VEHICLES

Toyota, Volkswagen d ominate March passenger vehicle sales



REAL ESTATE What is the role of a Real Estate agent? p. 17



CUSTOMER Business process reengineering and digital transformation

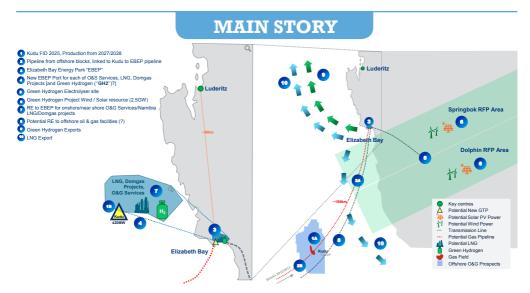


BR/E



development into Namibia's energy hub

FRIDAY 12 APRIL 2024



Standard Bank proposes Elizabeth Bay's development into Namibia's energy hub

Standard Bank has unveiled a proposal to convert Elizabeth Bay into an Energy Park.

The move is seen as crucial to stimulate infrastructure development and tap into Namibia's resource potential.

Elizabeth Bay is a mining town on Namibia's southern coast located 25km south of Lüderitz.

Paul Eardley Taylor, Head of Oil and Gas for Southern Africa at Standard Bank said the proposed transformation includes the establishment of key infrastructure components such as a new port, an offshore gas processing hub, and interconnected pipelines.

"The primary objective of the Elizabeth Bay Energy Park (EBEP) is to harness the region's abundant wind and solar resources. This will enable efficient production, storage, and exportation of energy products such as

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
 - 17 April 2024 19 June 2024
 - 14 August 2024
 - 23 October 2024
 - 4 December 2024
- Chamber of Mines of Namibia 45th Annual General Meeting (AGM), Wednesday, 24th April, 2024 at 14.30 Arebbusch Travel Lodge, Windhoek
- AviaDev Aviation Development Summit 19-21 June 2024 at Movenpick, Windhoek
- Africa Hospitality Investment Forum (Ahif). 25-27 June 2024
 Mövenpick Hotel, Windhoek, Namibia
- Global African Hydrogen Summit (GAh2S)
 Windhoek, Namibia from 03 05 September 2024



LNG and green hydrogen," Taylor told a Standard Bank Namibia Oil and Connect session.

He said the proposed EBEP initiative is designed to accommodate a variety of projects and these include the development of the Kudu gas field, liquefied natural gas (LNG) and domestic gas (Domgas) initiatives, green hydrogen production facilities, and offshore oil and gas installations.

Discussing the specifics of the project, Taylor outlined several key elements, including the development of the Kudu gas field, among others.

"The plan includes the development of the Kudu gas field, with an initial capacity set at 420MW, scalable to 840MW and beyond," he said.

Furthermore, the establishment of an Offshore Gas Processing Hub (OGPH) will be developed near the Kudu field to process gas, as proposed by BW Offshore in its Field Development Plan and ESIA.

He added that essential pipelines, such as a fit-for-purpose 12" pipeline for near-shore Kudu gas and a larger capacity subsea pipeline, are integral to the project's success.

The ownership of infrastructure will involve collaboration between private entities like BW Offshore and the government of Namibia, potentially through a sovereign bond.

The sequencing of offshore gas activities includes reaching the Final Investment Decision (FID) for the Kudu field, completion of subsea pipelines, and the development of onshore LNG facilities.

The plan also encompasses future activities like the processing of associated gas from deep offshore fields and the development of upstream oil projects.

Recent offshore discoveries in Namibia, such as the Graff, Venus, and Jonker fields, are estimated to hold 11 billion recoverable barrels of oil equivalent (boe).

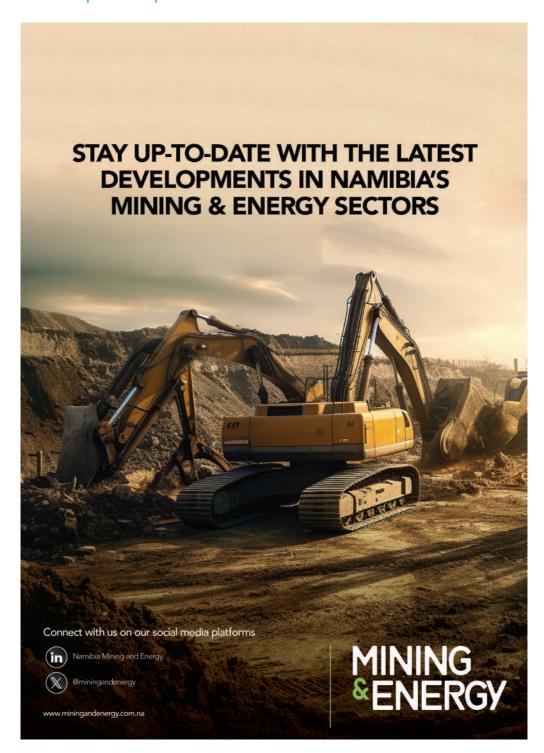
A Floating Production, Storage, and Offloading (FPSO) vessel is planned for each field, with national oil production peaking at 870 thousand barrels per day (KBPD) in 2033.

Woodmac predicts a significant fiscal impact for Namibia, with government revenues potentially reaching N\$166 billion (US\$9bn) annually by the mid-2030s.

"High gas-oil ratios pose challenges, but a phased multi-FPSO approach for oil development is planned. This adds complexity to gas monetisation via LNG, while Namibia's renewable energy potential attracts integrated energy companies, enabling them to combine renewable energy with oil and gas projects for diversification," said Taylor.

This proposal comes as the government has previously suggested that the country's oil and gas operations be stationed at Lüderitz.







he Bank of Namibia (BoN) has issued a warning against enforcing merchants swiping limits. emphasising the banking industry's responsibility stop minimum or maximum purchase restrictions for card transactions.

BoN Spokesperson
Naufiku Hamunime,
said under the guidelines
provided by BoN,
merchants are obligated
to accept valid debit and
credit cards within their
designated acceptance
category, regardless of the

transaction's dollar amount.

"With regards to the swiping limits, the public should report any non-compliance with the notice to the Payment Association of Namibia (PAN) and to the commercial bank whose Point of Sale (POS) device is being used by the merchant," she said.

Hamunime added that the move towards increased card



VACANCIES



Suitably qualified candidates are invited to apply for the following positions at the Communications Regulatory Authority of Namibia (CRAN) in Windhoek, Namibia.

MANAGER: ICT AND INNOVATIONS (D4)

GOVERNANCE OFFICER (D2)

Applicants meeting the above criteria should register their applications including motivation letter, CV, and relevant qualifications at Direct Hire by clicking on the following link:

https://cran.mcidirecthire.com/External/CurrentOpportunities

CRAN IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY.

Private Bag 13309, Windhoek, Namibia Tel: +264 61 222 666 Fax: +264 61 222 790

payment transactions is not only aligned with global trends but also contributes significantly to fostering a cash-lite society because handling cash payments incurs additional costs.

By embracing electronic payments regardless of the transaction amount, merchants can contribute to the reduction of these costs.

"The purpose of commercial banks providing POS devices to merchants is to reduce the reliance on cash and provide both merchants and customers the convenience of making electronic payments," she said.

Meanwhile, a notice released by PAN states that punishing consumers for utilising payment cards not only violates card operating regulations but also unjustly transfers the burden of electronic payment costs onto the consumer.

"Carrying around large amounts of cash

poses a risk to the individual. With a debit or credit card, you can pay for goods and services in a safe and secure manner. Cards also offer a fast and convenient way to shop," the release reads.

The notice also says if PAN discovers that a merchant is not following the operating rules and regulations, it can inform the acquirer about the non-compliance.

The acquirer is then required to ensure that the merchant stops the non-compliant practice promptly.

According to the Payment System Management Act, 2003 (Act No.18 of 2003), someone found guilty of breaking laws face a maximum fine of N\$1,000,000, imprisonment for up to 10 years, or both.

While for some offenses, the maximum penalty is a fine of N\$20,000, imprisonment for up to five years, or both.



Choppies March's cheapest retailer

f Windhoek's eight popular grocery supermarkets, Choppies offers the cheapest basket of standardised groceries.

This is according to our monthly grocery basket comparison conducted every month since May 2023 but adjusted in June. The survey aims to provide consumers with valuable insights into the price of a basket of 20 standardised grocery products across eight supermarkets.

Our grocery basket comprises:

- · Loaf of bread
- 2-litre Nola Sunflower Oil
- 5kg Top Score maize meal
- 2.5kg Marathon sugar (white sugar)
- 1.5kg Real Good Chicken
- 1kg Beef stew
- · 2kg Mamas rice
- 3kg Pasta Polana Macaroni
- 1-litre Nammilk full cream milk
- 9 Twinsaver toilet paper (350 sheets)
- 700ml Wellington tomato sauce
- 1kg Sunlight Washing powder
- 750ml Sunlight dishwashing liquid
- 500g Rama Butter
- 18 Waldschmidt eggs (medium)
- 150g Protex bar soap
- 100ml Colgate toothpaste
- 1kg Onions
- 1kg Potatoes
- 1kg Tomatoes

Among the eight shops surveyed, the overall average price remained steady at N\$974.47, indicating a flat curve. In March 2024, the survey recorded a decrease in the basket at five retail shops and an increase at three.



Basket Composition: Losf of Pread, 2-litre Nola Sunflower Oil, Skg Top Score maize meal, 2-Sig Marathon sugar (white sugar), 1.5k, Real Good Chicken, Hig Beef stew, 5 kg Mamas rice, 8kg Pasta Pelana Macroni, 1-litre Namunifk full cream milk full cream full support (550 sheets), 700ml Wellington tomato sauce, 1kg Sunlight washing powder, 750ml Sunlight dishwashing liquid, 500g Ramm Butter, 18 Waldschmidt eggs (medium), 150g Protex has soap, 100ml Colgate toothpaste; 1kg Orionis, kg Pothosce, 1kg Tomatose

Choppies stood out yet again with the most affordable basket, costing N\$881.29 in March 2024 compared to N\$949.22 in February 2024, marking an 11.72% decrease month on month.

Notable changes include a decrease in the price of Toilet paper from N\$94.99 to N\$89.99, switching from Baby Soft in February to Twinsaver in March, and a decrease in Macaroni pasta from N\$84.99 to N\$73.99, switching from Macaroni Pasta Polana to Store Brand.

Conversely, Spar exhibited a higherpriced basket, costing N\$1,029.8, representing an 8.49% increase from February 2024 to March 2024.

The increase can be attributed to higher prices in items such as Cooking Oil, increasing from N\$72.99 to N\$89.99, Top Score increasing from N\$59.99 to N\$63.99, Onions per kilogram from N\$18.99 to N\$30.99, and Tomatoes per kilogram from N\$34.49 to N\$45.99.

Woermann Brock, Shoprite, Pick 'n Pay, and Checkers all experienced a decrease in their overall basket by 3.49%, 2.80%, 2.08% respectively.

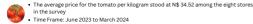
Note: We do not take specials or loyalty

card discounts into consideration. When we find certain goods on special, for example, "Get N\$10.00 off when buying 18 (medium) eggs and pay N\$55.00", we will log the price as N\$65.00 to exclude the special.

- March's 2024 alternatives
- Spar 2L oil (Spar brand), Nice Rice
- · OK Foods: Nice Rice
- Pick 'n Pay: Nice Rice
- Choppies 2kg rice (Nice Rice), Pasta Macaroni 3kg (Store Brand)

COMMODITY SPOTLIGHT: TOMATO P/KG





Commodity Spotlight: Tomatoes per kilogramme

The Brief conducts monthly surveys across eight supermarkets in Windhoek, assessing 20 standardised items. Each month, a random commodity from this basket is spotlighted to evaluate price movements and averages based on the collected data.

In March 2024, the focus is on the price of tomatoes per kilogramme.

Among the surveyed supermarkets, OK Foods consistently offered the lowest average price for tomatoes at N\$29.99. Moreover, OK Foods demonstrated price stability over the survey period.

The price of tomatoes at OK Foods began at N\$29.99 in June 2023 and remained constant until September 2023. In October 2023, there was a price increase to N\$33.99, followed by further increases to N\$37.99 in November 2023. However, December 2023 saw a significant decrease to N\$25.29 per kilogram, dropping further to N\$21.99 in January 2024. By March 2024, the price had slightly risen to N\$27.99.

Conversely, Spar consistently exhibited higher prices for tomatoes per kilogram with fluctuating trends.

The price at Spar began at N\$36.99 in June 2023, spiked to N\$63.99 in July, dropped to N\$40.99 in August 2023, and then decreased further to N\$31.99 in September 2023. There was an increase to N\$47.99 in October 2023, and the price settled at N\$45.99 in March 2024.

Other supermarkets followed closely, with Choppies averaging N\$30.09, Shoprite at N\$34.49, FoodLover's Market at N\$35.79, Woermann Brock at N\$36.35, Checkers at N\$37.09, and Pick 'n Pay at N\$39.19.



IB



Toyota, Volkswagen dominate March passenger vehicle sales

atest data indicates that the combined sales of Toyota and Volkswagen accounted for a commanding 73.1% of the new passenger vehicle market in Namibia last month.

A total of 625 new passenger vehicles were sold in March, marking a significant 35% increase from the previous month and an 11.4% year-on-year rise.

According to IJG Securities, Toyota has extended its lead in the passenger vehicle sales segment, boasting a year-to-date market share of 46.4%. Volkswagen trails

in second place with 18.6% of the market share, followed by Kia at 9.9%.

"The top three were trailed by Suzuki and Haval, holding 6.6% and 3% of the market respectively, leaving the remaining 15.5% of the market to other brands," the firm noted.

In the first quarter, 1,516 new passenger vehicles were sold, representing a slight decrease of 2.82% or 44 units compared to the 1,560 sold in the same period last year.

"On a 12-month cumulative basis, new passenger vehicle sales rose to 5,996, a



6.7% year-on-year increase from the 5,617 sold over the corresponding period a year ago," IJG stated.

In March 2024, vehicle sales reached 1,451 units, marking the highest sales since July 2016, when 1,540 units were sold.

Halleluya Ndimulunde, a researcher at Simonis Storm, revealed that out of the 1.451 units sold in March 2024, 1.269 were sold to dealerships, 182 to rental agencies, and none to the government.

"While the first quarter of 2015 holds the record for the highest vehicle sales, the first quarter of 2024 outperformed any first quarter since 2016, with a total of 3,503 units sold, representing an 11.8% increase compared to the same period last year," she said.

Meanwhile, vehicle sales were primarily driven by commercial vehicles.

"In March 2024, a total of 826 commercial

vehicles were sold, comprising 56.9% of total vehicle sales, marking the highest sales figure since August 2016. The surge in sales can primarily be attributed to light commercial vehicles, which experienced a remarkable 29.5% year-on-year increase," Ndimulunde added.

However, there was variation across different categories of commercial vehicles. Medium commercial vehicles experienced a decline, with only 20 units sold, representing a contraction of 13.0% yearon-year.

"On the other hand, heavy commercial vehicles experienced positive growth of 280.0% year-on-year, with 19 new units sold. Extra heavy commercial vehicles, in contrast, contracted by 12.5% year on year, while buses witnessed a significant decline of 66.7% in March 2024," Ndimulunde added.











TB THE BRJE

"A" STORES COMPARISON MARCH 2024



Basket composition:Loaf of bread, 2-litre Sunflower Oil, 2.5kg Sugar (white sugar), P/kg Chicken Fillets, P/kg Beef sirloin, 2kg Tastic rice (Balsmatic), 500g Macaroni, 1-litre full cream milk, 9 Baby Soft toilet paper (350 sheets), 340 Salad Dressing, 2kg Sunlight Washing powder (Auto), 750ml Sunlight dishwashing liquid, 500g Butro Butter, 150g Foam Bath, 100ml Colgate toothpaste, 1kg Onions, 1 kg Potatoes, 1kg Tomatoes, 1kg Apples, Lettuce, Cucumber, 200g Cheese

Woermann Brock Fresh March's cheapest A-store retailer

Inthisnewsurvey, Woermann Brock Fresh stands out with its affordable basket priced at N\$1,200.78. What sets them apart from other stores is their competitively priced items, such as p/kg chicken breast at N\$119.99 compared to Woolworths' N\$132.99, and Beef Sirloin per kilogramme at N\$149.99 compared to Woolworths' N\$285.95 per kilogramme.

Following closely is Food Lover's Market, with a basket costing N\$1,238.28. Their advantage lies in their vegetable combination (1kg Tomato, Lettuce, Cucumber, Onions, 1kg Baby Potatoes) priced at N\$129.95, which is lower than Woolworths' total of N\$168.76.

In third place is SuperSpar

in affordability, with an overall basket costing N\$1,289.22.

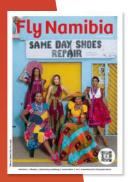
Bringing up the rear is Woolworths, with a basket costing N\$1,497.95. Their reliance on store brand items contributes to their higher pricing, although their emphasis on quality may justify this cost.

Stores are categorised according to their offerings and their locations.

Thus, four A-grade retailers in Windhoek will be compared in this survey. Namely; Woermann Brock Fresh (Olympia), Food Lover's Market (Grove Mall), Woolworths (Maerua Mall), and SuperSpar (Maerua Mall). These shops are divided into groups according to their locations and product offering.

The survey's objective is to

FLy Namibia our most recent edition!



with adventure, lifestyle, feel good stories and more.



We do not take specials or loyalty card discounts into consideration.

provide customers with insightful information about the costs associated with a uniform basket that includes 22 grocery items from each of these four supermarkets. To make comparisons easier, the basket has been adjusted by adding and removing items.



First date of publication: 25 March 2024

DBMNEDBO2 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES.

Debarratine Namibia is a marine diamond recovery company operating in the Atlantic 1 Mining Licence Area (ML47). Currently, diamond recovery operations occur at 90 at 140m water other from approximately 20 kilometres from whose, off the south-western coast of Namibia. The key objectives Debarratine Namibia is research programs to assess the effect of diamonds covery operations on the seabled and surrounding environment and to monitor the time of recovery after disturbance belowance has seeking a reliable and technically proficient laboratory to support the analysis of seawater and sediment samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis for seawater and sediment samples using the latest environment analysis instruments and techniquement samples using the latest environment analysis for seawater and sediment samples using the latest environment analysis for seawater and sediment samples using the latest environment analysis for seawater and sediment samples using the latest environments and techniquements an

The scope of work will primarily focus on physical, chemical, and biological analysis of marine sediment and water samples. The requirements for laboratory services include, but are not limited to:

1. Sediment Analysis

- Particle size distribution analysis Total Organic Carbon (TOC) analysis
- Total Organic Nitrogen (TON) analysis
- Trace metals analysis
- Dissolved Inorganic Carbon (DIC)
 Environmental DNA (eDNA) Sediment and seawater analysis

CLOSING DATE: 19 April 2024 at 12H00, by electronic submission

- Company or Laboratory Profile
- Clear outline of expertise in physical, chemical and biological analyses in the marine environment
- At least two Senior staff members should possess a cumulative experience of at least 10 years in conducting physical, chemical, and biological analyses of sediment and seawater samples. Highlight at least five (5) projects undertaken related to marine sediments and seawater analysis
- Relevant equipment list.
- Outline of the analysis techniques employed.

The laboratory should possess the necessary accreditations and certifications, such as ISO 17025, for the aforementioned analytical methods. Furthermore, Debmarine Namibia requires a laboratory with experienced personnel who can provide prompt and accurate analytical results, as well as the associated statistical data analysis, quantification of results, interpretation and reporting

ELECTRONIC SUBMISSION OF DOCUMENT:

institutions are encouraged to apply

Email Address: Tender@debmarine.com
Subject line: DBMNE0502 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES.

ENOUIRIES: The Procurement Officer

- Tel: +264 61 297 8460
- Email: Tenders@debmarine.com Subject line: DBMNE0502 LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES

DISCLAIMER:

Debmarine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest and furthermore reserves the right not to extend this Expression of Interest into any future tenders, negotiations and/or

Debmarine Namibia will not accept submissions rendered after the closing date and time. DEBMARINE



Our grocery basket comprises:

- Loaf of bread
- 2-litre Sunflower Oil
- 2.5kg Sugar (white sugar)
- P/kg Chicken Filets
- P/kg Beef sirloin
- 2kg Tastic rice (Basmati)
- 500g Macaroni
- 1-litre full cream milk
- 9 Baby Soft toilet paper (350 sheets)
- 340 Salad Dressing
- 1kg Sunlight Washing powder (Auto)
- Sunlight 750ml dishwashing liquid
- 500g Buttro Butter
- 1 litre Foam Bath
- 100ml Colgate toothpaste
- 1kg Onions
- 1 kg Potatoes
- 1kg Tomatoes
- 1kg Apples
- Lettuce
- Cucumber
- 200g Cheese

Note: We do not take specials or loyalty card discounts into consideration. When we find certain goods on special, for example, "Get N\$10.00 off when buying 18 (medium) eggs and pay N\$55.00", we will log the price as N\$65.00 to exclude the special.



Etosha, Hardap national parks set for N\$50m refurbishment

he Ministry of Environment, Forestry and Tourism (MEFT) has pledged N\$47.9 million towards the refurbishment of the Etosha National Park and Hardap National Park.

The refurbishment will include upgrades to the gates, ablution facilities, and picnic areas.

MEFT spokesperson Romeo Muyunda stated that in Etosha, a total of eight sanitation facilities will be upgraded at various locations including Olifantsbad, Homob, Thatch Roof, Okerfontein, Andoni, Sprokieswood, Springbokfontein, and Sonderkop.

"We will also construct two new Comfort Stops at M'Bari,

he Ministry of located between Okaukuejo and Olifantsrus. The entire Environment, Forestry project is expected to be completed by July 2025 and is and Tourism (MEFT) projected to cost N\$40.7 Million," Muyunda said.



VACANCIES

NAMCLEAR is the Namibian Automated Clearing House (ACH) and is a designated Financial Markets Infrastructure (FMI) for the Namibian payment industry.

As an equal opportunity employer, Namclear invites competent & suitably qualified candidates to apply for the $\,$ following vacancies:

- 1. Manager: Human Capital (D4)
- 2. Company Secretary and Legal Advisor (D2)
- 3. Corporate Social Responsibility & Stakeholder Relationship Officer (C4)
- 4. ICT Service Desk Administrator (C3)

Interested persons, please visit the following websites for more information:

- 1. https://www.namclear.com.na/vacancies/
- 2. https://nieis.namibiaatwork.gov.na

Only short-listed candidates will be contacted.

CLOSING DATE: 24 APRIL 2024

The refurbishment plan also includes renovations to the current entrance gates at Anderson, Von Lindqeuist, and King Nehale Lya Mpingana.

"Travellers visiting Etosha using these gates should be aware that there will be disruptions and possibly dust, so caution must be observed where required. During this process, safety protocols at the gates will be implemented by the contractor. Renovations have already begun at the Anderson gate," he added.

In addition to the entrance gates, some sanitation facilities at Etosha National Park will be upgraded to comfort stops. These stops will feature toilets, picnic areas, information displays, viewing platforms, and adequate parking areas, all safely enclosed.

"The objective is to invite visitors travelling from one part of the park to another to take a rest on the long journey, access the information displays, and enjoy the tranquility of nature in a safe and appealing environment," Muyunda

NAMIBIA GRAPE COMPANY (PTY) LTD

Aussenkehr, Karas Region, Namibia Vacancy

HUMAN RESOURCES MANAGER

Namibia Grape Company (Pty) Ltd is a leader in Table Grapes producer and export. The Company is situated 40 km West of Noordoewer. We seek to employ a **Human Resources Manager**, who will strive to make his/her mark as departmental Head.

Nature of Post:

Permanent Position

The Human Resource Manager reports to the Managing Director and is responsible for all Human Resources management functions of the organization.

Kev Performance Areas

- Coordinate Performance Management Programs, recruitment, and selection process.
 - Manage VIP payroll system and remuneration strategy.
 - Company policy updates and all administration related to employees like contracts, leave and record keeping.

 Ensure compliance with Namibian labour laws and manage employee relations.
 - Ensure compliance with Namibian labour laws and manage employee relations Handling of Disciplinary hearings and grievances.
 - Manage training and development programs.
 - Advise directors on HR matters.

Qualification and Requirements

- Degree/Diploma HR Management.
- Minimum of 5 years' experience in HR Management. Experience in the agriculture sector will be an added advantage.
- Excellent written and communication skills and problem-solving ability
 Experience in operating of Sage VIP payroll system.
- Experience in operating of Sage VIP payroll syste
 Extensive knowledge of MS Office programs.
- Knowledge of Namibian Laboure Act and related legislation.
- Driver license and own transport.
- Namibian Citizen.

Remuneration:

The successful candidate will receive a market related package and performance – based bonus. Other fringe benefits include car and fuel allowance, pension, medical aid, and free housing.

Interested candidates who meet these requirements should send their detailed CV and certified copies of qualifications to: The HR Department, Namibia Grape Compant (Pty) Ltd, send by email to <u>farnandulatesnam.co.p.a</u> On or before Fidely, 12 April 2024 by (8h0). Kindly send all your documents under one attachment.

Please note that, if you are not contacted three weeks after the closing dates, then consider your application as not successful. No copies will be returned.

stated.

"Similarly, the Ministry will also upgrade facilities infrastructure and Hardap National Park for N\$7.2 million. This will include upgrading three existing gates (Main Gate, Fish Route Gate & Game Park Gate), in addition to two existing ablution facilities or picnic spots (Lorralei & Bakvis), and the construction of four new ablution facilities and picnic spots."

Muyunda mentioned that the upgrades are financed through the NamParks project, development programme of the Government the Republic of Namibia executed by MEFT and co-financed by the Federal Republic of Germany via the KfW Development Bank.

MEFT established the Namibia National Parks Programme (NamParks) in 2006 with support from the German Government through the German Development Bank KfW. The programme contributes to ecological and economic development of Namibian component of the Kavango-Zambezi Transfrontier Conservation Area (KAZA-TFCA).

Namica March's cheapest wholesaler

amica (Megasave) stood out as the most budget-friendly option for March 2024 among the three wholesalers in the capital.

Basket composition:

- 5-litre Cooking Oil
- 10kg Top Score Maize Meal
- 10kg Marathon Sugar (white sugar)
- 4kg Chicken
- 10kg Tastic Rice
- 5kg Pasta Polana Macaroni
- 10kg Baking Flour
- 1-litre 6's Nammilk full-cream Milk

In the latest survey for cheapest wholesalers in Windhoek, two additional establishments, Woermann Brock and Namica Wholesaler, have been included.

Namica, the newcomer, has emerged as the most affordable option for March 2024, with a basket totalling N\$1,243.82.

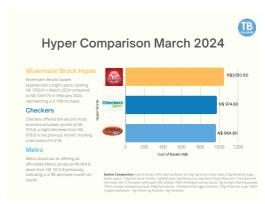
Namica's competitive pricing is evident across all its items, notably with its 5-litre cooking oil priced at N\$139.99, significantly lower than Metro's N\$209.99.

Conversely, Woermann Brock showed a high-priced overall basket costing N\$1,361.85.

The item that inflated the overall basket for Woermann Brock is the Real Good Chicken item costing N\$220.99 compared to Windhoek Cash and Carry's N\$178.99 and their White Marathon Sugar costing N\$205.99 compared to Metro's low price of N\$179.99 for the same product.

Metro has seen a rise in its basket cost, totalling N\$1,335.92, a 3.73% increase from the previous month. This increase is largely due to price hikes in items like Nammilk 6 packs from N\$130.99 to N\$148.99 and Mama's Rice from N\$182.99 to N\$209.99.

Despite Metro's overall basket increase, certain items like their Real Good Chicken



witnessed price decreases from N\$199.99 to N\$179.99.

Windhoek Cash and Carry basket decreased by 1.48% from February to March 2024, and has positioned itself as the second most cost-effective option.

Wecke & Voigts, last month's cheapest wholesaler, exhibited an overall basket increase of 2.77% month on month.

In the data collection process, the price of 10kg King Rice was used for Namica, Metro, and Woermann Brock, except for Windhoek Cash and Carry, which did not have it in stock for the month of March 2024.

Commodity Spotlight: 10kg bag of rice

For the month of March 2024, the selected item for comparison is a 10kg bag of rice.

Across three wholesalers – Metro, Windhoek Cash and Carry, and Wecke & Voigts – the average price for this item stands at N\$197.78.

Windhoek Cash and Carry emerges as the most cost-effective option, with the average price for the 10kg bag of rice totalling N\$192.87 over a 10-month survey period starting from June 2023. The

Across three wholesalers – Metro, Windhoek Cash and Carry, and Wecke & Voigts - the average price for this item stands at N\$197.78.

pricing history at Windhoek Cash and Carry reveals fluctuations; it began at N\$230.00 in June and July 2023, then significantly dropped to N\$168.99 in August and September 2023.

There was a slight increase in December 2023 and

January 2024 to N\$178.2, followed by a notable rise in February and March 2024 to N\$202.99.

Metro, on the other hand, exhibited higher average prices for the 10kg rice bag. Initially priced at N\$235.99 in June and July 2023, the price decreased significantly to N\$189.99 in August 2023, and again to N\$182.99 in November 2023. After a peak of N\$212.99 in December 2024, it dropped to N\$182.99 in January and February 2024, only to rise to N\$209.99 in March.

Wecke & Voigts' average price for the 10kg rice bag stands at N\$199.78.

While there are several comparable brands available, such as Tastic, Mama's Rice, King Rice, and Nice Rice, Mama's Rice was chosen for the survey. However, it was not available in all four stores surveyed in March except for Windhoek Cash and Carry.

NB: These comparisons do not consider special offers or discounts related to loyalty cards.



First date of publication: 25 March 2024

DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

DESCRIPTION:

Debmarine Namibia is looking for a contractor with the right expertise and experience to undertake a geotechnical site investigation utilising existing proven site investigation techniques to obtain detailed geotechnical data.

The locations are primarily the inshore portions of the license area known as Mudbelt South, Mudbelt Central and Mudbelt North and consist of Holocene material overlying course gravel and cobbles. A central area characterized by very thick gravel orebodies will also most likely be part of the targets. Water depths range from 90m to 140m. The data will be used to build a site ground model in conjunction with the geophysical data and previous geological data already available across the site.

CLOSING DATE: 19 April 2024 at 12:00, by electronic submission.

REQUEST FOR ELECTRONIC TENDER DOCUMENT:

Registered businesses interested in providing such services are requested to obtain tender documents with reference number DBMNE0497 GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

Email Address: Tenders@debmarine.com

Subject line: DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

ENOURIES:

The Procurement Officer Tel: +264 61 297 8460

Email: Tenders@debmarine.com

Subject line: DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

DISCLAIMER:

Debmarine Namihia shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right not to extend this tender into any future tenders, negotiations and or engagements.

Debmarine Namibia shall not accept submissions rendered after the closing date and time.







What is the role of a Real Estate agent?

By Petrina Keramen

Real Estate Agents play a crucial role in the real estate market in Namibia mainly in facilitating the buying, selling and leasing of properties.

They are multifaceted & wear multiple hats during a real estate transaction. Real estate agents can service you in areas such as residential, commercial, industrial & agriculture. However, a lot of people really don't understand exactly why they need to use an estate agent & how it can benefit them. Real estate agents are professional individuals that are selling you a service & help you navigate the complexities in real estate transactions. Real estate agents educate clients on various aspects of real estate transactions, from understanding market conditions, mortgage options to explaining the legal jargon.

A high-quality real estate agent is the difference between a smooth transaction & and a real estate nightmare that will haunt you forever.

What does a real estate agent bring to the table:

- Advocating for your benefit
- -Market knowledge
- -Years of experience
- -Negotiations skills
- -Credibility & resourcefulness

-Processes and legal knowledge

Top 5 questions to ask before hiring an agent:

-Registration with the Estate agents board of Namibia (NEAB) for the current vear

-Do you have process & what systems do you use in your business to set yourselves apart.

-What is your marketing plan for my property?

-What type of support do you provide throughout the transaction

-How do vet your clients before onboarding them?

Bonus tip: don't forget to discuss agent's commission amount

In Namibia, we for the most part practise what is known as dual agency policy meaning one agent can represent both the buyer and seller on a transaction. However, with the increasing number of new agents in the market it is becoming increasingly common for a buyer & seller to each be represented by an individual agent. Typically, the seller or the landlord is responsible for paying agent commission which is the certain percentage of the selling price. However, there are some

Real estate agents are professional individuals that are selling you a service & help you navigate the complexities in real estate transactions.

special instances where parties can come to an agreed upon compensation style. Clients need to bear in mind real estate agents only get paid once a property is registered and a deal is closed.

Real estate agents tackle all parts of the process in an unbiased way & provide full support during the sales process. Their expertise, network and guidance indispensable making them an invaluable partner in the complex journey of buying, selling, or leasing property. utilize their expertise to advise clients on appropriate pricing, whether setting a listing price for sellers or making an offer for buyers, ensuring alignment with market conditions. Arranging open houses, property tours for different buyers at a time suitable for each of them. Network and access of real estate agents offer their clients access to an extensive network of potential buyers, sellers and industry professionals such as commercial banks for home loan approvals, valuators and conveyancers also known as transfer attorneys. Basically, a great agent manages timelines, coordinates with other professionals, and handle paperwork to streamline the process and mitigate risks. They ensure clients are wellinformed at every stage, enabling them to make decisions confidently. Emotional Support as objectivity when buying or selling a home can be emotionally charged.

Thus, offering a balanced perspective to help clients navigate emotional decisions.

Tips to help you find a great real estate agent:

- Registered agents on the Namibia Real Agents Board website (NEAB).
- 2. Talk to friends and family to see what their experience was like with a specific agent.
- 3. Ask for recommendations from others who have recently worked with an agent via social platforms or simply google for agents In your area and read reviews.
- 4. When you find a potential match, meet with them in person to get a better feel for who they are and their experience.

NB !!Real estate agents are like wine, choose a cheap one but don't complain about the headache the next day. Paying for a professional service is a lot better than paying for an amateur service so if you find the right agent, remember it's absolutely worth the money.

By leveraging their negotiation skills, tenacity and knowledge, clients can navigate the real estate market with confidence, securing their ideal outcomes in this significant life event.

*Petrina Keramen is a Property Specialist with Empress Realtors and can be reached on Facebook: Petrina Ablonia Keramen and Instagram: empress_realtors











Bringing stories closer to home: MultiChoice Namibia's renewed commitment to local entertainment

Experience optimised viewing with curated content and channels created just for you.

From the premium experience of DStv to the accessibility of GOtv and the on-demand delights of Showmax, MultiChoice Namibia (MCN) has crafted a holistic ecosystem to cater to its customers diverse entertainment tastes and needs.

MCN emphasised on these points and its commitment to local content at its Table Talk event hosted in Windhoek on Wednesday, 10 April 2024 under the theme 'Content All Around You'.

"The team has outdone itself this year, taking our value offer to new heights, using the latest technology to enhance accessibility, boosting the number of platforms we offer as we develop our hyperlocal strategy of authentic African content for Namibian audiences," remarked MultiChoice Namibia Managing Director, Roger Gertze.

"Our customers are at the heart of our business, and everything we do is about delivering enhanced experiences for them, and content that entertains, informs, inspires, and reflects their hopes, dreams and aspirations," Gertze added.

As the biggest funder of local content in Namibia, MCN Board Chairperson, Mona-Lisa Jakobs touched on Ombura, the second phase of the MultiChoice Namibia local content project which will this year produce 6 films, 1 documentary and 1 lifestyle series which will be released on the DSty, GOtv and Showmax platforms later this year.

Jakobs also highlighted upcoming and exciting new content from kykNET, Mzansi Magic, M-Net, sports, and shared a refresher of the anti-piracy conversation that McN is currently championing.

From the roar of the crowd to the thrill of victory, DStv puts customers right in the heart of the sporting spectacle, while GOtv democratising access to premium sports content, making it accessible to all.

And when it's time to unwind and indulge in some on-demand entertainment, DStv Stream, GOtv Stream and Showmax Add to Bill are go-to destinations where local content is king. This includes local sports on NTV, educational content through One Africa Television, the latest updates on NBC and so much more.

"Bringing Namibia the best TV in the world, at the best prices to creating innovative, digital, self-service products that save you time and money, MultiChoice Namibia strives to create products and services that are convenient for customers" added Jakobs.

MultiChoice is more than just a provider of leading Namibian pay-TV entertainment experiences, it is a trusted companion on a journey of discovery and delight. Multichoice Africa — where every experience is crafted with care and designed to elevate your entertainment to new heights.

Metro Hypermarket March's cheapest hyper store

In March 2024, Metro Hyper stood out with the most affordable basket priced at N\$964.8, down from N\$1,014.8 in the previous month, indicating a 4.3% month-on-month decrease.

With notable decreases coming from their Potato per kilogramme from N\$26.99 to N\$15.99, Washing Powder from N\$68.99 to N\$64.99, Tomato sauce from N\$32.99 to N\$24.99.

Checkers Hyper offered the second most economical basket, priced at N\$974.8, a slight decrease from N\$978.8 in the previous month, marking a decrease of 0.41%.

Compared to the retail store, the price difference was minimal, with the retail store offering slightly lower prices.

The key items contributing to this variance were Rama Butter, priced at N\$29.99 at the hyper store and N\$34.99 at the retail store, and Toothpaste, costing N\$32.99 at the hyper store and N\$29.99 at the retail store.

Conversely, Woermann Brock Hyper basket experienced a slight uptick, totalling N\$1,050.8 in March 2024 compared to N\$1,049.76 in February 2024, representing a 0.10% increase.

In comparison to the Retail store, the difference was N\$90.90, with the retail store offering slightly lower prices.

Notable disparities in specific items included Beef Stew priced at N\$119.99 at the Hyper store versus N\$89.99 at the retail store, Marathon sugar priced at N\$53.99 at the Hyper store versus N\$41.99 at the retail store, and Tomato per kilogram priced at N\$55.99 at the Hyper store compared to N\$31.56 at the retail store.

Checkers was February's cheapest shop



Basket Composition: 5-litre Cooking Oil, 10kg Top score maize meal, 10kg Marathon sugar (white sugar), 4kg Real Good

in our newest category for hyper stores that was introduced the same month. The new category of shops was introduced to cater for hyper stores as per their offerings.

A hypermarket is a retail store that combines a department store and a grocery supermarket. Often a very large establishment, hypermarkets offer a wide variety of products such as appliances, clothing, and groceries.

Thus, the survey aims to provide consumers with valuable insights into the price of a basket of 20 standardised grocery products across these three hypermarkets: Woermann Brock Hyper (Khomasdal), Metro Hyper (Kliene Kuppe) and Checkers Hyper (Maerua Mall).

The basket composition remains the same as the one for the retailers; this is to assess whether a hyper's pricing is any different to that of retailers.

Our grocery basket comprises:

- · Loaf of bread
- 2-litre Nola Sunflower Oil
- 5kg Top Score maize meal
- 2.5kg Marathon sugar (white sugar)
- 1.5kg Real Good Chicken
- 1kg Beef stew

Checkers Hyper offered the second most economical basket, priced at N\$974.8, a slight decrease from N\$978.8 in the previous month, marking a decrease of 0.41%.

- 2kg Mamas rice
- 3kg Pasta Polana Macaroni
- 1-litre Nammilk full cream milk
- 9 Twinsaver toilet paper (350 sheets)
- 700ml Wellington tomato sauce
- 1kg Sunlight Washing powder
- 750ml Sunlight dishwashing liquid
- 500g Rama Butter
- 18 Waldschmidt eggs (medium)
- 150g Protex bar soap
- 100ml Colgate toothpaste
- 1kg Onions
- 1kg Potatoes
- 1kg Tomatoes

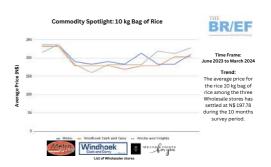
In March 2024, Metro Hyper stood out as offering an affordable basket priced at N\$964.8, down from N\$1,014.8 previously, indicating a 4.3% decrease month-on-month.

With notable decreases coming from their Potato per kilogramme from N\$26.99 to N\$15.99, Washing Powder from N\$68.99 to N\$64.99, Tomato sauce from N\$32.99 to N\$24.99.

Checkers Hyper offered the second most economical basket, priced at N\$974.8, a slight decrease from N\$978.8 in the previous month, marking a decrease of 0.41%.

Compared to the retail store, the price difference was minimal, with the retail store offering slightly lower prices.

The key items contributing to this variance were Rama Butter, priced at N\$29.99 at the hyper store and N\$34.99 at the retail store, and Toothpaste, costing N\$32.99 at the



hyper store and N\$29.99 at the retail store.

Conversely, Woermann Brock Hyper basket experienced a slight uptick, totalling N\$1,050.8 in March 2024 compared to N\$1,049.76 in February 2024, representing a 0.10% increase.

In comparison to the Retail store, the difference was N\$90.90, with the retail store offering slightly lower prices.

Notable disparities in specific items included Beef Stew priced at N\$119.99 at the Hyper store versus N\$89.99 at the retail store, Marathon sugar priced at N\$53.99 at the Hyper store versus N\$41.99 at the retail store, and Tomato per kilogram priced at N\$55.99 at the Hyper store compared to N\$31.56 at the retail store.

Note: We do not take specials or loyalty card discounts into consideration. When we find certain goods on special, for example, "Get N\$10.00 off when buying 18 (medium) eggs and pay N\$55.00", we will log the price as N\$65.00 to exclude the special.



Namwater overhauls Henties Bay infrastructure

amibia's state-owned water corporation, Namwater, has initiated a strategic project to replace a 5km stretch of the water supply pipeline at Henties Bay, addressing the ageing infrastructure's struggle to meet peak demand.

Calle Schlettwein, the Minister of Agriculture, Water and Land Reform, underscored the importance of the upgrade, stating that the replacement of this critical section of the pipeline is a strategic move to ensure that Henties Bay has a reliable water supply system that can withstand the demands of peak periods.

The Minister also unveiled a nationwide focus on water infrastructure development. The recently ratified national budget has allocated N\$1 billion to the water Ministry, with a significant 76% earmarked for infrastructure projects. Desalination plants are being explored as a potential solution to augment groundwater resources.

"A sustainable and secure water supply situation in Namibia, especially at the coast, can only be achieved through the development of infrastructure that links all available viable freshwater resources into an integrated network of pipes, reservoirs, pump stations, purification plants, distribution networks and finally sanitation facilities," Schlettwein explained.

With the Omdel Aquifer, Henties Bay's primary water source, nearing its full capacity of sustainable abstraction, the government is set to explore seawater desalination to meet future water demands. "In the very near future, we shall move towards the desalination of seawater to supplement the groundwater resources and close the water supply security gap," he added.

The contract for the pipeline upgrade has been awarded to Strydom Construction, a local Namibian firm, signalling a commitment to domestic enterprise.



By Victor Songa Musiwa

Business process re-engineering and digital transformation -Essential elements for a successful customer experience strategy

rganizations that want to win using customer experience need strong pillars to support their customer experience strategy. It's no longer just about delivering a product or service; it's about crafting memorable experiences that keep customers coming back for more.

To achieve this, businesses must embrace two critical pillars: Business Process Re-engineering (BPR) and Digital Transformation. These pillars not only optimize internal operations but also pave the way for unparalleled customer experiences.

The Case for Business Process Reengineering (BPR)

BPR involves the radical redesign of core business processes to achieve dramatic improvements in productivity, efficiency, and quality. It's about reimagining how things are done, eliminating redundancies, and streamlining workflows. When applied to customer experience strategy, BPR offers several compelling benefits:

1. Enhanced Efficiency: By identifying and eliminating inefficiencies

in existing processes, businesses can operate more smoothly and deliver faster service to customers. This translates to reduced wait times, quicker issue resolution, and overall improved satisfaction.

2. Optimized Resource Allocation:

BPR enables organizations to reallocate resources more effectively, focusing on areas that directly impact the customer experience. Whether it's investing in customer service training or upgrading digital platforms, resources are directed where they matter most.

- 3. Consistency Across Touchpoints: Inconsistency can be the downfall of a great customer experience. BPR ensures that processes are standardized across all touchpoints, whether it's in-store interactions, online transactions, or customer support channels. This consistency builds trust and loyalty among customers.
- **4. Agility and Adaptability:** In a rapidly evolving market, businesses must be agile enough to respond to changing customer needs and market dynamics.

BPR creates flexible processes that can adapt to new challenges and opportunities, ensuring that the customer experience remains relevant and competitive.

The Role of Digital Transformation (DX)

DX is the integration of digital technology into all aspects of a business, fundamentally changing how it operates and delivers value to customers. It's not just about implementing new tools; it's a strategic shift towards a digital-first mindset. Here's why DX is indispensable for a winning customer experience strategy:

1. Seamless Omnichannel Experience:

Today's customers expect a seamless experience across multiple channels, whether it's a website, mobile app, social media, or physical store.

VACANCIES



The Namibian Agronomic Board (NAB) is a statutory body that is governed by the Agronomic Industry Act, Act no: 20 of 1992. It is mandated to promote the Agronomic industry and to facilitate the production, processing, storage and marketing of controlled products in Namibia. The NAB is looking for suitable and competent candidates for the following positions:

- 1. Position: Public Relations Officer (Permanent) x1 Reporting to the Chief Executive Officer Duty Station: Windhoek
- 2. Position: Human Resource Officer: Payroll & Benefits (Permanent) x1

Reporting to Manager: Human Resource & Admin Duty Station: Windhoek

Visit the NAB website https://www.nab.com.na/about-us/vacancies/ to register and apply through the e-recruitment system. For further queries, please contact Ms. Caroline Ndlovu on telephone number: 061 379 530.

Applicants should ensure that uploaded copies of academic qualifications and national identification are certified. Only shortlisted candidates will be contacted.

No faxed or emailed applications will be accepted.

Closing Date: Friday, 26 April 2024 at 23h59

f in www.nab.com.na

DX enables businesses to create an omnichannel presence, allowing customers to interact seamlessly regardless of the platform they choose.

2. Personalization at Scale:

Personalization is the ultimate goal of customer experience. DX empowers businesses to collect and analyze vast amounts of customer data, enabling personalized interactions and recommendations. From tailored product suggestions to targeted marketing campaigns, personalization enhances the overall customer experience.

3. 24/7 Accessibility and Support: Digital channels enable businesses to provide round-the-clock accessibility and support to customers. Whether it's through chatbots, self-service portals, or social media channels, DX ensures that assistance is available whenever customers need it, enhancing convenience and satisfaction.

4. Data-Driven Insights: DX generates valuable data that can be leveraged to gain valuable

can be leveraged to gain valuable insights into customer behavior, preferences, and pain points. By analyzing this data, businesses can continuously refine their customer experience strategy, making data-driven decisions that drive customer satisfaction and loyalty.

The Synergy of BPR and Digital Transformation

While BPR and DX offer distinct benefits, it's their synergy that truly amplifies their impact on customer experience. By aligning BPR initiatives with DX efforts, businesses can achieve greater efficiency, agility, and innovation across the entire customer journey.

- 1. Process Optimization for Digital Channels: BPR ensures that internal processes are optimized to support digital channels effectively. Whether it's automating repetitive tasks or redesigning workflows for online transactions, BPR sets the stage for seamless digital experiences.
- 2. **Digital Tools Enhancing** Efficiency: **Process** Digital tools and technologies play a pivotal role in streamlining processes and enhancing efficiency. Whether it's workflow automation software, CRM systems, or AI-powered analytics platforms, these tools enhance BPR efforts, driving tangible improvements in the customer experience.
- **3.** Continuous Improvement Through Data Insights: BPR and DX create a feedback loop of continuous

improvement. Data insights obtained from digital interactions inform BPR initiatives, while BPR efforts uncover opportunities to further optimize digital experiences. This iterative approach ensures that the customer experience is constantly evolving and improving.

Conclusion

Organizations that want to establish customer experience as the ultimate differentiator should use BPR and DX as indispensable pillars of their strategy. By embracing these transformative strategies, businesses can unlock new levels of efficiency, innovation, and customer-centricity. From streamlined processes to personalized digital experiences, the synergy of BPR and DX lays the foundation for a winning customer experience strategy.

*Victor Songa Musiwa, CCXP, XMP, MSc, is Namibia's first globally certified experience management professional (CCXP & XMP), Founder, and Chief Executive Officer of Relentless CX cc.

6000





Financial Market Monitor

www.sss.com.na









