



**REPUBLIC OF ZAMBIA**

**SPEECH BY**

**MR. HAKAINDE HICHILEMA  
PRESIDENT OF THE REPUBLIC OF ZAMBIA**

**AT THE  
INDUCTION MEETING OF MINISTERS**

**HELD AT  
MULUNGUSHI INTERNATIONAL CONFERENCE CENTRE,  
LUSAKA**

**MONDAY, 13<sup>TH</sup> SEPTEMBER, 2021**

- **HONOURABLE CABINET AND PROVINCIAL MINISTERS;**
- **SECRETARY TO THE CABINET;**
- **DEPUTY SECRETARIES TO THE CABINET;**
- **CLERK OF THE NATIONAL ASSEMBLY;**
- **PERMANENT SECRETARIES AND OTHER SENIOR GOVERNMENT OFFICIALS;**
- **MEMBERS OF THE PRESS;**
- **LADIES AND GENTLEMEN.**

**I AM DELIGHTED TO BE HERE TO OFFICIALLY OPEN THIS INDUCTION PROGRAMME FOR MINISTERS.**

**THIS IMPORTANT PROGRAMME IS INTENDED TO FAMILIARISE YOURSELVES, AS MINISTERS, WITH GOVERNMENT PROCEDURES, PROCESSES AND PRACTICES.**

**THIS WILL ENHANCE YOUR EFFECTIVENESS AS OFFICIALS CHARGED WITH THE RESPONSIBILITY OF PROVIDING POLICY AND STRATEGIC DIRECTION IN YOUR RESPECTIVE MINISTRIES AND PROVINCES.**

**THE INDUCTION WILL ALSO STRENGTHEN OUR COLLECTIVE RESPONSIBILITY AND ACCOUNTABILITY IN THE MANAGEMENT OF PUBLIC RESOURCES FOR IMPROVED SERVICE DELIVERY.**

**THIS INDUCTION PROGRAMME WILL, THEREFORE, LAY THE FOUNDATION FOR ENHANCING YOUR PERFORMANCE IN PUBLIC OFFICE.**

**HONOURABLE MINISTERS, LADIES AND GENTLEMEN, CABINET, AS THE HIGHEST POLICY MAKING ORGAN IN THE COUNTRY, OPERATES ON THE PRINCIPLES OF COLLECTIVE RESPONSIBILITY, CONFIDENTIALITY AND DECLARATION OF INTEREST.**

**AS THE NEW DAWN ADMINISTRATION, WE ARE BOUND BY THE POLICIES, DECISIONS AND PROGRAMMES THAT WE SHALL MAKE COLLECTIVELY.**

**IT IS, THEREFORE, EXPECTED OF ALL OF YOU MINISTERS TO WORK IN UNISON TOWARDS THE REALISATION OF OUR DEVELOPMENTAL GOALS FOR THE GOOD OF THE PEOPLE OF THIS GREAT COUNTRY.**

**IT IS IMPERATIVE THAT AS PEOPLE CHARGED WITH THE RESPONSIBILITY FOR POLICY AND STRATEGIC DIRECTION OF THE VARIOUS SECTORS, YOU ENSURE THAT POLICIES ARE COHERENT AND CONSISTENT WITH THE OVERALL GOVERNMENT POLICY.**

**THE ZAMBIAN PEOPLE HAVE GIVEN US THIS MANDATE TO DELIVER ON THEIR EXPECTATIONS.**

**THE CONFIDENCE THEY HAVE IN OUR ADMINISTRATION MUST BE MET WITH HARD WORK, DETERMINATION AND COMMITMENT TO SERVICE.**

**THE NEW DAWN ADMINISTRATION MUST NOT ONLY MEET THE PEOPLE'S EXPECTATIONS BUT EXCEED THEM.**

**REMEMBER, WE WERE VOTED INTO OFFICE ON THE PREMISE OF TURNING AROUND THE ECONOMY, IMPROVING SERVICE DELIVERY, IMPLEMENTING DECENTRALISATION, LOWERING THE COST OF LIVING, JOB CREATION AND OTHER ELEMENTS.**

**THESE ARE BENCHMARKS UPON WHICH THE EFFECTIVENESS OF THIS GOVERNMENT WILL BE MEASURED IN THE NEXT FIVE YEARS AS MANDATED BY THE PEOPLE OF ZAMBIA.**

**I WILL NOT HESITATE TO MAKE NECESSARY ADMINISTRATIVE CHANGES FOR US TO REMAIN ON COURSE AND ACHIEVE OUR OBJECTIVES.**

**HONOURABLE MINISTERS, LADIES AND GENTLEMEN,**

**THE PRESENTATIONS THAT ARE LINED UP IN TODAY'S INDUCTION, HIGHLIGHT SOME OF THE SIGNPOSTS TO WARN YOU ABOUT THE DANGERS OF NOT ADHERING TO PROCEDURES, PROCESSES AND PRACTICES IN THE EXECUTION OF YOUR DUTIES.**

**WE MUST ACQUAINT OURSELVES WITH THE AFOREMENTIONED BECAUSE FAILURE TO DO SO MAY RESULT IN THE INTOLERABLE BREACH OF THE LAW, WHERE IGNORANCE IS NOT A DEFENCE.**

**I AM CONVINCED THAT AT THE END OF THIS INDUCTION, YOU WILL HAVE BETTER UNDERSTANDING OF HOW GOVERNMENT BUSINESS IS CONDUCTED.**

**I, THEREFORE, EXPECT ALL OF YOU MINISTERS, GOING FORWARD, TO STRICTLY ADHERE TO THE LAID DOWN PROCEDURES, PROCESSES AND PRACTICES THAT THE PRESENTERS WILL SHARE WITH YOU.**

**THE INDUCTION WILL ALSO PROVIDE AN OPPORTUNITY TO REFLECT ON YOUR NEW ROLE AS POLICY MAKERS.**

**EXPERIENCE FROM PAST GOVERNMENTS, SHOWS THAT THE COMMON CAUSE OF MISUNDERSTANDINGS BETWEEN MINISTERS AND TECHNOCRATS IS THE FAILURE TO UNDERSTAND AND APPRECIATE YOUR VARIOUS DISTINCT ROLES AND RESPONSIBILITIES.**

**IT MUST BE CLEAR THAT A MINISTER IS NOT A PERMANENT SECRETARY AND A PERMANENT SECRETARY IS NOT A MINISTER.**

**IT IS, THEREFORE, EXPECTED THAT AS POLICY MAKERS, YOU WILL PROVIDE THE NECESSARY LEADERSHIP TO ENSURE PRODUCTIVE WORK RELATIONSHIPS WITH YOUR PERMANENT SECRETARIES AND OFFICIALS IN YOUR RESPECTIVE MINISTRIES AND PROVINCES.**

**SIMPLY PUT, MINISTERS BEGINNING TO TAKE UP ADMINISTRATIVE FUNCTIONS SUCH AS HUMAN RESOURCE MATTERS, PROCUREMENT AND FINANCE WOULD BE CROSSING OVER YOUR LANE.**

**AS POLICY MAKERS KEEP IN YOUR LANE IN PROVIDING POLICY DIRECTION AND ENSURE THAT THE POLICIES OF THE NEW DAWN ADMINISTRATION ARE COMPREHENSIVELY IMPLEMENTED.**

**I WISH ALSO TO MENTION THAT IN LINE WITH THE CONSTITUTION OF ZAMBIA AT ARTICLE 93 (1), WHICH PROVIDES THAT AND I QUOTE:**

**“A DECISION OR INSTRUCTION OF THE PRESIDENT SHALL BE IN WRITING UNDER THE PRESIDENT’S SIGNATURE” END OF QUOTE.**

**I WILL ABIDE BY THIS CONSTITUTIONAL PROVISION IN MY GIVING INSTRUCTIONS TO YOU MINISTERS.**

**SIMILARLY, IT FOLLOWS THAT YOUR INSTRUCTIONS TO YOUR PERMANENT SECRETARIES SHALL ALSO BE IN WRITING.**

**I HAVE SEVERALLY INFORMED THE NATION THAT OUR ADMINISTRATION WILL STRICTLY FOLLOW THE RULE OF LAW AND THIS SHOULD BE OUR WAY IN DISCHARGING OUR DUTIES IN THESE PUBLIC OFFICES.**

**ALWAYS REMEMBER THAT IT IS ABOUT SERVICE TO THE PEOPLE, AS WE ARE IN THESE PUBLIC OFFICES NOT FOR PERSONAL-GAIN BUT AS SERVANTS OF THE PEOPLE OF ZAMBIA.**

**FURTHER, IT IS EXPECTED OF YOU MINISTERS TO EMBRACE OUR NATIONAL VALUES AND PRINCIPLES AS WE BUILD A CULTURE OF SERVICE AND EXCELLENCE.**

**HONOURABLE MINISTERS, LADIES AND GENTLEMEN, THE INDUCTION OF MINISTERS IS PART OF THE PROCESS OF ENHANCING GOVERNMENT OPERATIONS TO ENSURE EFFICIENT AND EFFECTIVE POLICY IMPLEMENTATION AND SERVICE DELIVERY.**



**IT IS, THEREFORE, EXPECTED THAT AFTER THIS INDUCTION, YOU WILL TAKE TIME TO FAMILIARISE YOURSELVES WITH THE MATERIALS THAT WILL BE PRESENTED TO YOU.**

**AFTER YOUR INDUCTION, YOU WILL BE REQUIRED TO ENSURE THAT ADEQUATE CONSULTATIONS ARE MADE ON POLICY MATTERS BEFORE PUBLIC ENGAGEMENT.**

**THIS WILL RESULT IN FACTUAL AND COORDINATED COMMUNICATION AS WELL AS POSITIVE PERCEPTION BY THE PUBLIC.**

**HONOURABLE MINISTERS, LADIES AND GENTLEMEN,**

**AS I CONCLUDE, I URGE YOU TO TAKE THIS INDUCTION SERIOUSLY AND FULLY PARTICIPATE IN THE DELIBERATIONS.**

**AFTER YOUR PARTICIPATION IN THIS INDUCTION PROGRAMME, I EXPECT A HARMONIOUS WORKING RELATIONSHIP AMONG YOU MINISTERS AS WELL AS BETWEEN THE MINISTERS AND PERMANENT SECRETARIES AND OTHER OFFICIALS IN YOUR MINISTRIES AND PROVINCES.**

**THIS WILL SURELY ENABLE EFFECTIVE SERVICE DELIVERY FOR THE BENEFIT OF THE PEOPLE OF ZAMBIA.**

**WITH THESE REMARKS, I HAVE THE PRIVILEGE TO DECLARE THIS INDUCTION PROGRAMME FOR CABINET AND PROVINCIAL MINISTERS OFFICIALLY OPEN.**

**MAY GOD BLESS YOU ALL,**

**MAY GOD BLESS OUR COUNTRY, ZAMBIA,**

**I THANK YOU.**