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News Worth Knowing



National Council backs toll gates on major Namibian roads

TUESDAY 12 NOVEMBER 2024



National Council backs toll gates on major Namibian roads

The National Council Standing Committee on Transport, Infrastructure, and Housing has proposed the introduction of toll gates on major roads across Namibia to support the funding of some key road infrastructure projects.

The recommendation follows a benchmarking visit to Zambia and Botswana, where the committee explored successful models for road financing and engaged with government officials and stakeholders to gain valuable insights into the transportation sector.

The recommendation is aimed at generating a steady revenue stream for the upkeep of vital transport routes.

“The government, through the Road Fund

Administration (RFA), should consider the introduction of toll gates on major roads to generate funds for the maintenance of roads,” a report by the committee read.

This comes as the RFA has been advocating for the introduction of toll gates on Namibian roads over the years, with RFA Chief Ali Ipinge now advocating for exploring targeted tolling as a potential solution to the ongoing funding challenges facing the country’s road

Crucial Dates

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

infrastructure.

Despite suspending toll road plans last year due to the non-conducive economic situation, the RFA is now revisiting the idea of toll collection amid concerns over the sustainability of the fund.

A feasibility study conducted by the RFA had identified 21 roads that could potentially be tolled, generating N\$5.8 billion in revenue.

This revenue, the RFA said, could be used to fund capital and maintenance expenditures over five years, resulting in N\$7.5 billion in additional revenue to subsidise roads across the country. However, the committee maintained that the funds could be used for infrastructure projects and recommended that the Namibian government, through the Ministry of Works and Transport, the Ministry of Urban and Rural Development, and the National Planning Commission, launch infrastructure projects in the Zambezi Region.

Key plans include the construction of roadways in flood-prone areas and a canal network aimed at supporting local communities affected by seasonal flooding.

The government's primary objective is to connect Impalila Island with the mainland, providing residents with year-round access to essential public services such as schools and health centres.

Currently, seasonal flooding often isolates the island, disrupting daily life and limiting access to critical amenities.


"This will improve people's socio-economic activities as they are able to connect with families and access government public amenities such as schools and health centers," the report read.

Additionally, the committee said that communities in Kabbe South and Kabbe North constituencies should develop a canal network.

This system will allow locals to ferry agricultural products via canals, facilitating trade and crop distribution across the region, especially during the flood season.

Namibia has a road network of approximately 49,000km, valued at N\$101 billion, of which about 90% is unpaved.

Since inception, the RFA has invested more than N\$20 billion in road infrastructure. Namibia ranked number one in Africa and 21 in the world in terms of quality of road infrastructure.



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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.

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Trustco Group pursues first-ever Namibian company Nasdaq listing

Trustco Group Holdings Limited says it has submitted an application to list its ordinary shares on the Nasdaq Stock Market (Nasdaq) under the ticker TRCO.

This move positions Trustco to make history as the first Namibian company to list on Nasdaq, marking Namibia as the 46th country represented on the exchange.

"As we prepare to list on Nasdaq, we carry with us not just our company's ambitions but the aspirations of our country to become an economic powerhouse on the African continent, committed to the ideals

of constitutional democracy as well as free and fair markets," said Trustco CEO Quinton Van Rooyen.

The planned Nasdaq listing aims to increase Trustco's exposure to U.S. capital markets, which collectively account for over half of the world's equity market capitalisation.

Currently, Trustco's shares are listed on the Namibian Stock Exchange (NSX) and the Johannesburg Stock Exchange (JSE).

Once approved, Nasdaq will serve as Trustco's primary listing, with JSE and NSX as secondary listings.



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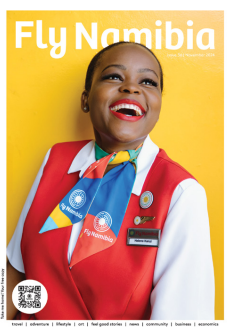
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"As a conduit for investors seeking exposure to high-quality African assets, we believe the addition of a primary Nasdaq listing will not only help drive wealth creation for shareholders but also allow us to capitalise on new opportunities while contributing to the continent's overall economic development. In October 2024, the Nasdaq was the largest stock exchange worldwide by value of electronic order book share trading," he said.

With 35% of Trustco's shareholder base already in the United States, the Nasdaq listing is expected to enhance liquidity and facilitate better price discovery for Trustco's securities.

Current shareholders on the JSE and NSX will retain their holdings and status as these markets shift to secondary listings.

The company said it will continue to update shareholders on the Nasdaq listing process, which includes obtaining JSE shareholder approval and filing with the U.S. Securities and Exchange Commission.

Trustco is a Namibia-headquartered company with operations in insurance, investments, resources, and finance.



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
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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.



Namibia eyes relaxation of fruits, vegetables import bans

The Namibian Agronomic Board (NAB) says the country is set to gradually ease its import restrictions on select fruits and vegetables under a new crop value chain development strategy for 2025-2030.

According to the NAB's General Manager for Agronomy and Horticulture Development, Gilbert Mulonda, these selective import bans, implemented since 2005, have boosted domestic production and reduced the country's reliance on imports, but the NAB now aims to transition toward a more competitive market.

"The aim is to move away from protection and border closures and position the industry to be competitive. The scheme has achieved its goal of supporting local production, and we foresee that by 2030, many of these measures will be



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relaxed," he said.

Mulonda also highlighted the importance of balancing trade within the Southern African Customs Union (SACU) to prevent economic exploitation and trade tensions.

Namibia supports a review of the SACU agreement to reflect the changing priorities of its member states and promote fairer trade dynamics.

"The priorities of certain member states have changed since the SACU agreement was signed. We need to resolve the problem that leads to protectionism amongst member states with developing industries," he said.

For nearly two decades, Namibia has worked to reduce its reliance on imported fruit and vegetables, aiming for food security and supporting local agriculture.

Initiated in 2005, the country's market share promotion scheme has gradually pushed domestic farming forward, with locally grown vegetables now covering 56% of Namibia's needs, a substantial increase from just 5% when the programme began.

Currently, Namibia's irrigated horticulture covers staple vegetables, with local products like tomatoes and onions even finding export markets in South Africa and Angola.

Although the country still imports over 96% of its fruit, locally grown blueberries and table grapes have gained a competitive edge in European and Asian markets, where Namibia's early harvest window offers an advantage.

"The advantage is that Namibia is a very small country. We're not under pressure as a result of a growing population yet in terms of food, the way that South Africa is. Our country needs very small production of staple crops in which the possibility of organic growing is possible instead of producing staple grain crops that are genetically modified organisms (GMOs)," he said.



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- 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

Sustaining the future of broadcasting in Namibia

By Helene Vosloo

As Namibia strides forward into an era defined by rapid technological advancement and shifting consumer behaviour, the broadcasting sector remains a cornerstone of information dissemination and cultural expression. With a population of approximately 3 million, the Namibia's media landscape encompasses a vibrant mix of public, private, and community broadcasters vying for the attention of an increasingly discerning audience. However, navigating the complexities of a digital revolution poses both challenges and opportunities for Namibian broadcasting, particularly in terms of sustainability.

A Historical Overview of Broadcasting in Namibia

Historically, the Namibian broadcasting industry was shaped by the South African Broadcasting Corporation's (SABC) dominance until 1990, when the Namibia Broadcasting Corporation (NBC) was established. The NBC, as the national public broadcaster, is charged with delivering informative, educational, and entertainment content in various indigenous languages, thus addressing the nation's linguistic and cultural diversity. Despite being a key player in the broadcasting sector, the NBC operates alongside a growing number of private broadcasters, including Multichoice Namibia, which offers services like DSTv and GOtv. The expanding landscape presents an opportunity for diverse content but simultaneously raises questions about market competition and media



Historically, the Namibian broadcasting industry was shaped by the

South African Broadcasting Corporation's (SABC) dominance until 1990, when the Namibia Broadcasting Corporation (NBC) was established.

sustainability.

The Impact of Digitalisation

The rapid proliferation of digital media platforms has fundamentally transformed the broadcasting landscape. For many Namibians, the advent of smartphones and internet access has opened up a world of on-demand content, often free of charge. While embracing these technological advancements promotes accessibility, it also means traditional broadcasters face obstacles in retaining audiences. Viewership patterns are shifting away from traditional services, and advertising budgets are moving toward digital platforms such as social media and streaming services.

This trend is reflected in a significant decline in advertising revenue for local broadcasters. For instance, between 2021 and 2023, companies like Multichoice and NBC have recorded notable decreases in income, as advertisers favour platforms

with larger audiences, often outside Namibia. A smaller market size further exacerbates this challenge, compelling local broadcasters to operate under resource constraints that limit their ability to produce compelling content, consequently affecting the quality of media produced.

Challenges Facing Namibian Broadcasting

The Namibian broadcasting sector is currently at a pivotal junction, grappling with several pressing challenges:

- Advertising Revenue Decline: The primary revenue source for broadcasters, advertising, has been severely impacted

as businesses reallocate their budgets to digital platforms that offer greater outreach and engagement.

- **Competition from Digital Media:** Audiences are increasingly turning to digital platforms for content, which continues to reshape media consumption patterns. These platforms allow for personalisation and convenience that traditional broadcasters struggle to provide.
- **Infrastructure Limitations:** Not all areas in Namibia enjoy equal access to broadcast signals, disadvantaging rural audiences who face poor signal quality and limited media options.
- **Content Quality and Creation:** High-

The Role of the Government in Enhancing Broadcasting

To support the Namibian broadcasting sector, the government holds a pivotal role. Efficient policy and investment strategies can lay the groundwork for a robust media environment conducive to growth:

- **Diversification of Revenue Streams:** Broadcasters should pivot towards alternative income sources, including subscription services and strategic partnerships

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- **Subsidies and Grants:** Financial support from the government for public and community broadcasters can alleviate funding challenges, ensuring they continue to produce local content that resonates with audiences.
- **Policy Reforms:** Implementing regulatory measures that foster a fair competitive environment and encourage local content production will enhance the broadcasting landscape. Regulations might include quotas for Namibian content which can nurture local industries.
- **Public Awareness Campaigns:** Campaigns to promote the significance of local broadcasting can bolster audience engagement and stimulate advertising interest, vital for the sustainability of local media outlets.

- **Investment in Digital Transition:** With the transformation from analogue to digital broadcasting, the government can aid broadcasters through grants or technical assistance, facilitating an upgrade to more stable and expansive digital infrastructures.
- **Public-Private Partnerships:** Collaborative initiatives between private entities and broadcasters can foster innovation and broaden revenue opportunities, ensuring a diversified content offering.
- **Corporate Social Responsibility Initiatives:** Encourage businesses to support local media through CSR initiatives focused on content production. This not only sustains the industry but allows businesses to align themselves with community interests.
- **Enhanced Local Content Production:**

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Investment in local talents and production capabilities enriches the media landscape and cultivates a culturally relevant content pool.

- **Training and Capacity Development:** Improving the skills of media professionals ensures better quality production and operational efficiency, vital for fostering a competitive edge.

Conclusion: A Path Forward
Though presenting formidable challenges, the Namibian broadcasting sector's future is ripe with opportunities for innovation and growth. By blending

government support, private collaboration, and embracing digital transformation through diversified strategies, broadcasters can revitalize the industry.

Positioning broadcasting as a vital public service with a democratic role in society, Namibian organizations must continue to serve as platforms for diverse voices and uphold their commitment to responsible information dissemination. For Namibia, the sustainability of its broadcasting industry is not merely an economic consideration but a cultural imperative — one that strengthens community ties, amplifies local stories, and ultimately enriches the nation's democratic foundations.

Strategy and foresight are essential as Namibia navigates this transformative era. Ensuring that local broadcasters evolve to remain competitive amidst growing global influences will require a cooperative approach. With sustained efforts, the Namibian government and industry stakeholders can forge a pathway that secures a vibrant and equitable media environment for future generations.

***Helene Vosloo is Executive: Economics & Market Development at the Communications Regulatory Authority of Namibia (CRAN)**

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.



RMA
Renaissance Health
Medical Aid Fund

The role of culture in organizational change management

By Vincent Marsicano

A culture-led approach to change can increase the speed and success of any change effort. Culture in organizational Change Management is a great supporter for your strategies.

The need for globally-oriented cultural awareness

Change practitioners are now working more than ever across the globe, getting familiar with delocalized organizational models.

This has urged them to study and incorporate culture in organizational Change Management. However, before starting with your strategy, you must be aware of how cultures vary and how they impact the way people work and react to change.

The field of cultural studies was developed by academics in the late 1950s, 60s and 70s, to investigate the forces that participate in the construction of the everyday lives of socially organized people.

Culture shapes our values, power relationships and the way we relate to others in everyday life. Since we live in multicultural societies, knowing what influences other people's decisions and behaviors and what cultural dimension they belong to can be a game changer in our Change Management strategies.

The three dominating studies on cultural dimensions Hofstede's Cultural Dimensions Theory – 1980

Geert Hofstede's study is based on empirical evidence and represent the best



Culture shapes our values, power relationships and the way we relate to others in everyday life.

scheme for comparing cultures, which are classified based on four dimensions, each one with an impact on any Change Management effort:

- Power distance
- Uncertainty avoidance
- Masculinity/femininity
- Individualist/collectivist

GLOBE

The Global Leadership and Organizational Behavior Effectiveness knowns as GLOBE Research Program was conceived in 1991.

Project GLOBE describes culture as follows: “Shared motives, values, beliefs, identities, and interpretations or meanings of significant events that result from common experiences of members of collectives that are transmitted across generations”. The nine cultural dimensions that emerged from their study are:

- Performance Orientation
- Assertiveness
- Future Orientation
- Humane Orientation
- Institutional Collectivism

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- In-Group Collectivism
- Gender Egalitarianism
- Power Distance
- Uncertainty Avoidance

Trompenaar's typology
Trompenaar's model differentiates cultures based on their preferences:

- Universalism vs Particularism
- Individualism vs Communitarianism
- Neutral vs Emotional
- Specific vs Diffuse
- Achievement vs Ascription
- Sequential vs Synchronic
- Internal vs External control

Culture in organizational Change Management to create a customized strategy

Like Change Management, culture is often seen as a luxury among management tools. However, culture is critical to business success, because — as already said in our previous Change Diary — it binds the organization together and permeates every small decision making process, both external and internal.

According to Prosci® and in our own experience, Change Management is most effective when you understand and acknowledge the cultural context of the people impacted by change. The first challenge when we work with different cultures is to recognize their impact; we can't really see how immersed we are in our own culture until we don't understand it. The cultural landscape therefore is the canvas on which the change management plans are painted. This is ignored at the practitioners peril.

Understanding culture to deploy organizational Change Management

In its 2016 benchmark report, Prosci® has identified the 6 cultural dimensions that have an impact on Change Management:

- Assertiveness
- Individualism vs Collectivism
- Emotional Expressiveness
- Power Distance
- Performance Orientation
- Uncertainty Avoidance

Know the landscape and assess your cultural spectrum


Before starting with your change initiative, understand the cultural dimension of your impacted people. If your

effort is impacting people from different cultures, then take time to understand how they differ and how you can tailor your approach to each one of them. For example, you may need to adapt training and communications to the different cultural settings. A culture-led approach to change can help increase the speed and success opportunities of any change initiative, because a Change Management strategy tailored to your organization's culture builds upon rather than works against the cultural background and norms of the people impacted.

What about your spectrum? And how is it different from the one/s you're managing? Understanding it will help you interact with the impacted groups, knowing how your culture influences your work.

***Dr. Vincent Marsicano serves as a Chief Executive Officer of and Change. He holds Prosci's Change Management and Train-the-Trainer program certifications. Since joining and Change fifteen years ago, he has**

been involved in financial and operations management, as well as strategy and innovation. Vincent's expertise lies in providing clients with change management modelling to improve the measurable impacts in the change process. He earned his Ph.D. in Physics from the University of Witwatersrand (Wits) and an MBA at the Gordon Institute of Business Science (GIBS).



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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

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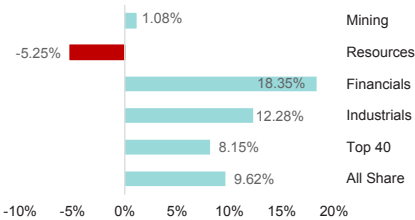
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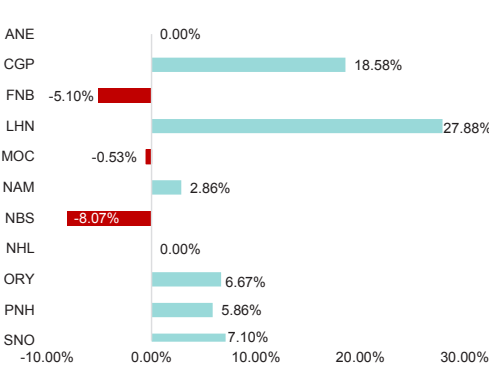
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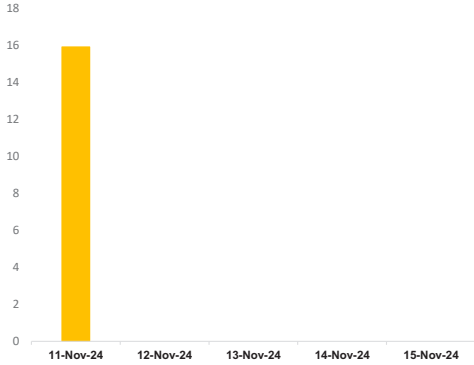
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NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

