

#### RELATIONSHIP

The relationship between seed sowing depth to germination

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OPM urges implementation of 4IR Task Force recommendations

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THE

# BRIEF

News Worth Knowing

## Windhoek needs N\$7.8 billion for land servicing



WEDNESDAY 12 MARCH 2025

## MAIN STORY

# Windhoek needs N\$7.8 billion for land servicing

## *... N\$2.7 billion needed to service land in informal settlements*

The City of Windhoek requires N\$7.8 billion to service land to meet growing demand, as the capital's population is projected to reach 500,000 this year.

According to Windhoek Mayor Ndesihafela Larandja, N\$2.7 billion is specifically needed to service 12,000 erven in the city's informal settlements, which are expanding at a rate of 6.1% per year.

"Informal settlements are growing at a rate of 6.1% per annum, with a doubling time of 11 years, compared to the City's overall population doubling time of 21 years," Larandja said.

Currently, around 200,000 residents live in 130 informal settlements across the city. In response to this rapid expansion, the City Council approved a development and upgrading strategy for informal settlements in 2019, initially requiring N\$400 million in seed capital.

Windhoek Acting CEO and Strategic Executive for Housing, Property Management, and Human Settlement, Faniel Maanda, explained that the 2019 strategy relied on a cross-subsidisation model to fund housing development in the



### Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
  - \* 16 April 2025
  - \* 18 June 2025
  - \* 13 August 2025
  - \* 15 October 2025
  - \* 3 December 2025

Informal settlements are growing at a rate of 6.1% per annum, with a doubling time of 11 years, compared to the City's overall population doubling time of 21 years.

absence of government support.

"We revolve the fund. We target high earners, middle income, and then go back to the informal settlement. The City has refrained from putting all its money on the informal settlement because whatever you put there, you don't get back because the default rate is around 30%," Maanda told The Brief.

In 2021, the City adopted an affordable housing policy as part of its efforts to provide low-income housing. Under this initiative, the council utilized its capital budget and a revolving fund, reviving the Build-Together housing programme in Windhoek.

"In there, we have about N\$17 million, and we just need to grow it. We have received over N\$100 million through this revolving fund government and we have built over 500 houses through that

assistance, so payment comes back to us and it revolves," Maanda added.

As part of its ongoing efforts to tackle the housing crisis, the City unveiled 700 low-cost housing units in informal settlements in 2023 at a cost of N\$120 million.

With government funding remaining scarce, Larandja emphasized the importance of engaging stakeholders to secure financial support for the City's projects.

She announced plans to host a mayoral meet-and-greet event to introduce investment opportunities.

"This will also open up investment opportunities to our stakeholders and also create jobs for the community. It should not only be seen as the government's responsibility to fund local councils," she said, urging stakeholders to identify projects they can support and take over.

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Standard Bank

SBN HOLDINGS LIMITED

RESULTS  
ANNOUNCEMENT

for the year ended 31 December 2024

Namibia  
Kunene River

Profit for the year	Headline earnings growth	Cost to income ratio	Credit loss ratio	Total capital adequacy ratio	Return on equity	Final dividend per ordinary share
<b>N\$1 053m</b>	<b>35.1%</b>	<b>56.4%</b>	<b>0.37%</b>	<b>18.0%</b>	<b>20.0%</b>	<b>70 cents</b>
2023: N\$770m ▲ 36.8%	2023: 25.9%	2023: 60.7% ▼ 430bps	2023: 0.59% ▼ 22bps	2023: 20.7% ▼ 270bps	2023: 15.6% ▲ 440bps	2023: 58 cents ▲ 20.7%

**"The year 2024 saw the group delivering an exceptional and historical set of results as we surpassed the N\$1 billion headline earnings mark for the first time in our 109 years of existence."**

Erwin Tjipuka, Chief Executive

## Income statement

	Change %	2024 N\$'000	2023 N\$'000
Net interest income	14.8	2 067 311	1 800 015
Non-interest revenue	15.3	1 677 624	1 455 093
Net fee and commission revenue	9.2	1 040 280	952 929
Trading revenue	11.7	221 668	198 510
Other revenue	31.7	282 537	199 312
Other gains and losses on financial instruments	46.8	153 139	104 342
<b>Total net income</b>	<b>15.0</b>	<b>3 744 935</b>	<b>3 255 108</b>
Credit impairments	(35.1)	(106 103)	(163 411)
<b>Income before operating expenses</b>	<b>17.7</b>	<b>3 638 832</b>	<b>3 091 697</b>
Operating expenses	6.9	(2 113 374)	(1 976 192)
<b>Net income before tax</b>	<b>36.8</b>	<b>1 525 458</b>	<b>1 115 505</b>
Taxation (indirect and direct)	36.7	(472 844)	(345 792)
<b>Profit for the year</b>	<b>36.8</b>	<b>1 052 614</b>	<b>769 713</b>

## Group results

The group finds itself at a historic milestone as it celebrates a momentous achievement of delivering a N\$1 billion headline earnings for the first time in its 109 years of driving Namibia's growth. This achievement did not only demonstrate the impact of our deliberate strategic choices but exemplified our disciplined strategy execution and dynamism in the face of a tough trading and macro-economic environment. Refer below for the key financial highlights, the factors that contributed to our success, and how we have positioned ourselves for continued growth in an ever-evolving economic landscape.

Net interest income surged to N\$2,067 billion, a 14.8% increase from prior year. This growth was underpinned by strong average balance sheet growth and higher margins resulting from funding optimisation strategies. Net interest margin increased by 40 basis points to 5.6% in the current year.

Non-interest revenue increased by 15.3% to N\$1,678 billion from prior year, underpinned by increases in net fee and commission revenue of 9%, trading revenue of 11.7%, other revenue of 31.7% and other gains and losses on financial instruments of 46.8%. The main driver for the increase in net fee and commission revenue was the growth in transactional volumes. Trading volumes, expanded client propositions, foreign exchange and commodity volatilities underpinned the growth in trading revenue. Other revenue growth was driven by the increase in insurance related revenue which grew by 7.9% from prior year and profits earned on the disposal of Spearman Investments (Pty) Ltd related entities. Increase in other gains and losses on financial instruments is largely due to a 57.2% growth in distributions from financial investments driven by higher investments resulting from excess funds held during the year.

Credit impairments decreased by 35.1% year on year, as a result of the regularisation of group scheme home loan accounts which were previously impaired due to technical challenges, the realisation of our non-performing loan (NPL) strategy in the current year and the improved quality of the book. The credit loss ratio (CLR) decreased to 0.37% compared to 0.59% in prior year. The CLR improved due to the decrease in credit impairment charges and the growth in loans and advances. The group is strategic in its provisioning and closely monitors and reassesses its strategic NPL initiatives to ensure they are fit for purpose.

Operating expenses growth decreased by 10.8% from prior year to 6.9% which tracked closer to the average inflation for the year of 4.3%. The main driver of the increase in expenses were:

- Staff costs which went up by 10.2%, underpinned by annual salary increases of 7%, filling of vacant positions, engagement of temporary IT employees to support key regulatory projects such as PSD 9, and higher variable remuneration aligned with group performance
- Other operating expenses grew by 4.5%, which is in line with average annual inflation of 4.3%.

The group's cost-to-income (CTI) ratio has decreased to 56% from 61% in 2024.

## Dividends declared

On 7 March 2025, the group declared a final cash dividend of 70 cents per ordinary share. Together with the interim dividend of 68 cents per ordinary share, this represents a total dividend of 138 cents per ordinary share (2023: 100 cents). This is a 38.0% increase on the total dividend per share for 2024.

## Statement of financial position

	Change %	2024 N\$'000	2023 N\$'000
Cash, financial investments and other assets	31.1	15 359 905	11 715 700
Loans and advances to banks	(2.5)	5 292 869	5 429 848
Loans and advances to customers	3.8	22 340 071	21 524 042
<b>Total assets</b>	<b>11.2</b>	<b>42 992 845</b>	<b>38 669 590</b>
Deposits and current accounts from customers	10.9	33 239 449	29 982 379
Deposits from banks	>100.0	763 908	292 038
Other liabilities	3.7	3 496 255	3 372 382
<b>Equity</b>	<b>7.9</b>	<b>5 491 233</b>	<b>5 087 791</b>
<b>Total equity and liabilities</b>	<b>11.2</b>	<b>42 922 845</b>	<b>38 669 590</b>

Loans and advances to customers increased by 3.8% year on year, in contrast to the negative growth of 2.8% experienced in prior year. The franchise portfolio increased as follows: CIB by 9.8% driven by the growth experienced in medium term loans and BCB and PPB portfolios by 1.7% underpinned by growth in vehicle and asset finance and unsecured lending as a result of the digital lending introduced in the current year. Although home loans grew negatively by 1.8% mainly due to the run down on the book, the new business written was 66% higher than in the prior year.

Despite the difficult macroeconomic environment characterised by prolonged high interest rates, sticky and elevated inflation, our NPL ratio (including interest in suspense) decreased from 4.52% (restated) in 2024 to 3.77% which is below both the industry average of 5.6% as at 31 December 2024 and the regulatory trigger limit of 6%. The decline in the NPL ratio demonstrates our disciplined and prudent approach to credit risk management and is testament to the resilience of our NPL reduction plan. The group remains committed to closely monitoring NPLs to ensure a good quality book.

There was a significant increase in deposits from customers of 10.9%, attributable to an increase in demand deposits, term deposits and a strategic decrease in negotiable certificates of deposits. The aforementioned increase is a result of our efforts to diversify our deposit mix to meet strategic goals. Debt securities decreased by 23.2% following the redemption at maturity of the SBN424 and SBN02 facilities with an issuance volume of N\$658.5 million during the year. The group's liquidity position remained strong and within approved risk appetite and tolerance limits. The group continuously ensures that it has sufficient marketable assets available in its portfolio to meet the outflow demand in both businesses as well as stress circumstances.

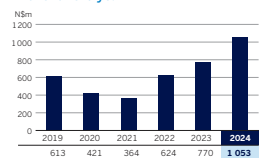
## Outlook

Looking ahead, we remain committed to supporting economic growth and delivering sustainable value to our stakeholders. With a solid foundation and a clear strategic vision, the group is well positioned to navigate future opportunities and challenges in a dynamic economic landscape, as we strive to live our purpose, 'Namibia is our home, we drive her growth'.

## Appreciation

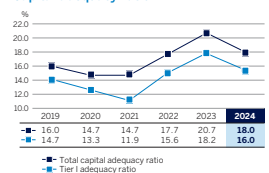
We would like to express our heartfelt gratitude to our dedicated employees, loyal customers, board of directors, shareholders, regulators and all other valued stakeholders. Together, we have navigated the complexities of the past year and laid a sturdy foundation for the future.

## Profit for the year



The group's profitability reached a record high in 2024, with profit for the year increasing significantly to **N\$1 053 million**, a substantial improvement from N\$770 million in 2023. This impressive growth is directly attributable to a combination of strategic initiatives, funding optimisation, the successful scaling of our digital banking platforms driving increased transactional volumes, enhanced cost efficiency achieved through operational improvements, and a steadfast commitment to disciplined credit risk management. The provision profit increased by 276% from N\$1,279 billion in the prior year to N\$1,631 billion in the current year.

## Capital adequacy ratio



The group maintained its strong capital adequacy ratio with total regulatory capital at **18.0%** (2023: 20.7%) and total tier 1 capital at **18.0%** (2023: 18.2%).

Postal address: PO Box 3327, Windhoek, Namibia  
Registration number: 2006/306  
Country of incorporation: Republic of Namibia

Directors: Mr H Tjipuka (Chairman); Mr E Tjipuka\*\*\*, Mr S Horung\*\*\*, Mr STD Mwaikusa\*\*\*, Mr AT Mwaikusa\*\*\*, Mr JS Mwaikusa\*\*\*, Mr JG Reddel\*, Mr P Schlebusch\*\*\*, Ms NA Tjipuka\*.

\* Namibian \*\* South African \*\*\* Zimbabwean # Executive

Company secretary: Adv S Tjiporkisa

SBN Holdings Limited's full annual consolidated financial statements for the year ended 31 December 2024 is available for viewing on the Standard Bank website. The directors of SBN Holdings Limited take full responsibility for the preparation of this announcement and ensuring that the financial information, where applicable, has been correctly extracted from the consolidated annual financial statements. This announcement has not been reviewed by our external auditors. The results disclosed in this announcement are consistent with the accounting policies adopted by the group in the audited annual financial statements and are presented on an FRP<sup>®</sup> Accounting Standards basis. The financial statements will be presented at the annual general meeting on 29 April 2025.

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## Walvis Bay border expected to handle 1,500 trucks daily by 2030

The Walvis Bay border post is projected to experience a significant increase in cargo movement, with daily truck traffic expected to reach 1,500

by 2029-2030.

Project Manager for the Logistics Hub at Walvis Bay Corridor Group, Gilbert Boois, said trade activities have seen an



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exponential increase in cargo movements, and this growth poses challenges for border efficiency and regulatory processes.

“We foresee a significant increase in cargo movement, and some of the earlier indications suggest that by 2029 or 2030, we should see around 1,500 trucks moving through the port,” he said at a recent

industry event.

The anticipated surge in cargo volumes aligns with broader efforts to enhance Namibia’s logistics sector.

Boois highlighted the evolving role of international logistics service providers establishing operations in Walvis Bay, emphasising the need for improved efficiency at the Coordinated Border Management (CBM) National Strategy launch.

“It clearly cannot be business as usual. This kind of strategy really underpins the logistics initiatives we are pushing on behalf of the government. The buzzword that is really coming across in all conversations is the ease of doing business,” he said.

Boois added that efforts to streamline operations include system integration and interagency agreements, although legislative changes are expected to take time.

“There are talks of legislation that needs to be crafted, which may take another few years. There are obviously some good things and some low-end input that we can work on,” Boois noted.

The expected rise in cargo traffic follows a strong performance by Walvis Bay Harbour, which in January 2025 emerged as the main border post for exports valued at N\$4.7 billion.

This was followed by Eros Airport and Katima Mulilo border post, which recorded N\$2.5 billion and N\$1.5 billion in export value, respectively.

On the import side, Walvis Bay Harbour maintained its position as the key entry point, attracting N\$6.8 billion worth of goods.

This surpassed the Ariamsvlei and Trans Kalahari border posts, which registered import values of N\$2.3 billion and N\$1.5 billion, respectively.

## PROCUREMENT NOTICE



MTC hereby invites companies to participate in the following procurement opportunity:

### TENDER NO: MTC14-25-O

REQUEST FOR PROPOSAL FOR THE SUPPLY AND DELIVERY OF MOBILE SECURITY DISPLAY UNITS FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

**Briefing Meeting:**

Wednesday, 05th March 2025 by 10H00

### TENDER NO: MTC13-25-O

REQUEST FOR PROPOSAL FOR THE SUPPLY, DELIVERY, COMMISSIONING AND MAINTENANCE OF 1X AUTOMATIC WRAPPING MACHINE FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

**Briefing Meeting:**

Thursday, 06th March 2025 by 10H00

### TENDER NO: MTC07-25-O

REQUEST FOR PROPOSAL FOR SUPPLY AND DELIVERY OF 19 X VEHICLES FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

**Briefing Meeting:**

Thursday, 06th March 2025 by 11H00

**Briefing Meeting Venue:**

Microsoft Teams, the link will be on MTC's website.

Closing date: **Thursday, 20th March 2025 by 14h30**



Terms of reference are available at:  
<https://www.mtc.com.na/procurement/tenders>



## Whistleblower tips lead to N\$3.4 million recovery by NamRA

**T**he Namibia Revenue Agency (NamRA) has recovered N\$3.4 million from three companies in November and December 2024, following assessments worth N\$15.8 million, the agency announced.

The development comes as NamRA intensifies its efforts to combat tax evasion and financial misconduct through

its whistleblowing hotline, launched in May 2023.

“Launched last year, the NamRA Whistleblowing Hotline, independently managed by Deloitte Namibia, has proven to be a critical tool in enhancing transparency and accountability,” the agency said.

According to NamRA, Since its

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inception, the hotline has received 60 reports related to fraud, corruption, tax evasion, alleged money laundering, drug smuggling, and unethical behavior.

“NamRA remains steadfast in strengthening tax compliance and

encourages all taxpayers and stakeholders to actively utilize the Whistleblowing Hotline. The public plays a vital role in upholding integrity and accountability within Namibia’s tax system by reporting suspicious activities,” the agency said.



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# The relationship between seed sowing depth to germination and growth period of a crop

By Hanks Saisai

The successful growth of a crop is commonly influenced by the initial action of propagation, conventionally done through the sowing of seeds into a growing medium or directly into a seed bed.

However, a factor frequently overlooked by farmers when sowing seeds is the sowing depth. Hence, most seed-producing companies develop trials to determine the correct sowing depth of a seed.

Moreover, seeds procured from reputable companies, are usually accompanied by recommended sowing depth.

It is essential to understand that the depth at which a seed is sown has a direct impact on the seed germination time.



“If the seed is sown too deep, it also affects the emergence period of each crop.

When the soil is warm enough, the seed develops a rudimentary root, and at the right depth, the seed’s root system grows optimally and has access to essential nutrients such as Phosphorus, Nitrogen and Potassium. In contrast, if the seed is sown too deep and the soil lacks phosphorus, the seed may have limited Phosphorus which is essential for root development.

If the seed is sown too deep, it also affects

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the emergence period of each crop. Usually, most vegetable seeds have a recommended sowing depth that ranges between 0.5 cm to 2 cm in a growing medium or directly into the garden.

This later translates to a germination and emergence period of about 10 – 14 days for new plants to emerge out of the soil or the planting medium. Once the crop emerges, it has a defined growing period, for instance, cabbage has a growing period of about 90 days before it is ready for harvesting.

However, if the sowing depth guide is not

adhered to, it may affect the germination and emergence period. This will directly impact the crop's growth period before a farmer can harvest.

In automated seed sowing operations using a tractor with a planter, the sowing depth is calibrated to ensure proper planting.

The fertilizer is dropped at a depth of approximately 5 – 7 cm, while the planter releases seeds at a depth of about 2 – 3 cm.

This will ensure that the seeds sown have access to major elements such as Phosphorus (P) which is essential for root development, Nitrogen which is responsible for shoot establishment and vegetative growth and Potassium (K) which is responsible for flower and fruit development.

Furthermore, the sowing depth also influences a farmer's choice of an appropriate irrigation system that ensures that the seeds are not displaced from their original place of planting.

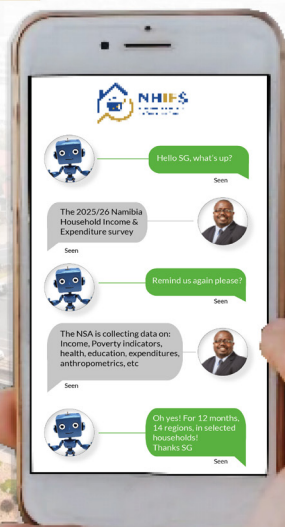
Seed sowing is an aspect that farmers often overlook, however, it is among the most critical aspects of a successful crop production enterprise.

It is therefore essential to grow your seeds correctly to avoid delays in the growth period and harvesting dates of your crops as this ultimately affects your yields and potential revenue.

**\*Hanks Saisai is  
Technical Advisor:  
Crops and Poultry**



## Hello Namibia



MARCH 2025 - MARCH 2026

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## Namibia moves to speed up border clearance and boost trade

Namibia has launched a Coordinated Border Management (CBM) National Strategy aimed at improving efficiency in trade facilitation and reducing non-tariff barriers at border posts.

The strategy, which aligns with the World Trade Organisation's (WTO) Trade Facilitation Agreement, seeks to streamline operations across multiple border agencies to enhance Namibia's global competitiveness.

Namibia Revenue Agency (NamRA) Commissioner Sam Shivute highlighted the importance of the initiative, noting that delays at ports and border posts have been a

significant hurdle to trade efficiency.

"What we are approving or finalising today is a coordinated border management national strategy for Namibia. Namibia, as a WTO member, must implement measures that enhance efficiency, improve trade facilitation, and eliminate non-tariff barriers at our borders," Shivute said.

He pointed out that Namibia has historically lacked a structured border management strategy, with over 12 different agencies operating at border posts without a synchronised approach.

"There was no coordinated approach to

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facilitating trade. One agency might clear a consignment, but then the process stalls at another checkpoint. We need a structured system with clear standard operating procedures to ensure efficient clearance times,” he said.

This comes after a Time Release Study at Walvis Bay Port revealed that some consignments remain at the port for an average of 19 days, a situation Shivute deemed unacceptable.

He stressed the need for improved intra-

Southern African Customs Union (SACU) trade, which currently stands at around 20-25% compared to 60-70% in Europe.

“We need to work together at our borders, adopt a whole-government approach, and ensure Namibia is well-prepared for the African Continental Free Trade Area (AfCFTA),” Shivute added.

Executive Director at the Ministry of Industrialisation and Trade, Sikongo Haihambo, emphasised that prolonged border clearance times negatively impact Namibia’s competitiveness.

“You may agree that prolonged cross-border clearance is costly to businesses and places Namibia in a precarious position,” Haihambo said.


Haihambo acknowledged Namibia’s progress in trade facilitation, citing the establishment of One Stop Border Posts with Botswana, Zambia, and Angola.

“Our implementation rate of Trade Facilitation Agreement measures has improved from 3.16% to 85.8% over two years. This is a remarkable achievement,” he noted.

He also noted the launch of the Namibia Online Trade Information Portal all efforts to harmonise border operating hours with neighbouring countries.

Consultant Sydney Chibbabbuka, a Customs and Trade Facilitation Expert, stated that the CBM strategy stems

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**ENQUIRY NO. E026-ND-2025**

**THE PROVISION OF SEWAGE REMOVAL SERVICES**

**SCOPE OF WORKS**

Namdeb Diamond Corporation (Pty) Ltd hereby invites reputable and suitably qualified service providers to submit their proposals to provide Sewage Removal Services in Southern Coastal Mines.

**The Scope of Services shall primarily consist of:**

- Collection and Disposal of Sewage Effluent; and
- Chemical treatment of sludge build-up in septic tanks.

**COMPULSORY PHYSICAL SITE INSPECTION**

A compulsory Physical Site Inspection (PSI) shall be conducted on **Monday, 24<sup>th</sup> March 2025, at 07h30. Only Tenderers who attend the Site Inspection shall be eligible to participate in the tender process.**

**ENQUIRY DOCUMENTS**


Interested parties may contact Elizabeth Markowitz, at the below listed details, to register and obtain a copy of the enquiry documents:

Email: [elizabeth.markowitz@namdeb.com](mailto:elizabeth.markowitz@namdeb.com)  
Tel.: +264 (63) 238 502

**SUBMISSIONS**

All documents in support of the requirements must be submitted via e-mail to [tender@namdeb.com](mailto:tender@namdeb.com)  
The closing date and time for submissions is: **Friday 28<sup>th</sup> March 2025 at 14h00.**

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from a request by Namibia to the Southern African Development Community (SADC) Secretariat for technical and financial support under the SADC Trade Facilitation Programme.

“The CBM concept in Namibia will improve efficiency at border operations by strengthening coordination and cooperation among agencies and neighbouring states,” Chibbabbuka said.

He noted that key recommendations for implementing CBM in Namibia include developing a national policy on border cooperation, enacting supporting legislation, establishing technical working groups, mobilising financial resources, and implementing an electronic single window system.

With the CBM strategy in place, Namibia aims to enhance trade efficiency, attract foreign direct investment, and improve economic growth while preparing for AfCFTA opportunities.

“Namibia's CBM strategy brings together key agencies to streamline border operations and boost trade efficiency. Leading the effort is the Namibia Revenue Agency, supported by the Namibia Ports Authority (NamPort), Port Health, and the Department of Immigration Control and Citizenship,” he said.

Chibbabbuka added that security oversight is provided by the Namibia Central Intelligence Service

and the Namibia Police Force.

The Namibian Agronomic Board and Directorate of Veterinary Services regulate agricultural and livestock trade, while the Road Fund Administration manages transport levies.

He said this coordinated approach aims to reduce delays and enhance Namibia's trade competitiveness.

The document is scheduled for Cabinet approval before being legislated by the Namibian Parliament.

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# TENDER

First date of publication: 14 February 2025

**TENDER NO: DBMNE0522 BABYLON ACCESS CONTROL and/or AVIGILON SURVEILLANCE SYSTEM CALL OFF CONTRACT AT THE NAMDEB CENTRE IN WINDHOEK**

**DESCRIPTION:**  
 Debmarine Namibia is seeking experienced Service Providers for the Security access control systems and Security surveillance systems maintenance services at the Namdeb Centre in Windhoek.

**SCOPE OF WORK:**  
**Babylon and or Avigilon Systems** - The scope of this tender encompasses the Namdeb Centre Security Access Control Systems maintenance and repairs commitment resulting in the highest reliability and maintaining a constant systems availability of 98%. Qualified skilled technicians must be equipped to work on the access control system and the surveillance systems.

**CLOSING DATE: 20 March 2025 at 12:00**

**REQUEST FOR ELECTRONIC TENDER DOCUMENT:**  
 Registered businesses interested in providing such services are requested to register at **Asite Marketplace**: <https://za.marketplace.asite.com/> to obtain a tender document with reference number **DBMNE0522 BABYLON ACCESS CONTROL and/or AVIGILON SURVEILLANCE SYSTEM CALL OFF CONTRACT AT THE NAMDEB CENTRE IN WINDHOEK**

**ENQUIRIES:**  
 The Procurement Officer  
 Tel: +264 61 297 8481  
 Email address: [e-tender@debmarine.com](mailto:e-tender@debmarine.com)

**Bidders must register on our electronic platform Asite Marketplace: <https://za.marketplace.asite.com/> to participate in this tender.**

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

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

# OPM urges implementation of 4IR Task Force recommendations



**E**xecutive Director of the Office of the Prime Minister (OPM), I-Ben Nashandi, has called for the urgent implementation of the recommendations put forward by the Fourth Industrial Revolution (4IR) Task Force.

Nashandi's remarks come as the government continues to assess the country's readiness for 4IR, following the official submission of the Task Force's report in 2022. The strategy aims to provide overarching direction and multi-sectoral planning, with a focus on education reform to address the 4IR skills gap, cybersecurity, and the expansion of ICT infrastructure and services.

Speaking at OPM's annual planning workshop in Swakopmund, Nashandi underscored the necessity of completing a feasibility study for the establishment of a National Data Center to bolster the country's digital transformation efforts.

"Given emerging cybersecurity risks, we must relook at our institutional structures and IT infrastructure to manage such risks," Nashandi stated.

He further stressed the need for the development and implementation of performance management systems (PMS) tools to track progress and hold institutions accountable for their performance.

"Importantly, we must develop



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effective PMS tools to track performance. And to ensure accountability through the implementation of an effective performance management system, and roll its implementation to all OMAs, including in OPM,” he said.

In advocating for improved efficiency in government operations, Nashandi called for a business process reengineering approach within OPM, encouraging each unit to propose functional IT solutions. He also emphasized the significance of enhancing food security and reducing Namibia’s dependence on food imports by accelerating local food production capacity.

“We need to invent new solutions within our drought relief programme as part of resilience building,” he added.

Beyond food security, Nashandi underscored the importance of maintaining high business standards and urged a

renewed focus on key priorities outlined in the Swapo Party Election Manifesto 2024, the Swapo Party Manifesto Implementation Plan (SMIP), and the upcoming Sixth National Development Plan (NDP6).

With Vision 2030 approaching, he called for strategic planning to mainstream e-government across public services, ensuring improved service delivery. Additionally, he stressed the need for employment creation and local sourcing, advocating for procurement strategies that support domestic economic growth.

“The provision of employment and local sourcing for goods and services requires deliberate outcome-oriented procurement plans for all activities to ensure that we support our domestic economy to create and sustain jobs, given the resources we have to make such a difference,” Nashandi said.

Balancing Growth and Social Upliftment:

# The National Budget in a New Dispensation

25 March 2025 | 09h00-11h00 | Hilton Windhoek



**Salomo Hei**  
MD: High Economic  
Intelligence (Presenter)



**Jason Kasuto**  
EAN Chairperson  
(Panelist)



**Prof Teresia  
Kaulihowa**  
Associate Dean:  
NUST (Panelist)



**Floris Bergh**  
Chief Economist:  
Capricorn Asset  
Management (Panelist)



**Livestreaming**  
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## Nedbank Namibia recognizes top performers at annual awards

Nedbank Namibia honoured its top-performing employees at the recently held annual Top Achievers Awards, acknowledging their contributions to the bank's success over the past year.

The awards recognized outstanding performances across multiple categories, including Top 5 Sales Individual Awards, Top Sales Team, Top 5 Support/Service Individuals, Top Support/Service Team, Top Branch Award, Best Teller of the Year Award, Customer Service Champion Award, Leadership Award, Top Project Team Award, Top 4 Achievers, and the prestigious Managing Director (MD) Award. Speaking at the event, Nedbank Namibia's Human Capital Executive, Bianca Muller, highlighted the significance of the awards in fostering a high-performance culture within the institution.

"At Nedbank Namibia, we believe that a culture focused on excellence drives innovation, builds resilience, and sets the

foundation for our shared success," Muller said. "The year ahead will require us to unite in effort, stay committed, and remain determined. Our Top Achievers are not only high performers—they are also ambassadors of Nedbank's Deep Green Aspirations. Their success goes beyond numbers; it's built on the trust and respect they inspire among colleagues, clients, and stakeholders," she said.

Muller further emphasized the broader impact of employees' contributions to the bank's future.

"As we work together, we are shaping the future of our bank, our industry, and our country. Whether it is through the small daily actions—going the extra mile for a client, mentoring a colleague, or embracing innovation—our contributions shape something bigger than ourselves. Every action you take matters, and each of you plays a vital role in our journey as the money experts who do good," she said.





Enriching Generations

# FINANCIAL MARKET MONITOR

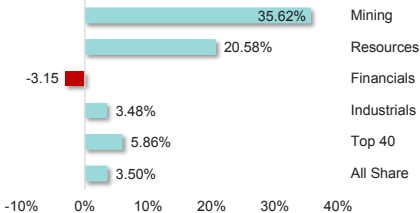
### Commodities

Spot Gold	2918.95
Platinum	985.35
Palladium	954.00
Silver	30.95
Uranium	63.70
Brent Crude	70.64
Iron Ore	95.70
Copper	9648.13
Natural Gas	4.15
Lithium	9.85

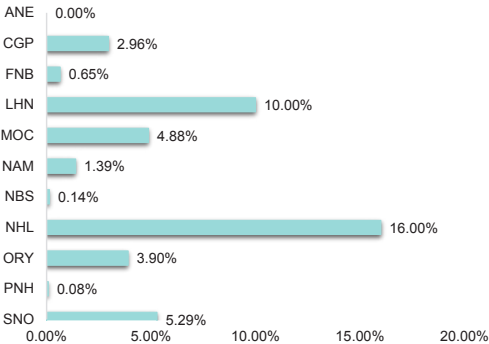
### Currencies

USD/ZAR	18.3567
EUR/ZAR	19.2300
GBP/ZAR	23.7489
USD/CNY	7.2414
EUR/USD	1.0905
GBP/USD	1.2937
USD/RUB	86.8969
CPI	3.60%
Repo Rate	6.75%
Prime Rate	10.50%

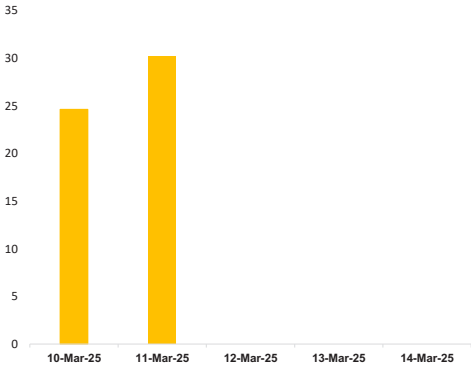
### JSE Sectors: Year to Date in %



### NSX Local Stocks: Year to Date in %



### JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



### Global Indices: Year to Date in %

