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THE BRIEF

News Worth Knowing

Govt spends N\$25m on land for new hospitals



MONDAY 10 JUNE 2024

MAIN STORY



Govt spends N\$25m on land for new hospitals

The Ministry of Health and Social Services says it spent N\$18 million towards acquiring land for the construction of the new Windhoek District Hospital, with a referral hospital also planned for Ondangwa.

According to the Health and Social Services Minister Kalumbi Shangula, this is the beginning of a broader plan to upgrade the country's health infrastructure with more hospitals planned for Otjiwarongo, Nkurenkuru, Ondangwa and the Oshana region.

“We have planned Windhoek District Hospital, we have the Otjiwarongo regional

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
19 June 2024
14 August 2024
23 October 2024
4 December 2024
- 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

Out of the 27 state hospitals, the country has five referral hospitals, including Windhoek Central.

hospital as well as Nkurenkuru and one regional hospital in Oshana and a hospital in Ondangwa,” Shangula said.

The Minister further explained that the land for the Otjiwarongo project has been secured through a purchase of N\$5 million, with the transfer of ownership to the Ministry having already been finalised.

In Ondangwa, a referral hospital is planned on a donated site. However, the Ministry will need to compensate the current occupants for vacating the premises, with an estimated cost of N\$2 million.

“So those are the ones we have under the pipeline. We are currently concentrating on the one in Windhoek, there is no date for the others as it is very expensive,” he said.

Out of the 27 state hospitals, the country has five referral hospitals, including Windhoek Central, which is considered a national referral facility, while the Katutura, Oshakati, Onandjokwe and Rundu facilities

are intermediate hospitals.

Overall, the Ministry of Health and Social Services is responsible for 530 public facilities, including 49 hospitals, 60 health centres and 421 clinics, according to the 2023 National Infrastructure Atlas by NSA.

The Ministry of Health and Social Services has outlined a cost plan that was endorsed by the Cabinet two years ago for the Health System Strengthening Initiative.

This nationwide initiative is estimated to require N\$16 billion in resources. The plan encompasses various aspects crucial for strengthening the healthcare system, including infrastructure development, equipment acquisition, ambulance provision, human resource investment and the procurement of pharmaceuticals and clinical supplies. Windhoek District Hospital broke ground in May 2024 and is estimated to be completed in 2027, with a total project cost of N\$2.9 billion.



The Road Fund Administration (RFA) is a statutory organisation, established under Act 18 of 1999 to manage the Namibian Road User Charging System (RUCS) with a view to secure funding required to achieve a safe and efficient road sector in Namibia.



INVITATION FOR BIDS

The Road Fund Administration (RFA), in line with the Public Procurement Act, 2015 (Act No. 15 of 2015), hereby invites suitable and competent **International and Namibian** service providers to submit their best bids for the provision of services listed below:

CONSULTANCY SERVICES FOR A SERVICE LEVEL AGREEMENT FOR THE ORACLE E-BUSINESS SUITE MODULES Procurement Reference Number: SC/RP/RFA – 02/2024 Bid Clarification Meeting: Monday, 10 June 2024 at 10H00 via MS Teams Meeting ID: 375 986 819 743 Passcode: zMgUMG Levy: No Levy		Closing date: Friday, 12 July 2024 at 11am (local time)
CONSULTANCY SERVICES FOR THE DESIGN OF THE NATIS ONE-STOP CENTRE ON ERF PORTION 320 (A PORTION OF REMAINDER OF PORTION B) WINDHOEK TOWN AND TOWNLANDS NO.31 Procurement Reference Number: SC/RP/RFA – 20/2023 Bid Clarification Meeting: Tuesday, 11 June 2024 at 10H00 via MS Teams Meeting ID: 351 317 795 523 Passcode: 3oAqYB Levy: No Levy		Closing date: Friday, 12 July 2024 at 11am (local time)

Bid documents are available on request via email:
procurement@rfanam.com.na
Bids must be submitted in sealed envelopes, clearly marked with the appropriate Bid Reference Number & description, addressed to the Procurement Management Unit, Road Fund Administration Head Office, 21 Feld Street, Windhoek – **delivery must be made into the bid box** on the ground floor.

Enquiries: Procurement Management Unit
E-mail: procurement@rfanam.com.na
Telephone: +264 61 433 3049/82

Visit our website for more information
www.rfanam.com.na





BoN to conduct user fees, charges investigation

The Bank of Namibia (BoN) plans to conduct a comprehensive study on user fees and charges in response to persistent public concerns over high fees and charges in the country's financial sector.

The central bank is currently seeking

a third party to conduct the study, building upon findings from BoN's 2023 Consumer Payments Behaviour Study, which highlighted significant consumer dissatisfaction with banking and payment product costs.

The new investigation aims to delve

A promotional banner for 'THE BRIEF' radio show. It features a man and a woman, Mooks and Adora, smiling. The background is a gradient of orange and yellow. The text 'THE BRIEF' is in large, bold, white letters. To the right, it says '06:40 Mon-Fri' in orange and white. At the bottom, it says 'MOOKS & ADORA In the Morning' in white. On the far right, there is a logo for '92 FM' in white.

deeper into transparency, disclosure practices and the broader supply and demand dynamics within the sector.

This initiative follows the 2010 study by the Ministry of Finance, which first brought to light the excessive fees associated with Namibian banking products and services.

"Despite various regulatory measures to standardise fees and enhance financial service accessibility, public sentiment remains critical of the high costs, suggesting that many Namibians, especially those in rural and informal sectors, are either excluded from or underutilising formal financial services," said BoN.

The primary aim of the BoN's study is to thoroughly analyse the fees and charges applied within the Namibian financial sector.

"The objectives are to comprehensively assess the current landscape of fees and charges, considering both demand and supply side factors; investigate how these fees and charges are determined and structured within the sector; evaluate the transparency of these fees and their impact on consumer behaviour and financial inclusion," noted the central bank's expression of interest.

The study will compare Namibia's fee structures with those of other countries such as Lesotho, Kenya, India and Brazil, which have made

significant strides in financial inclusion.

It will develop policy recommendations aimed at reducing excessive fees and enhancing the accessibility of financial services.

Furthermore, the study will focus on several critical areas such as consumer concerns regarding fees and charges, particularly issues related to transparency and disclosure, involving a comprehensive analysis of consumer needs and challenges.

"It will review the pricing structures of various financial services, including banking, remittances, and payment products. The study will also examine existing regulatory requirements and provisions related to financial service fees," the document reads.



Our deepest gratitude goes to Rauha Hangalo as she represented RFS Trust on the board of RFS Fund Administrators. Her exceptional expertise and unwavering commitment have played a pivotal role in the growth and success of RFS Fund Administrators. We equally welcome Victoria Nashongwa as Rauha's successor. Both Rauha and Victoria provided distinguished loyal service to RFS and have been part of the growth story for over 20 years. We look forward to their continued dedicated service to Namibian pension fund members as RFS' ambassadors.

RFS Fund Administrators

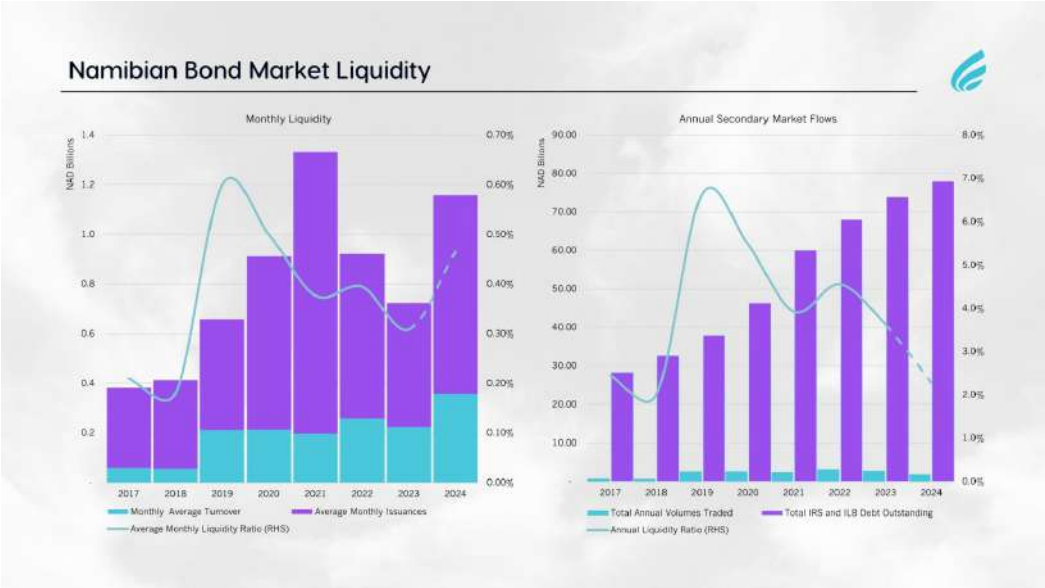
Contact us at:

Tel: 061 - 446 000 or
visit us at www.rfsol.com.na

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Namibian secondary bond market reaches record N\$1.8 billion in 2024

The Namibian secondary bond market surged in 2024, recording a record-breaking N\$1.8 billion in transactions year-to-date, according to the latest data.

The growth marks a significant development for the Namibian financial sector, indicating a growing appetite for bond investments.

According to Cirrus Capital (Pty) Fixed Income Analyst, Pandu Shaduka, a total of N\$1.8 billion has crossed the market this

year, marking the highest volume on record at this point in any given year.

He said this surge in market activity can be attributed to several key factors such as the government significantly increasing its bond issuances, driven by a need to address budget deficits and other financial obligations.

Additionally, he said the higher domestic asset requirement, Regulation 13, has pushed investment firms to allocate more funds to Namibian assets, further boosting



market liquidity.

"Liquidity measures the ease with which investors can buy and sell bonds in the secondary market. The ratio of volumes traded to the total nominal outstanding indicates market liquidity. Historically, Namibia's secondary market activity has been limited due to several factors," Shaduka explained.

He noted that one of the primary reasons for limited secondary market activity has been the dominance of a few large institutional investors who have historically adopted a buy-and-hold strategy.

Moreover, the amount of debt outstanding and government issuances were relatively limited until recent years.

This comes as from 2020 to 2022, debt issuances significantly increased due to the first Eurobond redemption, a wider budget deficit, and the closure of Air Namibia.

During this period, Namibia's debt stock grew by over N\$20.0 billion, reaching N\$68.0 billion by the end of 2022.

"The increased issuance addressed a key issue: if I sell now, will I be able to re-enter the market? From 2017 to 2023, secondary market trading in absolute

terms increased by 48.7% per year, with a record NAD3.1 billion traded in 2022. The year 2019 also marked the highest liquidity ratio in recent years, with a ratio of 6.6%, followed by 2020 and 2022 at 5.5% and 4.6%, respectively," Shaduka noted

In addition to increased issuances, the analyst highlighted that the improved liquidity in the market has been marked by a more diverse pool of institutional investors, both local and offshore.

In 2023, he said the overall value traded was N\$2.7 billion, the second highest on record, following the N\$3.1 billion traded in 2022.

Looking back, in 2019, the total debt stock, including nominal and inflation-linked bonds (IRS and ILBs), increased to N\$38.1 billion.

"The overall volume traded in the secondary market also saw a remarkable increase of 287.0% year-on-year, driven by the increase in the domestic asset requirement to 45.0% and increased issuances," Shaduka said.

However, challenges remain as a significant portion of secondary trading in Namibia is conducted over-the-counter (OTC), resulting in a lack of price transparency and accuracy in volumes and values traded.

The analyst contends that the nature of the OTC market has historically not been conducive to robust secondary market trading.

"The Namibian Stock Exchange (NSX) aims to formalise the market with the introduction of a bond trading system. While the slow adoption of this system may initially slow secondary flows, it will ultimately increase appetite for bond trading in Namibia and attract foreign players to the market in the long run," he said.

VACANCY

OHORONGO CEMENT is operating a world class cement factory near Otavi in northern Namibia. This is one of the most modern cement plants in Africa and proudly Namibian. To ensure the continued excellence of this cement plant, we are looking for highly motivated employees who will contribute to different positions with their individual skills to the success of the plant. As an important player in the Namibian economy, Ohorongo Cement reduces unemployment, develops skills and delivers cement of world class quality to Namibia and abroad.

OHORONGO CEMENT has the following vacancies open for applications, and the positions are based in Windhoek, Namibia:

- **CREDITORS CLERK**
- **SALES ASSISTANT**

CLOSING DATE: 21 JUNE 2024

FOR MORE INFORMATION:
 www.ohorongo-cement.com



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VACANCIES

DEPARTMENT OF LAND MANAGEMENT
DIRECTORATE DEEDS REGISTRY
DIVISION: LAND MANAGEMENT
SECTION: CENTRAL SOUTH AND NORTH

Post Designation : 2x Deeds Examiner Grade 12
Duty Station : Windhoek
Salary Scale : NS197 753 – NS129 240
Housing Allowance : NS193 944 per annum
Transport Allowance : NS10 512 per annum

Appointment Requirements: A Grade 12 Senior Certificate (25 points in 5 subjects and D in English) plus four (4) years appropriate experience in deeds registration or record management of which at least 2 years should be a person working/worked at deeds office.

Additional Requirements: National Diploma in Land Management/ Administration or Business Administration/Management of Diploma in Para Legal and experience in deeds registration and record management and evidence computer skills will be an added advantage.

- Main Duties**
- Receive title deeds or sectional deeds and mortgage bonds etc. from the lodgment administrative officer, organize in manageable order before examining them thoroughly.
 - Inspect for any conditions or restrictions on the land registers, look up in the Government Gazette/Proclamation whether there are any conditions attached to the particular titles and check the general plans in the case of a first transfer from a public authority to ensure that the size of the Erf indicated on the deed of transfer is correct.
 - To check the caveat/indemnities which will alert him/her as to whether any court notices have been noted against the property or against of the parties to the transaction.
 - Investigate deeds submitted for registration by conveyancers
 - Handling of application for deeds documents, releases, released Section 45 (1) and 45(2), Section 46 etc.
 - Place the required endorments /stamps on the deeds referred to as cross-writing and endorsed.
 - To calculate stamp duty as prescribed by the Stamp Duties Act.
 - Ensure that all deeds lodged for registration comply with Deeds Registry Act, Act 47/1987, Sectional Title Act 2012 and other applicable laws, ordinances and policies regarding the registration of property rights.
 - To scrutinize the copies of all deeds lodged in duplicate to ensure that they are identical in all respects.
 - To do the preliminary examination of the deeds
 - Court attendant
 - Archiving - packing and filling of title deeds
 - Extension - registration of numbers
 - Any other duties assigned by the supervisor
 - To examine deeds on day-to-day basis or sectional titles containing immovable or movable properties information or real rights in land;
 - To check a pre check of the documents submitted for registration in the land registers, index, computer systems, proclamation, township titles and archive deeds document system
 - To endorse the deeds documents or sectional titles as per the nature of deeds transaction as lodged
 - To make notes to the conveyancers in regards to the deeds documents or sectional titles found to be not in compliance with Deeds Registries Acts, Local Authorities Act, Estates Act, Urban and Regional Planning Act, stamp transfer duty Acts and other relevant acts.
 - To liaise with Conveyancers on day-to-day in regards to responses to notes made.
 - To facilitate stamp and transfer duties and verify the corrects duties as endorsed on the deed documents
 - To capture legal entities and parcel information from the deeds document or sectional titles into computerized deeds registration system
 - To scan deeds documents or sectional titles into the computerized deeds registration system
 - To perform any other duties as assigned by the Supervisors and Registrar of Deeds.

NB: Further due to different type of examination format, the successful candidate should be prepared to be assigned to the unit-sectional titles or flexible land tenure.

Benefits: Remunerative package(s) consists of a monthly salary according to the above-mentioned salary scale(s), housing subsidy/allowance/housing allowance/transport allowance (if applicable) pension, social security and medical aid benefits.

NB: All foreign qualifications must be submitted with an evaluation of qualification from Namibia Qualifications Authority. Applications will be completed on form 155043, which is obtainable at Government office, with certified copies of qualifications, identity documents and CV attached to it.

Women and people with disabilities are encouraged to apply.

Incomplete applications will not be considered.

Enquiries: Ms. Juana Shute
Telephone: 061-2965328

Applications must be forwarded to: OR

Hand Delivered

The Executive Director
Ministry of Agriculture, Water and Land Reform
Private Bag 13433
Windhoek

Human Resource (HR) Officer
Ministry of Agriculture, Water and Land Reform
Private Bag 13433
Windhoek

Due date: 06 July 2024

DIRECTORATE AGRICULTURAL PRODUCTION, EXTENSION AND
ENGINEERING SERVICES (DAPEES):

DIVISION PLANT HEALTH

SUBDIVISION: PLANT HEALTH CONTROL
SECTION: 1. Plant Diagnostics, Identification, Quarantine and
2. Phyto sanitary Advisory and Technical Services

POST DESIGNATION : Senior Agricultural Scientific Officer
Duty Station : Windhoek
2 x NUMBER OF POST : NS194 800 – 424 119
SCALE OF SALARY : NS194 800 – 424 119
HOUSING ALLOWANCE : NS17 424 per annum
TRANSPORT ALLOWANCE : NS10 512 per annum

Minimum Requirements: A Bachelor of Science Honours Degree in Agriculture or NQF Level 6 with major studies in Plant Pathology, Entomology, Virology or Nematology, Microbiology, Crop Science. A Master's of Science in the above-mentioned disciplines or specialization will serve as an advantage. Must have skills and experience in planning, organizing, leading, controlling and coordinating staff to be familiar with agricultural regulations related to Plant Health. Must be in possession of a valid driver's licence.

Knowledge and skills required:

Good presentation skills, ability to identify pest and diseases. Analytical skills, develop protocol for submission, develop awareness, create materials, innovative, develop SOPs for inspections, disease making skills. Good researcher, communicator, and ability to conduct risk assessment computer literate.

Nature and scope of work: The incumbent will be responsible for implementation of Plant Quarantine Act to ensure the protection of plants to quarantine pests. The incumbent, under the supervision of Chief Agricultural Scientific Officer, is also responsible for organizing and conducting the nationwide insect pests and diseases survey for plant quarantine purposes; and carrying out regular surveillance to guard against outbreaks of insect pests. The incumbent will be also responsible for carrying out pest and disease identification and diagnosis from samples collected or submitted by members of the public. Conduct Pest Risk Analysis should be a good researcher, communicator, good in excel, good writer. The

incumbent will be responsible for the execution of policies, planning, organizing, leading, controlling and coordinating the operational decisions being taken in the Sub Division and serve as the advisor to the Chief Agricultural Scientific Officer with regard to issues and matters related to the mandate of the Division of Plant Health.

A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.

Enquiries: Ms. Violet Simata (Acting Deputy Director – Plant Health) 061 208 7496

POST DESIGNATION : Agricultural Technician Grade 9
3 X DUTY STATIONS : 1x Veneta, 1x Katima Mulilo, 1x Walvisbay.
SCALE OF SALARY : NS195 215 – 524 144
HOUSING ALLOWANCE : NS13 944 per annum
TRANSPORT ALLOWANCE : NS10 512 per annum

Minimum Requirements: A three (3) years National Diploma in Agriculture on NQF Level 6, with basic knowledge in entomology, plant pathology, and crop related field. Must be familiar with Acts and regulations relevant to Plant Health. Must be in possession of a valid driver's licence.

Nature and Scope of work:

The incumbent will be responsible for implementation of plant quarantine act to ensure the protection of plants to quarantine pests. The incumbent, will be responsible for inspection and certification for export of domestically grown plants, plant products and propagating materials and treatment of imported plant products, and propagating materials. Issue permits, Conduct investigations.

A FULL JOB DESCRIPTION WILL BE AVAILABLE ON REQUEST.

Enquiries: Edward Tjiruro 061 208 7465 /Ms. Violet Simata 061 208 7496

Due date: 08 July 2024

DIRECTORATE OF SURVEY AND MAPPING

Division : Geomatics
Sub-division : Administration
Post designation : Senior Administrative Officer Grade 10
Duty Station : 1x Post
Salary Scale : NS159 505 – 191 312
Salary Notch : NS159 505 per annum

Minimum Requirements: An appropriate National Diploma in Business Administration/ Public Management/ Administration on NQF level 6 plus 1 year appropriate experience OR a Grade 12 Certificate with 20 points with an E symbol in English) and NQF level 6 certificate with 3 (3) years appropriate experience in administration, personnel and Finance.

Overall responsibilities

Assist the State Veterinarian on this position will include Revenue collection, compilation of monthly revenue collection report, to daily banking of revenue collected, supervision of the administrative subordinates, conduct stock-taking and daily administrative work.

Division : Geomatics
Sub-division : Administration
Post designation : Senior Administrative Officer Grade 10
Duty Station : 2x post
Salary Scale : NS159 505 – 191 312
Salary Notch : NS107 753 per annum

Minimum Requirements: Grade 12 Certificate on NQF level 3, grade B driving licence and a minimum of three (3) years driving experience. A code CITE OR CE will be an added advantage.

Additional Requirement: Must have vast knowledge in operating 4x4 vehicles and experience in driving a vehicle towing a trailer.

NB: Drivers will be tested on the above stated additional requirements

Responsibilities:

- Operate within the Transport Policy of the Ministry
- Transport staff members in conducting field work
- Clerical work (delivery of letters etc.)
- To be willing to undertake emergency trips at short notice.
- To take and pick-up officials/consultants from and to the International Airport
- Assist transport officer in detecting mechanical faults on vehicles
- Repair vehicles as are clean at all times

Due date: 08 July 2024

DIRECTORATE OF VETERINARY SERVICES

DIVISION: VETERINARY PUBLIC HEALTH
SUBDIVISION: Veterinary Public Health (Export Market)

POST DESIGNATION : 1x Chief Veterinary Manager Grade 5
DUTY STATION : WINDHOEK
SALARY SCALE : NS496 922 – 534 728 per annum
SALARY NOTCH : NS496 922 per annum
Motor Vehicle Allowance : NS 81 470 per annum.
Lead Over time Allowance : NS15 097 per annum.

Minimum requirements: A Bachelor of Veterinary Medicine (Science with full registration with the Veterinary Council of Namibia) with a minimum of five (5) years appropriate experience in veterinary field. Preferences will be given to candidates with Experience in Government administration and rules will be an added advantage.

Main responsibilities: The Chief Veterinarian is responsible at managerial and supervisory level of all state veterinary administrative and policy matters in the subdivision assigned to him/her inclusive of financial administration. The Chief Veterinarian is responsible for supervising, managing and control of State Veterinarians in executing their duties / instructions / responsibilities as covered by circular/strategic and food safety/inspection legislation with reference to the veterinary professional code of conduct, animal welfare, medicine and residues, hygiene control and food safety, livestock identification and traceability, import /export control and trade, management of staff members and their training. The Chief Veterinarian reports to the Deputy Chief Veterinary Officer in Division of Veterinary Public Health.

LINE FUNCTIONS:

1. Assist in formulation of Veterinary Public Health policies, legislation/ regulations and procedural framework to enforce actions.
2. Interpret and guide implementation of Veterinary Public Health Regulations of existing and new regulatory partners.
3. Formulate, train and assist in continuous training programmes for staff members within the Veterinary Public Health control establishments.
4. Develop veterinary training materials for existing and emerging diseases of zoonotic and trade, processing facilities and cold storage.
5. Lead and guide in the development of standards for new and existing control and trade, processing facilities and cold storage.
6. Prepare scientific papers for publication.
7. Develop animal disease prevention and control policies and strategies; build capacity on veterinary public health and microbiological risk assessment and control risk analysis and management in food safety and animal welfare for trade in meat and meat products.
8. Lead, develop and maintain a national food safety group whose function will be to provide the Chief Veterinary Officer (CVO) with expert animal health, veterinary public health and assessment advice.
9. Develop and coordinate management and implementation of policies, programmes, projects and activities amongst other functions in the different Government Sectors.
10. Audit establishments and staff in order to verify compliance with implementation of hygiene management, quality and food safety systems (HACCP, ISO) surveillance programmes, FMD (Foot and Mouth Disease) control measures, animal welfare guidelines and humane handling of animals for identification and traceability, the National Residue Monitoring Program, labelling requirements and all other regulatory aspects of the food and meat products of the country.
11. Create and maintain an enabling animal and public health environment for

international trade in livestock and livestock products;

13. Execute specific duties assigned or delegated by the CVO's office (including administrative tasks).

Enquiries: Dr. Jessej Karari-Jolaya, Tel: 061 – 2087509 or Mr. Riborius Elago Taluho, Tel: 061208 7371

Post designation : 3 x Senior Veterinary Hygiene Inspector Grade 8
Sub-division : Veterinary Public Health (Export Market)
Duty station : 1x Windhoek, 1x Oshanaati and 1x Katima Mulilo Abitobara
Salary Scale : NS 263 683 – 286 957 per annum
Salary Notch : NS 263 683 per annum
Housing allowance : NS 17 424 per annum
Transport allowance : NS 10 512 per annum

Minimum requirements: A three (3) year National Diploma in Environmental Health or National Diploma in Meat Technology OR Meat Technician on NQF Level 6, with a minimum of 5 years appropriate experience in Abitobara. A Bachelor Degree at NQF Level 7 will be an added advantage.

Main responsibilities:

The incumbent will be responsible for supervision of DVHs to ensure task execution is efficient, verify compliance with hygiene and food safety management system requirements; monitoring adherence to good Manufacturing Practices (GMP) during slaughter and deboning as well as administrative duties.

LINE FUNCTIONS:

- a) Rendering services during operational hours of the Government (8 working hours per day and 1 hour lunch break in between).
- b) The Attendance Register (supervised by State Veterinarian) must every day be filled by the CVH and the signing off/roll by Vhite must every day be supervised and controlled by CVH.
- c) Overseeing claim of CVH must be complete each month by her/him and presented to State Veterinarian Vhite and Vhite's overtime claims must be checked for corrections by CVH at the last working day of each month and presented to CVH/Supervisor and the Veterinary Public Health Officer.
- d) Application for leave must be done well in advance (vacation leave must be presented before advance, annual leave applied at least three months in advance) must be submitted to State Veterinarian.
- e) Must assist in vetting compliance with hygiene and other import requirements by inter alia ad hoc inspections as required by the State Veterinarian.
- f) CVH must verify that all temperature (control the maturation process and releasing of carcasses to EU/US/Canada), pH, Chlorine and limit values of all the departments as required and controlled by Vhite every month and comply with import requirements.
- g) Must evaluate the Veterinary Public Health system's records, procedures, etc. of establishments and implement corrective actions where required.
- h) The control of Vhite takes of compliance, evaluating of findings every day as required.
- i) Must ensure on regular basis of Vhite are controlling the "Vet Control" labels/stamps and keeping of records every day as required.
- j) Assist the State Veterinarian in supervising and controlling procedures as personal reports, monthly returns, deficiency reports, annual check list, etc.) and obtaining the necessary information.
- k) Must check for correct actions (samples required and inspection fee) be submitted and in time payable to done by the company involved.
- l) Must ensure that Vhite complete the "Abattoir High Incident Forms" every month and sending the permits and processed information to various State Veterinary Offices.
- m) Must ensure that data is summarized from detained, condemned material especially on risk of condemned material every day as required in monthly and annual reports.
- n) Conducting every week a supervisors meeting and monthly meeting with all staff.
- o) Conduct monthly meeting with the State Veterinarian and Company rendering unacceptable hygiene conditions and incorrect procedures which is compiled in the Deficiency Report.
- p) Assist the State Veterinarian in supervising and controlling matters (drafting, expenditure control commitments and treasury instructions etc.)
- q) Must perform Ante-mortem and Post-mortem examinations as available.
- r) Accounts handler with relevant circulars, directives and instructions, determine the knowledge and understanding of staff members available.
- s) Training (formal or informal), evaluating and controlling Vhite and Vhite's (conduct training or retrain courses/meetings to disseminate information on competency and knowledge).
- t) Render relief duties at other establishments when required by DVH-HQ.

Enquiries: Dr. SN Shilongo Tel: 061-2087546 Ms Linakarni Tel: 061-2087548 or Mr. Riborius Elago Taluho, Tel: 061208 7371

Post designation : 1 x Veterinary Hygiene Inspector Grade 9
Sub-division : Veterinary Public Health (Local Market)
Duty station : Windhoek
Salary Scale : NS238 823 – 268 957 per annum
Salary Notch : NS238 823 per annum
Transport allowance : NS 10 512 per annum
Housing allowance : NS 17 424 per annum

Minimum requirements: A three (3) years National Diploma in Environmental Health or a National Diploma for Meat Technician. An appropriate B-Tree degree will be an added advantage.

Main responsibilities: The incumbent will be responsible for supervision of Vhite to ensure task execution is efficient, verify compliance with hygiene and food safety management system requirements; monitoring adherence to good Manufacturing Practices (GMP) during slaughter and deboning as well as administrative duties.

LINE FUNCTIONS:

- a) Assist the State Veterinarian on supervisory level in controlling, evaluating and reporting functions as assigned to him/her in general or specifically by the State Veterinarian.
- b) Training (formal and informal), evaluating and controlling subordinates staff including compliance with hygiene and food safety management system requirements.
- c) Evaluating, checking for correctness of records, procedures, claims etc. of subordinate staff in compliance with hygiene and food safety management system requirements (consult check list & specified duties assigned by the supervisors)
- d) Assist in vetting compliance with hygiene, quality and food safety standards and other import requirements by inter alia ad hoc inspections, taking samples & evaluating findings, control labels/stamps, keeping of records required.
- e) Assist the Chief Vhite and state veterinarian in writing various reports (such as personal reports, deficiency reports, annual check list, etc.) and obtaining the necessary information.
- f) Do proper inspections on carcasses and viscera in writings of shortage of Vhite.
- g) Reporting unacceptable or unhygienic conditions or procedures to his/her supervisor/state veterinarian.
- h) Exercise good control over detained and condemned material as required.
- i) Assist in packaging material for export of products if done adequately, and according to set regulations.
- j) Assist the State Veterinarian in supervising and controlling matters (drafting, expenditure control commitments and treasury instructions etc.)
- k) Update and accurate knowledge of staff members and their training.
- l) Take regular shifts and implement applicable instructions.
- m) Execute specific duties assigned or delegated by the CVH's office (including administrative tasks).

Enquiries: Dr. SN Shilongo Tel: 061-2087546 Ms Linakarni Tel: 061-2087548 or Mr. Riborius Elago Taluho, Tel: 061208 7371

DIRECTORATE OF VETERINARY SERVICES
DIVISION: ANIMAL DISEASE CONTROL, NORTH

3 X POSTS: CHIEF ANIMAL HEALTH TECHNICIAN GRADE 7

DUTY STATIONS: OUMTHYA, OPUNDO, OTAVI.

SCALE OF SALARY : NS 291 128 – 347 826
SALARY NOTCH : NS 291 128 per annum
HOUSING ALLOWANCE : NS 17 424 per annum
TRANSPORT ALLOWANCE : NS 10 512 per annum

MINIMUM REQUIREMENTS: An appropriate three (3) year National Diploma in

Enquiries: Drs. Vistorina Bernhard/ Mahoto Liyemo (061) 2087890/ 91 or

Post designation : Senior Agricultural Inspector, Grade 9
Number of positions : four (4)
Duty stations : Noordsewer Border Post (x1)
Oshikango Border Post (x1)
Ruacana Border Post (x1)
Mueumbo Border Post (x1)

Salary Scales : NS195 216 - NS234 144 per annum
Salary Notch : NS195 216
Transport Allowance : NS 15 000 per annum
Housing Allowance : NS 13 844 per annum
Remoteness Allowance : NS 21 000 per annum (Noordsewer)
NS 13 800 per annum (Ruacana, Mueumbo)

Minimum requirements: An appropriate National Diploma in Agriculture on NQF Level 6 or Equivalent Qualification, plus at least one (1) year experience in veterinary import and export border control, plus an additional one (1) year experience in animal disease control. The candidate must be in possession of a valid driver's license.

Additional competences required
The candidate is expected to have an understanding and knowledge of animal disease control and prevention through import and export requirements at the Border post. Adequate experience at supervisory level will be an added advantage.

A full duty station is available on request.

Enquiries: Dr. Victoria Bernhard/ Mahoto Liyemo (061 2087890/ 91 or Mr. Riborius Elago Tshavhe, Tel 061208 7371

Post Designation : Agricultural Inspector Grade 10
Number of positions : Six (6)
Duty stations : Hosea Kutako International Airport (x1)
Noordsewer Border Post (x1)
Arriavieslei Border Post (x1)
Orindidi Border Post (x1)
Oshikango Border Post (x1)

Salary Scale : NS 159 505 - NS191 312 per annum
Salary Notch : NS 159 505
Housing Allowance : NS 11 616 per annum
Transport Allowance : NS 17 000 per annum
Remoteness Allowance : NS 21 000 per annum (Noordsewer, Orindidi, Dobe)
NS 17 000 per annum (Arriavieslei)

Minimum requirements: An appropriate National Diploma in Agriculture on NQF Level 6 or Equivalent Qualification. Candidate must be in possession of valid Driver's License.

Additional competences required
An understanding and knowledge of Animal Disease Control and Prevention through import and export requirements at the Border Posts will be an added advantage. Computer skills and knowledge in report writing is necessary.

A full duty station is available on request.

Enquiries: Dr. Victoria Bernhard/ Mahoto Liyemo (061 2087890/ 91 or Mr. Riborius Elago Tshavhe, Tel 061208 7371

Due date: 06 July 2024

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : Control works Inspector Grade 6
DUTY STATION : Windhoek
SALARY SCALE : NS 354 883 - 424 119
Salary Notch : NS 354 883 per annum
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENTS: An appropriate National Diploma (multi-disciplinary in engineering) on NQF Level plus eight (8) years of experience, of which three (3) years should be at Chief works Inspector Grade 7. Should have experience in construction or in the water sector. Must be in possession of a valid driver's license 8/B/E/B

Enquiries: Mr. Elvis Matata Tel 061 208 7380/ Ms. Lydia Kuutondokwa/ Ms. Alma Ndakolo Tel (061) 208 7453/ 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : 2 x Engineer Grade 6
DUTY STATION : Windhoek
SALARY SCALE : NS 354 883 - 424 119
Salary Notch : NS 354 883 per annum
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENTS: An appropriate National Diploma (multi-disciplinary in engineering) on NQF Level 6 and registration as Professional Engineer/ Incorporated Engineer with the Engineering Council of Namibia.

NOTE: Proof of registration with the Engineering Council of Namibia must be submitted within 12 calendar months after the date of appointment. Must be in possession of a valid driver's license 8/B/E/B

Enquiries: Mr. Elvis Matata Tel 061 208 7380/ Ms. Lydia Kuutondokwa/ Ms. Alma Ndakolo Tel (061) 208 7453/ 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : Chief Works Inspector Grade 7
DUTY STATION : Otjozharo
SALARY SCALE : NS 291 128 - 347 926
Salary Notch : NS 291 128 per annum
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENTS: An appropriate National Diploma qualification on NQF Level 6 (multi-disciplinary in engineering) OR appropriate NS 3 (multi-disciplinary plus a completed apprenticeship or the passing of a trade test, plus 7 years appropriate experience, of which 3 years should be at Senior Works Inspector Grade 8.

Additional Requirements: Extensive knowledge in maintenance or operational engineering (solar water, generator and infrastructure) and must be in possession of a valid driver's license 8/B/E/B

Enquiries: Mr. E. Matata Tel 061 208 7380/ Ms. Lydia Kuutondokwa/ Ms. Alma Ndakolo Tel (061) 208 7453/ 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : Senior Hydrologist Grade 6
DUTY STATION : Windhoek
SALARY SCALE : NS 354 883 - 424 119
Salary Notch : NS 354 883 per annum
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

Minimum Requirements: An appropriate a year B-Honors degree (NQF Level 8) in Hydrology or Geo-Hydrology plus four (4) years appropriate experience in the Water Sector. A valid Driver's License or Learners License is a strict requirement for the position. A detailed job description will be made available on request

Enquiries: Mr. Henry Beukes Tel 061 208 7316/ Ms. Lydia Kuutondokwa/ Ms. Alma Ndakolo Tel (061) 208 7453/ 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

2X POST DESIGNATION : Chief Water and Sanitation Officer Grade 8
DUTY STATION : (a) Opuwo (Karas Region)
(b) Gobabis (Omaheke Region)
(c) 289 285 - 420
Salary Notch : NS 238 825 per annum
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENTS: An appropriate National Diploma in community development, Community Development, Adult Education, Environmental Health Science (NQF Level 6) plus six (6) years of experience in Water and Sanitation disciplines, of which three (3) should be at the level of Senior Water and Sanitation Officer Grade 9 or equivalent. He/she must have a sound knowledge and understanding of the Rural Community of a particular region. The applicant must be in possession of a Grade 8/B/E/B driver's license.

Enquiries: Ms. Dolly Mutoya (Opweto) Tel (065) 273 030
Ms. G. Muehwa (Gobabis) Tel (062) 564336
Ms. Alma Ndakolo Tel. 068 2208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : Chief Artisan Foreman Grade 7
DUTY STATION : (a) Eenhana (Oshana Region)
(b) Keetmanshoop (Karas Region)
SALARY SCALE : NS 291 128 - 347 926
Salary Notch : NS 291 128 per annum
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENT: Completed apprenticeship or Trade Diploma in terms of existing legislation. Plus, a minimum of 8 years appropriate experience, of which two (2) should be at the level of Artisan Foreman Grade 8 in the operation and maintenance of water supply infrastructure, technical problem solving, and community-based management and personnel management. The candidate must be in possession of a valid Grade 8/B/E/B driver's license.

Enquiries: Mr. L. Shikololo (Eenhana) Tel (065 264250)
Mr. C. Cloete (Keetmanshoop) Tel (063 321 650)
Ms. Alma Ndakolo Tel (061) 208 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

2XPOST DESIGNATION: Artisan Foreman Grade 9
DUTY STATION : (a) Onankati (Oshikoto Region)
(b) Otjozharo (Otjozondjupa Region)
SALARY SCALE : NS 195 216 - 234 144
Salary Notch : NS 195 216 per annum
Housing Allowance : NS 13 844 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENT: Completed apprenticeship OR a Trade Diploma issued in terms of existing legislation OR Level three (3) national certificate. Plus, a minimum of 3 years appropriate experience in the operation and maintenance of water supply infrastructure, technical problem solving, and community-based management and personnel management. The candidate must be in possession of a valid Grade 8/B/E/B driver's license.

Enquiries: Mr. S. Tukundane (Onankati) Tel: 061153686
Mr. Karabo (Otjozharo) Tel: 0617 303200
Ms. Me. Alma Ndakolo Tel (061) 208 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : Works Inspector Grade 9
DUTY STATION : Karibib (Erongo Region)
SALARY SCALE : NS 195 216 - 234 144
Salary Notch : NS 195 216 per annum
Housing Allowance : NS 13 844 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENT: An appropriate National Diploma (or Mechanical Engineering on NQF Level 6 or an appropriate N3 (or equivalent) in civil, Building and Construction, Bricklaying & Plastering, plumbing& Pipelining, Automotive Diesel Mechanic Engineering plus a completed apprenticeship or the passing of a trade test plus 4 years appropriate experience.

Extensive knowledge in maintenance or operational engineering (Solar water, generators and infrastructure) A driver's license Grade 8/B/E/B

Enquiries: Mr. Daniel Shikulo (Karibib) Tel: 064 550057
Enquiries: Ms. Alma Ndakolo Tel 061 208 7208

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

10 x 10 POST DESIGNATION:Artisan Grade 10
DUTY STATION : (a) Karibib (Erongo Region) (Mechanical)
(b) Keetmanshoop (Karas Region) (Mechanical)
(c) Opuwo (Karas Region) (Civil)
(d) Kallima Mulla (Zambezi Region) (Mechanical)
(e) 2x Nkurenkuru (Kavango West Region) (Welding& Mechanical)
(f) Rundu (Karas Region) (Civil- Plumbing And pipe fitting)
(g) Eenhana (Oshana Region) (Mechanical)
(h) Otjozharo (Otjozondjupa Region) (Mechanical)
(i) Otjozharo (Otjozondjupa Region) (Civil)
(j) Otjapungu (Otjozondjupa Region) (Mechanical)

SALARY SCALE : NS 159 505- 191 312
Salary Notch : NS 159 505 per annum
Housing Allowance : NS 13 844 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENT: Completed apprenticeship OR a Trade Diploma issued in terms of existing legislation or a Level III Vocational Certificate in (mechanical, electrical or civil). Knowledge in the operation and maintenance of water supply infrastructure, technical problem solving, and community-based management and personnel management will be an advantage. The candidate must be in possession of a valid Grade 8/B/E/B driver's license.

Enquiries: Mr. L. Shikololo (Eenhana) Tel (065) 264 250; D. Mutoya (Opweto) Tel (065) 273260; Mr. R. Shikololo (Nkurenkuru) Tel 06112555 320; Ms. B. Muya (Kallima Mulla) Tel (062) 254 341; M. K. Kallima (Rundu) Tel (064) 260100; Ms. E. Karabo (Otjozharo) Tel (067) 303200; Mr. C. Cloete (Keetmanshoop) Tel (063) 221650; Mr. C. Tjandji (Otjapungu) Tel (065) 611; Daniel Shikulo (Karibib) Tel: 064 550057; Ms. C. Muehwa (Gobabis) Tel (062) 564 330R. Ms.

DIRECTORATE WATER SUPPLY AND SANITATION COORDINATION

POST DESIGNATION : Rural Water and Sanitation Officer Grade 10
DUTY STATION : (a) Otjozondjupa Region (Otjozondjupa Region)
(b) Karibib West Region (Nkurenkuru)
(c) Karibib West Region (Nkurenkuru)
(d) Karibib West Region (Nkurenkuru)
(e) Karibib West Region (Nkurenkuru)
(f) Karibib West Region (Nkurenkuru)
(g) Karibib West Region (Nkurenkuru)
(h) Karibib West Region (Nkurenkuru)
(i) Karibib West Region (Nkurenkuru)
(j) Karibib West Region (Nkurenkuru)

SALARY SCALE : NS 159 505- 191 312
Salary Notch : NS 159 505 per annum
Housing Allowance : NS 13 844 per annum
Transport Allowance : NS 10 512 per annum

Minimum Requirements: An appropriate National Diploma in Community Development, Adult Education, Environmental Health Science on NQF Level 6. He/she must have a sound knowledge and understanding of the Rural Community of the particular region. The applicant must be in possession of a Grade 8/B/E/B driver's license.

Enquiries: Mr. E. Karabo (Otjozharo) Tel (067) 303200; Mr. R. Shikololo (Nkurenkuru) Tel (06112555320); Mr. C. Cloete (Keetmanshoop) Tel (063) 221650; Basoon Kengela/Bwa (Mariental) 063-242774 OR Ms. Alma Ndakolo Tel 061 208 7208

DIRECTORATE OF PLANNING AND BUSINESS DEVELOPMENT

MONITORING & EVALUATION

POST DESIGNATION : Chief Development Planner Grade 6
DUTY STATION : Windhoek
SALARY SCALE : NS 354 883 - 424 119
Salary Notch : NS 354 883 per annum
Housing Allowance : NS17 424 per 424 per annum
Transport Allowance : NS10 512 per annum

Minimum Requirements: An Honor's Degree on NQF Level 8 in Economics, Business Administration/Public Management, Development Studies/Community Development/ Land Management or any other related equivalent qualification PLUS six (6) years appropriate experience. A valid Driver's License Grade B and must be computer literate.

Enquiries: Ms. Julia Metz Tel (061 296 521) OR Ms. Lydia Kuutondokwa Ms. Alma Ndakolo Tel (061) 208 7453/ 7208

DIRECTORATE OF PLANNING AND BUSINESS DEVELOPMENT

MONITORING & EVALUATION

POST DESIGNATION : Development Planner Grade 8
DUTY STATION : Windhoek
SALARY SCALE : NS 238 825 - 285 420
Salary Notch : NS238 825 per annum
Housing Allowance : NS17 424 per 424 per annum
Transport Allowance : NS10 512 per annum

Minimum Requirements: An appropriate B Degree on NQF Level 7 in Economics, Business Administration/Public Management, Agriculture Economics, or Land Management. Additional requirements: A valid Driver's License Grade B and Computer Literate.

Enquiries: Ms. Julia Metz Tel (061 296 521) OR Ms. Alma Ndakolo Tel 061 208 7208

Due date: 06 July 2024

DIRECTORATE OF PLANNING, MARKETING AND ADMINISTRATION

DIVISION: HUMAN RESOURCES MANAGEMENT

POST DESIGNATION : 1 x Chief Human Resource Practitioner Grade 5
DUTY STATION : Windhoek
SALARY SCALE : NS 354 883 - 424 119
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENTS: A National Diploma majoring in human resources on NQF Level plus seven (7) years appropriate experience in General Human Resource Management, Micro Small Business Administration as well as Performance Management of which three (3) years must be in Senior Human Resources Practitioner Grade 7. The incumbent must have a drivers license.

DIRECTORATE OF PLANNING, MARKETING AND ADMINISTRATION

DIVISION: HUMAN RESOURCES MANAGEMENT

POST DESIGNATION : 1 x Senior Human Resource Practitioner Grade 6
DUTY STATION : Windhoek
SALARY SCALE : NS 291 128 - 347 926
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512

MINIMUM REQUIREMENTS: A National Diploma majoring in Human Resources on NQF Level plus six (6) years appropriate experience in Human Resource Management of which three (3) years must be in Senior Human Resources Practitioner Grade 6. The incumbent must have a drivers license.

DIRECTORATE OF PLANNING, MARKETING AND ADMINISTRATION

DIVISION: HUMAN RESOURCES MANAGEMENT

POST DESIGNATION : 1 x Chief Learning and Development Officer Grade 6
SUBDIVISION : Human Resource Development
DUTY STATION : Windhoek
SALARY SCALE : NS 354 883 - 424 119
Housing Allowance : NS 17 424 per annum
Transport Allowance : NS 10 512 per annum

MINIMUM REQUIREMENTS: A National Diploma in Human Resource Management OR Human Resource Development on NQF Level plus five (5) years appropriate experience as a Learning and Development Officer. The incumbent must have a drivers license.

MAIN DUTIES:

1. Formulate/Revise Ministerial Training Policy in collaboration with the Ministerial Training Committee;
2. Initiate and schedule training projects in conjunction with the development plan;
3. Formulate Ministerial Training plan in collaboration with the Ministerial Training Committee;
4. Provide Training Committee with the program for the ministry;
5. Advise as a Senior Training Officer in the Ministry;
6. Advise Senior Management with regard to training related matters.
7. Conduct training needs assessment of the ministry.
8. Coordinate various training reports and training statistics for submission to the Office of the Prime Minister.
9. Represent the ministry in all training forums as delegated by the Executive Director.
10. Coordinate the Ministerial Training Program's covering all departments and directorates in order to ensure that training is facilitated and harmonized.
11. Coordinate Training Budget preparation in consultation with the Ministerial Training Committee.
12. Identify new approaches to training and revise existing training materials in consultation with the Directorate Human Resources Development in the Office of the Prime Minister.
13. Developing a staff development program aligning it to the Performance Management System to improve the performance of all staff
14. Any other designated duties which falls within the sphere of training or other responsibilities that may be required from time to time.

Due date: 06 July 2024

Enquiries: Mr. Stefanus Nkondko, Deputy Director: Human Resources; Tel (061) 208 7386



BW Kudu seeks approval for Kudu Gas Project licences

BW Kudu (Proprietary) Limited has formally applied for generation and transmission licences from the Electricity Control Board, marking a major advancement in the Kudu Gas project's development.

According to the application, the project, located at Lüderitz in the //Kharas Region, Namibia, will feature a 400kV transmission line with a Guyed Compact Delta Cross Rope Suspension (CD-CRS) lattice tower structure, ensuring robust and reliable electricity transmission from the generation station.

The transmission infrastructure will include a 15/400kV GIS substation and horizontal freestanding lattice angle towers.

BW Kudu's application also includes a generation licence for a 420MW power plant, utilising gas engines.

Klaus Endresen, General Manager of BW Kudu, said that "the project is currently

in the feed stage and is expected to start commercial production in 2027. The final investment decision (FID) will be approved in 2025."

The Kudu Gas project is a collaborative effort between BW Energy and NAMCOR, with NAMCOR holding a 5% share in the project and BW Energy owning a 95% stake.

Endresen noted that the partnership aims to fast-track the development concept for the project, involving a two-phased gas-to-power solution for domestic consumption and regional export.

The project's infrastructure includes three highly deviated wells connected to an Offshore Floating Production Facility (FPF) via a subsea flexible flowline and control umbilical.

The FPF will be linked to a 195-kilometre pipeline to Elizabeth Bay, where the gas will be processed and fed into a Nearshore Power Plant (PP), targeting at least 420MW

of power generation in its first phase.

The Kudu Gas Field, located offshore in the northern Orange sub-basin, covers an area of 4,567 square kilometres with a water depth of approximately 170 metres.


The produced gas will be transported through a 170-kilometre pipeline to a power station at Uab Vlei, approximately 25 kilometres north of Oranjemund, known as the Kudu 800MW CCGT Power Station.

BW Energy's involvement in the Kudu

Gas project began in 2017 with a farm-in agreement for a 56% operating interest, later increased to 95% through a farm-up agreement in 2021.

The integrated development plan aims to supply competitive power to the growing African market, holding significant potential for regional energy security and economic growth.

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FlyNamibia introduces triangular Windhoek, Maun and Katima Mulilo flights

FlyNamibia has announced that flights to Katima Mulilo will transition from Eros Airport to Hosea Kutako International Airport.

The shift according to the airline, will also allow for the introduction of a triangular route linking Windhoek (Hosea Kutako International Airport), Maun, Botswana, and Katima Mulilo, effective 3 July, 2024.

According to FlyNamibia Managing Director, Andre Compion, until the end of October, select flights will operate on this route on Wednesdays, Fridays, and Sundays, with the routing system designed to enhance overall connectivity within the region.

"We are excited to introduce these strategic changes to our flight operations. By transitioning our flights to Hosea Kutako International Airport and introducing enhanced connectivity between Windhoek, Maun, and Katima, we are not only improving access for travellers but also catalysing

tourism growth in the Zambezi Region," he said.

He added that following the conclusion of the triangular route in October, FlyNamibia will resume direct flights between Windhoek (Hosea Kutako International Airport) and Katima Mulilo on designated Wednesdays, Fridays, and Sundays.

The direct flight schedule will continue indefinitely, providing long-term accessibility to Katima Mulilo.

"The initiative aims to streamline passenger traffic flow to Katima Mulilo and unlock the region's tourism potential," he said.

FlyNamibia operates domestic routes from Eros Airport in Windhoek to Ondangwa, Katima Mulilo, Lüderitz, and Oranjemund. They also operate regional routes between Hosea Kutako International Airport and Cape Town International, in addition to Walvis Bay International Airport and Cape Town International in partnership with Airlink.



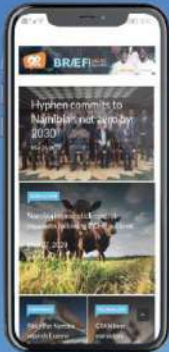
Namibian pork producers meet 49.4% of local consumption in Q1

Local fresh pork production, including processed pork, accounted for nearly half of Namibia's consumption demands at 49.4% in the first quarter of 2024, according to official figures. This marks a positive step towards

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self-sufficiency in pork production, with the Livestock of Namibia Board reporting a 10.3% increase in the number of pigs slaughtered during Q1 2024 to 12,253 compared to 11,113 in the same period in 2023.

The Livestock and Livestock Products Board of Namibia-registered abattoirs saw an increase in pig slaughtering activities. Despite this, Namibia still imports a substantial amount of pork to meet local consumption needs.

"A total of 1,959 tonnes of pork, excluding processed pork, was imported, representing 43.8% of local consumption. Including processed pork, total imports reached 2,225 tonnes," the Livestock of Namibia Board revealed.

This highlights a continued reliance on imported pork to satisfy local market demands.

"The average pork ceiling price in Namibia for Q1 2024 was N\$51.03 per kg, a slight increase from the N\$50.52 recorded in Q1 2023. This modest rise in prices reflects stable market conditions and the balance between supply and demand," said the board.

During the first quarter, the overall livestock industry, including cattle, sheep and goats, showed robust growth.

The cattle sector experienced a remarkable

47.9% growth rate, driven by increased marketing activities and live exports.

"A total of 86,693 cattle were marketed across all channels, a significant rise from the 58,607 heads marketed in the same period last year. This growth is largely attributed to a surge in slaughtering at A-class abattoirs during the last month of the quarter," said the report.

In the small stock sector, marketing activities also increased, particularly due to improvements in live exports to South Africa.

However, total slaughtering numbers declined. The sheep and goat sectors recorded growth rates surpassing 10%, contributing to the overall positive performance of the livestock industry.

The industry, however, faces ongoing challenges as domestic weaner prices struggled to recover during the quarter, while South African weaners fetched relatively higher prices.

"The outbreak of foot-and-mouth disease in South Africa negatively impacted producer prices in the region. The Red Meat Abattoir Association paid N\$12.75 per kg less than its Namibian counterpart, further complicating the market dynamics," the report stated.

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MTC secures SGS global certification

The Mobile Telecommunications Limited (MTC) Namibia has achieved International Organization for Standardization (ISO) certification from the Société Générale de Surveillance (SGS), a globally recognised ISO Certification Body.

ISO credentials authenticate MTC Namibia's services, practices and procedures in the realm of international standards assurance.

MTC Managing Director Licky Erastus said the achievement places MTC Namibia at the forefront of adherence to international standards, enhancing its reputation for

quality and reliability.

"We are the first in Namibia and the SADC region to achieve certification for six standards simultaneously, and the first in Africa to certify our Integrated Management System with the 2022 version of ISO 27001 for Information Security. In today's competitive landscape, it is critical to not only have robust processes, policies, and procedures but to ensure efficiency and minimise errors through meticulous planning and proactive risk assessment," said Erastus.

Dating to the mid-20th century, ISO

standards have become a hallmark of excellence, with over 22,000 standards adopted by organisations in more than 160 countries.

For companies, earning ISO certification is a testament to their commitment to maintaining high-quality standards and continuous improvement.

MTC Namibia first secured ISO certification in 2009 with its Quality Management System, earning the ISO 9001:2008 certificate.

In 2019, the company expanded its efforts to encompass six ISO standards.

By 2024, it achieved certification for its Integrated Management System, covering Quality Management (ISO 9001:2015), Occupational Health and Safety Management (ISO 45001:2018), and Environmental Management (ISO 14001:2015).

It also attained Information Security, Cybersecurity, and Privacy Protection Management (ISO 27001:2022), Business Continuity, Security, and Resilience Management (ISO 22301:2019), and Information Technology Service Management (ISO 20000-1:2018).

"MTC's comprehensive certification signifies its unwavering dedication to excellence in systems, policies, processes, and customer satisfaction. It stands out as the only telecommunications company in Namibia with its entire operations ISO-certified," said the MD.

The certification comes at a time when numerous public and private sector entities are increasingly favouring business relationships with ISO-certified organisations.

MTC's adherence to anti-corruption practices and its commitment to fair conduct further bolster its credibility.

"Following their certification, MTC's internal ISO auditors completed their first internal audit under the supervision of an experienced ISO auditor. ISO-certified companies often hold a competitive edge by instilling confidence in their clients and stakeholders," he said.

He added that MTC's commitment to premium outputs and rigorous compliance measures reassures stakeholders of the company's focus on efficiency, customer satisfaction, and ethical conduct.

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Namibia's Orange Basin shines as global high-impact well completions plunge

A new report by Westwood Global Energy Group reveals a significant downturn in global high-impact well completions. According to their 2024 State of Exploration Report, completions fell by 21% in 2023, reaching the lowest level since data collection began in 2008.

However, despite the global slump, Namibia's deepwater Orange Basin is a notable exception. Major oil discoveries have garnered significant industry attention, positioning the basin as a multi-billion barrel oil province. This rivals the largest discovery since Guyana-Suriname in 2015.

"Exploration continues to create value, with significant oil discoveries in the emerging deepwater Orange Basin plays in Namibia, coupled with faster developments, stimulating selective investment," the report states.

This positive development comes even as global capital allocated to high-impact exploration drilling fell by 15% in 2023. This decline occurred despite oil prices reaching \$100 a barrel the previous year and an over 20% increase in oil company capital spending in 2023. Over the past five years, key themes in the industry include a decline in high-impact exploration performance, characterized by lower success rates, smaller

discoveries, and higher finding costs in 2023.

"Only 3.3 billion barrels of oil equivalent (bnboe) of resources were discovered, and the commercial success rate dropped from 30% in 2022 to 23% in 2023, the lowest since 2018. Meanwhile, the mean discovery size decreased to approximately 220 million barrels of oil equivalent (mmboe), the smallest since 2014," the report highlights.

This drop in performance is attributed to fewer giant discoveries and a reversion to the long-term average commercial success rate in frontier plays.

Westwood's report also revealed that 68 companies participated in high-impact drilling in 2023, down from 99 companies in 2019 when 98 wells were drilled. QatarEnergy emerged as the most active explorer in 2023.

"Supermajors and National Oil Companies (NOCs) accounted for approximately 60% of high-impact well equity from 2019 to 2023. Eni discovered the most resources during this period, totaling 2.9 bnboe, while CNOOC achieved the highest commercial success rate at just under 50%," the report noted.

Frontier exploration hit a record low in 2023, with only 15 wells completed and just one small discovery in the UK, underscoring the challenges and shifting dynamics in the global exploration landscape.



Construction Industries Federation of Namibia (CIF) and the Metal and Allied Namibian Workers Union (MANWU), have reached a two year wage agreement which will see 5% wage increase in the first year and an additional 4% increase on the adjusted minimum wage in the second year.

CIF CEO Bärbel Kirchne said the increment was effective upon the publication of the Collective Agreement which happened on the 6th of June and outlines the two-year period of regulated wages and employment practices.

“That would mean that in the first year, the minimum wage payable for an unskilled labourer will be N\$18.72 and in the second year N\$19.46. All other conditions of employment mostly remain the same as in the previously gazetted Collective Agreement,” Kirchne said

Kirchne further emphasised the importance of a level playing field within the industry, ensuring all construction businesses adhere to the minimum wage standards.

The transparency, she argues, strengthens fair labour practices and eliminates potential

disadvantages for CIF members who previously adhered to these terms.

“For us it is important that implementation date of the agreement is on the day the Collective Agreement is published in the Government Gazette This will avoid that our members are disadvantaged before the date of promulgation; i.e. that only they would have to adhere to the conditions. Now that the Collective Agreement is gazetted, every single business in the construction sector would have to adhere to it,” she said.

She also highlighted that the minimum wage increase applies only to designated worker categories and does not guarantee automatic wage increases for all employees within those categories.

The CEO said employers who already offer wages exceeding the minimum wage, are not obligated to adjust salaries based on this agreement. “It is important to note that the increase of the minimum wage payable, is not an increase across the industry. It is only an increase of the minimum wage payable for the categories of employees as listed in the Collective Agreement,” she said.



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Enriching Generations

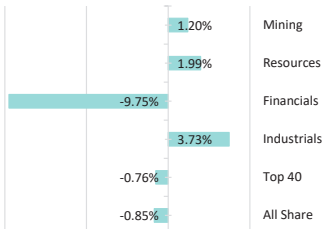
Commodities

Spot Gold	2301.08
Platinum	972.02
Palladium	894.80
Silver	29.50
Uranium	89.75
Brent Crude	80.79
Iron Ore	103.90
Copper	9652.43
Natural Gas	3.05
Lithium	13.95

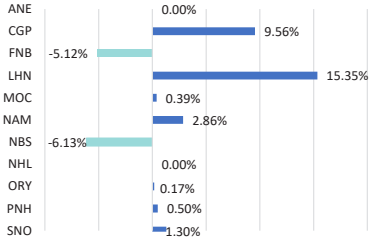
Currencies

USD/ZAR	18.7577
EUR/ZAR	20.1400
GBP/ZAR	23.8564
USD/CNY	7.2477
EUR/USD	1.0738
GBP/USD	1.2720
USD/RUB	88.9730
CPI	4.90%
Repo Rate	7.75%
Prime Rate	11.50%

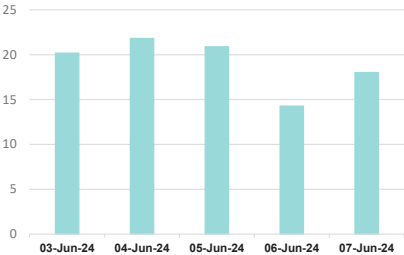
JSE Indices: Year to date movement %



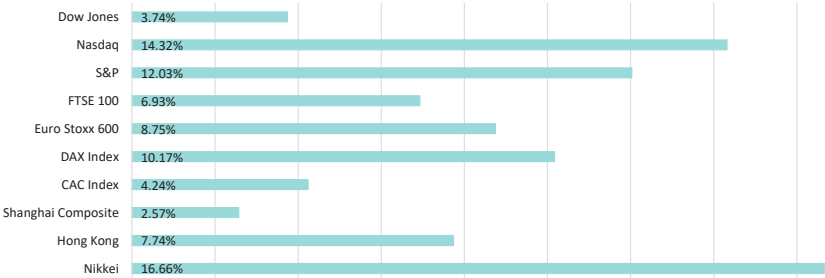
NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %



*Prices as at 17:10, 10-Jun-2024