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BRIEF

News Worth Knowing



Govt prepares seven hospitals as civil servant public healthcare rollout advances

WEDNESDAY 25 FEBRUARY 2026

MAIN STORY

Govt prepares seven hospitals as civil servant public healthcare rollout advances

Government has begun preparations for the rollout of Vision April 2026, a flagship initiative that will require civil servants to use public healthcare facilities, with seven hospitals selected for the programme's initial phase.

The first phase, set to commence on 1 April 2026, will focus on senior public servants, including political office bearers, executive directors and security chiefs.

The hospitals selected for the rollout are Windhoek Central Hospital, Katutura Intermediate Hospital, Rundu Intermediate Hospital, Keetmanshoop District Hospital, Oshakati Intermediate Hospital, the Walvis Bay–Swakopmund Hospital Complex and Onandjokwe Intermediate Hospital.

According to the Ministry of Health and Social Services (MoHSS), dedicated patient flow management systems will be introduced to minimise waiting times for officials, while existing referral mechanisms will remain in place for specialised services not yet available at public facilities.

The ministry said the preparations form part of broader efforts to strengthen Namibia's public health system ahead of the policy's implementation, which was announced by President Netumbo Nandi-Ndaitwah.

Health Minister Esperance Luvindao said a comprehensive readiness assessment completed in September 2025 has guided



targeted investments aimed at improving service delivery across public hospitals.

The assessment identified four critical focus areas: human resources, medicine availability, medical equipment upgrades and infrastructure improvements.

To address staffing shortages, the ministry funded more than 2,000 additional medical

Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
 - * 18 February 2026
 - * 22 April 2026
 - * 17 June 2026
 - * 12 August 2026
 - * 21 October 2026
 - * 02 December 2026
- **Namibia Oil and Gas Conference 18–21 August 2026 in Windhoek**

posts during the 2025/26 Mid-Year Budget Review. Of these, 1,262 positions have already been filled, with full staffing expected by March 2026.

“Buildings do not heal people; doctors and nurses do. To support this Vision, we identified and funded over 2,000 additional personnel positions during the 2025/26 Mid-Year Budget Review,” Luvindao said.

She said the recruitment drive is intended to reduce patient waiting times and improve clinical care standards across public health facilities.

The ministry has also revised its procurement processes to ensure consistent availability of medicines and clinical supplies. Direct procurement from manufacturers has been introduced to address previous shortages, with a target of achieving 95% stock availability nationwide.

Deliveries scheduled between February and March 2026 are expected to cover approximately 40% of outstanding orders, ensuring that essential medicines are consistently available.

In addition, government is accelerating the upgrading of medical equipment and technology, equipping hospitals with diagnostic and treatment tools comparable to those in the private sector. The upgrades are expected to strengthen surgical capacity and improve treatment outcomes.

Infrastructure and transport improvements are also underway, with

maintenance projects being implemented in collaboration with the Ministry of Works and Transport and the Namibia Training Authority to enhance hospital functionality and the overall patient experience.

“Working closely with the Ministry of Works and Transport and the Namibia Training Authority, we are executing specific maintenance projects to ensure our facilities are visually and functionally up to standard. Furthermore, we have procured additional ambulances and emergency vehicles to boost our responsiveness,” Luvindao said.



Hello Namibia



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Namibia's salmon project eyes 51,000-ton output and N\$7bn turnover

The African Aquaculture Company (AAC) says Namibia has the potential to produce up to 51,000 tonnes of salmon annually and generate turnover of approximately N\$7 billion (€400 million) once full-scale production is achieved by 2030.

AAC Chief Executive Officer Helge Krogenes said production will be introduced in phases, beginning with an initial target of 1,000 tonnes, followed by expansion to 5,000 tonnes before scaling up to full capacity of 51,000 tonnes.

The early production phase will primarily supply the Southern African market, including Namibia and South Africa, with fresh salmon, while later stages are expected to target broader African and international export markets.

“At full production of 51,000 tonnes, total

annual revenue is projected at €400 million. Compared to the existing fishing industry, we would be matching export revenues at that level of production. This represents a significant opportunity and could become a major industry in Namibia,” Krogenes said.

The company aims to capitalise on growing global demand for salmon, currently estimated at around three million tonnes per year and expanding at an annual rate of between 5% and 7%. At a growth rate of roughly 6%, global demand increases by about 180,000 tonnes annually — a supply gap Krogenes believes Namibia is well positioned to help address.

AAC has already secured its first batch of salmon eggs, with additional consignments expected later this year. Smolt production is anticipated by 2027, with the first commercial harvest projected for 2028.

The farming model will follow established international aquaculture practices used in major salmon-producing countries such as Norway and Chile, which together account for a significant share of global output.

The project will deploy advanced offshore technology, including reinforced sea cages designed to withstand harsh ocean conditions and protective barriers to prevent seal interference. Environmental monitoring and regulatory compliance will form a central component of development, supported by environmental impact assessments conducted in consultation with relevant authorities.

Krogenes said salmon’s status as a globally traded commodity strengthens the project’s commercial prospects.

“The project has high profitability potential. One of the reasons is that salmon is traded on a commodity exchange, meaning farms can reference global price levels when selling their production,” he said.

Beyond primary production, the initiative is expected to stimulate broader economic activity through hatchery operations, feed supply logistics, transport services and partnerships with processing facilities. Initial sales will focus on head-on gutted fish supplied to processing and distribution partners, with longer-term plans aimed at deeper value-chain integration.

The proposed offshore farming operations will

be located near Lüderitz, where ocean temperatures range between 10°C and 16°C – conditions considered optimal for salmon growth. Krogenes noted that salmon grow best at around 13°C, making Namibia’s southern coastal waters suitable for open-ocean aquaculture.

Each offshore site, covering approximately 60 square kilometres and averaging depths of about 100 metres, has been licensed to produce up to 17,000 tonnes of salmon annually.




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Khomas has highest number of informal settlements in Namibia

The Khomas Region has the highest number of informal settlements in Namibia, accounting for 150 of the 419 undeclared informal settlements recorded nationwide, or roughly 35.8% of the national total, according to the Namibia Informal Settlements Baseline Report.

The report, compiled by the Ministry of Urban and Rural Development in collaboration with the Namibia Statistics Agency (NSA), highlights the growing scale of urban informality and mounting pressure on local authorities to provide basic services and secure land tenure.

Presenting the findings, Statistician General and NSA Chief Executive Officer Alex Shimuafeni said the country has 563 urban settlements

exhibiting varying levels of informality.

“From the 563 listed settlements, 419 (74.4%) were classified as informal settlements, while the remaining 144 (25.6%) were declared townships which were still exhibiting some levels of informality,” Shimuafeni said.

He noted that more than half of informal settlements are located within municipalities, which host 221 settlements, representing 52.7% of the total. Towns account for 145 settlements, or 34.6%, while 53 settlements, equivalent to 12.6%, are located in villages.

“Khomas Region had the highest number of informal settlements (150, 35.8%), followed by Otjozondjupa (42; 10.0%), Oshana (32; 7.6%), Hardap (31; 7.4%), and Kunene

Namibia's Urban Crisis: The Scale of Informal Settlements

Geographic Distribution & Density

150

Khomas Region at the Epicenter

Khomas accounts for 35.8% of Namibia's informal settlements, totaling 150 locations.



Urban Concentration

Nearly 90% of informal settlements are concentrated within municipalities and towns.



High National Congestion

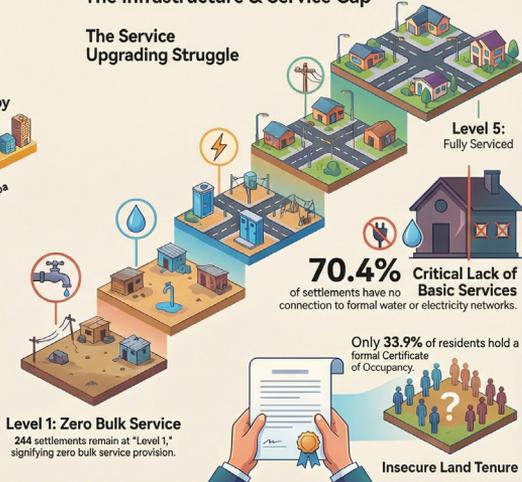
Over 60% of informal settlements nationwide are classified as congested.

Top Regions by Number of Settlements

Otjozondjupa 42 (10.0%)
Oshana 32 (7.6%)

The Infrastructure & Service Gap

The Service Upgrading Struggle



(27; 6.4%),” Shimuafeni said.

The report further indicates that 89.5% of informal settlements are concentrated in

municipalities and towns, placing significant strain on local authorities, which own approximately 98.3% of the land on which

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these settlements are situated.

Nationally, more than 60% of informal settlements are classified as congested, with Windhoek recording a congestion rate of 59.3%. Despite being located within urban boundaries, most settlements remain disconnected from essential infrastructure and services.

According to the findings, 86.4% of informal settlements lack access to formal sewer systems, while 70.4% have no connection to both formal water and electricity networks. In addition, 93.5% of these areas have no formal road infrastructure.

The report also reveals slow progress in

service upgrading, with 244 settlements classified under “Level 1”, indicating little to no bulk service provision.

Only 16 settlements nationwide have reached “Level 5”, which represents full service coverage and secure land tenure.

“The upgrading of service levels has been classified into five categories in the report. Level 1 includes municipalities where no services have been implemented at all. Level 2 refers to municipalities where at least one service has been implemented. Level 3 applies to those with at least two services implemented, while Level 4 includes municipalities with at least three services

in place. Finally, Level 5 represents municipalities where full services have been implemented. According to the statistics, out of 419 municipalities, only 16 have full services (Level 5). The majority fall under Level 1, meaning they have no services at all,” Shimuafeni said.

The lack of infrastructure development is compounded by limited legal security, with only about 33.9% of residents holding a Certificate of Occupancy, leaving the majority without formal tenure rights.

The findings underscore the scale of Namibia’s urban housing and infrastructure challenges, as rapid urbanisation continues to outpace service delivery and settlement formalisation efforts.

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Governance at parliament – Is it time for KPIs at parliament?

By Hilda Basson-Namundjebo

As we watch with abated breath the deliberations on the Petroleum Amendment Act, and expect the discussions on the about to be tabled Appropriation Bill, Namibians remain hopeful that Parliament will rise to the occasion in service of the Namibian people.

I make time to watch Parliament as often as I can, and specifically because of the type of business I am in, I need to remain in touch with laws promulgated.

The executive accounts to Parliament, but often the opposition seems consumed with posing even more questions instead of according the executive the opportunity to account.

If you were watching a football match, where statistics like ball possession matter, the opposition would claim the lion's share in terms of engagement - unless it is during formal ministerial addresses.

Parliament is often described as the august house, the place where the nation's laws are made and accountability is strengthened.

Yet, for many Namibians, it has become a stage of theatrics: grandstanding speeches and political point-scoring that provide endless entertainment and social media fodder but very little substance.

The irony is striking: the very institution designed to hold the executive accountable often derails its own accountability through distraction.

The Constitution is clear. Parliament exists



Parliament is often described as the august house, the place where the nation's laws are made and accountability is strengthened.

to legislate, to scrutinise government, and to represent citizens. It is not a theatre troupe, nor a debating society for its own sake. It is the legislative heart of our democracy.

But when the drama overshadows delivery, one must ask whether our representatives truly grasp the gravity of their roles beyond the politics of performance.

Last year was a sobering reminder. Only one piece of legislation was passed - the Appropriation Bill, alongside the medium-term budget. For an institution entrusted with shaping the nation's laws, this is a dismal record.

If Parliament were a school, parents would demand better results. If it were a business, shareholders would demand answers. Why then should citizens not demand measurable accountability from Parliament?

Should Parliament Have KPIs?

In the world of business and management, Key Performance Indicators (KPIs) are non-negotiable. They are the compass by which

organisations measure progress, efficiency, and impact. KPIs are not mere statistics; they are commitments translated into measurable outcomes. They tell us whether promises made are promises kept.

Imagine if Parliament, beyond the ceremonial and political drama, had a transparent set of KPIs against which its performance could be measured.

Citizens would no longer rely on headlines or hearsay; they would have a framework to judge whether Parliament is serving democracy or merely staging drama.

CPA Findings on Legislative and Oversight Functions

The Commonwealth Parliamentary Association's Benchmarks for Democratic Legislatures: Namibia Final Report (2024) was candid about the National Assembly's legislative function. It stated: "The National Assembly's legislative output remains

narrow, with budgetary bills dominating proceedings and limited evidence of broader policy innovation." In fact, the report highlighted that in 2023 only the Appropriation Bill and the medium-term budget were enacted, a level of productivity far below expectations for a legislature of ninety-six elected members.

On oversight, the CPA was equally forthright: "Oversight mechanisms exist but are inconsistently applied, with committee work constrained by resources and plenary debates often diverted from substantive accountability." Committees are under-resourced, their reports delayed, and follow-up on recommendations weak. Plenary debates, which should strengthen accountability, are too often derailed by political theatrics and point-scoring.

These findings underscore the urgent need to enhance both legislative productivity and

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oversight effectiveness. KPIs could provide a disciplined framework to track progress, strengthen committee systems, and restore public trust.

Possible KPIs for Parliament

Output KPIs

- **Legislative Productivity:** Number of bills debated and passed annually, beyond the budget.
- **Oversight Effectiveness:** Frequency and quality of committee reports scrutinising government performance.
- **Timeliness:** Speed with which urgent national issues are addressed through legislation or debate.
- **Citizen Engagement:** Level of public consultation in drafting laws, measured by hearings, submissions, and outreach.
- **Impact Assessment:** Evaluation of whether passed laws achieve their intended social or economic outcomes.

Conduct KPIs

- **Attendance & Participation:** Tracking MPs' presence and contribution in sessions and committees.
- **Adherence to Codes of Conduct:** Measuring discipline, decorum, and relevance of debate.
- **Quality of Debate:** Assessing whether discussions remain focused on accountability rather than theatrics.

Citizens as shareholders of democracy

In the corporate world,

shareholders demand results. They expect boards to report transparently, executives to deliver on promises, and strategies to translate into measurable outcomes. Why should democracy be any different? Citizens are the shareholders of the nation. Our investment is not money but trust, our dividends not profits but justice, prosperity, and progress.

If Parliament were a company, its annual report would be dismal. If it were a school, parents would demand better grades. If it were a hospital, patients would demand improved recovery rates. Yet as citizens, we too often accept theatrics in place of delivery. KPIs would give us the tools to demand better; to measure whether Parliament is fulfilling its constitutional mandate or merely staging drama.

A demand for performance

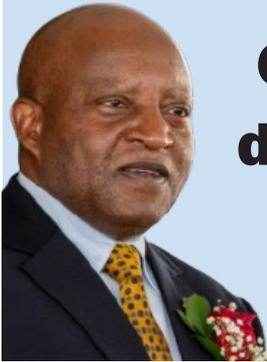
Democracy is not sustained by speeches alone. It is sustained by outcomes; laws that improve lives, oversight that strengthens governance, and representation that reflects the will of the people. KPIs are not just a corporate tool; they place a demand on performance. Citizens, as shareholders of democracy, must demand both conduct and output. Only then will the august house become what it was meant to be: the legislative heart of our nation.

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Govt bets on innovation to drive economic growth and public sector efficiency

Government is placing innovation at the centre of efforts to strengthen Namibia’s economic growth, improve public sector efficiency and enhance the country’s competitiveness.

Prime Minister Tjitunga Elijah Ngurare told delegates at the first Public Sector Innovation Conference in Windhoek that innovation must be embedded within economic development and governance reform, warning that inefficient systems and administrative delays continue to constrain entrepreneurship and investment.

“Public sector innovation is therefore not separate from economic development; it is

central to it. Innovation is central to economic growth and trade efficiency. Administrative delays slow entrepreneurship, fragmented systems discourage investment, and inefficient service delivery erodes public trust,” he said.

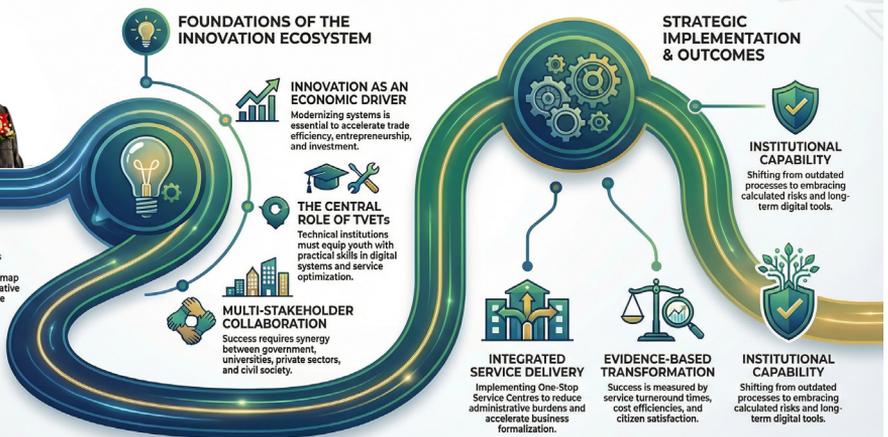
The Prime Minister called for stronger collaboration between government, universities, Technical and Vocational Education and Training (TVET) institutions, research bodies, the private sector, development partners and civil society to build an effective innovation ecosystem capable of strengthening Namibia’s productive capacity.

Namibia’s Strategic Roadmap: Innovation for Public Sector Transformation



CONTEXT SUMMARY

Prime Minister Ngurare outlines a strategic shift where innovation is the central engine for Namibia’s economic development. The roadmap focuses on dismantling administrative delays and building a collaborative ecosystem to modernize the public sector.



He highlighted the critical role of TVET institutions in equipping Namibia’s youthful population with practical, industry-relevant skills required in a modern economy.

“TVETs are central to our innovation agenda. A modern economy requires practical skills. A modern public sector requires technical competencies in digital systems, data management, infrastructure maintenance and service optimisation,” Ngurare said.

According to Ngurare, strengthening TVET pathways will ensure young people acquire both theoretical knowledge and technical skills necessary to support industrialisation and service transformation.

He added that innovation must deliver measurable outcomes, including improved service turnaround times, cost efficiencies, enhanced citizen satisfaction and improved ease of doing business indicators.

“Innovation must produce tangible improvements in service turnaround times, cost efficiencies, citizen satisfaction and ease of doing business indicators. Reform must be evidence-based and results-

driven. Innovation without accountability is rhetoric; innovation with measurement is transformation,” he said.

Ngurare further noted that civil society organisations play an important role by providing grassroots insight and strengthening social accountability, while regional and local authorities must be equipped with digital tools and skilled personnel to drive innovation at community level. He said integrated service delivery models, such as One-Stop Service Centres, can reduce administrative burdens, accelerate business formalisation and improve transparency across public institutions.

“Innovation requires a willingness to challenge outdated processes, to embrace calculated risks, to embrace change, and to invest in long-term institutional capability,” Ngurare said.

The conference brought together public sector leaders, policymakers and development stakeholders to explore how innovation can be leveraged to modernise government systems and support Namibia’s long-term economic development agenda.

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Meatco restarts exports to Réunion with plans to scale up volumes

The Meat Corporation of Namibia (Meatco) has resumed beef exports to the Réunion market after successfully dispatching a 25-ton consignment, marking the restoration of the company's presence in the Indian Ocean destination.

Meatco's Head of Corporate Affairs, Rosa Thobias, said the shipment, consisting of a single export container, was prepared and dispatched on 18 February 2026 and represents an important step towards

rebuilding trade volumes with the market.

"On 18 February 2026, Meatco successfully prepared and dispatched a consignment of Namibian beef to the Réunion market. The shipment marks a significant milestone in re-entering and restoring Meatco's presence in this strategic destination," Thobias said.

She noted that the initial shipment volume was limited due to stock availability but said the export lays the groundwork for

increased volumes in the coming months as supply conditions improve.

“Although the initial volume was limited due to stock availability, the consignment represents an important step toward revitalising trade with Réunion and lays a solid foundation for increased export volumes in the near future,” she said.

Thobias added that renewed access to the market was facilitated through collaboration with Namibia’s Honorary Consul to Réunion, underscoring the role of economic diplomacy and international partnerships in expanding export opportunities for Namibian agricultural products.

“This development reaffirms Meatco’s commitment to diversifying its export portfolio, promoting the competitiveness of Namibian agriculture internationally, and leveraging diplomatic relations to unlock sustainable market opportunities for both

the organisation and Namibia as a whole,” she said.

The export milestone comes as the state-owned meat processor reports a strong start to the 2025/26 financial year, with bookings already exceeding first-quarter targets and throughput expected to surpass annual projections.

For the current financial year, Meatco is targeting throughput of 50,000 cattle from south of the Veterinary Cordon Fence and 15,000 cattle from the northern communal areas.

By the end of April, confirmed bookings had already reached 20,000 cattle, placing the company ahead of schedule.

The renewed export activity forms part of Meatco’s broader strategy to diversify markets and strengthen revenue resilience amid evolving global trade dynamics and potential disease-related risks affecting traditional export destinations.



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Bank Windhoek appoints Glory Indongo as Sector Team Lead in CIB division

Bank Windhoek has appointed Glory Indongo as Sector Team Lead within its Corporate and Institutional Banking (CIB) Division, effective 15 December 2025, as the lender strengthens its sector-focused growth strategy.

The bank said Indongo will be responsible for driving growth across selected specialist sectors by developing and executing client and product strategies, deepening relationships with corporate and institutional clients, and coordinating integrated financial solutions across the organisation.

In his new role, he will also contribute to the broader CIB strategy through the use of market intelligence, competitor analysis and trade flow insights aimed at delivering innovative and compliant financial solutions aligned with clients' strategic objectives.

Bank Windhoek Executive Officer for Corporate and Institutional Banking, Lukas Nanyemba, said Indongo's appointment reinforces the division's sector-led approach and enhances its ability to serve complex corporate clients.

"His appointment strengthens our sector leadership model and positions the CIB Division to continue delivering tailored, value-adding solutions that support our clients' growth ambitions while maintaining disciplined risk management," Nanyemba said.

He added that Indongo brings extensive financial expertise, strong governance experience and a deep understanding of



corporate and institutional client requirements.

Indongo joins the role with more than a decade of experience in banking and financial services.

Prior to his appointment, he served as Chief Financial Officer at a prospective financial institution, where he oversaw country-level finance strategy, capital and liquidity planning, statutory and management reporting, as well as treasury, capital management, tax, compliance and procurement functions.

He previously held senior leadership positions within Capricorn Group and Bank Windhoek, including Head of Financial Reporting at Capricorn Group and Head of Management Accounting at Bank Windhoek.

Beyond his executive roles, Indongo has served in several governance and industry capacities, including as a Director of Namclear (Section 21), Trustee of the Capricorn Group Retirement Fund, Director of Capricorn Connect (Pty) Ltd, and a founding member of the Capricorn Group NeXtGen Board.

He has also participated in industry forums contributing to discussions on Namibia's financial policy environment.

A registered Chartered Accountant (CA(NAM)), Indongo holds a Bachelor of Commerce in Chartered Accounting from the University of Cape Town and a Postgraduate Diploma in Applied Accounting Sciences (CTA) from the University of South Africa. He has also completed the Capricorn Management Development Programme in partnership with Stellenbosch University.

Beyond the paycheque: The unseen crisis in Namibia's security sector

By Faizel Patterson

The recent implementation of a new National Minimum Wage for the security industry is, without question, a welcome and necessary step towards social justice for some of our nation's most essential workers.

Both employers and employees agree that better pay is a shared goal. However, the public discourse surrounding its implementation has been dangerously simplistic, ignoring a complex economic reality that, if mishandled, could trigger the very crisis it seeks to prevent: mass unemployment.

Approving a wage increase is easy. To implement it sustainably is hard. The inconvenient truth is that for any service-based company, from security to cleaning to catering, wages are not paid out of thin air; they are paid from the revenue generated by client contracts.

These contracts have fixed terms and fixed rates. A sudden, legally mandated wage increase cannot be absorbed overnight without a corresponding increase in client fees. Forcing companies to pay wages they are not yet earning from contracts is a direct path to bankruptcy.

This is not a theoretical problem. This is a mathematical certainty. The responsible, legal, and logical solution - the one that compliant companies are pursuing in consultation with the Labour Commissioner's office - is a phased rollout.

As client contracts come up for renewal,



According to the Namibia Statistics Agency 2023 Labour Force

Survey, the country is grappling with a staggering unemployment rate of 36.9%, which balloons to 54.8% when you include discouraged jobseekers.

they are renegotiated at new rates that account for the new wage structure. This strategic alignment ensures that wage increases are funded and sustainable. To attack this responsible approach is to demand the impossible.

And the consequences of demanding the impossible are dire. Let us be clear about what is at stake.

According to the Namibia Statistics Agency 2023 Labour Force Survey, the country is grappling with a staggering unemployment rate of 36.9%, which balloons to 54.8% when you include discouraged jobseekers.

For our youth, the picture is even bleaker, with a 44.4% unemployment rate. In this context, is it wise to create a policy environment that encourages

mass retrenchment? Forcing hundreds of security companies into immediate, unfunded compliance would not lead to better-paid guards; it would lead to thousands more guards joining the ranks of the unemployed. For a largely unskilled workforce, the prospect of finding alternative employment is slim.

This entire debate is occurring within a broken system. The private security industry is a chaotic, unregulated jungle. For an astonishing 28 years, the Security Enterprises and Security Officers Act of 1998 has existed on paper, but the critical regulations needed to give it teeth have never been implemented by the Ministry of Home Affairs, Immigration, Safety, and Security.

What does this failure of governance mean in practice? It means:

- No mandatory licensing standards for companies
- No proper vetting or background checks for guards, allowing criminals to enter a fragile system
- No oversight on weapons handling or

training accreditation

- No effective system for monitoring compliance or taking disciplinary action

This regulatory vacuum is the root cause of the industry's problems. It allows unscrupulous operators to thrive. The Public Service Union of Namibia (PSUN) itself has stated that any company bidding for tenders below N\$30.30 per hour cannot possibly meet all its statutory obligations, which include not just wages but PAYE, Social Security, and leave benefits. Yet, non-compliant firms continue to win contracts, undercutting the compliant businesses that are trying to do the right thing.

Into this vacuum have stepped predatory actors. Unregulated "HR consultants" and labour brokers exploit desperate jobseekers, illegally charging them placement fees - a practice explicitly forbidden by Section 25 of the Employment Services Act of 2011. These brokers often make a huge cut out of the worker's pay, with some workers reporting they receive as little as 30% of the amount the client actually pays for their services.

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Let us focus our collective energy on fixing the broken system, not on punishing the few who are trying to navigate it responsibly.

It is a bitter irony that the media spotlight often falls on compliant, tax-paying companies attempting a responsible, phased implementation, while the real culprits are ignored: the companies that flagrantly disregard the law, the labour brokers who exploit workers, and the government's own failure to regulate the industry for nearly three decades.

We must elevate this conversation. The goal is not to fight the minimum wage, but to implement it without collapsing an entire sector and exacerbating our national unemployment crisis. A responsible path forward requires a three-pronged approach:

Support phased implementation

Acknowledge that a phased rollout aligned with client contract renewals is the only viable path for compliant businesses.

Regulate the industry

Demand that the Ministry of Home

Affairs, Immigration, Safety, and Security immediately gazette and enforce the regulations for the 1998 Security Act. This will level the playing field and weed out the bad actors.

Enforce existing laws

Crack down on the illegal charging of placement fees by employment agencies and the exploitative practices of labour brokers.

Let us focus our collective energy on fixing the broken system, not on punishing the few who are trying to navigate it responsibly. The alternative is a pyrrhic victory: a higher minimum wage on paper, but thousands more Namibians with no wage at all.

**Faizel Patterson is the founder and owner of Central Knights Security, a Namibian private security firm with operations across various sectors.*

The banner features a background of faint icons related to business and finance. On the left, it says "SCAN HERE" in large blue letters. Below this is a red Adobe PDF icon with the text "Daily PDF version sent via email". Underneath are social media icons for Facebook, LinkedIn, and Twitter, with handles: @thebrieflive, @thebrieflive.nam, and @TheBriefLive. In the center, there is a QR code. Above the QR code is a blue circle with a white icon of a bar chart and a dollar sign, labeled "Finance". Below the QR code is another blue circle with a white icon of a bar chart and a dollar sign, labeled "Business". To the right of the QR code is a blue circle with a white WhatsApp icon, labeled "for Daily Namibian News". On the far right, the text "THE BRIEF" is written in large blue letters, with "News Worth Knowing" in smaller text below it. Below this, it says "TO FOLLOW OUR WHATSAPP CHANNEL" in large blue letters.

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