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EXPO

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News Worth Knowing

Namibia approves 20 million cubic metres desalination plant at Henties Bay



WEDNESDAY 26 FEB 2024

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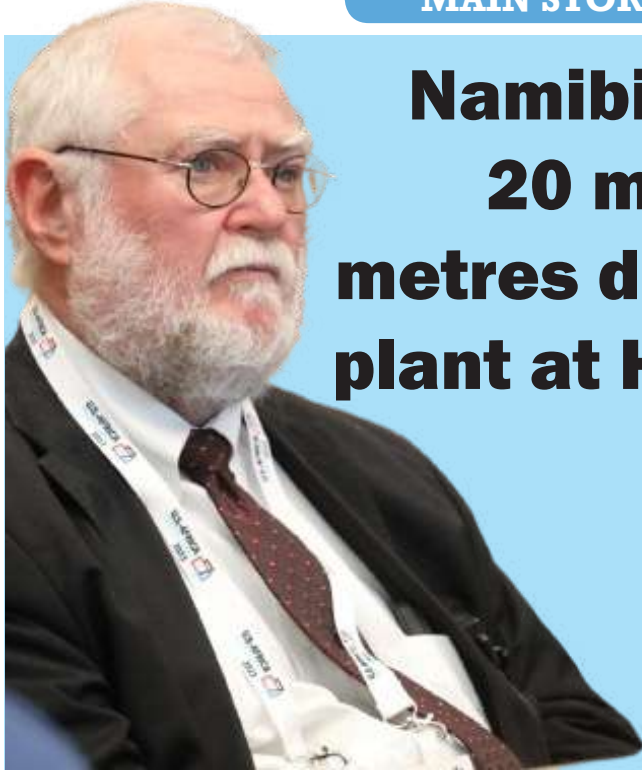
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MAIN STORY

Namibia approves 20 million cubic metres desalination plant at Henties Bay



The Ministry of Agriculture, Water and Land Reform says it has granted approval for the construction of a desalination plant with a capacity of 20 million cubic metres per year at Henties Bay in the Erongo Region.

The development comes in response to rising water demands across the region, driven by development plans, population growth and increased industrial activity.

According to the Minister of Agriculture, Water and Land Reform, Calle Schlettwein, the region relies on three main sources of water – the Omaruru and Kuiseb Delta aquifers, and desalinated water from the

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
14 August 2024
23 October 2024
4 December 2024
- Africa Hospitality Investment Forum (Ahif).
25-27 June 2024
Mövenpick Hotel, Windhoek, Namibia
- Mining Expo and Conference (07 - 08 August 2024)
- Namibia Oil and Gas Conference (20 - 22 August 2024)
- Global African Hydrogen Summit (GAh2S)
Windhoek, Namibia from 03 - 05 September 2024

existing Orano plant.

However, these sources have reached their sustainable limits of 30 million cubic metres per year, falling short of projected needs.

“Approval for a second desalination plant with a capacity of about 20 million cubic metres has therefore been granted and we envisage construction to start in January 2025,” he said.

He further explained that the construction of the new desalination plant is expected to begin in January 2025, with completion anticipated in early 2027.

“This infrastructure project is meant to ensure a secure and long-term water supply for the region,” he said.

In addition to water security, the Ministry is also committed to improving sanitation infrastructure.

The recently approved Revised Sanitation Strategy aims to upgrade sanitation systems across the region, delivering high-quality sanitation and hygiene services.

“The sanitation systems of all three towns are in need of refurbishment and enlargement. Here too, my Ministry has been tasked through the

Revised Sanitation Strategy, which Cabinet had approved in 2023, to ensure that proper and adequate sanitation infrastructure is built to deliver high standard sanitation and hygiene services,” says Schlettwein.

Furthermore, the Ministry is actively promoting the Flexible Land Tenure Act of 2012 which provides land titles to informal residents, particularly targeting low-income communities and aims to offer affordable land ownership to vulnerable citizens.

“It is a pro-poor project, targeting people who live in informal settlements/low-income people (vulnerable communities),” he said.



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: Manager: Finance (Permanent) x1**
Reporting to General Manager: Finance, HR & Admin and ICT
Duty Station: Windhoek
- 2. Position: Office Administrator (Permanent) x1**
Reporting to HR Officer: OD & PM
Duty Station: Windhoek
- 3. Position: Border Control Inspector (Permanent) x1**
Reporting to Senior: Border Control Inspector
Duty Station: Oshikango Border Post

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, 05 July 2024 at 23h59



FIC freezes 28 bank accounts worth N\$33.1 million in 2023/2024



The Financial Intelligence Centre (FIC), empowered by the Financial Intelligence Act (FIA), has directed the freezing of 28 bank accounts totalling N \$33.1 million during the 2023/2024 review period.

This marks a significant increase from the previous year, where 25 accounts with a combined value of N\$15.4 million were restricted, reflecting a 105% rise.

The FIA authorises the FIC to instruct

banks or any entity to freeze accounts suspected of holding proceeds of crime for up to 18 working days.

This period allows the FIC to conduct thorough investigations into the suspicious transactions and coordinate with law enforcement agencies (LEAs) to secure the funds.

The collaboration between the FIC and LEAs has been instrumental in these successful interventions.



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Meanwhile, (FIC) achieved an unqualified audit opinion, with reserves increasing by 128% to N\$44.3 million from N\$19.3 million in the previous financial year.

Total assets nearly doubled, showing a 93% year-on-year increase.

For the period FIC conducted 49 on-site and 120 off-site compliance assessments, disseminated 357 intelligence reports, and intervened in 34 bank accounts, contributing N\$31.1 million to capital tax raised.

Meanwhile in terms of Digital Transformation and Technological Advancement, FIC developed and implemented a Prioritisation Model for suspicious reports and introduced an Automated Supervision Tool and the UNSC Bot, significantly enhancing operational efficiency.

“This model, along with the introduction of an Automated Supervision Tool and the UNSC Bot, has significantly enhanced the FIC’s operational efficiency, allowing for more effective monitoring and analysis of financial activities,” says Bryan Eiseb, Director of FIC.

This comes as FIC on Wednesday officially launched its Annual Report for the 2023/2024 financial year.

Eiseb says the report highlights the significant strides made in enhancing the integrity of Namibia’s financial system, combatting financial crimes, and promoting transparency and accountability.

The 2023/2024 financial year was marked by numerous achievements, demonstrating the FIC’s unwavering commitment to its mandate.

Financial performance for the year was strong, with the FIC achieving an unqualified audit opinion.

“Total assets nearly doubled, showing a remarkable 93% year- over-year increase, driven by an increase in the liquidity pool held at the Bank of Namibia,” he noted.

Similarly, operational cash flows saw a substantial increase of N\$24.7 million year-over-year, bolstered by increased grant funding and strong expense execution.

The FIC also made considerable progress in addressing mutual evaluation and legislative amendments.

Meanwhile, Eiseb said the government has demonstrated a high level of political commitment to addressing the FATF Action Plan, with a comprehensive approach involving all relevant institutions.

The first progress report is due in October 2024.

“The FIC, as the coordinating agency, will continue to engage with national AML/ CFT/CPF stakeholders to ensure timely and effective implementation of the Action Plan, aiming to restore international confidence in Namibia’s financial system,” he said.

The Centre coordinated amendments to 19 laws and the promulgation of four new laws to address compliance deficiencies identified in previous evaluations.

This effort facilitated the remediation of 59 out of 72 Mutual Evaluation action items, demonstrating Namibia’s commitment to aligning with international standards and improving the effectiveness of its AML/CFT/ CPF framework.

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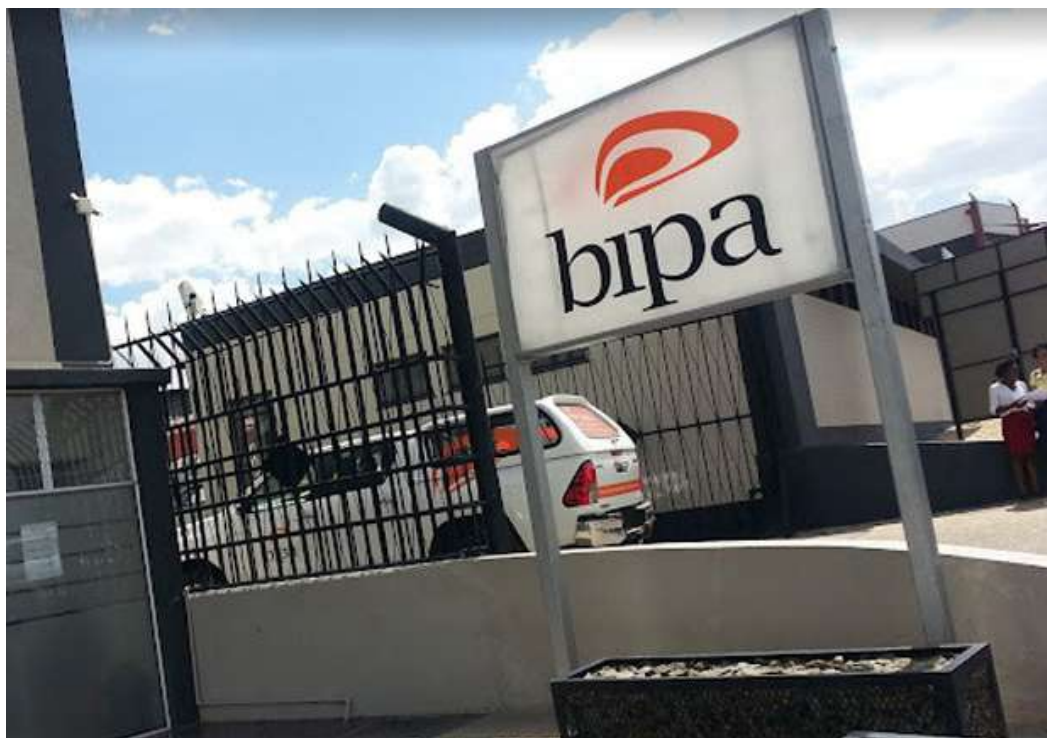
Interested candidates should upload CVs with supporting documents to
<https://smtrr.io/4XSGx>

The closing date is 02 July 2024

Previously disadvantaged individuals are encouraged to apply.

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Annual duty waiver programme will not be extended – BIPA

The Business and Intellectual Property Authority (BIPA) of Namibia says it will not grant businesses an extension for its annual duty waiver programme which is slated to end on 30 June 2024.

The programme, launched in November 2023, and initially scheduled to end on 31 March 2024, aimed to alleviate the financial

burden of businesses facing penalties for late or non-payment of annual duties. BIPA granted a single extension until 30 June 2024.

According to BIPA's Executive for Marketing, Corporate Communication and Client Management Services Ockert Jansen, the extension provided additional



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time for businesses to file annual returns and settle outstanding penalties without incurring further charges.

“In response to the programme's end, businesses expressed concerns about limited time, lack of awareness, and accessibility due to BIPA's centralised location. So, we listened to the business community,” he said.

He further highlighted outreach efforts undertaken, including regional roadshows, to ensure wider program accessibility.

“We expanded the programme's reach by visiting all 14 regions, with a particular focus on underserved areas,” he said.

Jansen added that BIPA plans to launch a wholly online business registration system, aiming to streamline the business registration process and improve efficiency for entrepreneurs.

This initiative comes amidst BIPA's efforts to modernise its services and provide a more convenient platform for business formation in Namibia.

“I'm excited to announce that BIPA is in the process of developing and procuring an integrated business registration system. This will allow businesses to file their business registration documents and compliance documents to maintain their businesses from the comfort of their home or their business,” he said.

He further explained that this will significantly reduce processing times and eliminate the need for entrepreneurs to visit BIPA offices in person.

“Our timeline currently is probably the next 18 to 24 months. The procurement is currently with the Central Procurement Board of Namibia. Which means that it needs to follow certain processes in terms of the public procurement act,” he said.

VACANCY



The positive growth at MTC, Namibia's leading telecommunications company, now warrants appointment in the following vacancy:

Chief Human Capital Officer E4

The incumbent will report to the Managing Director.

Job Competencies Include:

The Chief Human Capital Officer (CHCO) of MTC has the primary responsibility of setting and guiding the strategic initiatives for the human capital function and acting as the organisation's strategic HR role.

Responsible for directing MTC's Human Capital function and advising EXCO and the Board on all people-related matters. The role is to assist and facilitate EXCO's decision-making process in performing all necessary analyses, sensitivity scenarios and supporting research for the overall human capital functionality and development.

- Contribute to global best practices and executive directives to set and design the strategic direction for human capital and organisational effectiveness, development, and auxiliary services within the competitive labour market.
- Translate the functional strategic aims derived from corporate strategy into budgetary plans and operational strategies through interaction with EXCO and the direct team.
- Analyse and monitor the competitive labour environment and strategically recommend responding to competitive market changes.
- Oversee and manage the design and implementation of HC initiatives/ processes which anticipate and/or respond to key market competitive issues.
- Oversee strategic change management and lead culture change initiatives to ensure capacity for transformation as required by competitive forces and opportunities.
- Design, implement and evaluate the Human Capital strategies and projects and ensure policy implementation.
- Accountable for the design and delivery of financial measurements of HR interventions.
- Oversee the overall effectiveness and efficiency of human resource administration and guide practice to ensure overall governance compliance and achievement of strategic objectives in relation to Compensation, remuneration, and benefits administration, Employee and industrial relations, Staffing, recruitment, selection, and employee wellness.
- Oversee the overall operation functionality of auxiliary services.
- Provide coaching to management, advice, feedback and avail resources to improve the effectiveness of individuals and their teams.
- Monitor the progress made by the immediate subordinates and coordinate and direct their activities towards the achievement of the section's objectives and targets.
- Ensure that department policies and procedures are continuously updated and comply with risk management procedures and requirements.

Qualifications and Personal Competencies:

- Master's degree (MBA or HR) – required
- Relevant degree in HR or related discipline
- Experience in the ICT industry will be an added advantage
- Strategic Human Capital Management certification – Added advantage
- Human Resource Management – 10 years
- Relevant experience at Executive Management level – 3 years
- Very strong logical reasoning ability at a strategic level, attentive to detail but not detail-bound.
- Highly analytical with good communication skills at an expertise and strategic level (able to comprehend and translate concepts and requirements to others).
- Systematic and able to look at solutions conceptually as well as from a practical perspective
- Good financial interpretive skills
- Excellent knowledge of human capital management
- Strong leadership and organisational skills
- Excellent Negotiation skills
- Must have a valid driver's licence
- Must be a Namibian citizen or have permanent residency

Application closing date: 30 June 2024

This recruitment process is managed by Elite Employment.

For enquiries, contact Elite Employment, Yvonne Le Roux, at +264 23151 or yvonne@eliteemployment.com.na.

To apply for the position directly, visit www.eliteemployment.com.na. Applications submitted to MTC via email or delivery will not be considered.

MTC is an equal-opportunity employer committed to Employment equity as legislated. Only shortlisted candidates will be contacted.



f i n mtc.com.na





Windhoek building approvals up 13.1% in May 2024

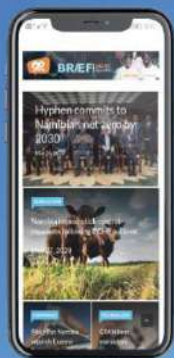
Windhoek saw a 13.1% year-on-year increase in building plan approvals, totalling 199 plans valued at N\$164.5 million in May 2024, latest data reveals. According to SimonisStorm, the approvals

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were concentrated in Khomasdal, Klein Windhoek and Katutura. “Approvals rose by 7.6% m/m and 13.1% y/y compared to May 2023. A total of 199 plans were approved, with a collective value of N\$164.5 million,” said the firm’s Junior Economist Halleluya Ndimulunde.

She said out of the 199 approved plans, 147 were for additions to existing structures, 35 for new houses, 10 for walls, six for commercial uses and one for a pool.

In the same month, the number of completed buildings rose to 190, a significant increase from the 37 completed in May 2023.


“This rise is largely due to follow-up inspections conducted by the City of Windhoek to assess the completion status of properties,” she said.

Ndimulunde said this falls in line with the forecast of an increase in the number of completed projects in Windhoek. She further highlighted that these figures exclude government properties.

This comes as the construction industry experienced modest growth of 3.5% y/y in the first quarter of 2024, following three

consecutive quarters of decline.

“This growth was significantly lower compared to the 26.8% y/y increase seen in the first quarter of 2023. The Namibia Statistics Agency attributed this minimal growth primarily to activities in the green hydrogen sector,” said Ndimulunde. She added that the real value of government expenditure



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VACANCY

Manager: Corporate Communications
Patterson Grade D2: 586,301. - 884,687
Permanent

The Environmental Investment Fund (EIF) is an investment fund, set up under the laws of Namibia, with the express purpose of raising financial resources for direct investment in environmental protection, climate resilience and natural resource management activities and projects which support the sustainable economic development of Namibia. The EIF invites application from suitably qualified and experienced Namibian nationals to apply for a permanent position of **Manager Corporate Communications**.

Scope
Reporting to the Chief Executive Officer, the candidate will lead and direct the corporate communications and public relations activities at the EIF, as well as coordinate the Information Technology function of the Fund.

Main responsibilities

- Review and implement corporate communication strategies and policies that will enhance the public image of the company, including official communication channels between the public and EIF;
- Coordinate and manage relationships with all external stakeholders to the benefit of the institution's image and reputation, and in support of resource mobilization efforts;
- Plan and lead the strategic and operational management of information and communication technology system services, meeting the current and future needs of the Fund whilst ensuring that service provision is cost effective, reliable and client focused;
- Ensure ongoing provision, development and maintenance of the Company's core network infrastructure, business systems and telephony.

Qualifications & Experience

- A bachelor's degree in marketing, Communication Management, Media Journalism, Public Relations or related field from a recognised institution. A master's in business administration (MBA) or related post graduate qualification in the above fields serves as a distinct advantage,
- A Public Relations or Communications accreditation with a recognised institution is a distinct advantage,
- A minimum of five (5) years business or communication experience of which at least two (2) years spent at managerial level,
- Extensive exposure in the area of Strategic Communication and proven experience in information-based work, or advocacy-related communication,
- Knowledge and experience of environmental journalism would be a distinct advantage,
- Proven project management experience in the implementation and application of information technology and business management systems and processes at corporate level,
- Fluency in verbal and written English with the ability to communicate with internal and external stakeholders in an unambiguous manner.

A full Terms of Reference outlining the detailed job description and other requirements can be obtained from the EIF website, www.eif.org.na/documents/vacancies or through email request, recruitment@eif.org.na. All applications should comprise of a cover letter, recent CV and copies of qualifications.

All applications should be directed to:
Electronic delivery and queries:
Ms. Lizl Timbo
Manager: Human Resources
Tel: +264 61 4317730
E-mail: recruitment@eif.org.na

Previously disadvantaged Namibians, women, disabled persons, and the youth are encouraged to apply for this position. No documents will be returned, and only shortlisted candidates will be contacted for interviews.

Closing date
16:00, Friday, 12 July 2024

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Approvals rose by 7.6% m/m and 13.1% y/y compared to May 2023. A total of 199 plans were approved, with a collective value of N\$164.5 million.

on construction declined by 31.5% y/y in the first quarter of 2024, in stark contrast to the 15.9% y/y growth recorded in the same period in 2023.

The sluggish growth in the construction sector was largely due to reduced government spending, with a significant contraction observed in transport infrastructure projects, as reported by the NSA.

Additionally, in the first quarter of 2024, the real value of approved and completed building plans recorded growth of 1.0% y/y.

She said this was a significant improvement from the -5.5% y/y recorded in the first quarter of 2023, though it was lower than the 15.7% y/y growth recorded in the previous quarter.

Meanwhile, at Swakopmund, 75 building plans valued at N\$67.2 million were approved, 40 building plans valued at N\$31.3 million were completed, and 66 building projects valued at N\$46.6 million were submitted during the period under review.

“Of the 75 approved plans, 72 were for new residential buildings, two for new industrial buildings, and one for a new institutional building. The majority of completed projects included new residential buildings and additions, followed by new flats,” she said.

Additionally, in May 2024, the Swakopmund municipality collected N\$834,142.80 in application fees, N\$27,776.50 in compliance fees, and N\$426,893.67 in building fines.



Annual mining expo sees surge in exhibitor interest

The Chamber of Mines of Namibia says its upcoming annual mining expo, having previously hosted 162 exhibitors and 270 booths, is expecting a record-breaking turnout this year. Chamber of Mines Chief Executive Officer

Veston Malango says with just six weeks remaining, 145 exhibitors have already secured 245 booths, suggesting a near sell-out event. Malango expressed confidence in the last-minute surge of interest, noting significant

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participation not only from regional Southern African Development Community (SADC) countries, but also from major global players such as Germany, Canada and Finland.

The expo, renowned for its industry insights and networking opportunities, promises to be a pivotal event for stakeholders across the mining sector.

“We believe they are going to be sold out due to the last minute dash. The response is very good, even from the SADC countries and even big players in the EU, like Germany, Canada and Finland are showing interest,” he says.

The Chamber of Mines announced on Wednesday that the upcoming 11th Mining Expo & Conference is scheduled for 7 to 8 August 2024, at the Windhoek Showgrounds.

This year's event is proudly sponsored by RMB, a leading financial services provider to Namibia's mining sector.

The Mining Expo & Conference is the premier event

for industry professionals, suppliers and stakeholders to converge and explore the latest developments and career opportunities in the mining sector. The CEO noted that the 2024 event will feature a wide range of exhibitors, showcasing the latest innovations and technologies that are propelling the industry forward.

“Exhibitors and attendees can look forward to concurrent activities such as the Mining Conference, the Supplier's Platform and Business-to-Business networking sessions,” he said.

This comes as the mining industry recorded a strong growth of 18.9% in 2023, increasing its GDP contribution from 11.9% in 2022 to 14.4% in 2023.

Additionally, the expanding industry contributed to a 12.6% rise in direct employment compared to 2022.

In 2023, the total taxes paid by the mining sector amounted to N\$6.861 billion, marking a significant increase of 55.9% from N\$4.401 billion in 2022.



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NamWater appoints Lot Ndamanomhata Head of Public Relations and Corporate Communications

Lot Ndamanomhata has been appointed the new Head of Public Relations and Corporate Communications at Namibia Water Corporation Ltd (NamWater).

Ndamanomhata, who joins NamWater from the Environmental Investment Fund of Namibia (EIF), brings over 12 years of extensive experience in broadcasting, strategic communications, and marketing.

At NamWater, Ndamanomhata will manage both internal and external communication processes to ensure a strong corporate image and foster positive relationships with media houses, customers, and stakeholders.

He will drive the development and execution of strategic communication plans and annual programs, focusing on improving customer and stakeholder engagement, brand management, institutional media management, and corporate social investments.

Ndamanomhata holds a Bachelor of Journalism and Media Technology Honours, a Bachelor's degree in Journalism and Communications from the Namibia University of Science and Technology, and a Bachelor of Public Management Honours from the University of Namibia.

He is currently pursuing his Master's degree in Journalism and Media Technology.

Additionally, he is a graduate of the Executive Business School of the University of Stellenbosch with a certificate in Human

Resources Management: Principles & Practices and an alumnus of the Senior Management Development Programme from the University of Stellenbosch.

“My experience in public management and corporate communications will greatly influence my new role at NamWater, where I aim to integrate Communication for Development (C4D) principles, empowering communities and fostering social change. At NamWater, my focus will be on strengthening our corporate image and fostering positive relationships with media houses, customers, and stakeholders. NamWater’s mandate to provide a basic and crucial service at recovery costs aligns with my experience and understanding of public management. This positions me to effectively communicate and uphold our mission,” he said..

Chief Strategy and Corporate Affairs Officer at NamWater, Kadiva Hamutumwa, said, “We are thrilled to welcome Lot Ndamanomhata to our team. His extensive background in strategic communications and stakeholder engagement will be instrumental in driving NamWater’s vision forward. Lot’s commitment to excellence and his innovative approach will significantly enhance our corporate communications, stakeholder relationships, and corporate social investments. These priority areas will ensure that NamWater not only delivers on its core mandate but also contributes positively to the communities we serve.”





NBL employees set for salary hikes after NAFAU wage agreement

Namibia Breweries Limited (NBL) and the Namibia Food and Allied Workers Union (NAFAU) have signed an 18-month substantive wage agreement for the period 1 July 2024 to 31 December 2025.

As part of the agreement, with effect from 1 July 2024, all bargaining unit employees will receive a wage increase of 2.5% on basic salaries from July to December 2024 and 6% on basic salaries from January to December 2025. Additionally, a housing allowance will be provided to employees.

According to the wage deal, NBL will continue with the current incentive scheme that will enable employees in the bargaining unit to earn an additional bonus equal to a monthly salary during the financial year.

“NAFAU is elated and glad to have signed the substantive agreement with NBL in terms of wages and conditions of employment.

Collective bargaining is the cornerstone of trade unionism, and this increment indicates the willingness of both parties to address economic challenges affecting employees, especially the aspect of housing. This agreement is a win-win situation for both parties, and we would like to urge our members to be more productive than ever before,” NAFAU’s Regional Coordinator Lister Tawana said.

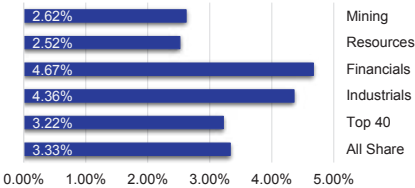
NBL Managing Director, Peter Simons, said, “My sincere gratitude goes out to the negotiation team from both the union and the business for the swift deliberations in which we concluded the wage negotiations. This speaks to our mutually beneficial consensus reached in the interest of our employees and the company, further demonstrating our commitment towards our people and the success of our business.”



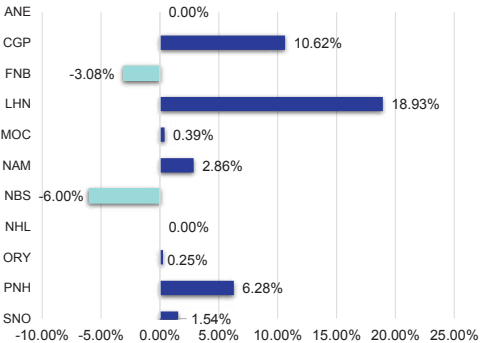
Commodities	
Spot Gold	2301.25
Platinum	1002.50
Palladium	930.00
Silver	28.85
Uranium	83.50
Brent Crude	85.02
Iron Ore	99.42
Copper	9467.09
Natural Gas	2.67
Lithium	13.45

Currencies	
USD/ZAR	18.2341
EUR/ZAR	19.4748
GBP/ZAR	23.0227
USD/CNY	7.2667
EUR/USD	1.0680
GBP/USD	1.2621
USD/RUB	87.6098
CPI	4.90%
Repo Rate	7.75%
Prime Rate	11.50%

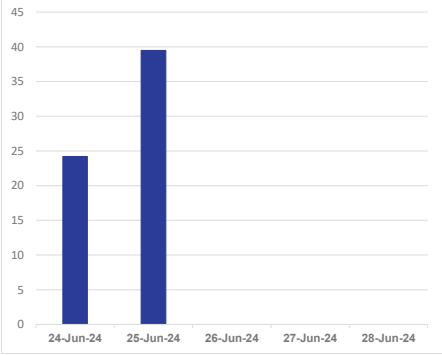
JSE Indices: Year to date movement %



NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %

