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THE

BRIEF

News Worth Knowing



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SSC governance structure under review

MONDAY 11 NOVEMBER 2024

MAIN STORY

SSC governance structure under review



The Social Security Commission (SSC) has initiated a review of its governing act to align with the latest developments and enhance operational efficiency.

The SSC's Chief Executive, Milka Mungunda, explained that the current act, being outdated, contains provisions that hinder progress in certain areas.

For instance, she said while the Bank of Namibia has phased out the use of cheques, the SSC still requires them due to outdated legislation.

"We are reviewing our act, which is a little bit old, and there are certain provisions in it that are not in line with the latest developments. Once the act is amended, there are certain things we can do to

move faster," said Mungunda at a recent Information Sharing Session.

This comes as the Social Security Commission was established by Parliament under the Social Security Act of 1994 (Act No. 34 of 1994).

One of the significant challenges SSC faces is the technological aspect of its operations.

While progress has been made, Mungunda pointed out that there is still room for improvement, particularly in moving away

Crucial Dates

- Bank of Namibia Monetary Policy announcement date: 4 December 2024

from traditional methods.

Furthermore, the SSC has been working on revising its ceiling for maternity benefits in compliance with the International Labour Organisation (ILO) convention.

Despite these efforts, challenges persist, particularly for those injured on duty, where the act's restrictions limit the improvements that can be made to certain benefits.

"We have a ceiling, and we are always revising it, but when it comes to certain benefits, we cannot improve because the act restricts us. These are the challenges we are looking at," noted Mungunda.

Another concern raised by the public involves early retirement. While the SSC Act stipulates payouts at age 60, questions have been raised regarding payment options for individuals retiring before that age.

She acknowledged the issue and said the SSC is in discussions with the Office of the Prime Minister to address the matter.

"The act strongly provides for payments up to the age of 60, but we've received many concerns about early retirement, and it's something we are looking into," Mungunda confirmed.

Meanwhile, SSC is advancing its digital transformation to enhance efficiency and streamline operations.


The commission has rolled out several digital services, including online submission of Form Ten and electronic payments, reducing the need for in-person visits. A chatbot now assists users with queries.

"We are moving towards

fully digitising our systems. Employers can now submit forms, check contributions, and request good-standing certificates from their desks. Payments can be made through EFT, reflecting immediately in our system," said Mungunda.

SSC has also introduced digital cashiers across its offices, phasing out cash transactions to minimise risk. Employees involved in cash collection are being retrained to support the digital shift.

"We are moving away from handling cash due to the risks involved. We're retraining and upskilling our staff to take on new roles, ensuring no one is retrenched during this process," Mungunda explained.



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- ✓ Its usage
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- ✓ Production method
- ✓ Packaging details
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FNB Namibia launches real-time cross-border payments

FNB Namibia has partnered with BankservAfrica to launch real-time cross-border payments across the Common Monetary Area (CMA) of South Africa, Namibia, Lesotho, and Eswatini for amounts up to N\$25,000.

The development comes as FNB's cross-border payments within the CMA are now processed via EFT, a shift driven by new regulatory requirements.

According to FNB Namibia, BankservAfrica's Transactions Cleared on an Immediate Basis (TCIB) system was

chosen as an ideal replacement, ensuring compliance while enhancing transaction speed, convenience, and security.

"The agreement, signed on 24 September and fully implemented by 18 October 2024, marks a significant milestone for us," said Ian Erlank, RMB Namibia's Head of Global Markets.

"The speed and ease with which our customers can make cross-border transactions is of utmost importance. Customers can now enjoy this service without any additional fees or requirements."

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The TCIB system is BankservAfrica's innovative cross-border payments platform, enabling near real-time transaction clearing. It maintains the simplicity of EFT payments while introducing advantages such as real-time processing, enhanced security, and 24/7 payment capabilities.

"The transition to TCIB was an important step for us," said Richard Porter, CEO of Forex at FNB South Africa. "Our clients will experience a seamless, automated process for cross-border payments that feels nearly identical to the EFT process they're familiar with, but offers significant improvements,

including immediate payment clearance, low costs, and high security features."

One of the standout benefits of the TCIB system, according to FNB, is its transaction speed and flexibility in terms of usage time. Payments can now be processed in near real-time, even outside traditional banking hours, including evenings, weekends, and public holidays. This convenience marks a substantial improvement over the previous EFT system, which was restricted to standard banking hours.

In the coming months, the bank plans to introduce a system enhancement incorporating an automatic beneficiary account verification process that occurs as soon as beneficiary details are entered, at no extra cost to the client. This added security layer will ensure that all payments are directed to valid accounts, reducing the risk of fraud and errors.

"Over the years, we have made significant investments in integrating advanced technology into our platform-based business, allowing us to transform the FX landscape and, more importantly, the cross-border payments experience for our individual and business clients. With solutions like TCIB added to our cross-border payment offerings, we ensure that clients have a variety of valuable solutions for

ANNOUNCEMENT:

APPOINTMENT OF NEW PRINCIPAL OFFICER - MS. LAURIKA GEORGE



The Board of Trustees of Renaissance Health Medical Aid Fund (RMA) is delighted to announce the appointment of Ms. Laurika George as Principal Officer, effective 1 November 2024.

Ms. George brings a wealth of experience across finance, operations and administration within the financial services sector. Her career includes pivotal roles in medical aid funds, private hospitals and later in retirement fund and long-term insurance operations and administration. Her diverse expertise equips her to navigate the complexities of healthcare with insight and purpose.

The Board is confident that Ms. George's leadership will be instrumental in fostering RMA's growth and sustainability. We extend our best wishes to Ms. George and look forward to a rewarding journey as she takes on this new role with the RMA family.

their individual and commercial needs," Porter added.


As Africa's leading automated clearing house, BankservAfrica has been instrumental in developing the TCIB Cross-Border Payment Scheme for the Southern African Development Community (SADC) region. Launched in 2021, TCIB was designed to simplify cross-border digital P2P payments, reduce remittance costs, and support economic activities across the region. Its expanding network now includes several countries, including South Africa, Zambia, Namibia, and Zimbabwe, with further growth on the horizon.

Tebogo Diphoko, Africa Strategic Business Development at BankservAfrica, stated, "The adoption of TCIB by FNB aligns with the shared goals of both organizations to promote financial inclusion and increase access to financial services across Southern Africa. By enabling low-cost, immediate payments across borders, TCIB fosters greater economic participation between SADC countries for activities such as remittances and day-to-day transactions."

"We are pleased to partner with FNB and take the lead in introducing this innovative solution to the market. This represents a significant milestone in TCIB's journey toward ensuring equal access to cross-

border payments and promoting inclusive payments throughout the region and the wider SADC community. We believe in the strength of meaningful collaborations to make this possible, reflected in the well-known African proverb: 'If you want to go fast, go alone. If you want to go far, go together,'" said Ruhling Herbst, Executive Head of Africa Business Development at BankservAfrica.

The partnership between FNB and BankservAfrica marks a new era of efficient and inclusive financial services in the region. With TCIB's capability to process peer-to-peer remittances, it is set to become the preferred cross-border payment service within the CMA and, potentially, across the broader African continent.



**SINOMINE
TSUMB SMELTER**

TENDER
ST24_002

REPLACEMENT OF WET ESP 2013 AND 2016 EDITUBE BUNDLES

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Replacement of Wet ESP 2013 and 2016 Editube Bundles

Details of the Tender

Tender availability

:

From Monday, 11 November 2024 Tender documents can be obtained by e-mailing ststenders@sinomine.na

Cost per set

:

No levy

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: ststenders@sinomine.na

All tender proposals must be submitted via e-mail to: ststenders@sinomine.na

No other method of submission will be accepted

Closing date for submission : Friday, 29 November 2024

Sinomine Tsumeb Smelter employs an equal opportunity policy. Tenders will be awarded through a competitive bidding process which is transparent and open to all individuals or companies that meets the set criteria. Any person(s) or company that qualify as per the tender's evaluation criteria, may bid.

Petrobras awaits results of Namibia block bid

Petrobras is waiting on Galp's decision regarding its offer to acquire a significant stake in the Mopane block offshore Namibia, marking a strategic push by Brazil's state oil giant into Africa's promising offshore fields. Petrobras recently announced plans to explore opportunities in South Africa, Namibia, and Angola.

"As we ramp up production, we need new reserves. Brazil has long-standing ties with Africa, and we're eager to return," said Sylvia Maria Couto dos Anjos, Petrobras's Executive Officer for Exploration and Production, at a pre-event for African Energy Week (AEW).

Petrobras's expertise in pre-salt geology—extracting hydrocarbons from ultra-deep reservoirs under thick salt layers—could make it a strong contender for accessing untapped resources in Southern Africa. Industry experts highlighted Angola's geological similarities to Brazil, where Petrobras's Campos and Santos basins have produced significant offshore oil and gas reserves.

"Both Angola and Brazil have deepwater experience," said Ricardo Van-Deste, CEO of Sonangol's Exploration and Production unit. "We welcome Petrobras back to Angola; the door remains open."

In South Africa, Petrobras's deepwater technology could unlock offshore reserves, potentially transforming the region's energy landscape. Petrobras recently secured a 10% stake in the Deep Water Orange Basin off South Africa's west coast, adjacent to TotalEnergies' Luiperd and Brulpadda discoveries.

"These are challenging projects, but Petrobras's expertise could provide a valuable boost," said Godfrey Moagi, CEO of the South African National Petroleum Company (SANPC).

In Namibia, Petrobras is also evaluating



entry opportunities, drawn by recent world-class discoveries. The country is estimated to hold around 100 billion barrels of oil equivalent in unrisks resources, with the Deep Water Orange Basin alone accounting for about 30 billion barrels.

"The potential in Namibia is vast. Deals are on the horizon," said Dr. Marcio Rocha Mello, CEO of Namibia Energy Corporation.

Further collaboration could involve establishing a Namibian center of excellence to enhance technical capacity and deepen understanding of the nation's petroleum basins, aiding future exploration.

"A center here would let us replicate the Orange Basin's success in the Walvis and Lüderitz basins," said Maggy Shino, Namibia's Petroleum Commissioner. "We have massive opportunities requiring diverse players to harness their full potential."

In April, Galp initiated the sale of half its 80% stake in Petroleum Exploration Licence 83 (PEL 83), along with operatorship rights, opening doors for new entrants like Petrobras.

Access Bank PLC: Your Pan-African Banking Partner in Namibia

By Oluseun Onasoga

Access Bank PLC is proud to have received provisional authorization from the Bank of Namibia to operate in the Land of the Brave. This milestone marks an exciting chapter in the bank's journey to enhance its African footprint in the Namibian community.

Access Bank Plc has a vision to become the World's most respected African bank by offering a strong, sustainable African-based global financial institution that supports economic growth and encourages intra-African and inter-African trade while providing the power of financial services to millions of people who do not have these financial tools at their disposal.

- The Bank has steadfastly focused on achieving its vision through consistent delivery and surpassing across key metrics.

- o Access Bank was the 65th largest bank in Nigeria in 2003 and is now the largest bank in Africa's most populous nation.

- o In line with becoming a Top 10 bank in Africa – the franchise has grown from this small presence in Nigeria and has broadened its reach to become Africa's largest bank by customer numbers, servicing over 65 million customers who represent more than the population of 85% of the continent.

- The group drives its ambition by leveraging the breadth of its network of operations across Africa, Europe, and Asia. Access Bank currently has a presence in 24 markets, 16 of which are in sub-Saharan Africa.

- In the medium term, Access Bank will pivot an increasing portion of its investment towards digital channels and customer



solutions that harness the fast-urbanizing [young] African population.

- o Our Retail offering aims to evolve into a digital sales and service provider by 2027, enabling enhanced financial inclusion across Access Bank's markets, focusing on SMEs, women and youth.

- o Our Wholesale/Corporate offering will consolidate its gains while transforming the operating model to deliver customer value through enhanced products, more effective sales, and driving partnerships across key value chains.

- o With the recognition of the role of SMEs in economic growth and job creation, Access

Bank's business Bank aims to become the leading SME financial services provider by driving a differentiated coverage model.

- Through the Bank's "W" initiative, Access Bank is committed to banking women and will continue providing uniquely tailored offerings to accelerate their financial inclusion. These included uniquely tailored loan and credit facilities and access to maternal health services.

Access Bank Plc is the anchor vertical of The Access Corporation, a global business that has set out to transform the African financial services sector by changing the continent's narrative and creating a globally connected community and ecosystem inspired by Africa for the world. With a solid banking base, the Access Corporation offers its customers. More than banking as a partner, providing new interconnected

services across customer needs. Its roots date back more than 22 years; the group is making significant strides to deliver financial services to the unbanked and to deepen access across the continent.

By 2027, Access Corporation will be a leading financial ecosystem player with services spanning the B2B and B2C marketplace, health, housing, digital, mobility content, core banking offerings and other financial services, including insurance and wealth management. Over and above its anchor vertical, Access Bank Plc, the Corporation already incorporates Access Brokerage, a payments business, a consumer lending operation and a pensions business.

Access Bank PLC is a fully-fledged customer-centric bank that combines strong retail customer franchises, fintech,



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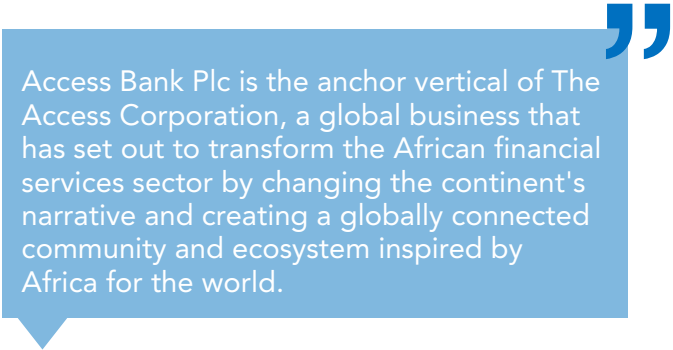
and digital platforms with deep corporate banking expertise. Listed on the Nigerian Stock Exchange since 1998 and pronounced the Top 9th bank in Africa, the bank operates as a full-service commercial bank through a network of more than 700 branches and service outlets across three (3) continents, 22 markets within Africa and International Markets with 60 million unique customers. The bank serves its various markets through business segments such as Retail, Small and Medium Business, Enterprise, Commercial, and Corporate. With approximately 28 000 employees, Access Bank PLC operations span Nigeria and extend to subsidiaries in Ghana, Kenya, Rwanda, South Africa, Angola, Botswana, Cameroon, DR Congo, The Gambia, Guinea Conakry, Sierra Leone, Tanzania, Mozambique, Zambia, the United Kingdom and France, as well as a branch in the United Arab Emirates and Hong Kong with representative offices in China, Lebanon, and India.

Throughout the years, the Bank has solidified its niche as a bank that allows customers to send, receive and transfer funds in foreign currencies such as Dollars, Pounds, Euros and Yen from anywhere in the world. The Bank's vision transcends borders as it aims to connect people, businesses, and economies across Africa and beyond. As a pan-African bank, Access Bank PLC understands the distinct requirements of the continent's clients and is committed to promoting economic growth and development across the region. Access

Bank Plc's entrance is rooted in building partnerships with Namibian entities, businesses, and investors and continuing to expand the Namibian enterprise and economy. The subsidiary, Access Bank (Namibia), is rooted in compliance with the country's local laws, norms, and regulations.

The subsidiary remains a Namibian entity with the DNA of aspiration of the Bank – to be the world's most respected African Bank. Its actions and commitment is ensuring significant impact, providing financial solutions and advisory and providing access to banking for small and medium-sized enterprises. The greater goal is ensuring that every experience with the Bank fosters trust, transparency, and a sense of ownership in our customers, committed to supporting the strategic goals of the country as well as expanding its regional influence via integrated African trade within the southern and larger African markets. The presence of the Bank in mutual markets – Zambia, Mozambique, Angola, South Africa and Botswana offers an opportunity to foster trade while expanding Corporate Namibia in accelerating footprints in mutual markets. Without a doubt, Access Bank (Namibia) seeks to partner with the public sector in providing the required support for its infrastructural goals while pushing to be the Bank of Choice while pushing on how to develop and expand new markets within the country and contributing to the expansion of the overall GDP of Namibia over the coming years.





Access Bank Plc is the anchor vertical of The Access Corporation, a global business that has set out to transform the African financial services sector by changing the continent's narrative and creating a globally connected community and ecosystem inspired by Africa for the world.

The economic growth of individuals is accelerate on its capacity to have access to financial services, the Bank seeks to provide access to finance for the rural and informal Namibia while also providing a path to ensure that all citizens can aspire and achieve their dreams through investment solutions able to improve financial independence. In the new world unfolding before us cannot ignore how technology will become embedded on our daily lives. Our desire seeks to provide exceptional experience via technology via our lifestyle banking digital solutions while protecting the customer privacy and protection for our customers.

As we start our journey in Namibia, it must be clearly stated that our license is a provisional as such we have a long journey before we are cleared by the regulator via the operational license. Thus, we are not conducting banking activity yet. The above notwithstanding, the Bank would commence recruiting exceptional Namibian talents who would be part of the team to build the Bank. Our recent confirmation of the "Best Place to work on Forbes affirms our commitment to our employee for global professional training with the best in class organization across the globe. Our focus are across board but with emphasis on fresh graduate from the Universities with

the thirst for growth, professional winning and strong integrity as we push to protect depositors' fund while building sustainable impact. Our Graduate Program exposes Namibian On-the-job training: 6 weeks of hands-on experience at our headquarters in Lagos, Nigeria. And classroom training of 3 months of intensive learning at the Banking School of Excellence. This initiative offers unparalleled opportunities for growth and development.

In conclusion, as Access Bank PLC embarks on this exciting journey in Namibia, filled with promise and optimism, the bank invites the general public and business community to be part of it's story. Together, Namibia can unlock the potential of it's communities and drive sustainable development across the nation. Our pan-African vision, local insights, and a commitment to community engagement positions us as a trusted financial partner for all Namibians. Access Bank PLC is excited and ready to serve Namibians uniquely and the bank believes it can help build a prosperous future for Namibia, as well as contribute to the growth and prosperity of the Land of the Brave.

****Oluseun (Olufemi) Onasoga is Project Executive African Subsidiaries (Southern Region) Access Bank plc***

Paratus targets 600,000 new connections

Paratus, a pan-African telecommunications group, says it is aiming to expand its customer base to 600,000 connections by 2028.

According to Paratus' CEO, Schalk Erasmus, the group's growth plan includes ongoing investment in network infrastructure across Africa, from fibre networks to data centres, and a commitment to sustainable operations.

Paratus serves customers in over 30 African countries and has been instrumental in projects like the Equiano subsea cable landing in Namibia and the East-West fibre route across the continent.

"While this is still very much at the heart of our mission, what we really want to do is to connect more people and enrich their lives. In turn, we want our people to be passionate about delivering this mission," he said.

"It is very simple because if we are true to that goal, we cannot help but be even more successful. I believe that when you only focus solely on the bottom line and make money as your driving force, much of your ethos is challenged along with the joy of doing the work," Erasmus added.

He further explained that the company's vision is not only to connect people but to empower communities.

Recently, Paratus extended connectivity to a remote Mozambican community, bringing internet to 1,000 residents, including a school, via a LEO satellite link.

Such initiatives, Erasmus explains, underscore the transformative impact of connectivity, improving lives with minimal environmental footprint.

"Financial success is important," Erasmus notes, "but it's equally crucial to remember why you started the business and what you



stand for. Our core is connecting people and enriching lives, and we strive to do so while remaining true to our values".

This approach, he believes, ensures lasting success and purpose-driven growth.

This comes as in May, the company successfully raised over N\$600 million from its rights issue to expand its offerings by enhancing its core systems and infrastructure.

The raised capital, according to the telecommunications company, has been sourced from a diverse group of investors, including the Paratus Group (61.9%), institutional investors (34%), Paratus employees (2.6%), and retail investors (1.5%).

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Namibia spends N\$87bn on electricity

The International Energy Agency (IEA) says Namibia spent approximately US\$5 billion (N\$87 billion) on electricity in 2023, marking a 25% increase from US\$4 billion (N\$70 billion) in 2019.

This sharp rise in costs stems from both currency depreciation and a shift in import sources, as NamPower, Namibia's power utility, relied heavily on foreign power to meet growing domestic demand.

The IEA's findings reveal that Namibia's imported

electricity expenditure has more than doubled over the past four years, climbing from US\$800 million (N\$14 billion) in 2019 to over US\$1.8 billion (N\$32 billion) in 2023. Yet, while spending soared, the actual volume of imported electricity fell, underscoring the impact of increased import prices and currency fluctuations.

One of the main factors driving up Namibia’s electricity import costs has been the depreciation of the Namibian dollar against the US dollar, the currency in which most power contracts are priced.

“More than 80% of Namibia’s electricity imports are through bilateral contracts with neighbouring countries, all denominated in USD,” read part of the IEA report.

“Although imported electricity volumes decreased from 3,042 GWh in 2019 to 2,750 GWh in 2023, the US dollar’s appreciation by nearly 20% over this period drove up costs in NAD terms.”


Adding to these challenges is Namibia’s recent shift in power sourcing.

Traditionally, Namibia had sourced a significant portion of its electricity from South Africa, where prices are relatively low. However, since the commissioning of the TransCaprivi Interconnector in 2021, Namibia has ramped up imports from Zambia and Zimbabwe, where power comes at a

higher cost. “Namibia’s reliance on imported electricity has far-reaching implications for energy security and affordability,” the IEA reported, noting that NamPower’s cost-reflective rates are some of the highest in sub-Saharan Africa.

In fact, Namibian end-users have faced a 30% hike in electricity prices since 2016, with rates climbing from NAD 130 cents/kWh to NAD 170 cents/kWh by 2022. This increase reflects the mounting import costs that NamPower has had to pass on to consumers to remain financially viable.

Despite having 750 MW of installed domestic generation capacity, Namibia’s dependence on imported electricity remains one of the highest in Africa.



SINOMINE
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TENDER
ST24_003

MAINTENANCE OF AIR COMPRESSORS, DRYERS AND BLOWERS

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for Maintenance of Air Compressors, Dryers and Blowers

Details of the Tender

Tender availability

:

From Monday, 11 November 2024 tender documents can be obtained by e-mailing ststenders@sinomine.na

Cost per set

:

No levy

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: ststenders@sinomine.na

All tender proposals must be submitted via e-mail to: ststenders@sinomine.na

No other method of submission will be accepted

Closing date for submission : Friday, 29 November 2024

Sinomine Tsumeb Smelter employs an equal opportunity policy. Tenders will be awarded through a competitive bidding process which is transparent and open to all individuals or companies that meets the set criteria. Any person(s) or company that qualify as per the tender's evaluation criteria, may bid.

Hydropower constitutes the bulk of Namibia's generation capacity (347 MW), supplemented by solar PV (171 MW), coal (120 MW), fuel oil (23 MW), rooftop solar (52 MW), and wind (5 MW). Yet, these sources have proven insufficient to meet national demand. As a result, Namibia has consistently relied on imports since the 1990s, with foreign power accounting for as much as 60-70% of supply in recent years.

The IEA report highlights how climate factors and upstream water infrastructure developments in Angola have also affected Namibia's energy reliability.

"In 2022, generation from the Ruacana hydropower station, which relies on water from the Cunene River in Angola, fell by 20% year-on-year to 781 GWh, marking its lowest output since 1997," stated the IEA. The diminished hydropower output, largely due to lower precipitation and upstream water management in Angola, has exacerbated Namibia's reliance on imports to stabilize its electricity supply.

To address the growing demand-supply gap, NamPower has secured multiple bilateral agreements with neighboring countries and participates in the Southern Africa Power Pool. In 2023, these agreements led to an increase in imports by 300 GWh, helping meet Namibia's domestic energy needs.

The IEA is a Paris-based autonomous intergovernmental organisation, established in 1974, that provides policy recommendations, analysis and data on the global energy sector. The 31 member countries and 13 association countries of the IEA represent 75% of global energy demand.



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ROLE ACCOUNTABILITIES:

- Ensure compliance with all legal, health, safety and environmental standards and policies.
- Lead by example by upholding the company's purpose and values.
- Provide maintenance support to supervisors and managers to ensure the successful implementation of the MMMP, through the efficient and effective completion of all maintenance work in accordance with established guidelines, procedures and optimal resource utilization.
- Carry out mechanical maintenance work according to Sinomine Tsumeb Smelter Service Management process (planned or emergency) workflow.
- Improve equipment availability and efficiency through quality maintenance.
- Troubleshoot equipment failures and provide recommendations to prevent recurrence in the future.
- Provide feedback to supervisor/planner on work done and proactively identify areas to prevent deterioration.
- Proactively identify potential equipment failures and recommend proactive corrective actions to prevent them.
- The electrician will be required to work shifts, from time-to-time work after hours, including weekend and public holidays.

QUALIFICATIONS AND EXPERIENCE REQUIRED:

- Grade 12 certificate with 23 points in 6 subjects.
- Level 3 National Trade Certificate in Electrical or equivalent.
- N3 Technical Certificate.
- A minimum of 3 year's relevant post-trade test work experience is required.
- Experience in working on overhead cranes and lifting machinery and equipment will be an added advantage.
- Maintenance related experience in a heavy process industry, mining or steel, practicable fitting skills.
- High Voltage switching from 11kV and above will be an advantage.
- Knowledge of basic electrical hand tools.
- Computer literacy (Microsoft Office packages, with strong Excel skills).
- Code B Driver's License.

CLOSING DATE: FRIDAY, 22 NOVEMBER 2024, AT 16H00

Only short-listed candidates will be contacted. Applicants, who are not contacted within two weeks after the closing date, should consider their application unsuccessful. The recruitment process will be administered as prescribed by Namibian Affirmative Action Act. Women and person(s) with disability are encouraged to apply. Sinomine Tsumeb Smelter is an Equal Opportunity Employer

APPLICATION PROCEDURES:

All applications meeting the **minimum requirements** must be accompanied by a non-returnable detailed curriculum vitae, certified copies of qualifications and identification documents. Applications should clearly indicate the position being applied for and should be sent as **one PDF attachment**. Applications not adhering to these rules will not be considered

Please forward application to the email: stsrecruitment3@sinomine.na



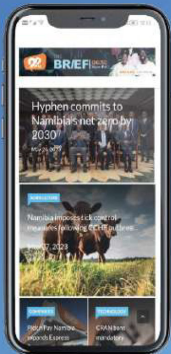
NYEF appoints Miguel Hamutenya as Chairperson and Gisela Sebastião as Vice-Chairperson of advisory board

The Namibia Youth Energy Forum (NYEF) has appointed Miguel Hamutenya as Chairperson and Gisela Sebastião as Vice-Chairperson of its advisory board.

Hamutenya has been the CEO of the Millennium Group of Companies since June 2023 and holds an Honours Degree in Business Management from United Business School in Madrid, a Postgraduate

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Diploma in Business Communications from the Norwegian Business School, and a Postgraduate Corporate Finance certificate from the European School of Economics in London.

He is currently pursuing a Master's in Energy and Sustainability from the University of Cumbria.

Gisela Sebastião, the newly appointed Vice-Chairperson, has nearly two decades of experience in the oil and gas sector and is currently serving as the Deputy General Manager at Kaeso Energy Services.

“We are thrilled to welcome Mr. Hamutenya and Ms. Sebastião to our Advisory Board. Their extensive experience and leadership will be instrumental in advancing our mission to empower Namibian youth and shape the future of our energy landscape,” NYEF Founder Fanuel Shinedima said regarding the new appointments.

The NYEF empowers young Namibians in the energy sector through education, mentorship, and networking opportunities, and aims to inspire the next generation to take an active role in shaping Namibia’s energy landscape.



Request for Proposal (RFP)

MARKETING & ADVERTISING AGENCY SERVICES

Namibia Health Plan (NHP) is seeking a highly qualified marketing and advertising agency to enhance our brand presence for a period of 24 months.

The bid documents should be submitted electronically to tmungoba@nhp.na

All enquiries, please contact:
Tunohle Mungoba, Corporate Communications Manager
at +264 61 242 821.

For the full RFP document, please visit our website www.nhp.com.na/about/tenders or scan the QR Code below.



Closing date for submissions: 22 November at 16:30

Note: The evaluation process will prioritize quality, strategic alignment, and creative innovation. NHP reserves the right not to accept the lowest or any bid.

From the ivory towers of academia to village homesteads

By Dr Colin Stanley

Community service is critical for any university, its employees, students, and external stakeholders. For a university to remain relevant and impactful, it must continue to engage in authentic community service. Institutions of higher learning should engage in community service within their ecosystem to address local and global challenges while providing rich, real-time learning experiences for their students and staff. In this statement, I provide my ongoing community service activities and conclude with my local community service philosophy and practical knowledge.

Starting at Home - At the Grassroots

I have been involved in community service in Namibia, from urban to rural engagement with elders such as Tate Uariaike Mbinge from Otjisa village, Kunene Region. He is a community lead researcher and co-designer. In my home village, Toasis Number 1, Aminuis, Omaheke region, I serve on the technical advisory board of the village management



“Community service is a lifeline for universities, making it a vibrant activity to probe curiosity, take theory to practice, and take the conventual classrooms to explorative environments for innovation and excellent knowledge transfer opportunities.

community and provide information and communication technologies (ICT) advice, specifically encouraging the responsible use of emerging technologies by the youth and elderly community members. Most of my research career was done with elder Mbinge, with whom I authored several blind peer-reviewed papers and attended knowledge fairs in his region and international conferences engaging on



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pertinent matters to preserve Indigenous Knowledge. As academics we not only empower indigenous communities, but they also empower us as they also have a wealth of knowledge and experience. They have proven to be renowned researchers in their own right.

Additionally, with a team of exceptional researchers, I have also had the opportunity to engage communities in other parts of the country, such as the Kavango East and Omaheke regions. The is to collaboratively design and develop ICT applications that address challenges of integrating emerging technologies for efficient livestock

production.

Back in Windhoek, I voluntarily share my Collaborative Online International/ Intercultural Learning knowledge, having served on key national working groups such as the Namibian Government Negotiation Team for Green Hydrogen and the Fourth Industrial Revolution (4IR) working group on Research, Innovation and Development. From my leadership influence, I have embraced national civic engagement by participating in campaigns to clean the city of Windhoek and national prayers against gender-based violence. I partake in academic article reviews (African Scientific, see annexed awarded

certificate) and conference organisation (e.g. co-chair of the community track at the Participatory Design Conference (PDC) 2024, the Advisory Committee for Emerging Trends in Networks and Computer Communications (ETNCC)).

Communication for Social Impact – The Voice of the People

Throughout my engagements, I am reminded that transparent communication is vital in making a positive social impact on communities. This begins with conducting a needs assessment to listen to the communities on the ground, collaboratively interpreting findings and applicability to local contexts. This is then

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followed by sharing the findings in formats that are understandable to the layman, thereby building more inclusive and resilient societies.

How many universities present their community engagement strategic plans to communities for insights? From my personal and professional experience, I will highlight practices that I am confident will result in more inclusive community service if they are embedded in a university's strategic plan.

Broader strategic plan engagement:

University strategic plans should be representative of the different voices of the various communities we serve. These stakeholders, especially those outside of campus communities, should be allowed to contribute their input to stakeholder engagement strategies. This includes stakeholders in far remote areas such as villages, for they, too, have a right to access education and contribute to nation-building. Silos must be broken down.

Pragmatism research paradigm:

Universities should be cognisant that communities have lived and experimented with environmental sustainability in totality for survival for centuries.

Thus, getting insights from the communities into universities' strategic community engagement, research projects, and coursework is essential. Integrating Indigenous Knowledge into the broader body of Knowledge caters for the inclusivity of data sources for developing emerging technologies such as Generative Artificial Intelligence. We can learn about the reality of African villages by employing the Afrocentrism epistemology, which encapsulates knowledge from the community and should be allowed to validate our research findings.

Strategic key performance areas: More than ever before, universities must treat

community partnerships similarly to corporate partnerships. Signed or orally recorded agreements with expected targets for solving community challenges should be part of the university performance ratings. These agreements should be regularly evaluated against community upliftment results so institutions remain impactful.

Benefits of embedding Afrocentric practices: Community challenges are integrated early in the university plan rather than as an afterthought, resulting in effective interventions.

Management is accountable for community upliftment and civic engagement, and the communities are allowed to have a share of the intellectual property rights of the co-created research and innovation output.

Community service is a lifeline for universities, making it a vibrant activity to probe curiosity, take theory to practice, and take the conventual classrooms to explorative environments for innovation and excellent knowledge transfer opportunities.

I agree with other scholars, such as Curwood et al. (2011), that for community-university partnerships to move beyond mere collaboration, it requires universities to value the community knowledge, value its staff time and skills investments and the tangible outputs of this collaboration as a strategic and social responsibility achievement.

Again, I say, community service is a lifeline for universities.

****Dr Colin Stanley is the Acting Deputy Vice-Chancellor of Research, Innovation and Partnerships at the Namibia University of Science and Technology (NUST). The opinions expressed in this piece are his own and not the views of his employer.***



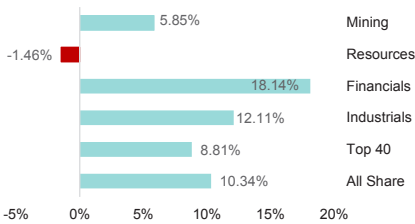
Commodities

| | |
|-------------|---------|
| Spot Gold | 2624.06 |
| Platinum | 976.79 |
| Palladium | 992.55 |
| Silver | 30.66 |
| Uranium | 78.00 |
| Brent Crude | 72.08 |
| Iron Ore | 97.77 |
| Copper | 9318.23 |
| Natural Gas | 2.90 |
| Lithium | 10.05 |

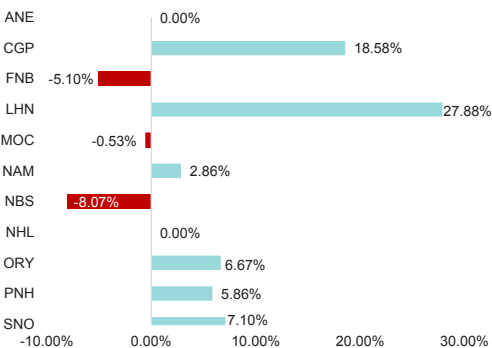
Currencies

| | |
|------------|---------|
| USD/ZAR | 17.8638 |
| EUR/ZAR | 19.0319 |
| GBP/ZAR | 22.9932 |
| USD/CNY | 7.2060 |
| EUR/USD | 1.0654 |
| GBP/USD | 1.2874 |
| USD/RUB | 97.8707 |
| CPI | 3.00% |
| Repo Rate | 7.25% |
| Prime Rate | 11.00% |

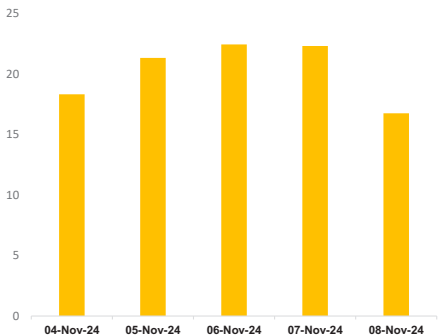
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

