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GIPI to refund over
N\$118m in in tax
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News Worth Knowing



Choppies fined for breaching competition law

THURSDAY 28 NOVEMBER 2024

MAIN STORY

Choppies fined for breaching competition law



The Namibian Competition Commission (NaCC) has fined Choppies Supermarket N\$2.2 million for failing to notify the regulator of a merger involving Grootfontein Supermarket and Grootfontein Bottle Store.

NaCC Corporate Communications Practitioner Dina //Gowases said Choppies violated Chapter 4 of the Competition Act, Act No. 2 of 2003.

“The investigation revealed that Choppies entered into a memorandum of agreement on 12 May 2022, and 19 May 2022, respectively.

This constituted an acquisition and a change of control under the Competition Act,” she said.

The merger fell within the notification thresholds prescribed by the Act, but

Crucial Dates

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

Choppies did not inform the Commission, as required by Section 44.

This omission led to the imposition of the penalty and a requirement for Choppies to implement a compliance programme on competition law in Namibia.

//Gowases emphasised that while the transaction did not significantly impact market competition in Grootfontein due to the existing market concentration at the time, it still triggered the notification thresholds.

"The fine underscores the Commission's commitment to ensuring that all mergers are notified to protect consumers and maintain a fair competitive landscape," she explained.

The market in question, categorised as fast-moving consumer goods, includes essential products like food, beverages, and cleaning supplies.

"These economic activities have a day-to-day bearing on every Namibian. The Commission's investigations are not punitive but aim to promote fair competition for inclusive growth and development," said //Gowases.

The settlement highlights the importance of preventative control in market regulation.

"Mergers must be assessed before implementation to avoid creating market structures conducive to anti-competitive behaviour. This ensures businesses do not gain

undue market power to raise prices or reduce service quality," //Gowases added.

The NaCC encourages stakeholders to seek advisory opinions if they are uncertain about the notifiability of their transactions.

"This process benefits consumers by preventing potential abuses of market dominance and safeguarding fair competition," //Gowases said.

This follows a settlement agreement between the Commission and Choppies Supermarket Namibia, which was approved by the High Court of Namibia on 19 November 2020.



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JOB TITLE: SITE AGENTS (x2)

General description:

To provide operational leadership, management, quality workmanship, and operational efficiency in executing contracts/projects.

Key performance areas

- Implementing and updating appropriate systems (costing, reporting, plant & equipment, human resources, etc.) to provide operational support for the efficient and effective functioning of the site/s.
- Planning and scheduling resources (e.g., employees/staff, plant and equipment, materials, fuel, etc.) for the site/s.
- Identifying deficiencies and training needs of personnel, along with directly training subordinates on effectively and efficiently applying resources on site.
- Ensuring the correct and timely work measurement is done and agreed upon with the Engineer or Employer.
- Preparation of progress reports for the monthly site meetings.
- Preparation of monthly management reports detailing the site's finances, cost projections, cash flow, difficulties, milestones, quality control, plant and equipment, labour statistics, materials on site, and fuel consumption records.
- Coordinating, training, and managing SMEs and subcontractors on site. This includes planning, requisitioning/ordering, and controlling materials for subcontract work.
- Ensure all vehicles, equipment, and machinery are maintained according to the service level agreements' requirements (i.e., day-to-day maintenance and checks).
- Ensure that the offices, equipment, personnel, and site reflect a professional image of the company.
- Daily engagement with the Engineer's representative and staff on the site/s.
- Ensuring quality control procedures are implemented and followed.
- Monitoring and controlling the operational cost of the site/s.
- Ensuring all works executed are agreed upon with the Engineer or Employer for payment purposes.

Minimum requirements

- Engineering degree or National Diploma in Civil Engineering.
- A minimum of eight years of experience as a site agent on road and infrastructure projects is required.
- Must have a sound knowledge of contract specifications, specifically FIDIC Red Book, 1999, and Namibian GCC.
- Must have practical knowledge of working with standard specifications, such as COLTO 1998 and SANS 1200.
- Applicants must be willing to work anywhere in Namibia and be able to operate independently.
- They are ideally registered with the Namibian Council of Engineers.
- A valid driver's license.



QUANTITY SURVEYOR (x4)

General description:

The quantity surveyor will analyse existing budgets, make improvements, review plans, prepare quantity estimates, negotiate with various contractors and vendors, and build relationships with clients and site managers.

Key performance areas:

- Reviewing construction plans and preparing quantity requirements;
- Preparation of valuations and financial statements;
- Scrutinising maintenance and material costs and contracts to ensure the best deals.
- Preparation and negotiation of claims;
- Liaising with site managers, clients, contractors, and subcontractors.
- Preparing reports, analyses, contracts, budgets, risk assessments, and other documents.
- Advising managers and clients on improvements and new strategies.
- Keeping track of materials and ordering more when required.
- Document any changes in design and update budgets.
- Establishing and maintaining professional relationships with external and internal stakeholders.
- Vendor relations;
- Monitoring the cost of site resources;
- Assist with the execution of estimates;
- Responsible for managing project development and costs;
- Travelling from the office to various sites as required.

Minimum requirements:

- Three to five years of experience in road infrastructure and building projects.
- B.Sc. in Quantity surveying, engineering, or similar from a reputable University.
- Construction estimating or finance experience is advantageous.
- Proficient in Candy BuildSMART System.
- Ideally registered with the Namibian Council for Architects and Quantity Surveyors;
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.



TECHNICAL ENGINEER (x3)

General description:

The Technical Engineer will work with complex systems, designing, developing, and integrating them at every project lifecycle stage and reliably delivering mission-critical solutions that boost accessibility, optimisation, and security.

Key performance areas:

- Investigate and analyse engineering processes;
- Prepare detailed construction schedules supported by relevant time cycle analysis and resources production analysis;
- Carry out technical and feasibility studies.
- Complete construction projects by preparing engineering documents and confirming specifications;
- Identify potential commercial risks and notify the line manager.
- Prepare claims for additional time and cost for the existing projects based on provided site data by the operational team.
- Maintain accurate records of project information.
- Report on project progress in the area of responsibility.
- Ensure proper and accurate documentation, statistics, and reporting.
- Maintain accurate records of project information.
- Ensure that project sites/ locations/ buildings are always clean and hygienic.

Minimum requirements:

- Two to three years of experience in civil or Project Engineering.
- Bachelor of Science or Bachelor of Technology Engineering in Civil Engineering.
- Ideally, registered with the Namibian Engineering Council will be an added advantage;
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.



GEOTECHNICAL ENGINEER (x1)

General description:

The geotechnical engineer will assess soil and rock's physical, mechanical and chemical properties to design foundations, retaining structures and earthworks. Your assessment will enable you to determine the feasibility of a construction or engineering plan.

Key performance areas:

- Obtain soil and rock samples to determine compressibility, efficiency, strength and other specific factors that affect the structure's behaviour
- Perform and review face mapping of rock slopes and cuts and stabilisation measures
- Plan field investigations by drilling and analysing samples of bedrock or deposits
- Look at the risk of geological hazards and make sure any factors affecting engineering works are identified and managed
- Use specialist computer software to create analytical 2D and 3D models
- Manage staff, including other engineering geologists, geotechnical engineers, consultants and contractors
- Understand data collection, analysis, evaluation and reporting
- Determine the safe load for soil
- Analyse and map technical results from seismic surveys and investigate subsurface conditions and materials to determine properties and risks.

Minimum requirements:

- Three to five years of experience in jet grouting and rock face treatment projects.
- Bachelor of Geotechnical Engineering, Geology, or any other related qualifications
- Proficiency in using geotechnical analysis and design software.
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.



GENERAL FOREMAN (x3)

General description:

The General Foreman is responsible for scheduling, coordinating, and supervising the work of all site operatives. They ensure all work is delivered safely, on time, and within budget while managing the necessary equipment and materials. This role involves ensuring compliance with all company and legal regulations, completing required documentation, and keeping daily records on-site.

Key performance areas:

- Oversee the coordination of construction work and ensure it is carried out according to priorities and plans.
- Plan and coordinate work, order materials, and manage the workforce to ensure the job is completed on time and within budget.
- Produce employee and project schedules.
- Manage and monitor members' attendance and work, recording and maintaining daily time sheets for employees under immediate supervision
- Supervise and oversee the use of machinery and equipment.
- Guarantee and implement safety precautions while also ensuring that quality standards are met.
- Report the progress of construction projects to managers, supervisors, engineers, and other relevant personnel.
- Implement company safety procedures and regulations and strictly enforce them with the workforce.

Minimum requirements:

- Ten to fifteen years of experience in road infrastructure and building projects.
- A minimum grade 12 certificate or similar from a reputable University
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.



DIESEL MECHANIC (x4)

General description:

Diesel mechanics are responsible for daily maintenance, repairs, and scheduled services. Their duties include running diagnostic tests on vehicles, test-driving them to evaluate performance, and keeping detailed records of the serviced vehicles and equipment.

Key performance areas:

- Repair, service, and maintain the company's vehicle fleet, equipment, and plant, including heavy commercial equipment, light fleet vehicles, and ancillary items.
- Ensure work complies with standards and uses appropriate equipment.
- Follow all established company policies, procedures, work instructions, and verbal guidelines from supervisors.
- Service, maintain, and repair company plants, equipment, machinery, and vehicles as directed.
- Attend to after-hours breakdowns and vehicle reentries as needed.
- Participate actively in safety and toolbox meetings and conduct a monthly safety inspection of the work area according to the schedule set by management.

Minimum requirements:

- A minimum of five years of trade experience is required.
- Red Seal trade-qualified diesel mechanic or similar qualifications from a reputable university.
- Applicants must be willing to work anywhere in Namibia and be able to operate independently.
- A valid driver's license.

Please forward your comprehensive application with certified copies of your qualifications to recruitment@otesa.com.na or hand deliver it to the Human Resources Manager, P.O. Box 96504, 46 Dr. Theo Ben Gurirab Street, Windhoek.

OTESA is an equal-opportunity employer and is committed to EE principles. Only shortlisted candidates will be contacted.

Closing date: 29th November 2024



CRAN issues cease-and-desist order to Starlink over unlicensed operations in Namibia

The Communications Regulatory Authority of Namibia (CRAN) has issued a stern cease-and-desist order to Starlink, accusing the satellite communications company of operating

within Namibia without the required telecommunications license.

The regulator revealed that it has already confiscated illegal Starlink terminal equipment from consumers and initiated



INVITATION FOR BIDS (IFB)

1. Request for the Procurement of Stationeries & Toner Cartridges.
2. Sealed Quotations for The Procurement of Cleaning Materials.

RELEASE DATE:	18 November 2024
CLOSING DATE:	29 November 2024 at 12h00 pm
DOCUMENT FEE:	Free

Interested bidders can download the bid document from the NSFAF website, www.nsfaf.na under - Opportunities, procurement or for further information contact Allenah Matengu at 061 434 6055/ Email: Allenhah.Matengu@nsfaf.na or Agnes Dawid on 061 434 6070/ Email: Agnes.Dawid@nsfaf.na

Bid documents are to be submitted in a sealed envelope at NSFAF Head Office, Eros Road 746, Windhoek.

criminal cases with the Namibian Police against those involved.

"On 26 November 2024, the Authority issued a cease-and-desist order to Starlink, instructing the company to immediately cease all operations in Namibia," CRAN said.

"The public is hereby advised not to purchase Starlink terminal equipment or subscribe to its services, as such activities are illegal under Namibian law."


CRAN further warned that it is pursuing legal action against any individual or entity found contravening the Communications Act.

The regulator urged the public to avoid importing or using Starlink services until compliance is achieved.

According to Emilia Nghikembua, CEO of CRAN, Starlink has applied for a telecommunications service license; however, the application is still under review.

"Until such time that a license is granted, the importation of Starlink terminal equipment and the use of its services contravene Sections 37(1) and 38(2)(a) of the Communications Act (No. 8 of 2009). These actions constitute a regulatory offence under Section 114(1) of the Act," Nghikembua explained.

Starlink, a subsidiary of SpaceX, is known for its Low Earth Orbit (LEO) satellite communication services, offering global internet connectivity, however, its operations in Namibia remain unauthorized until a formal license is approved by CRAN.




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 **GRADER OPERATOR (x2)**


General description:
 To operate the motor grader for rough or fine grade finishing, precisely spreading and mixing materials to dry and prep roads, construct road surfaces to precise grade specifications, lay cold mix, and shave and rip out old road surfaces, direct ground crew to achieve grading goals.

Key performance areas:

- Operates a self-propelled motor grader, forms stakes and lines, and takes instruction from the foreman.
- Performs rough grade finishing with the ability to learn or fine grade finishing, spreading and mixing materials on the roadway.
- Operate motor grader to avoid utility lines, equipment and other workers
- Adjust hand wheels and pedals to control blade and bucket attachments, as well as scrapers and swing booms
- Coordinate machine actions to move and position loads; learn and follow both hand and audio signals from other crew members and know how to give signals to others
- Operate a variety of heavy equipment such as graders, trucks, power cranes and shovels to move rocks, dirt and other materials
- Manoeuvre equipment with attached blades in successive movements across work areas to move rocks, vegetation or topsoil and to spread and level terrain.

Minimum requirements:

- A minimum of five years of motor grader experience is required.
- Motor grader/multi-skilled operator certificate or something similar from a reputable university.
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.

 **TECHNICAL HEAD: PROJECTS (x1)**

General description:
 The Technical Project Head oversees the planning, design, and implementation of road construction projects. They ensure that they are completed within the timeframe, budgets, and quality standards. Moreover, Project Engineers (roads) communicate with various stakeholders to ensure the successful outcomes of road infrastructure projects.

Responsibilities

- Collaborate and communicate with civil engineers, surveyors, architects, and stakeholders to develop detailed project plans, designs and layouts.
- Regular site visits and inspections to ensure compliance with design specifications, quality standards, and safety protocols
- Oversee the execution of road construction projects, including budgeting, scheduling, and resource allocation.
- Prepare project documentation such as progress reports, change orders, and final project reports.
- Monitor contractor performance, progress, and adherence to contractual obligations.

Requirements

- Qualifications in Civil Engineering (Bachelor of Engineering or Bachelor of Technology)
- Proficiency in using engineering software and tools such as AutoCAD, Civil 3D, and project management software.
- Strong knowledge of road construction methodologies, materials, and industry standards.
- Knowledge of relevant regulations and permitting processes related to civil engineering projects, especially road construction.
- Excellent and quick problem-solving skills
- Strong organisational and time management abilities, with attention to detail
- Effective communication and strong interpersonal skills
- Preferably a background in Consulting Engineering
- Must be willing to work anywhere in Namibia and must be able to operate independently.
- A valid driver's license.



Working Conditions


- Work in both an office and on-site environment
- Overtime may be required to meet deadlines or when nearing project completion.


Please forward your comprehensive application with certified copies of your qualifications to recruitment-HR@otesa.com.na or hand deliver it to the Human Resources Manager, P.O. Box 98504, 46 Dr. Theo Ben Gurirab Street, Windhoek.

OTESA is an equal-opportunity employer and is committed to EE principles. Only shortlisted candidates will be contacted.

Closing date: 29th November 2024

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 P.O. Box 98504, Windhoek, Namibia

GIPF to refund over N\$118m in in tax relief payments

The Government Institutions Pension Fund (GIPF) will refund over N\$118 million in tax relief payments to eligible annuitants, including pensioners, spousal beneficiaries, and child beneficiaries, on 28 November 2024.

GIPF Chief Executive Officer/Principal Officer Martin Inkumbi said that the Fund will disburse approximately N\$118 million to 24,173 qualifying annuitants, with refund amounts ranging from as little as N\$1.00 to approximately N\$17,000.

“The refunds are based on a calculation formula that considers the tax paid to date by members, the amount that would have been payable by the member under the new tax tables, and the difference between these two figures, resulting in the refund amounts,” Inkumbi said on Thursday.

Refunds will be paid to all qualifying tax-paying annuitants who do not have active tax directives or a notice to an agent issued by the Namibia Revenue Agency (NamRA). Refunds for deceased members will be paid to their estates through the Master of the High Court.

“Approximately 946 annuitants who owe tax to NamRA will not receive a refund. In such cases, these individuals are advised to contact NamRA to provide a new tax directive to the Fund, instructing either the cancellation or amendment of the existing tax directive,” Inkumbi said.

Additionally, GIPF is verifying outstanding tax refunds for members on disability who received a 3% increase and back pay adjustments earlier this year. Any adjustments for this group of annuitants



will be processed with the December 2024 payroll.

This move by the GIPF follows the Namibian government's decision to amend the income tax threshold for individuals, raising it from N\$50,000 to N\$100,000.

The government's revised tax reforms, effective from 1 March 2024, are expected to return N\$646 million to taxpayers

by exempting all individual taxpayers from paying tax on the first N\$100,000 of their income. These changes align with the Income Tax Amendment Act, 2024, as published in Government Gazette (No. 8442).



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Stepping up the identity game

By The Brand Guy

I have had my eye on visual material for the last few months. What I am seeing is grim, probably the product of Canva templates.

The general content (with a very few exceptions) is product and staffing announcements. The material does not lead to story brand development, much less jump-out-at-you ideas and insights. The hallmarks are textured, solid backgrounds, often with some texture or motif, no use of negative / white space and standard sans-serif fonts. The shot of a notional target person for the ad is obligatory.

The derivative software-driven approach may be cheap and superficially empowering, but the net effect is that the viewer does not stop, just scrolls onwards. There is no engagement. To see this in action, take a scroll through your social media feeds.

Penny wise, pound foolish. In the attention economy, that counts as a twofold loss: the cost of producing and exposing the message and the lost opportunity cost of a disinterested consumer.

Presenting a strong, clear identity, the signs that show the consumer who you are, is critical for obvious reasons. Presenting a visibly differentiated identity is yet more important.

The basic need of the audience is to



“

The derivative software-driven approach may be cheap and superficially empowering, but the net effect is that the viewer does not stop, just scrolls onwards.

understand what problem is being solved. That has to be extremely clear so it must not be hidden or obscured. In fact, if the message is presented clearly and in a compelling way, weak identity can be overcome. This facet can be presented as an idea. It might also be a statement of value creation. Without this, there is no engagement and the communication fails.

The secondary need is clear statement of identity. Identity is controlled by the brand manager in terms of the broader enterprise. There are two levels of this identity, the first being behavioural and the second being clearly signifying identity.

Behavioural identity is not immediately observable but exerts a huge influence on the approach and interest of the consumer.

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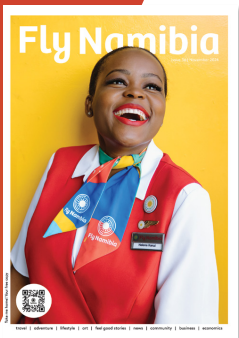
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“The basic need of the audience is to understand what problem is being solved. That has to be extremely clear so it must not be hidden or obscured.”

It consists of the behaviour of the entity towards the consumer, the personality and the exercise of values.

If the behavioural identity is at odds with the image, the consumer’s experience and interpretation of identity will lead to a breakdown of the brand and loss of its market. Although a brand may claim to be friendly, a hostile and unwelcoming receptionist can lead to degradation of the brand and consumer churn through switching.

Behavioural identity needs to contain a strong component



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TENDER
ST24_010

SALE OF SCRAP METAL

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Sale of Scrap Metal.

Details of the Tender

Tender availability	:	From Monday, 25 November 2024 Tender documents can be obtained by e-mailing: ststenders@sinomine.na
Cost per set	:	No levy
Closing date for submission	:	Friday, 6 December 2024

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

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.

of differentiation and position. Who is the product for, when and why? Who are its competitors and how does the differentiation establish a position in the market? If not for strong position and differentiation, the brand can be easily substituted.

Signifying identity is the set of visible symbol of the brand. Visually, the brand can be represented by its logo, colours, typography, product forms and design conventions, however it can also be sounds, tastes, scents and textures. All of this has to be highly characteristic, firstly to arrest the scroll and secondly to draw in a new audience.

I see very little of this in the current crop of Namibian identity. In fact, it is easier to switch attention to a foreign brand: the reward for the attention is stronger. That has immediate impact on industrialization and commerce.

The issue appears to be that the field of identity and its manipulation for commercial gain is not well understood locally. The actual field requires a specialist 4-year degree and / or years of experience. It is not something to be given to a junior or that should be left to Canva or that should be produced on a whim. It requires analysis and understanding.

If your messaging does not stop the scroll,

if only for a second or two, you need to a) go back to the drawing board and b) make an investment in results.

****Pierre Mare has contributed to development of several of Namibia's most successful brands. He believes that analytic management techniques beat unreasoned inspiration any day. He is a fearless adventurer who once made Christmas dinner for a Moslem, a Catholic and a Jew. Reach him at contact@pressoffice7.com if you need thought-leadership, strategy and support.***



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The eTariff Solution helps you find the correct HS commodity code for goods you're importing to or exporting from Namibia.

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Namibia's agric initiative surpasses seed production targets, creates over 600 jobs

The Namibia Agricultural Mechanisation and Seed Improvement Project (NAMSIP) has exceeded its certified seed production target for 2024, producing 1,500 metric tonnes, surpassing the annual goal of 1,200 metric tonnes.

The project has also created 500 temporary jobs and 100 permanent positions in the agricultural sector.

This achievement is part of the project's ongoing efforts to modernise Namibia's agricultural sector through mechanisation and seed improvement, according to the latest report from the African Development Bank (AfDB).

This comes as N\$649.35 million has been disbursed out of the project's total budget of N\$999 million, which is co-financed by the AfDB and the Namibian

government.

The AfDB's contribution accounts for 80% of the total cost, equating to N\$799.2 million. The remaining N\$349.65 million is still available in the project's subsequent phases.

"Certified seeds production reached 1,500 metric tonnes, surpassing the annual target of 1,200 metric tonnes by 25%," said the AfDB.

In addition to seed production, the project has made strides in mechanisation, with the procurement of 150 tractors and 300 ploughs, achieving 100% of its equipment target.

However, according to the bank, the uptake of mechanised farming practices among farmers has been slower than anticipated.

Despite the availability of modern farming equipment, only 60% of the targeted beneficiaries have adopted these practices, falling short of the 75% goal set by the project.

The report also highlighted the positive impacts of the project on agricultural productivity.

"Yield per hectare has increased by 30% in areas where mechanised farming has been implemented," it said.



While progress has been made, NAMSIP continues to face challenges. The report identified delays in procurement as a key hurdle, with the mechanisation equipment arriving six months behind schedule due to global

supply chain disruptions.

Furthermore, climate variability has affected seed multiplication in certain regions, hindering the full achievement of the project's potential in these areas.

In terms of capacity building, NAMSIP has trained 1,200 farmers in mechanisation and seed production techniques, representing 80% of the target of 1,500.

NAMSIP was approved on 3 December 2017, and is scheduled to be completed by 30 December 2026, under the Ministry of Agriculture, Water and Land Reform.

EXPRESSION OF INTEREST

First date of publication: 15 November 2024

DBMNE0518 - CONCEPT DESIGN AND DEVELOPMENT OF A TECHNICAL ASSESSMENT AND STORAGE FACILITY

SCOPE OF WORK:

Debmarnie Namibia is expanding its in-country capability to coordinate the repair and refurbishment of its equipment. This expansion will involve a comprehensive review of current practices, procedures, support services (engineering and logistics), physical infrastructure and equipment.

To this end, EPCM contractors with the necessary capabilities and capacity are invited to respond to this expression of interest. The general scope, be refined in collaboration with the appointed EPCM contractor, includes a study and assessment of organisational needs and capacity development to achieve the desired future state.

EPCM contractors wishing to respond to this expression of interest should have a proven track record of completing projects on time and within budget. The scope of capability should include the review and development of physical infrastructure, process design and adequacy, skills deployment, and operational readiness/implementation of solutions.

EPCM contractors interested in responding to this request are required to provide a comprehensive set of documents demonstrating their qualifications, experience, capabilities and approach to achieving the project's objectives.

DOCUMENTS TO BE SUBMITTED :


1. Company Profile and Overview
2. Relevant Project Experience
3. Technical Proposal
4. Capabilities and Capacity
5. Indicative Rates and Personnel Deployment Plan

CLOSING DATE: Registered businesses interested in providing these services are requested to submit their interest by sending the documentation reference number DBMNE0518 by 20 December 2024 at 12:00.

ENQUIRIES:
The Commercial Officer
Tel: +264 61 297 8450
Asite Marketplace: <https://za.marketplace.asite.com/>
Subject line: DBMNE0518 - CONCEPT DESIGN AND DEVELOPMENT OF A TECHNICAL ASSESSMENT AND STORAGE FACILITY.

Bidders must register on our electronic platform to participate in this EOI.

DISCLAIMER:
Debmarnie 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.



To Prepaid or not to prepaid: Part 1

By The Tech Guy

All hail the almighty prepaid meter! At last, we've found the one solution that will single-handedly fix all our water woes. Remember our last conversation about non-revenue water? The tragic saga of inefficiencies and uncollected revenue that serves as the final, most significant roadblock in the quest for water sustainability? Well, surely a device that guarantees all the revenue is collected for every drop of water used is the magic solution. Case closed, right? Or... is it?

Before we throw a parade down Independence avenue and roll out the confetti, let's take a moment to actually understand how this prepaid metering thing works. To fully appreciate the magic, we need to wade through the process,



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examine the pros and cons, and also get some help from our accounting friends to keep track of both the obvious and not-so-obvious costs.

The first step is installing a prepaid meter. In its most basic form, a prepaid water meter is a water meter with an electronic valve that controls the flow of water based on your available credit. When your credits run out, the valve shuts off, and no

more water flows until you reload your account. It's similar to how a prepaid phone works—once your airtime or data runs out, your phone stops working. Only in this case, when your water credits run out, you might find yourself unable to take a shower or even flush the toilet!

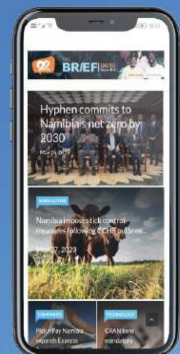
The older systems, which we'll refer to as "vintage" prepaid meters, integrate a standard water meter with a device known

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as a water management device (WMD). And no, we're not talking about weapons of mass destruction—though in some ways, this device does wield a certain kind of power. The WMD is essentially a small computer that controls the electronic valve. It receives water credits (or "airtime") via a 12- to 20-digit code, which you enter into a keypad that you keep in your home.

But where does this code come from you might ask? This brings us to step two: The token-generating platform. (Or, as I like to call it, the "airtime-selling platform" of the water world.) This is a heavily encrypted, ultra-secure system that generates codes—aka tokens—that give your meter the thumbs up to keep the water flowing. These tokens are secure passcodes assigned specifically to your WMD and will accurately grant you with the correct volume of water / water credits as per the municipal rates and the amount you have paid.

And that's it! All that remains now is for you to get back home, recharge your meter, and enjoy a long, well-deserved shower. You've got your water, the municipality

has its money, and everyone is happy. What could possibly be bad about that?

But before we start printing "Prepaid Water Meter for President" T-shirts and planning a victory parade, let's pump the brakes for a moment. Let's take a deeper dive into the prepaid world before we make any final judgments—because, as we all know by now, not all that glitters is gold... and sometimes, the only thing flowing is the fine print.

Until next week.. The Tech Guy



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TENDER
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Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Auction of Second-Hand Goods.

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From Monday, 25 November 2024
Tender documents can be obtained by e-mailing ststenders@sinomine.na

Cost per set

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No levy

Closing date for submission

:

Friday, 6 December 2024

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

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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SNC ranked as a Recommended Firm in Namibia by IFLR1000 2024 Rankings

SNC Incorporated has been recognized as a Recommended Firm in Namibia and awarded a Tier 3 ranking in the Financial and Corporate practice area of the IFLR1000 2024 rankings.

According to SNC, this achievement represents the highest ranking for the law firm in Namibia since its initial recognition by IFLR1000 as a Notable Firm two years ago.

“The elevation to a Recommended Firm in 2024, with a Tier 3 ranking, is a result of consistent performance, high-caliber transactional work, and glowing client feedback. It showcases the trust our clients place in us and our ability to consistently deliver exceptional results. Over the years, we have honed our capabilities and deepened our expertise, especially in the complex and evolving financial and corporate sectors in Namibia and beyond,” said Shakwa Nyambe, Managing Partner at SNC Incorporated.

IFLR1000’s annual rankings highlight the top law firms and lawyers in financial and corporate law globally, based on transactional evidence and client feedback. This recognition underscores SNC Incorporated’s ongoing commitment to excellence and its ability to deliver client satisfaction in the face of complex legal challenges.

SNC Incorporated is a full-service



energy, natural resources, commercial, and dispute resolution law firm with offices in Windhoek, Namibia. Over the years, the firm has submitted substantial evidence of its financial and corporate work across critical sectors such as energy, mining, oil and gas, natural resources, corporate law, and mergers and acquisitions—demonstrating a steady trajectory of growth and achievement.

THE

BRIEF

MOOKS & ADORA *In the Morning*

06:40

Mon-Fri

The future of wealth management

By Katja Meier

A number of variables such as changing client demands and expectations, technological advancements and the growing importance of the concept of generational wealth are driving a significant transformation in the traditional wealth management environment.

Wealth management has changed from being exclusive to wealthy customers to adopting a more comprehensive, individualised strategy. By leveraging big data, Artificial Intelligence and complex algorithms, today's wealth managers can tailor highly individualised holistic financial solutions that compliment clients' lifestyle, risk tolerance and family dynamics. This personalisation is integral to successful multi-generational wealth preservation and needs to be personalised to balance returns with changing governance and values. Wealth managers must thus develop sustainable long-term, multi-generational solutions that blend financial expertise with deep comprehension of complex family structures and their entailing aspirations for future generations.

Furthermore, the concept of generational wealth has evolved from merely transferring assets amongst family members to preserving family legacies, values and responsible stewardship. Wealth managers play a key role in tailoring individualised solutions that merge estate planning, family governance and tax efficiency while also encouraging philanthropy and financial literacy.

In order to ensure that wealth acts as a beneficial unifying asset rather than a



Wealth management has changed from being exclusive to wealthy customers to adopting a more comprehensive, individualised strategy.

source of conflict or division among family members, wealth managers must assume a constantly evolving role which necessitates that wealth managers guide clients by offering families valuable guidance and ensuring to align common goals. Advisers are more specifically focused on promoting harmonious intergenerational relationships and a seamless transfer of wealth rather than just assisting clients to safeguard their financial status. Integrating cutting-edge technology with bespoke value-oriented methods is going to be crucial to the future of wealth management.

Successful wealth management should combine financial expertise with insightful knowledge of intricate family dynamics as the emphasis shifts from asset growth to multi-generational legacy creation. Wealth managers who succeed at integrating these key components will likely be the most qualified to guide their clients with vision and purpose across generations.

****Katja Meier is Wealth Manager at Old Mutual Wealth, Old Mutual Namibia***



Enriching
Generations

FINANCIAL MARKET MONITOR

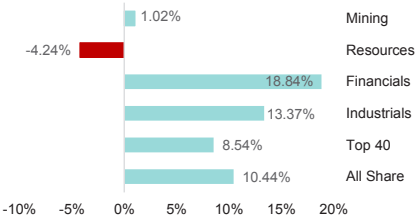
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Spot Gold	2646.81
Platinum	938.13
Palladium	985.25
Silver	30.23
Uranium	77.00
Brent Crude	73.24
Iron Ore	95.60
Copper	8932.69
Natural Gas	3.23
Lithium	9.95

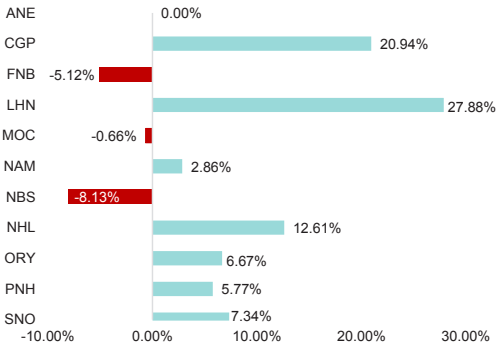
Currencies

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EUR/ZAR	19.1134
GBP/ZAR	22.9754
USD/CNY	7.2464
EUR/USD	1.0538
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USD/RUB	108.1250
CPI	3.00%
Repo Rate	7.25%
Prime Rate	11.00%

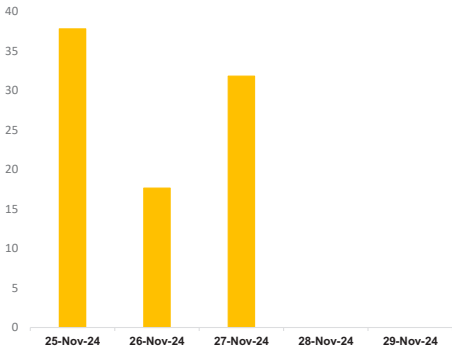
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



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Global Indices: Year to Date in %

