agency at the fair value of the leased property (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation.

Rentals payable under operating leases are charged to profit or loss on a straight-line basis over the term of the relevant lease.

2.5. Impairment of Assets

At each reporting date, financial and non-financial assets not carried at fair value, are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

Similarly, at each reporting date, inventories are assessed for impairment by comparing the carrying amount of each item of inventory (or agency of similar items) with its selling price less costs to complete and sell.

If an item of inventory (or agency of similar items) is impaired, its carrying amount is reduced to selling price less costs to complete and sell, and an impairment loss is recognised immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount (selling price less costs to complete and sell, in the case of inventories), but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset (agency of related assets) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss.

2.6. Financial Instruments

2.6.1. Initial Recognition and Measurement

All financial instruments, including derivative instruments, are recognised on the statement of financial position. Financial instruments are initially recognised when the agency becomes party to the contractual terms of the instruments and are measured at cost, which is the fair value of the consideration given (financial asset) or received (financial liability or equity instrument) for it.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangement on initial recognition. Subsequent to initial recognition these instruments are measured as set out below.

2.6.2. Fair Value Methods and Assumptions

The fair value of financial instruments traded in an organised financial market are measured at the applicable quoted prices, adjusted for any transaction costs necessary to realise the assets or settle the liabilities.

The fair value of financial instruments not traded in an organised financial market, is determined using a variety of methods and assumptions that are based on market conditions and risk existing at statement of financial position date, including independent appraisals and discounted cash flow methods.

The fair value determined is adjusted for any transaction costs necessary to realise the assets or settle the liabilities. The carrying amounts of financial assets and liabilities with a maturity of less than one year are assumed to approximate their fair values due to the short-term trading cycle of these items.

2.6.3. De-recognition

Financial assets (or a portion thereof) are de-recognised when the agency realises the rights to the benefits specified in the contract, the rights expire or the agency surrenders or otherwise loses control of the contractual rights that comprise the financial asset.

On de-recognition, the difference between the carrying amount of the financial asset and proceeds receivable and any prior adjustment to reflect fair value that had been reported in equity are included in the statement of comprehensive income.

Financial liabilities (or a portion thereof) are de-recognised when the obligation specified in the contract is discharged, cancelled or expires. On de-recognition, the difference between the carrying amount of the financial liability, including related unamortised costs, and amount paid for it are included in the statement of comprehensive income.

2.6.4. Financial Assets

The agency's principal financial assets are trade and other receivables and bank and cash balances:

Trade and Other Receivables

Accounts receivable originated by the agency is stated at their cost less a provision for impairment. An estimate of doubtful debts is made based on a review of all outstanding amounts at reporting date. Bad debts are written off during the period in which they are identified.

Bank and Cash Balances

The accounting policy for bank and cash balances is dealt with under cash and cash equivalents set out in note 2.9.

2.6.5. Financial Liabilities

The agency's principal financial liabilities are trade and other payables.

Trade and Other Payables

Accounts payable are initially recognised at fair value, and subsequently measured at amortised cost.

2.7. Loans and Trade Receivables

Loans and receivables are measured at amortised cost using the effective interest method, less any impairment. Interest income is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial.

2.8. Employee Benefits

Short-term Employee Benefits

Short-term employee benefits are recognised as an expense in the period in which they are incurred.

Retirement Fund

Benefits are provided for employees by an independent retirement fund to which the agency contributes. The retirement fund is governed by the Namibian Pension Funds Act. The retirement fund is in the nature of a defined contribution plan. All employees contribute to the fund. The contributions commenced from 01 April 2013.

2.9. Cash and Cash Equivalents

Cash and cash equivalents are measured at fair value and comprise cash on hand, deposits held on call with banks, and instruments in money market, net of bank overdrafts and committed loan facilities.

2.10. Provisions

Provisions are recognised when the agency has a present obligation (legal or constructive) as a result of a past event, it is probable that the agency will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

2.11. Loans and Trade Payables

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on the basis of the effective interest method.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability, or (where appropriate) a shorter period, to the net carrying amount on initial recognition.

2.12. Revenue

Revenue is measured at the fair value of the consideration received or receivable, net of discounts and sales-related taxes collected on behalf of government authorities.

When the inflow of cash or cash equivalents is deferred, and the arrangement constitutes in effect a financing transaction, the fair value of the consideration is the present value of all future receipts determined using an imputed rate of interest.

The imputed rate of interest is either the prevailing rate for a similar instrument of an issuer with a similar credit rating, or a rate of interest that discounts the nominal amount of the instrument to the current cash sales price of the goods or services. The difference between the present value of all future receipts and the nominal amount of the consideration is interest revenue.

2.13. Interest Revenue

Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition.

2.14. Government Grants

Government grants are not recognised until there is reasonable assurance that the agency will comply with the conditions attached to them and that the grants will be received.

Government grants are recognised in profit or loss on a systematic basis over the periods in which the Agency recognises as expenses the related costs for which the grants are intended to compensate as deferred income. Specifically, government grants whose primary condition is that the Agency should purchase, construct or otherwise acquire non-current assets are recognised as deferred income in the statement of financial position and transferred to profit or loss on a systematic and rational basis over the useful lives of the related assets.

Government grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the Agency with no future related costs are recognised in profit or loss in the period in which they become receivable.

2.15. Borrowing Costs

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.

Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalisation.

All other borrowing costs are recognised in profit or loss in the period in which they are incurred.

2.15.1. Key Sources of Estimation Uncertainty and Judgements

There are no key assumptions or material judgements concerning the future and other key sources of estimation uncertainty at the statement of financial position date that could have a significant risk of causing material adjustment to the carrying amounts of the assets and liabilities within the next financial year.

3. Revenue

	2016	2015
	N\$	N\$
Government grant	134,392,000	127,383,475
- Operational Subsidy	134,392,000	125,923,000
- Income from Operations	-	-
- Income from Grants	-	-
- Operating expenses paid on behalf of NSA	-	1,460,475
Deferred income released to income		
- Grants related to assets	9,605,077	8,247,043
- Depreciation on donated assets	9,605,077	8,247,043
- Grants related to income	-	199,992
- WHO Grants	-	199,992
	143,997,077	135,830,510

4. Cost of Projects

The following items have been recognised as expenses in relation to the projects undertaken by the agency:

	2016	2015
	N\$	N\$
<i>Labour force survey</i>	65,902	12,215,073
Remuneration	-	3,480,318
Repair and maintenance	-	(792)
Advertisement & Recruitment	8,234	256,749
Other Allowances	-	796,262
Vehicle rentals	50,964	3,199,447
Fuel and transport Costs	-	1,424,615
Training	6,704	2,349,285
Materials and supplies	-	360,156
Other services and expenses	-	157,696
Publications	-	191,337

4. Cost of Projects (Continued)

	2016	2015
	N\$	N\$
<i>NHIES</i>	28,706,828	8,197,983
Remuneration	18,010,024	267,326
Overtime	374,349	-
Remuneration- Leave Provision	28,006	-
Printing and Stationery	127,450	-
Publications	81,708	129,204
Publicity	1,065,191	-
Repairs & Maintenance Vehicles	176,080	-
Telephone expenses	77,258	-
Travel expenses	25,571	-
Hotel & Accommodation	253,307	-
Other expenses	214,915	263,796
Advertising	115,839	-
Logo and Branding	(3,000)	-
Vehicle Rentals	1,379,636	541,263
Material and Supplies	829,423	1,810,811
Subsistence Allowances	1,947,878	596,800
Fuel and transport costs	3,577,379	85,437
Training	425,814	4,503,346
<i>Price Agency</i>	3,200	-
<i>Fuel & Transport</i>	3,200	-
<i>UNFPA</i>	975,517	-
UNFPA-Subject Matter Consultancy	153,771	-
UNFPA-Bank charges	14,630	-
Stakeholder Engagements	9,278	-
UNFPA - Fuel & Transport Cost	9,024	-
Expenses to UNAM Statistics Society	33,393	-
UNFPA - Travel Expenses & Accommodations	186,857	-
UNFPA - Subsistence Allowance	498,964	-
UNFPA - Conference Hosted	69,600	-

4. Cost of Projects (Continued)

	2016	2015
	N\$	N\$
<i>African Development Bank projects</i>	1,048,617	-
SCBP - Printing & Stationery	43,469	-
SCBP - Bank Charges	2,212	-
SCBP - Vehicle Rental	297,400	-
SCBP - Training	40,454	-
Repairs & Maintenance on Vehicles	2,628	-
SCBP - Hotel & Accommodation	78,628	-
SCBP - Subsistence Allowance	83,727	-
SCBP - Remuneration	91,044	-
SCBP - Consultancy Fees	409,055	-
<i>National Spatial Data Infrastructure</i>	848,484	-
NSDI - Subject Matter Consultancy Fees	244,816	-
NSDI - Training & Study Tour	180,794	-
NSDI - Fuel & Transport Costs	43,200	-
NSDI - Publications	7,475	-
NSDI - Advertising	13,688	-
NSDI - Travel Expense	42,322	-
NSDI - Subsistence Allowances	185,918	-
NSDI - Conference Hosted	130,271	-
<i>Labour Force Survey- Country Pilot Study</i>	1,004,177	-
LFS - ILO Pilot Study - Remunerations	251,348	-
LFS-ILO Pilot Study - Vehicle Rental	231,004	-
LFS-ILO Pilot Study - Travel Expenses	4,862	-
LFS-ILO Pilot Study - Material & Supplies	103,484	-
LFS -ILO Pilot Study -Meals & Accommodation	180,349	-
LFS-ILO Pilot Study Subsistence Allowance	233,130	-
<i>Informal Cross Boarder</i>	692,542	-
Informal Cross Boarder - Stakeholder Engagements	11,776	-
Remuneration-Cross Border Data Entry	554,820	-
Informal Cross Boarder Survey- Fuel & Transport	63,600	-
Informal Cross Boarder Survey-Material Supplies	22,368	-
Informal Cross Boarder Survey -Hotel and Accommodation	39,978	-

4. Cost of Projects (Continued)

	2016	2015
	N\$	N\$
<i>Labour Market Information System</i>	140,138	-
Labour Market Information System- Branding	6,968	-
Labour Market Information System -Advertising	27,870	-
LMIS - Travel Expenses	105,300	-
<i>Namibia Intercensal Demographic Survey</i>	128,160	-
NIDS - Subsistence Allowance	16,200	-
NIDS - Conference Hosted	111,960	-
<i>Producer Price Index</i>	12,395	-
Producer Price Index - Travel Expenses	6,935	-
Producer Price Index - Meals & Accommodation	5,460	-
Civil Vital and Registration and Data Processing Capacity Building	7,941	-
<i>Informal Trade</i>	35,466	71,284
Remuneration	2,000	36,000
Fuel & Transport	2,896	-
Subsistence Allowances	30,570	-
Material and Supplies	-	19,507
Training	-	15,777
<i>Agricultural Census</i>	345,916	26,279,813
Advertisement	2,944	39,061
Travel and accommodation expenses	105,528	79,856
Other Allowances	-	15,200
Consultancy Fee	-	93,279
Fuel and Transport Costs	-	4,717,860
Materials and supplies	76,314	118,738
Remunerations	122,070	14,243,450
Subsistence Allowance	39,060	119,087
Vehicle Rental	-	4,735,208
Recruitment	-	4,355
Other services and Expenditure	-	2,151,909
Remuneration - Leave	-	(130,542)
Publications	-	81,672
Training	-	10,680
	34,015,283	46,764,153

5. Other Income

	2016	2015
	N\$	N\$
Other income includes:		
Interest income on bank balances	672,283	877,542
Gain/(loss) on foreign exchange	(1,593)	-
IT-Revenue NSFAF	235,765	-
Profit on disposal of property, plant and equipment	1,739,214	362,368
Sundry income	1,125,985	(27,732)
	<u>3,771,653</u>	<u>1,212,178</u>

6. Distribution Expenses

	2016	2015
	N\$	N\$
The distribution expenses includes:		
Website upgrade	17,618	18,653
Logo, branding and advertisement	1,508,491	2,079,907
Promotional activities, marketing & stakeholder engagements	54,056	445,218
Corporate Social Responsibility	17,000	444,397
General publications	970,831	1,675,809
	<u>2,567,996</u>	<u>4,663,984</u>

7. Administrative Expenses

	2016	2015
	N\$	N\$
Legal fees	713,825	-
VET levy	453,105	391,351
Telephone expenses	88,978	491,878
Cleaning services & materials	662,134	136,148
Bank charges	148,998	122,144
Fleet management system and monitoring	125,985	-
Membership fees & subscriptions	199,028	82,311
License fees (computers & vehicles)	1,725,242	1,892,331
IT outsourcing	594,193	321,769
Stationery & computer consumables	243,223	295,090
Storage costs	96,151	140,146
Office expenses	1,011,259	1,710,263
	<u>6,062,122</u>	<u>5,583,431</u>

8. Other Operating Expenses

	2016	2015
	N\$	N\$
Electricity and water	1,506,320	1,188,368
Office equipment's expenses	388,123	122,665
Consultancy fees	3,075,178	2,303,502
Conferences & culture change events	1,144,766	1,175,501
Insurance	2,269,618	1,924,745
Hotel and accommodation	53,353	139,439
Rental expenses	8,133,896	7,607,179
Depreciation and amortisation expense	16,116,197	11,502,001
External audit service fees	170,775	-
Staff costs	61,413,972	42,590,284
Loss on disposal of property, plant and equipment	17,571	-
Staff training costs & internships	1,693,254	2,775,520
Strategic plan and management retreat	155,383	394,059
Recruitment	1,181,849	636,462
Board fees	978,106	1,062,025
Security expenses	356,534	728,635
Repairs and maintenance	789,042	943,962
Entertainment and refreshments	37,592	138,597
Internet Charges	1,467,769	1,131,210
Travel expenses	2,026,674	647,300
	102,975,972	77,011,454

Included in other operating costs, are costs that are directly related to the collection, production and analysis of other official statistics.

9. Surplus for the Year

	2016	2015
	N\$	N\$
The following items have been recognised as expenses (income) in determining surplus:		
External audit service fees	170,775	-
Depreciation and amortisation expense	16,116,197	11,502,001
Employee costs	61,413,972	42,590,284
Deferred income i.r.o. asset-based government grants recognised during the year:		
Motor Vehicles	(2,515,925)	(2,931,700)
Computer Equipment	(2,279,830)	(3,325,046)
Office Equipment	(260,250)	(392,083)
Furniture & fittings	(287,608)	(288,075)
Computer Software	(1,586,628)	(1,579,638)
Assets Expensed >1000	(4,291,241)	122,665
Government grants related to income recognised during the year:		
Rental expenses	-	1,460,475
Number of employees		
Permanent	137	124
Short-term	12	13
Projects - temporary	174	553

10. Cash and Cash Equivalent

Bank balances and cash comprise cash held by the agency and short-term bank deposits. The carrying amount of these assets approximates their fair value.

	2016	2015
	N\$	N\$
Cash in bank	25,782,322	16,008,397
Cash on hand	2,000	6,071
	<u>25,784,322</u>	<u>16,014,468</u>

N\$ 600 000 have been pledged as security for the Stannic Fleet System.

11. Property, Plant and Equipment

	Motor Vehicles	Computer Equipment	Office Equipment	Leasehold Improvements	Furniture & fittings	Total
2016						
Opening balance	23,112,308	5,601,667	2,324,907	3,309,297	4,530,299	38,878,478
Additions - acquired	3,115,405	546,073	323,454	798,062	617,401	5,400,395
Additions - donated	-	-	-	-	-	-
Disposal	(1,129,442)	(10,122)	-	-	(2,425)	(1,141,989)
Depreciation	(7,470,906)	(3,904,143)	(1,162,828)	(783,229)	(1,060,177)	(14,381,282)
Closing balance	17,627,364	2,233,475	1,485,534	3,324,131	4,085,098	28,755,601
2015						
Opening balance	7,059,857	8,379,843	1,016,764	381,597	2,907,634	19,745,695
Additions - acquired	19,597,869	1,801,739	2,116,384	3,141,219	2,281,415	28,938,626
Additions - donated	-	-	-	-	-	-
Disposal	-	-	-	-	-	-
Depreciation	(3,545,418)	(4,579,915)	(808,242)	(213,520)	(658,750)	(9,805,845)
Closing balance	23,112,308	5,601,667	2,324,907	3,309,297	4,530,299	38,878,476
					2016	2015
					N\$	N\$
Cost					61,232,786	59,865,242
Accumulated depreciation and impairment					(32,477,186)	(20,986,766)
Closing balance					28,755,601	38,878,476

12. Intangible Assets

	2016	2015
Computer Software	N\$	N\$
Opening balance	4,428,966	6,125,122
Additions	1,212,830	-
Amortisation	(1,734,915)	(1,696,156)
Closing balance	3,906,881	4,428,966
Cost	9,693,609	8,480,779
Accumulated amortisation and impairment	(5,786,728)	(4,051,813)
Closing balance	3,906,881	4,428,966

The cost of the Agency's intangible assets includes an amount of N\$ 7 898 192 in respect of grants related to software donated by GIZ.

13. Trade and Other Receivables

	2016	2015
	N\$	N\$
Other receivables	913,086	1,070,212
Prepayments	58,256	84,309
	971,342	1,154,521

14. Trade Payables

	2016	2015
	N\$	N\$
Trade payables		
National Planning Commission (NPC)	662,263	957,332
Suppliers and sundry accruals	6,219,660	16,876,047
Provisions - Audit fees	170,775	155,250
Lease smoothing	1,419,724	-
Provisions - Leave	4,392,348	2,164,111
Accruals - payroll related	2,582,782	143,288
	15,447,552	20,296,028

Trade and other payables comprise amounts outstanding for trade purchases and ongoing costs. The board members consider that the carrying amount of trade and other payables approximate their fair value.

The average credit period on purchase of certain goods from major creditors is 1 month. No interest is charged on the trade payables for the first 30 days from the date of the invoice.

15. Deferred Income

Deferred income	2016	2015
	N\$	N\$
Deferred income arising from government grants, assets received for Deutsche Gesellschaft für International Zusammenarbeit (GIZ) and the National Planning Commission (NPC), as well as the unutilised fund for projects:		
	11,914,524	20,424,079
Motor Vehicles	4,083,675	7,015,375
Computer Equipment	2,341,609	5,666,566
Office Equipment	260,250	652,335
Furniture & fittings	1,048,990	1,337,064
Computer Software	4,180,000	5,752,739
<i>Less: Disposals</i>	(693,042)	-
Motor Vehicles	(690,617)	-
Furniture and Fittings	(2,425)	-

Deferred income	2016	2015
	N\$	N\$
<i>Less: Deferred income to be recognised in the current year:</i>	6,930,241	8,516,542
Motor Vehicles	2,515,925	2,931,700
Computer Equipment	2,279,830	3,325,046
Office Equipment	260,250	392,083
Furniture & fittings	287,608	288,075
Computer Software	1,586,628	1,579,638
Deferred income – grants related to assets	4,291,241	11,907,537
The following are unutilised at year end:		
-SCB Programme	2,688,020	-
-UNFPA Funding	486,477	-
-ILO	193,330	-
- Feasibility Study for NSA Head Office	1,000,000	1,000,000
- NPC	5,000,000	
-Leasehold improvements	891,304	-
	10,259,131	1,000,000
Total deferred income	14,550,372	12,907,537
Current liabilities	8,059,722	7,340,094
Deferred income – grants related to assets	3,059,722	7,340,094
Motor Vehicles	877,235	2,931,700
Computer Equipment	61,778	2,280,431
Office Equipment	-	260,250
Furniture & fittings	280,302	288,075
Computer Software	1,579,638	1,579,638
Leasehold improvements	260,769	-
Deferred income – grants related to income	5,000,000	-
Non Current liabilities	6,490,650	5,567,443
Deferred income – grants related to assets	1,492,389	4,567,443
Deferred income – grants related to income	4,367,826	1,000,000
Leasehold improvements	630,435	-
	14,550,372	12,907,537

16. Cash Generated from Operations

	2016	2015
	N\$	N\$
Profit before taxation	2,147,357	3,019,666
Adjusted for:		
Depreciation	16,116,197	11,502,001
Lease incentive	(108,696)	-
Lease Charges	642,902	-
Deferred income released to income	(9,605,077)	(8,247,043)
Other income		
(Profit)/Loss on disposal of property, plant and equipment	(1,721,888)	(362,368)
(Profit)/Loss on foreign exchange	(2,945)	-
Interest received	(672,283)	(877,542)
Operating deficit before working capital changes	6,795,567	5,034,714
Working capital changes:		
Decrease/(Increase) in accounts receivable	183,179	867,928
Increase/(Decrease) in accounts payables	(4,848,476)	3,573,658
Cash generated from operations	2,130,271	9,476,300

17. Related Party

Identification of related parties

The Government of Namibia (GRN) and other parastatals are the agency's related parties.

	2016	2015
	N\$	N\$
Amounts due to related parties		
National Planning Commission (NPC)	662,263	957,332
Amounts included in income		
NPC operational grant	133,632,000	125,923,000
Ministry of Works, Transport & Communication (rental)	-	1,460,475
Key management		
The total remuneration of board members and other members of key management in 2016 (including salaries and benefits) was:		
Remuneration of board members:		
Sitting allowance	384,252	494,366
Retainer fees	593,854	567,659
Other members of key management	4,777,500	3,370,247

18. Commitments

Commitments under operating leases-Agency as lessee

The Agency rents the Simplex Building under operating leases. The lease is for a period of 5 years.

	2016	2015
	N\$	N\$
Minimum lease payments under operating leases recognised as an expense during the year	7,452,058	6,484,260
At year-end, the Agency has outstanding commitments under non-cancellable operating leases that fall due as follows:		
Less than 1 year	1,290,466	5,423,028
More than 1 year but less than 5 years	18,328,892	19,637,288
	19,619,358	25,060,316

19. Risk Management

19.1. Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Credit risk management

Risk concentrations consist principally of accounts receivable and other receivables. The agency only deposits cash surpluses with major banks of high quality credit standing.

At year-end the agency did not consider there to be any significant concentration of credit risk which has not been insured or adequately provided for.

The carrying amount of financial assets recorded in the financial statements, which is net of impairment losses, represents the agency's maximum exposure to credit risk without taking account of the value of any collateral obtained.

19.2. Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The agency has minimised its liquidity risk by ensuring that it has adequate facilities and reserve borrowing capacity.

Liquidity risk management
Financial liabilities

Description	Within one year
	N\$
2016	
Financial assets	
Trade receivables	971,342
Cash and cash equivalents	25,784,322
Financial liabilities	
Trade and other payables	20,401,844
	6,353,820

19.2. Liquidity Risk (Continued)

Description	Within one year
	N\$
2015	
Financial assets	
Trade receivables	1,099,655
Cash and cash equivalents	16,014,468
Financial liabilities	
Trade and other payables	17,833,379
	(719,256)

19.3. Market Risk

Interest Rate Risk Management

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: Currency risk, interest rate risk and price risk.

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates.

As part of the process of managing the agency's interest rate risk, interest rate characteristics of new borrowings and the refinancing of existing borrowings are positioned according to expected movements in interest rates. The agency has no significant interest-bearing assets or liabilities other than bank accounts.

19.4. Fair Value

The board members are of the opinion that the net book value of financial instruments approximate fair value.

19.5. Capital Risk Management

The agency manages its capital to ensure that the agency will be able to continue as going concern while maximising the return to stakeholders through the optimisation of the debt and accumulated surplus balance.

The capital structure of the agency consists of cash and cash equivalents and accumulated surplus as disclosed in notes in the statement of financial position.

19.6. Categories of Financial Instruments

Categories of financial instruments	2016	2015
	N\$	N\$
Financial assets at amortised cost		
Trade and other receivables	971,342	1,099,655
Cash and cash equivalents	25,784,322	16,014,468
Financial liabilities at amortised cost		
Trade and other payables	20,401,844	17,833,379



Namibia Statistics Agency

P.O. Box 2133, FGI House, Post Street Mall,
Windhoek, Namibia
Tel: +264 61 431 3200
Fax: +264 61 431 3253
Email: info@nsa.org.na
www.nsa.org.na



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