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# THE BRIEF

News Worth Knowing



**Pension grant increase could cost Namibia N\$10 billion a year**

WEDNESDAY 27 MARCH 2024

## MAIN STORY



# Pension grant increase could cost Namibia N\$10 billion a year

The Minister of Finance and Public Enterprises, Ipumbu Shiimi, says increasing the old-age pension grant to N\$2,000 or N\$3,000 would cost the state N\$10.1 billion a year, which would be more than double the current cost of N\$4.8 billion annually.

Shiimi said the deficit would have gone past the N\$8.9 billion estimates, increasing it to N\$14.2 billion, which is equivalent to 5.1% of the gross domestic product (GDP).

“If this increase was to be effected it could have cost the government an additional N\$5.2 billion to the current N\$4.8 billion to total N\$10.1 billion per year. This is equivalent to the allocation

## Crucial Dates

- Bank of Namibia Monetary Policy announcement date:  
17 April 2024  
19 June 2024  
14 August 2024  
23 October 2024  
4 December 2024
- Minister of Finance and Public Enterprises Ipumbu Shiimi, to table the FY 2024/25 Budget in the National Assembly on Wednesday, 28 February 2024.
- Chamber of Mines of Namibia 45th Annual General Meeting (AGM), Wednesday, 24th April, 2024 at 14.30 Areebusch Travel Lodge, 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

(N\$10.9 billion) made to the Ministry of Health and Social Service in FY2024/25 and about 60% (N\$18.4 billion) of the allocation to the Ministry of Basic Education and Culture in the same period,” explained Shiimi.

Shiimi was responding to concerns that were raised by various quarters of the public on why the government failed to fulfil late President Hage Geingob’s wishes of having the old-age pension grant increased to N\$2,000 or N\$3,000.

“In my budget speech in February 2024, I reiterated that we fully recognise the dream of our late President for a significant increase in old-age pension, however, we cannot afford to deliver this dream in one financial year. But we will continue to work towards it with gradual increases over time, as resources permit,” Shiimi reiterated.

Tabling the N\$100.1-billion National Budget in February, Shiimi announced an increase of N\$200

on the old-age pension, pushing the monthly payable to N\$1,600.

Geingob will be remembered for having played a crucial role in increasing the pension grant since taking over in 2015 from N\$600 to N\$1,000, then to N\$1,200 and N\$1,400.

*Namibia at* 34

**Namibia Airports Company joins in the celebrations of Namibia's 34 Independence Anniversary.**

NAC this year celebrates 25 years of airports development and management and remains resolute in our quest to deliver economic prosperity for Namibia. We continue to garner resources to affectively provide and maintain world class facilities at these eight national airports: Hosea Kutako International Airport, Eros Airport, Andimba Toivo ya Toivo Airport, Katima Mulilo Airport, Rundu Airport, Luderitz Airport, Keetmanshoop Airport and Walvis Bay International Airport.

**Happy Independence Anniversary Namibia!**

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Facebook, X, and Instagram icons.





From Left to right Mr. Pankratius Kondjamba Namdeb Engineering Manager, Ms. Marie Lemerle, a PhD student, BHRP and Dr. Jurgen Jacob Namdeb COO



Marie Lemerle fitting a GPS collar to a Brown Hyena



Brown Hyena patrolling coastline

## Brown Hyena Research Project Donation

For more than twenty years, Namdeb has been a steadfast supporter of the Brown Hyena Research Project (BHRP), which focuses on studying the Brown Hyena, a flagship species of the Tsau // Khaeb (Sperrgebiet) National Park, classified as “Near Threatened” and deemed highly vulnerable in Namibia.

On the 25 March 2024, Namdeb donated a previously-used vehicle (4x4 double cab bakkie) to the Brown Hyena Research Project (BHRP). The donation which is aligned to Namdeb’s purpose of Mining for Good, will contribute significantly to the enhancement of continuous monitoring endeavors in the Tsau // Khaeb (Sperrgebiet) National Park. The vehicle was received by Ms Marie Lemerle, a PhD student, BHRP. The donated vehicle replaces an older vehicle that was donated by Namdeb to the project in 2015.

The donation which is aligned to Namdeb’s

purpose of Mining for Good, will contribute significantly to the enhancement of continuous monitoring endeavors in the Tsau // Khaeb (Sperrgebiet) National Park.

Previous research in this regard has primarily concentrated on the northern regions beyond the active mining license area. There is now however a shift to equally focus on the south of the mining license area, specifically within the Southern Coastal Mines, Namdeb’s largest mining license area.

Undertaking research in such remote and challenging environments, where access is limited, significantly contributes to the Namibian biodiversity database, and contributes to the broader scientific community. This endeavor underscores Namdeb’s commitment to responsible mining practices and conservation efforts, exemplifying **Mining for Good**.



# Andrada achieves record production

**A**ndrada Mining says it reached record-breaking production figures for the fiscal year 2024 (FY24) and a cash balance of N\$421 million.

The mining giant said its processed ore increased by 60% year-on-year reaching 915,599 tonnes compared to the previous

fiscal year's (FY23) 573,818 tonnes.

Tin concentrate production saw a robust 54% YoY increase, surging to 1,474 tonnes in FY24 compared to 960 tonnes in FY23 and a 51% increase in contained tin production, soaring to 885 tonnes compared to 587 tonnes in the previous fiscal year.



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“It pleases me that the strategic operational initiatives that we embarked on have been successful and yielded the further double-digit percentage increases in production tonnage at our operations that we are presenting today,” said Andrada’s Chief Executive Officer, Anthony Viljoen.

The company also witnessed improvements in both plant availability and tin recovery, with plant availability increasing to 91% in FY24 compared to 87% in FY23, and tin recovery improving to 72% from 69% in FY23. It is also reported that the operating cash


cost per unit of production excluding selling expenses and sustaining capital expenditure for FY24 stood at N\$334,807.20 (US\$17,640) per tonne of contained tin, falling within management guidance and marking a 14% decrease quarter-on-quarter.

Andrada’s total cash cost and all-in-sustaining costs (AISC) decreased by 12% and 13% quarter-on-quarter respectively, all within the prescribed management guidance range.

“Although the higher stripping resulted in an increase in the AISC during the year, the exposure of the orebody’s grade, diversity of minerals including lithium, and scale at depth according to our geological model, will start to become glaringly apparent placing the operations in a robust position to capitalise on the rebound in the commodities markets for all our products,” Viljoen said.

The company recently expanded into the production of tantalum and lithium concentrates, producing five tonnes of saleable tantalum concentrate and 40 tonnes of saleable lithium concentrate.

Andrada Mining Limited is a London-listed technology metals mining company whose flagship asset is the Uis Mine in Namibia. - [amingandenergy.com](http://www.amingandenergy.com).  
na



## VACANCY

Savanna Beef Operations (Pty) Ltd was established in 2023 by the Beef Value Chain Forum of Namibia and is in the process of setting up an export abattoir and a red meat processing facility outside of Windhoek. Savanna Beef Operations (Pty) Ltd is an equal opportunity employer and invites suitably qualified and experienced candidates to apply for the following position:

### CHIEF EXECUTIVE OFFICER

(5-year performance-based contract)

**PRIMARY PURPOSE OF THE POSITION**

The Chief Executive Officer will be fully accountable to deliver on the vision and mission of Savanna Beef Operations (Pty) Ltd, delivering on performance and financial objectives as defined in the business plan and management agreement. A leading role will be played in establishing a world-class operation by providing leadership, strategy, and performance excellence, ensuring sustainable operations, operational scalability and shareholder value.

**KEY DUTIES AND RESPONSIBILITIES**

- Develop and implement overall business strategy and ensure a robust approach is taken to deliver responsible and responsive performance. Ensure operational excellence and competitive advantage (quality, standards and throughput).
- Overall responsible for the financial reporting, raising of capital and overall health of the Company.
- Build and lead an executive team, to ensure sufficient shared purpose alignment and leadership impact. Constantly drive performance improvements.
- Manage sales and marketing to the best benefit of Savanna
- Develop and maintain partnerships for positive impact with all relevant stakeholders, associations and the shareholders.
- Establish a high-performance Company culture, characterized by performance excellence in the work environment.

**QUALIFICATIONS, EXPERIENCE AND SKILLS**

- A relevant post-graduate qualification. An MBA or master’s degree in Engineering / Science / Management / Marketing will be an advantage.
- Fifteen (15) years’ plus experience of which eight years’ experience in an executive position within the industry with a successful track-record and substantial senior leadership exposure.
- Experience with leading a start-up operation will be beneficial, with a track-record of bringing innovative products and services (relevant to the industry) to market.
- Familiarity with the dynamics of the industry and regional and international industry regulatory compliance.
- Demonstrated ability to raise capital and manage finances effectively.
- Exceptional business acumen and leadership skills.
- Emotional intelligence and team management abilities.
- High stress tolerance levels to cope with complexity and challenges coupled with high energy levels.
- Unquestionable integrity.
- Strategic thinker
- Ability to network and build excellent stakeholder relationships.

**APPLICATION PROCEDURE**

Savanna Beef Operations (Pty)Ltd offers a competitive market-related total cost to company package. Submit a signed cover letter, providing a detailed motivation for your application, together with an updated, detailed Curriculum Vitae. Mail your completed application to [info@savannabeefnamibia.com](mailto:info@savannabeefnamibia.com). The application closing date is 9 April 2024 @ 12 noon. The appointment date is negotiable and as circumstances dictate. No late applications will be entertained. Only short-listed candidates will be contacted, and no documents will be returned to applicants.





# Govt earmarks N\$131.5m for ICT infrastructure development

The Ministry of Information and Communication Technology (MICT) says the government has allocated N\$110 million towards the implementation of the Universal Access Service programme which aims to deploy 30 radio access network towers.

MICT Minister Emma Theofelus said the initiative is expected to improve internet connectivity across the nation.

The project will be implemented in three years, to bridge the digital divide in the unserved and underserved areas, thereby providing access to network connections.

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## The Ministry appreciates the sector’s continuous support in the development and implementation of ICT projects.

A further N\$1.5 million has been made available for the implementation of the 5G Strategy.

Earlier this month, Mobile Telecommunications (MTC) Limited launched the first 5G trial and technology in Windhoek, in collaboration with Huawei Technologies.

Despite misconceptions, authorities are forging on, saying 5G brings about reduced data rates, decreased latency, energy efficiency, cost savings, and significant system advancements, which are far more beneficial. Other countries are planning on rolling out 5.5G and 6G networks.

“The Ministry appreciates the sector’s continuous support in the development and implementation of ICT projects,” said

Theofelus.

“The government also remains committed to providing the legislative and policy frameworks which are relevant and responsive to the ever-changing technological advances and plans are underway to review the National Broadband Policy. Furthermore, N\$20 million has been allocated towards the establishment of the Namibia Cybersecurity Incidence Response Team (Nam-CSIRT) under the Communications Regulatory Authority of Namibia.”

The Cyber Incident Response Team’s responsibility is to prevent, detect, monitor, and respond to security threats, thereby ensuring security and stability in critical information infrastructures.

“Faster internet, reliable services and more affordable ICT devices, are just a few of the expectations as you continue to enable organisational operations and drive progress in the sector,” she stated.



**TENDER: DPMT24\_005**

**CIVIL AND STRUCTURAL WORKS FOR INSTALLATION AND COMMISSIONING OF COPPER STACK EMISSION MONITORING EQUIPMENT**

Dundee Precious Metals Tsumeb (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Civil and Structural Works for Installation and Commissioning of Copper Stack Emission Monitoring Equipment.

**Details of the Tender**

**Tender availability:** From Monday, 25 March 2024  
Tender details and documents will be available exclusively on our e-Procurement portal at [www.webportunities.net](http://www.webportunities.net)

**Cost per set:** No levy

**Closing date for submission:** Friday, 19 April 2024, at 16h00 pm

Submission requirements are defined in the tender documents and the closing date for submission is final, no extensions will be granted. Technical information, bid clarifications and any enquiries pertaining to this tender can be requested at: [Tendersnam@dundeeprecious.com](mailto:Tendersnam@dundeeprecious.com)

**All tender proposals must be submitted via our e-Procurement portal at [www.webportunities.net](http://www.webportunities.net)**

**No other method of submission will be accepted.**

**The Civil and Structural Works for Installation and Commissioning of Copper Stack Emission Monitoring Equipment tender will be found under the tab Quotes/Tenders, on webportunities.**

**For any assistance on the portal, please call the Tara Nawa team on +26464402403 or send an email to the Contact Us page on the portal.**

Dundee Precious Metals Tsumeb employs an equal opportunity policy. Calls for tenders will be awarded through a competitive bidding process which is transparent and open to all. Any persons or companies that qualify as per the tender’s evaluation criteria, may bid.



[dundeeprecious.com](http://dundeeprecious.com)





## Limited serviced land constrains delivery of affordable housing – NHE

**T**he National Housing Enterprise (NHE) says limited serviced land has constrained its ability to deliver affordable housing at full capacity.

NHE spokesperson Mutonga Matali said NHE has all the necessary resources to carry out mass housing delivery, but in the absence of readily available land, they are unable to do so.

“We are still serving our mandate which is providing affordable houses for low and medium-income groups, but we are finding it difficult to do more as Local Authorities are not proactive in providing land,” Matali said.

“We have in the past engaged in developing and constructing. However, this has prolonged the time of delivery. Also the longer you take to deliver, you lose out on clients opting for private developers, though expensive, and then we end up with unoccupied properties.”

At the moment, he said NHE’s backlog is at 100,007 with Windhoek dominating with 33,000, followed by Walvis Bay and

Swakopmund with 35,000, and then the Northern regions standing at 22,000.

“There is a substantial amount of money through the National Budget that is geared towards informal settlement upgrading, a programme we are spearheading with the City of Windhoek and Khomas Regional Council in Windhoek. We have seen it working and want to stretch it beyond,” Matali said.

“To address the crisis there is a need to flood the market with houses, especially in areas where there is high demand, that way we shall see property prices decline. But that can [only] be done if land is available, as we are able to offer houses for as little as N\$90,000 with a repayment of N\$600 [monthly instalment].”

He made these remarks during the Sanlam Namibia and The Brief session, dissecting the state of housing in Namibia.

During the discussion, experts overwhelmingly said the country is facing a land and housing crisis, a ticking time bomb that can lead the nation to harbour

shanty towns due to high property prices.

Concurring with Mutonga, the House 48 Hub Country Director, Kalili Namene, said Local Authorities (LAs) should provide more land for housing development with a forward thinking of the long-term benefits through rates and taxes, instead of focusing on how much they will generate from selling expensive plots.

With a national housing backlog of around 350,000, and if it is to be met requires at least N\$250 billion, Namene advised the government and the LAs to devise new ways of servicing land in the shortest period possible and avoid the usage of third-party developers, because the current state takes longer.

“The longer a developer takes to service the land the more expensive it gets, as interest continues to increase on the borrowed funds. Therefore, this pushes the price of the plots and eventually the house because the developer wants to recoup what has been lost through interests. Another issue is, there is a tendency of developers wanting to amass profits on the onset of building the house, which spikes the cost of purchasing a house in the future due to the priced value,” reasoned Namene.

He also raised concern about the proliferation of shacks in the country, which increased from 3% at independence to 34%, warning that if this situation is left unresolved and slips beyond 50%, there will be a serious challenge in eliminating them.

Another panelist, Kamolokamwe Bernardo Project Officer at Namibia Housing Action Group (NHAG) described the housing situation in Namibia as a self-made crisis by greedy individuals and organisations who have turned the need for a place to call home into a commodity, by taking advantage of the socio-economic situation and high demand.

“To resolve this, the government should create a community targeted intervention and fund that can look at servicing plots for the community, especially the ultra-low-income earners, so that there are no overhead costs such as loans and so forth. This can be done together with the community to assist in servicing an identified areas through contributions, thereafter they can build structures with time,” he suggested.

Meanwhile, Keuuavali Neshila, the Director of Kamau Town Planning and Development Specialist, squared the blame on institutions entrusted to provide land and affordable housing, saying there is too much bureaucracy.

“About 20% of the housing backlog problem is a result of local authorities and government, and to some extent communities who are illegally settling on land which is supposed to be developed. Without working together for a common goal, we will not succeed. In addition, reforms should be done and shift to prefabricate houses which take shorter to build and are relatively cheaper as opposed to brick structures that take months to build,” added Neshila.

Another factor to timely delivery, Bernardo said, is the delay in the approval of the housing plan. He said the approval takes about two months, which then prolongs the construction process hence this should be hastened to ensure more structures are built on time.

“Other reforms should be aimed at the willing buyer, the willing seller concept. It is not working as desired because those with massive land are holding on yet there is a need. We have land everywhere in Namibia, but many do not have it. Perhaps the government needs to make amends to the law for just expropriation of the land for the benefit of all,” remarked Bernardo.

## Sanlam Brief Sessions: "State of Housing in Namibia"







## DBN's AfDB loan creates 1,800 jobs

The Development Bank of Namibia (DBN) says a N\$4.5 billion loan provided by the African Development Bank (AfDB) in 2016 has created an estimated 1,800 job opportunities.

Among these new jobs, approximately 800 are within the land servicing and housing sectors. In 2016, DBN and AfDB as a primary financier entered into a loan agreement, extending over 17 years.

The funds from the credit line were

allocated towards the financing of various projects within the infrastructure, manufacturing, logistics, and tourism sectors.

“These funds have been instrumental for DBN in pioneering renewable energy finance in Namibia. In addition, DBN funded 16 land delivery and housing projects to alleviate the lack of housing in the country,” the DBN said.

The collaborative efforts between DBN

THE  
**BRIEF** | 06:40  
Mon-Fri  
MOOKS & ADORA *In the Morning*



and AfDB have not only resulted in tangible outcomes such as infrastructure development and job creation but have also enhanced DBN’s capacity for governance and project monitoring.

“Besides providing much needed loans to viable projects, the credit line strengthened DBN’s in-house capacity for environmental monitoring of projects in line with international best practices. The engagement between the two development finance institutions also aligned DBN to best governance practice, which helped unlock funding from other development partners such as the KfW from Germany,” the DBN said.

This comes as AfDB’s Executive Director of Southern Africa Group II Constituency, João Ngimbi, visited the DBN as part of his consultation mission to Namibia.

The objective of the mission is to, amongst others, provide and update on recent developments at the AfDB and to engage with member countries on the formulation of the AfDB’s ten-year strategy.

During the meeting, the DBN reflected on its 20-year journey, with CEO, John Steytler, sharing that DBN’s strategy for the next five years has been submitted to the Minister of Finance and Public Enterprises for approval.

“The strategy is aligned to Vision 2023 and the Harambee

Prosperity Plan II, and aims to position DBN as the financial partner of choice for innovative development solutions in Namibia. Leveraging development partnerships with other development finance institutions such as the AfDB, are a critical enabler of DBN’s strategy.”



## Expression of Interest

### Participation in pilot research project for the cultivation of Jatropha, Moringa and indigenous Namibian tree species as a source of biofuel feedstock, GHG emissions reduction, food and feed ingredients

#### Background

The Namibia University of Science and Technology (NUST) in partnership with Debmairine Namibia is spearheading a research project focused on the cultivation of Jatropha, Moringa and Namibian indigenous tree species as a source of biofuel feedstock, GHG emissions reduction, food and feed ingredients on sub-optimal agricultural land. Specifically, the research project aims to:

- Assess the suitability of sub-optimal land for the cultivation of indigenous trees, Jatropha and Moringa based on an agroforestry system;
- Produce biodiesel feedstock from the indigenous tree species, Jatropha and Moringa;
- Investigate the effect of the indigenous tree species-, Jatropha- and Moringa-based agroforestry

system on soil fertility enhancement and the carbon sequestration capacities;

- Investigate the indigenous tree species-, Jatropha and Moringa-based agroforestry system value chains and their potential to contribute to job creation and income generation.

Given the above, NUST and Debmairine Namibia are inviting landowners with a vision for a greener, more sustainable future to participate in the pioneering research project. We are actively seeking suitable sub-optimal agricultural land for a pilot research project, which will play a crucial role in the success of the pilot research. We are committed to ensuring a mutually beneficial collaboration.

#### Benefits of Participation

By participating in this pilot research project, you will contribute to:

Advancing sustainable agricultural practices,  
Contribute to biofuel revolution,

Reducing greenhouse gas emissions,  
Explore new avenues for food and  
Feed ingredients and potentially unlock new  
economic opportunities.

#### Key Requirements

1. **Land Size and Availability:** The land should encompass a minimum of 5 hectares, with the potential for future expansion based on the success of the pilot project. The land should be available for assessment from 1 April to 30 May 2024.
2. **Sufficient Groundwater Table:** The land should boast a sufficient groundwater table within a depth of 100 metre to support the irrigation needs of the cultivation.
3. **Land Use and Productivity:** The current land use and productivity should be disclosed.
4. **Preferred Regions:** The land should ideally be located in the Hardap, !IKharas, or Erongo Regions.

#### How do I express my Interest?

To express your interest, contact Dr Marius Mutorwa at [mmutorwa@nust.na](mailto:mmutorwa@nust.na) or Prof Habauka Kwaambwa at [hkwaambwa@nust.na](mailto:hkwaambwa@nust.na) on or before 29 March 2024.

#### Submissions should include:

- An outline of your farm and region;
- The current borehole capacity; and
- Specify the potential for growth beyond five hectares.

#### Enquiries:

Dr Marius Mutorwa  
T: +264 61 207 2839  
E: [mmutorwa@nust.na](mailto:mmutorwa@nust.na)

Ms Kuda Brandt  
T: +264 61 2072056  
E: [kbrandt@nust.na](mailto:kbrandt@nust.na)



# O&L Leisure to upgrade 25 rooms at Midgard

O&L Leisure has announced plans to renovate 25 rooms at Midgard to align its positioning and overall offerings with Namibia’s transition into a premium tourist destination.

According to O&L Group Executive Chairman and Managing Director, Sven Thiem, the initiative comes as part of the group’s commitment to the new premium positioning, clearly demonstrated through the group’s

investment in the sustainable upgrading and expansion of its properties, including Midgard.

“These enhancements not only elevate our overall offerings and guest experiences but also ensure that we continue to provide exceptional nature-based experiences,” he said.

The upgrades and renovations at Midgard are aimed at elevating guest experiences and capturing the essence of the country’s natural beauty and cultural richness.

“We are thrilled to embark on this journey of transformation at Midgard. These upgrades and renovations not only reinforce our commitment to providing exceptional hospitality experiences but also signify our dedication to contributing to the growth and prosperity of Namibia as a premium destination,” said O&L Leisure Marketing Manager, Maryke van Lill.

She also said that the investment in Midgard underscores the group’s commitment to fostering positive impacts on local communities and the Namibian economy. By attracting international tourism and business to Namibia, the company anticipates substantial



## CAREER OPPORTUNITY

### WE ARE HIRING

SNC Incorporated is a leading full-service Energy, Natural Resources, Corporate & Commercial and Dispute Resolution Law Firm with offices in Windhoek, Namibia. SNC Incorporated has ambitious business growth plan to achieve over the next number of years and its People are central to that delivery. In pursuing our mission of providing high quality legal services and delivery of integrated solutions that are effective to meet our clients specific needs we are seeking to recruit a talented, self driven and motivated qualified Namibian to join our team in the role of Executive Assistant to the Managing Partner.

#### EXECUTIVE ASSISTANT

LOCATION: WINDHOEK | SALARY: COMPETITIVE | DURATION: FIXED TERM CONTRACT

#### THE OPPORTUNITY

Working closely with the Managing Partner and a talented team of lawyers, external stakeholders and our wider SNC business, you will be instrumental in providing proactive and professional support to the Managing Partner. You will be responsible for the effective and efficient day-to-day management and organisation of the Managing Partner’s personal and business activities. This includes acting as the main point of contact for the Managing Partner’s office, complex diary management and organising and supporting high-level meetings / appointments, enabling us to meet our ambitions of connecting companies and individuals who want to do business in Namibia and Africa.

#### ABOUT THE ROLE

As Executive Assistant you will be expected to deliver high level of day to day professional, secretarial and administrative support. You will manage the diary of the Managing Partner and make executive decisions to avoid clashes and ensure the best use of his time by using judgement, discretion and knowledge of the Managing Partner’s business needs. You will be expected to provide a high level of professionalism in all areas of the Managing Partner’s communication. You will need to communicate accurately and effectively on behalf of the Managing Partner.

#### SKILLS & ATTRIBUTES REQUIRED FOR SUCCESS

- Excellent planning and organisation skills
- Excellent Writing and verbal Communication Skills
- Excellent IT skills including up-to-date working knowledge of Microsoft applications, particularly Word, Excel, PowerPoint, Teams and Outlook
- Independent and self-starter
- High level of maturity
- Ability to exercise excellent judgment
- A good team player, capable of working as part of a diverse team
- Possesses an awareness of the importance of confidential information and how to deal with it
- Methodical approach to work, with a strong focus on accuracy and quality
- Have a ‘can do’ approach and works to exceed expectations.

#### TO QUALIFY FOR THE ROLE YOU MUST HAVE

- Bachelor’s degree in Business Administration, Communications / Public Relations, Law or Office Management
- 3 years’ executive support or secretarial experience gained working either within a professional services environment, law firm or other similar environments
- Proven diary management experience
- A track record of working with ambiguity, juggling conflicting demands and prioritising effectively
- Ability to apply judgement and influence with challenging individuals, dealing with complex situations, paired with a high level of sensitivity and discretion.

Application to be submitted to: recruitment@snclawgroup.com

HAND DELIVER: 8612 Hosea Kutako Drive, Southport Building, 1st Floor, Unit 6A & B, Southern Industrial, Windhoek

CLOSING DATE: 30 March 2024

Only shortlisted applicants will be contacted.

positive impacts on the local upscaling of the workforce.

The upgrade and renovations period is scheduled from April 2nd to August 24th, 2024.

O&L Leisure, a subsidiary of the Ohlthaver

& List (O&L) Group, is a leading hospitality company in Namibia.

O&L Leisure operates The Strand Hotel Swakopmund, Mokuti Etosha Lodge, Midgard Country Estate, and Chobe Water Villas



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Ninety One Asset Management Namibia (Pty) Ltd is approved by the Namibia Financial Institutions Supervisory Authority.



By Mignon du Preez

## How to secure your financial nest this Easter

**E**aster is coming, and again we find ourselves in a time for fresh starts and introspection about the things that really matter.

However, did you realise that the custom of searching for Easter eggs may teach us a lot about handling our finances?

Consider your financial objectives like valuables concealed behind Easter eggs.

Knowing your financial goals is essential, whether they are saving for a down payment on a house, making retirement plans, or paying for your children's school.

This is similar to searching for certain eggs during an Easter egg hunt. Now, it makes sense to distribute your funds among several investments, much like you would when hunting for a variety of eggs.

In this manner, you won't lose everything if one investment doesn't perform properly. It is comparable to having a variety of eggs in your basket.

After you've gathered your money "eggs," you have to look after them. This entails periodically reviewing your investments and making adjustments as necessary to maintain their growth.

Like the weather during Easter, life may

be unpredictable. For this reason, it's critical to maintain an emergency fund—a sum of money set aside for unforeseen costs. It is similar to having an umbrella with you in case it rains.

Although making financial decisions can be difficult, you don't have to do it all by yourself. Seeking guidance from a financial adviser can be a wise decision, much like asking for assistance in finding Easter eggs.

Finally, as Easter is a time for giving, consider how you may use your financial resources to support others. Giving back may make your life happier and more meaningful, whether it takes the form of charitable donations, volunteer work, or imparting financial knowledge to others.

So, let's apply the financial lessons we learned from our egg hunts this Easter to make wise decisions.

We can all benefit from a better financial future by having clear goals, diversifying our investments, and being ready for whatever that comes up.

***\*Mignon du Preez is Group Marketing, Public Affairs and Sustainability Executive at Old Mutual Namibia***





## BoN urges corporate backing for STEAM education

The Bank of Namibia (BoN) has called on fellow corporate entities to support the Science, Technology, Engineering, Arts, and Mathematics (STEAM) education initiatives.

This appeal comes in the wake of the recent STEAM Expo, a collaborative effort between the Bank of Namibia and MindsInAction, aimed at fostering innovation and preparing Namibian youth for the demands of a digital future.

Speaking at the Expo, BoN Deputy Governor Leonie Dunn said the critical importance of STEAM education is in equipping students with the necessary skills to thrive in an increasingly technology driven world and that there is a need for concerted efforts from all sectors to ensure broader exposure to STEAM programmes across Namibia’s 14 regions.

A BRIGHTER  
OPPORTUNITY  
FOR YOUR  
TOMORROW

TENDERS

**EXPRESSION OF INTEREST**  
**E032-ND-2024**  
**ALTERNATIVE OVERBURDEN STRIPPING SOLUTIONS FOR SOUTHERN COASTAL MINES**

**SCOPE OF SERVICES**  
Namdeb Diamond Corporation (Pty) Ltd hereby invites reputable and suitably qualified service providers to submit an Expression of Interest (EOI) for alternative primary stripping technologies which can strip up to 100 million tons per annum of overburden material at its mining operations near Oranjemund.

This requires introducing low-cost, high-throughput alternatives to Namdeb’s conventional stripping methodologies, whilst upholding Namdeb’s core value of Safety in its operations.

**PURPOSE OF EOI**  
The purpose of the EOI is to identify proven and capable service providers using an evaluation criteria. Service Providers shortlisted through this process, will be requested to submit proposals for technical solutions to perform overburden stripping.

**ENQUIRY DOCUMENTS**  
Interested parties may contact Minsosi Kompeli to register and obtain a copy of the EOI documents, at the below listed details:  
Email: [minsosi.kompeli@namdeb.com](mailto:minsosi.kompeli@namdeb.com)  
Tel: +264 (63) 238 502

**SUBMISSIONS**  
All documents in support of the requirements must be submitted via e-mail to [tender@namdeb.com](mailto:tender@namdeb.com)  
The closing date and time for submissions is: **14h00 on Tuesday, 02nd April 2024.**

[www.namdeb.com](http://www.namdeb.com)

A NAMIBIA DE BEERS PARTNERSHIP

“STEAM education is foundational for creating a society that is both digitally proficient and grounded in knowledge. The STEAM Expo not only highlights our students’ successes but also underscores our ongoing commitment to nurturing innovation and excellence within education,” Dunn said.

She also said the programme has already impacted over 240 learners from key regions, but there is a need to expand the programme’s reach to empower more youth nationwide.

“As Namibia prepares to become an industrialised nation by 2030, it is crucial to capacitate students with skills in robotics, automation, coding, 3D-printing, IT electronics, as well as machine tooling. These efforts will further assist the country in achieving its goals of ensuring that Namibia becomes a knowledge-based nation,” she said

Notably, the Expo served as a platform where chosen twenty learners showcased their innovative concepts and exchanged knowledge acquired from the STEAM programme, with a particular focus on collaborative problem-solving for community challenges.

“Learners were tasked to create tech-based solutions for problems faced in Namibia across different industries. Among the various solutions, participants pitched systems for detecting spoiled

food, solar-powered vehicles, rhino-tracking devices to curb poaching, air quality monitoring systems to mitigate pollution, water purification stems, intelligent traffic systems, and systems for testing soil fertility,” a statement by the Bank of Namibia stated.

A panel of expert judges awarded the leading projects from the participating schools, granting first, second, and third prizes to the following: Wennie du Plessis Secondary School for their Air Monitoring System (N\$3,000), Nuuyoma Secondary School for their Spoilt Food Detecting System (N\$2,000), and PK de Villiers Secondary School for their Rhino-Tracking Device (N\$1,000).



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**Requirements:**

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- Excel in operational efficiency, image and customer service
- Enthusiastic and committed to work exclusively in the business
- Solid business skills, highly motivated and well organised
- Prior experience in running successful franchises or retail businesses, especially in the petroleum and FMCG sectors is desirable
- Traceable Retailing experience.
- A strong commitment to compliance with country and local rules and regulations
- An unwavering commitment to Health and Safety
- Sufficient working capital and ability to hold adequate own buffer stock

**Next Step:**

Visit our Puma Head Office in Independence ave, 4th Floor, Mutual Towers, Windhoek, to learn more and receive our franchise information package and application form. For further information or to submit your applications, please contact Alma Angula on +264 81 146 0914 or email: [Alma.Angula@pumaenergy.com](mailto:Alma.Angula@pumaenergy.com)

Applications close on **12 April 2024**

SUCCESSFUL APPLICANTS WILL BE NOTIFIED OF THE SELECTION PROCEDURE.

PUMA ENERGY (NAMIBIA) (PTY) LTD RESERVES THE RIGHT TO REJECT ANY APPLICATION IN ITS SOLE AND ABSOLUTE DISCRETION. PUMA ENERGY (NAMIBIA) (PTY) LTD ACCEPTS NO LIABILITY FOR APPLICATION WHICH DO NOT REACH PUMA TIMELYLY OR NOT AT ALL.



## Nedbank Namibia prioritises upliftment of women in the workplace

**N**edbank Namibia says it continues to prioritise the upliftment of women to leadership positions in the banking group, a development which has seen women now constitute 64% of its staff complement.

The financial institution said women make up 56% of the management tier at Nedbank Namibia with 70% of the demographic being black women.

“The banking and finance sector has long been characterised by gender disparities, with women often being underrepresented in leadership roles and encountering barriers to career progression throughout the corporate hierarchy,” Nedbank Namibia’s Executive for Human Capital, Bianca Muller said reflecting on the Women’s Month theme of inclusion and emphasises the importance of encompassing its ideals within corporate institutions.

“We not only prioritise gender diversity in our workforce, but we also place a high value on female representation at the executive level.”

She noted a rising acknowledgement of the significance of gender diversity and inclusion within organisations, and how this change is driven by the realisation of its tangible benefits for businesses, economies, and societies at large.

“In modern times there’s an increasing demand for authenticity in how companies demonstrate their commitment to gender equality. The arrival of cancel culture means people no longer tolerate insincere gestures but instead expect and demand accountability from the companies they support. At Nedbank we are dedicated to substantiating our statements with concrete action and evidence,” Muller said.

She noted that in 2020 Martha Murorua made history as Nedbank Namibia’s inaugural woman Managing Director, demonstrating exceptional leadership skills during and after the tumultuous Covid-19 pandemic.

“Currently, the Board of Directors proudly boasts 37.5% female representation, surpassing the African average of 25%,” Muller said, highlighting the profound significance of the number, especially in the financial sector, where board appointments have historically relied on all-male networks.

“The reality is that when women hold decision-making roles, there tends to be a stronger push for gender inclusivity. For example, female board members, who themselves are mothers, will be more likely to advocate for initiatives that enhance the lives of employees who are also mothers.”

Muller adds that Nedbank Namibia’s commitment extends beyond fostering female inclusivity within the company and last year, in celebration of Women’s Month, the Bank contributed to empowering women and girls in marginalised communities by donating washable sanitary pads and educational books worth N\$25,000.

Additionally, for the fourth consecutive year, the Bank will be sponsoring the Nedbank Women in Media (WiM) conference, which aims to address the underrepresentation of women’s voices in mainstream media.

“We are dedicated to driving positive change in our communities and pivotal sectors of the country. But it is important to note that our efforts are greatly facilitated by the country’s progressive stance on gender equality,” Muller said.

Women hold 44.2% of the seats in the Namibia’s Parliament, which exceeds the global average of 26.5%, highlighting a significant level of female representation in political decision-making.

The country also has the highest gender parity level in Africa – and the 8th highest globally – having closed 80.2% of the pay gap between men and women.

“However, despite the significant progress made both by our company and the nation, there remains ample opportunity to further inspire the inclusion and empowerment of women,” Muller said.

A study done by employment-focused social media platform LinkedIn revealed that 43% of women believe they would be more successful if they had a role model in the workplace.

“For many women, knowing that they can take up space in any industry, as many of their mentors did, makes it feel more possible for them to do the same. It is a powerful catalyst for change, fostering the belief that these achievements are within reach,” she said.

“The journey towards gender inclusivity is complex, and addressing these issues will not happen overnight. Nevertheless, and because of national entities such as Nedbank Namibia, the stride towards gender parity continues with assured and deliberate steps.”

www.debmarmine.com

# TENDER

First date of publication: 25 March 2024

**DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES**

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

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

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

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

Email Address: [Tenders@debmarine.com](mailto:Tenders@debmarine.com)  
Subject line: DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

**ENQUIRIES:**  
The Procurement Officer  
Tel: +264 61 297 8460  
Email: [Tenders@debmarine.com](mailto:Tenders@debmarine.com)  
Subject line: DBMNE0497 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

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

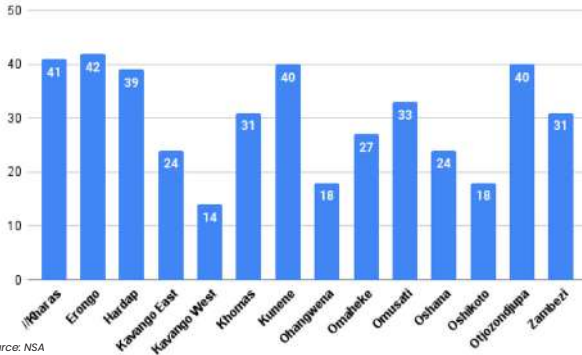
Debmarmine Namibia shall not accept submissions rendered after the closing date and time.

**DEB MARINE**  
NAMIBIA



# Namibia's infrastructure according to the National Infrastructure Atlas of 2023

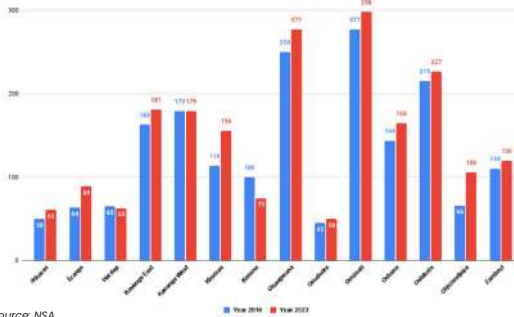
Number of Government Offices - 2023



Source: NSA

According to the Namibia Statistics Agency there are 662 government buildings in Namibia as of 2023

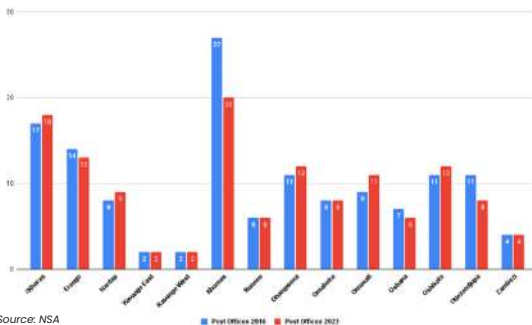
Namibia Education Institutions 2016 - 2023



Source: NSA

- According to Namibia Statistics Agency, Namibia has a total of 2047 Educational Facilities as of 2023.
- Otjozondjupa saw a 60.61% increase in overall Educational Facilities, with primary schools accounting for 58.49% of total facilities in 2023.
- Kunene saw a decrease of 25%.
- Kavango West saw no change.

Namibia Post Offices Infrastructure 2016 - 2023



Source: NSA

- According to Namibia Statistics Agency, Namibia has a total of 131 Post Offices as of 2023.
- Otjozondjupa increased by 3 Post Offices
- Khomas decreased by 7 Post Offices
- Kavango East & West, Kunene, Omaheke and Zambezi saw no increase in Post Office infrastructure



By Erastus Ngaruka,

# A summary: Rangeland productivity, utilization and degradation

**R**angeland is defined as an area of land with natural forage materials that are utilized by livestock and wild animals.

Its productivity depends on rainfall and utilization. Rangeland plants require favorable environmental conditions and protection for their establishment, distribution, and resilience in agroecosystems or on livestock farming lands.

In particular, the most important attributes to consider about rangeland productivity in grazing areas are grass vigor, density, species composition and abundance or richness amongst others.

These attributes indicate the resilience of grass growth after dormancy and grazing, the grass yield per unit area, the different grass species, and their dominance.

These are indicators of grazing values in

the different rangelands, and are influenced by climatic conditions and utilization, varying in spatial and temporal scales.

The rangeland is the main and cheapest source of food for livestock. Moreover, humans derive very useful resources from it.

These include, medicinal plants, edible plant products, household materials such as timber, poles, droppers, and thatching grass amongst others.

Therefore, rangeland resources support all forms of life. To this end, there is competition for rangeland resources between animals and humans.

This has placed many rangelands under pressure to the extent that their productive potential is compromised, thus, degrading them.

In Namibia, rangeland degradation is conspicuous at different scales in varying

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landscapes, and takes the form of deforestation, desertification, soil erosion, and bush encroachment.

The increasing human population, developmental activities, climate change as well as the demand for livestock and their products continue to put pressure on rangelands. Deforestation activities are rampant especially in rural or farming areas as a result of construction, mining activities (minerals, sand), timber harvesting, and land clearing for cropping purposes amongst others. These activities result in the removal of valuable plants, local extinction of native plants, and loss of biodiversity. Furthermore, deforestation together with overgrazing leads to desertification, where soils become bare and exposed to extreme desert-like conditions such as high temperatures where only a few or no plant species can withstand such conditions. Bare or exposed soils lose their stability as there is no plant to protect them against erosion activities and trampling. Wind and water erosion remove the topsoil, seeds, and organic matter. In addition, erosion, results in surface capping, water run-off, excessive evaporation, and soil dehydration.

Livestock production in many parts of Namibia has become expensive, and this is due to degraded rangelands. Rangeland degradation has compromised farm productivity

and income as farmers tend to spend a significant amount of their earnings and efforts in rangeland rehabilitation and livestock feeding. This in turn depletes their financial resources.

To ensure sustainable livestock production, farmers need to embark on sustainable rangeland rehabilitation and utilization efforts or regenerative farming practices. These include, conservative grazing regimes, controlling bush encroachment, soil erosion and rebuilding soil organic matter, rangeland re-vegetation, and water conservation amongst others. In conclusion, any change in the rangeland condition will change the farmer's livelihood in the same way.

***\*Erastus Ngaruka is Technical Advisor: Livestock & Rangeland at Agribank***

**www.dbmarine.com**

## EXPRESSION OF INTEREST

**First date of publication: 25 March 2024**

**DBMNE0502 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES.**

**DESCRIPTION:**  
 DeBmarine Namibia is a marine diamond recovery company operating in the Atlantic 1 Mining Licence Area (ML47). Currently, diamond recovery operations occur at 90 to 140m water depths from approximately 20 kilometres from shore, off the south-western coast of Namibia. The key objective of DeBmarine Namibia's research programme is to assess the effect of diamond recovery operations on the seabed and surrounding environment and to monitor the time of recovery after disturbance. DeBmarine Namibia is seeking a reliable and technically proficient laboratory to support the analysis of seawater and sediment samples using the latest environmental analysis instruments and techniques.

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

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

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

**DOCUMENTS TO SUBMIT:**

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

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

**ELECTRONIC SUBMISSION OF DOCUMENT:**  
 Registered businesses interested in providing such services are requested to submit the company profiles with all relevant documents. Local academic institutions are encouraged to apply.

Email Address: [Tenders@dbmarine.com](mailto:Tenders@dbmarine.com)  
 Subject line: DBMNE0502 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES.

**ENQUIRIES:**  
 The Procurement Officer  
 Tel: +264 61 297 8460  
 Email: [Tenders@dbmarine.com](mailto:Tenders@dbmarine.com)  
 Subject line: DBMNE0502 - LABORATORY ANALYSIS FOR THE DETERMINATION OF PHYSICAL, CHEMICAL AND BIOLOGICAL IN MARINE SEDIMENTS AND SEAWATER SAMPLES.

**DISCLAIMER:**  
 DeBmarine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest and furthermore reserves the right not to extend this Expression of Interest into any future tenders, negotiations and/or engagements.  
 DeBmarine Namibia will not accept submissions rendered after the closing date and time.

**DEB MARINE**  
 NAMIBIA

# Nujoma seeks one year contract extension for Employment Equity Commissioner



The Minister of Labour, Industrial Relations, and Employment Creation, Utoni Nujoma, has motivated for the reappointment of Employment Equity Commissioner Otniel Podewiltz for a one-year period, from April 2024 to March 2025, asserting that his departure would create a leadership vacuum.

Nujoma, as part of his motivation in Parliament, also mentioned that Podewiltz still has pending tasks to complete and is currently coordinating the amendment of a new bill.

He cited section 7(1) of the Affirmative Action (Employment) Act 29 of 1998, which allows for the reappointment of the Commissioner.

Podewiltz's initial five-year contract is set to expire at the end of this month.

"In light of the previous Commissioner's 20-year tenure, which included three consecutive term extensions, it is crucial to address several considerations regarding this reappointment request. The primary concern here is the future of the Employment Equity Commission, which is at risk if we fail to ensure a seamless transition and stability," stated Nujoma.

He further noted, "Currently, and for a significant period now, the Commission

has been operating without its immediate subordinate, the Deputy Director, who was promoted and joined the Ministry of Health and Social Services.

"While the recruitment process for this position is ongoing, it remains incomplete. The next highest-ranking employee after the Commissioner is presently a Senior Employment Officer at Grade 8. With the Commissioner potentially leaving office, a significant leadership gap would arise, jeopardizing a smooth transition."

"Although Adv Podewiltz was appointed for a five-year term, he did not have the opportunity to serve the full term due to the disruptions caused by the Covid-19 pandemic. Additionally, his role as Executive Director at the Ministry from January 2023 to September 30, 2023, impacted his ability to fully dedicate himself to the EEC," Nujoma added.

Nujoma also emphasized Podewiltz's instrumental role in conducting a comprehensive review of the systems and processes at the EEC since its establishment approximately 20 years ago. Consequently, the Commission developed a Turn-Around Strategy, the operationalization of which would be negatively affected if Podewiltz were to depart at this stage."





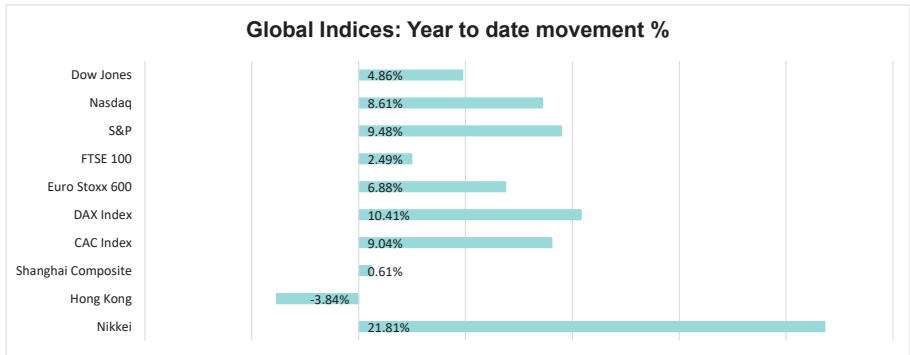
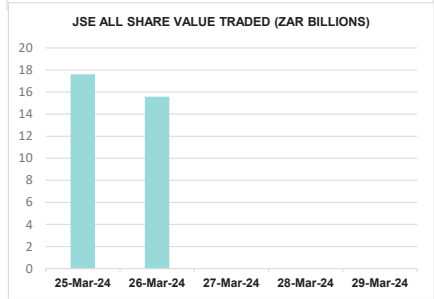
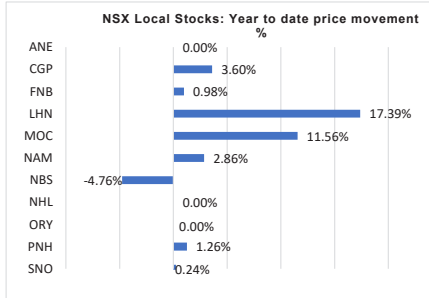
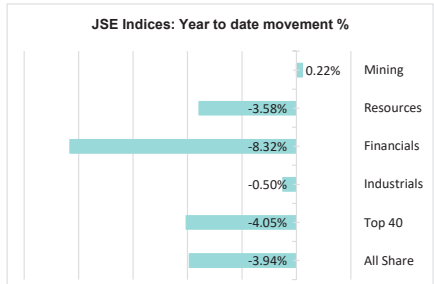
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# Financial Market Monitor

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Commodities		Currencies	
Spot Gold	2193.18	USD/ZAR	18.9005
Platinum	898.75	EUR/ZAR	20.4497
Palladium	978.74	GBP/ZAR	23.8674
Silver	24.62	USD/CNY	7.2280
Uranium	88.50	EUR/USD	1.0820
Brent Crude	85.82	GBP/USD	1.2628
Iron Ore	103.35	USD/RUB	92.3000
Copper	8781.47	CPI	5.05%
Natural Gas	1.72	Repo Rate	7.75%
Lithium	14.75	Prime Rate	11.50%



\*Prices as at 16:31, 27-Mar-2024