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THE

BRIEF

News Worth Knowing



NIDA needs N\$579.7m injection to sustain industrial projects

WEDNESDAY 04 MARCH 2026

MAIN STORY



NIDA needs N\$579.7m injection to sustain industrial projects

The Namibia Industrial Development Agency (NIDA) requires an immediate financial injection of N\$579.7 million to stabilise its operations and sustain key industrialisation projects across the country, according to a parliamentary standing committee on natural resources.

The funding requirement were highlighted in the committee's final report, which examined challenges facing the state-owned industrial development agency.

According to the report, N\$550 million is urgently required to support NIDA's Integrated Strategic Business Plan, while a further N\$29.7 million is needed to clear mounting utility arrears that have already begun disrupting operations.

The committee said financial constraints have resulted in widespread service

interruptions at NIDA-managed facilities.

“Electricity has been blocked or disconnected at 69 industrial parks, while water supplies have been cut off at 89 facilities due to unpaid utility bills,” the report noted.

In response to the crisis, NIDA has written off utility bills for affected industrial parks

Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
 - * 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**

and appointed a debt collector to recover outstanding payments from tenants.

The committee said the funding would also be used to rehabilitate and renovate properties under NIDA’s asset portfolio, many of which have deteriorated as operational costs increased.

It further warned that delays in key policy reforms are constraining the agency’s ability to deliver on its industrialisation mandate.

Among the bottlenecks cited are the review of the Diamond Act, which has been pending since 2019, and the non-operationalisation of Special Economic Zone (SEZ) incentives, both of which are seen as critical to attracting investment and stimulating industrial development.

Established under the NIDA Act of 2016, the agency plays a central role in Namibia’s industrial development strategy and currently oversees 148 properties nationwide.

These include large-scale projects such as the Kavango cattle ranch, which has generated sales of about N\$15 million, and the Naute Irrigation Farm, valued at N\$233 million.

Despite these initiatives, the committee warned that NIDA’s operations remain under financial strain.

The agency recorded operating losses of N\$102 million in the 2024 financial year, with expenditure rising

to N\$231 million while income reached N\$165 million, leaving costs consistently higher than revenue.

NIDA’s asset base has expanded by 30% to approximately N\$1.37 billion, but returns remain relatively low at around 11% on both assets and equity, reflecting limited financial productivity despite growth in asset value.

The committee said timely funding, infrastructure rehabilitation and accelerated policy reforms are critical to ensuring NIDA continues to function as a key driver of Namibia’s industrial development and economic growth.



INVITATION TO BID

The Government Institutions Pension Fund (GIPF) was established to provide retirement benefits to employees in the service of the Namibian Government and other participating public institutions. The Fund’s membership includes active members and a variety of annuitants. The Government Institutions Pension Fund’s mission is to safeguard and grow the Fund for the benefit of its stakeholders and Namibia.

GIPF hereby invites qualified, competent and registered companies to submit bids for the under-mentioned:

Bid Number	Bid Description	Non-refundable Document Fee	Enquiries	Closing Date
RE-ADVERTISEMENT: BID - G/ONB/GIPF-01/2026	Supply, Delivery, and Commissioning of Infrastructure Servers, Storage Area Network (San), Core Network Switches, San Switches, Access Switches, Software, Deployment, and Related Professional Services	N/A	Gisela Naris E: gnaris@gipf.com.na T: +264 61 205 1746	26 March 2026 at 12:00 p.m.
BID - CS/RFP-02/2026	Vulnerability Assessment and Penetration Testing Consulting Services	N/A	Gisela Naris E: gnaris@gipf.com.na T: +264 61 205 1746	27 March 2026 at 12:00 p.m.

Details of Bid Submission:
Sealed bids citing the bid number and detailing the services to be rendered should be posted or hand delivered to:

The Chairperson: GIPF Procurement Committee
GOVERNMENT INSTITUTIONS PENSION FUND
GIPF House, Ground Floor, Reception
Corner of Dr Kenneth David Kaunda and Goethe Street
P.O. Box 23500
Windhoek, Namibia

Proposals received after the deadline will not be considered.

www.gipf.com.na





Over 13,500 enrol for TVET programmes, 55% women

The Namibia Training Authority (NTA) says a total of 13,500 new trainees have enrolled in Technical and Vocational Education and Training (TVET) programmes for the 2026 academic

year, with 55% or 7,432 being women.

Registration is still under way and the number is expected to increase further.

Speaking at the official opening of the academic year, NTA Chief Executive Officer

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Erick Nenghwanya said 71 registered training providers are currently operating in the country. He also warned institutions operating outside regulatory compliance that unregistered centres would face closure. “At this juncture, ladies and gentlemen, allow me to bring to your attention that we are kick-starting this TVET calendar with a total enrolment of 13,512 trainees so far. Of that figure, 7,432 are female, representing 55% of our intake. These numbers are expected to increase substantially, as registration is still ongoing at several institutions,” he said.

Nenghwanya said TVET graduates play a critical role in supporting Namibia’s economic development through skills that contribute to infrastructure development, manufacturing and essential service delivery.

He emphasised that collaboration with industry remains vital to ensure training programmes remain relevant and that graduates are equipped to meet workplace demands.

“Ladies and gentlemen, we must celebrate TVET not only as an educational pathway but as a source of national pride. Every artisan, every technician and every apprentice represents Namibia’s hope for self-reliance,” he said.

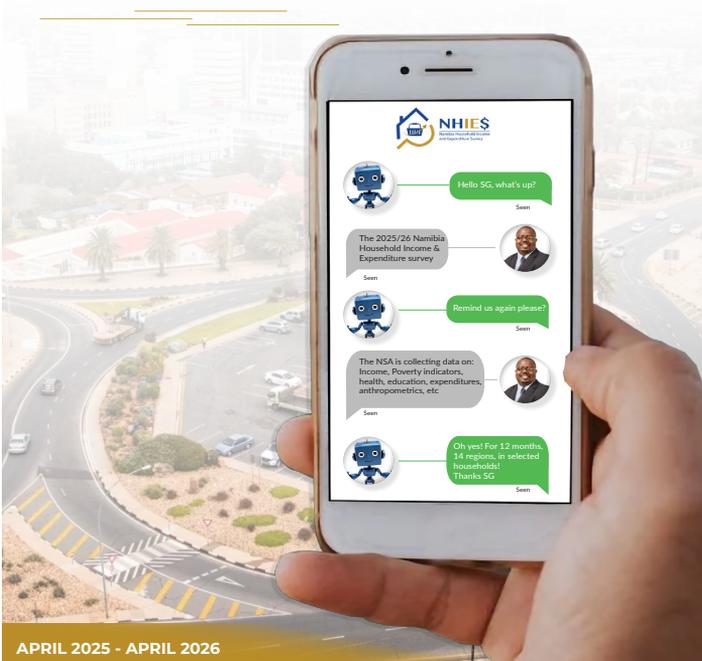
Also speaking at the event, Deputy Minister of Education, Innovation, Youth, Sport, Arts and Culture Dino Ballotti said

TVET is increasingly recognised as a key driver of industrialisation and economic transformation.

“The transformation of TVET is not optional; it is a national imperative. For many years, technical and vocational training was viewed as a ‘second option’ – a path taken only when the so-called academic route did not work out. That thinking belongs in the past. The economies that succeed today are not those that simply produce degrees, but those that produce skills,” he said.



Hello Namibia



APRIL 2025 - APRIL 2026

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Namibia records second-lowest IMF debt in Africa at N\$378.1m

Namibia has recorded the second-lowest level of debt owed to the International Monetary Fund (IMF) among African countries, with total credit outstanding standing at approximately N\$378.1 million as of 20 February 2026.

According to IMF data, the figure places Namibia just behind Lesotho, which has the lowest outstanding balance

on the continent at about N\$166.1 million.

A report by the IMF shows that Namibia’s outstanding obligations include SDR 119.44 million in emergency assistance facilities, equivalent to approximately N\$2.71 billion.

In addition, the country accessed the IMF’s Rapid Financing Instrument (RFI) in March 2021, receiving the full approved amount of SDR 191.10 million, or about N\$4.34 billion, to cushion the economic impact of the COVID-19 pandemic.

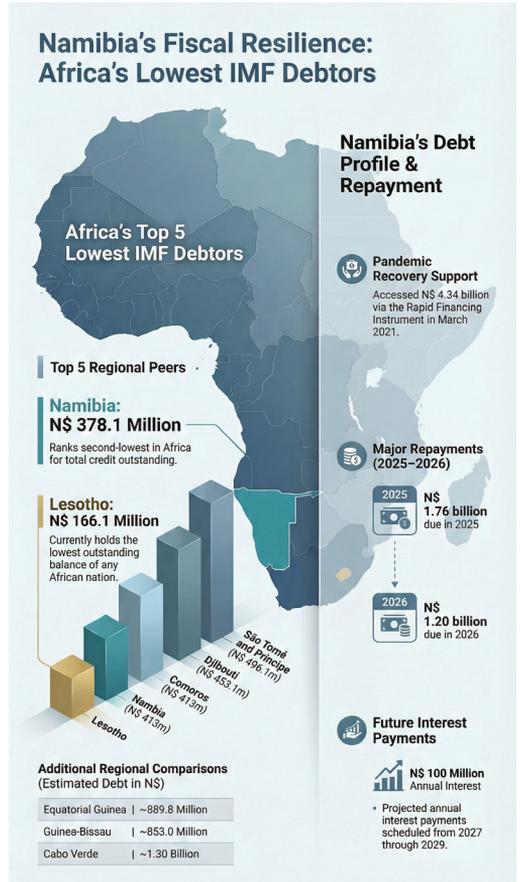
Projected repayment schedules indicate that about N\$1.76 billion was due in 2025, while roughly N\$1.20 billion is expected to be repaid in 2026. From 2027 to 2029, annual interest payments of around N\$100 million are projected.

“Outstanding obligations include SDR 119.44 million in emergency assistance facilities, which converts to approximately N\$2.71 billion.

In addition, the country accessed the Rapid Financing Instrument in March 2021, receiving the full approved amount of SDR 191.10 million, equivalent to about N\$4.34 billion,” the IMF report said.

Among other African countries with relatively low IMF debt levels, Comoros ranks third with approximately N\$413.0 million outstanding, followed by Djibouti at around N\$453.1 million and São Tomé and Príncipe at about N\$496.1 million.

Further down the list are Equatorial



Guinea with roughly N\$589.8 million, Guinea-Bissau at about N\$853.0 million, Cabo Verde with around N\$1.30 billion, Burundi at approximately N\$1.58 billion and Seychelles at about N\$1.64 billion.

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The lack of a personal brand strategy will cost you growth

By Robyn Nakaambo

Often, people ask me this: “Is there a difference between Corporate Brand Strategy and Personal Brand Strategy?”

I believe that they embody similar attributes such as seeking to positively position a brand, instil trust, elevate the brand experience and enhance brand loyalty, which ultimately result in monetary gain. However, what sets the two worlds apart is the way goals are attained.

Implementing Brand Strategies in the workplace has shifted my perception regarding my personal brand.

A decade ago, I would not have made an annual effort to develop a strategy for my personal brand; however, with my experience in the corporate world, my perspective has evolved.

On an annual basis, I develop a strategy to reposition my personal brand as one of authenticity, authority, influence, consistency and professionalism to augment my niche as an influencer and master of ceremonies in a challenging market.

Let us start from the beginning.

What is a brand? Scott Cook states that “A brand is no longer what we tell the consumer, it is what consumers tell each other it is.”

This quote genuinely resonates with



“

Implementing Brand Strategies in the workplace has shifted my perception regarding my personal brand.

me, as I believe that a brand is how the audience or customer experiences it and ultimately how they relate it to everyone they encounter.

Forget the theatrics and aesthetics, what feelings does your brand evoke in your audience or customer? From the initial point of contact to the end of the experience.

The industry is moving from customer service to customer experience. Service refers to transactional assistance that solves specific, immediate customer problems and is reactive in nature.

Customer experience, on the other hand, considers the holistic emotional interaction between a customer and a brand, which is proactive.

Customer experience involves intentionally curating communication channels to ensure seamless interaction with customers or audience by maintaining brand and messaging

consistency, implementing robust feedback mechanisms and customer relationship management, and offering customised services to elevate interactions from transactional to holistic, meaningful connections.

The second component of the topic is strategy. Sun Tzu's The Art of War focuses on winning through strategy. The quote I resonate with from this book is "Those who are victorious plan effectively and change decisively.

They are like a great river that maintains its course but adjusts its flow." This approach speaks to the key to success in strategy: the ability to be agile, adaptable, intentional, consistent and disciplined.

In a personal context, this speaks to the ability to conduct regular personal audits to examine how one is faring towards attaining set goals and to be agile enough to adjust goalposts to ensure goals are realistically achieved.

Take this as a personal journey, one in which the competition is the version you were yesterday, taking leaps to a greater version of yourself while starving your distractions.

It is never too late to start. The following are a few great books to inculcate a culture of self-development in the

world of brand strategy:

* Myles Munroe "In pursuit of purpose"

* Stephen R. Covey, "The 7 habits of highly effective people"

* Robert Greene, "The 48 laws of power"

* Phil Knight "Shoe Dog"

* Sun Tzu "The Art of War"

One of my mentors, a local seasoned strategist, once shared that the greatest misconception of Corporations is the belief that only they can construct a strategy best suited to their corporate brands, which results in them procuring services from external consultants for tasks well within their reach. These consultants strategically intercede to enlighten these corporates of their internal ability to achieve their goals. Let us take this advice when dealing with our personal brand strategies to ensure we capitalise on it, because you know your true story, background, desires, aspirations and dreams.

As you embark on this introspective journey, I implore you to be as honest as possible.

Lack of transparency and accountability will only cost you growth. The morale of the story: your Personal Brand is your business, so treat it with the same regard as you would a Corporate Brand.

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Namibia recovers N\$15m from crime-linked assets

The Namibian government recovered about N\$15.09 million through the Criminal Assets Recovery Fund during the financial year ended 31 March 2025, according to a report tabled in the National Assembly by Auditor-General Junias Kandjeke.

The recovered funds originate from assets confiscated in cases linked to criminal activities such as fraud, corruption, drug trafficking and organised crime. However, the amount was slightly lower than the N\$15.35 million recorded in the previous financial year.

The report shows that the fund received an unqualified audit opinion, indicating that its financial statements fairly represent

its financial position in all material respects.

“In my opinion, the financial statements of the Criminal Assets Recovery Fund as at 31 March 2025 are prepared, in all material respects, in accordance with the Prevention of Organised Crime Act, 2004 (Act 29 of 2004); the State Finance Act, 1991 (Act 31 of 1991); the Public Procurement Act, 2015 (Act 15 of 2015); Treasury approval (18 June 2012); and relevant legislation,” the report stated.

The report further notes that the decline was largely influenced by a sharp reduction in operating expenses, which fell from more than N\$1.91 million in the 2023/24 financial year to just N\$92,000 in the current period.



Namibia's Fight Against Crime: Recovering National Assets (2024/25)

According to the Auditor-General's report for the fiscal year ending March 31, 2025, the Namibian government successfully recovered over N\$15 million from criminal activities. The fund achieved an unqualified audit opinion while significantly reducing its operational overhead.

Financial Recovery & Compliance



Total Assets Recovered

Assets seized from fraud, corruption, drug trafficking, and organized crime.



Unqualified Audit Opinion

Financial statements were confirmed to be fair, accurate, and legally compliant.



Consistent Annual Performance

Recovery remains steady compared to prior year totals.

Operational Efficiency



95% Reduction in Operating Expenses

Total costs plummeted from prior year totals to just current year totals.



FY 2023/2024



FY 2024/2025



Cost Optimization

Eliminated legal and photocopying costs to prioritize valuations.

Spending patterns also shifted during the year. Legal costs and photocopying expenses, which previously amounted to N\$600,000 and N\$700,000 respectively, were eliminated.

At the same time, the fund recorded new operational costs, including N\$58,000 for insurance, N\$20,000 for property valuations and N\$8,000 for rates and taxes.

“My objectives are to obtain reasonable assurance about whether the financial

statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the International Standards for Supreme Audit Institutions (ISSAIs) will always detect a material misstatement when it exists,” the report said.

Namibia faces rising fiscal pressure amid debt rollover risks

Cirrus Capital analyst Pandu Shaduka has warned that Namibia's financing requirements for the 2026/27 financial year remain substantial, with risks concentrated in short-term debt allocations.

Shaduka raised the concerns during a National Budget in Focus session hosted by Deloitte Namibia and Cirrus Capital in Windhoek.

He said the government's financing needs for the year are significant, with upcoming debt redemptions and plans to issue longer-dated bonds placing pressure on the fiscal framework. Last year's debt allocations were heavily front-loaded, which he said placed pressure on market pricing and increased fiscal vulnerability.

"This year's financing requirement is quite large. In the budget documents, it is around N\$17 billion to N\$18 billion. Redemptions this fiscal year, including the GC26 and GC27, amount to about N\$9 billion," Shaduka said.

"Last year much of the pressure came across the front end of the curve, which increased fiscal and macroeconomic risk."

He noted that such an approach effectively pushes the problem into future periods rather than resolving it, while heavy reliance on short-term instruments does little to reduce rollover risk.

Shaduka said efforts to curb deficits and improve fiscal metrics have delivered only marginal improvements. While lower bond yields and tighter deficits offer some relief, weak economic growth continues to weigh on government revenues.

"Lower yields help only marginally, and tighter deficits provide limited relief. Slower GDP growth immediately reduces revenue,



so overall improvements remain small," he said. He suggested that extending the maturity profile of government debt could provide greater fiscal flexibility, even if it results in higher short-term borrowing costs.

"Extending the debt maturity profile may incur short-term costs, but it creates more room to manage fiscal obligations and achieve the administration's objectives," Shaduka said.

He also raised concerns about government's cash position, noting that a large share of revenue continues to be directed towards debt redemptions, leaving limited fiscal buffers.

"Last year a significant portion of revenue went towards redemptions. Eurobond repayments and contributions to the sinking fund absorbed much of the incoming revenue," he said.

"This year is similar: bonds, treasury bills and other short-dated instruments take priority, leaving little room for fiscal buffers. Financing government domestically also consumes market liquidity and creates competition for capital."

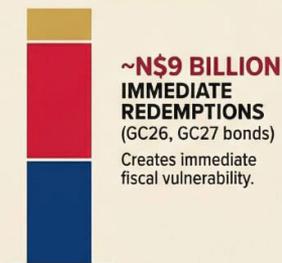
Namibia's Fiscal Outlook: Balancing Debt Risks & Economic Growth

Namibia faces significant N\$17–18 billion financing requirement driven by heavy short-term debt redemptions. While mining engines the economy, stagnant GDP growth and high rollover risks necessitate a shift toward longer-dated debt and diversified revenue streams.

CURRENT FISCAL PRESSURES & RISKS



CONCENTRATED DEBT ROLLOVER RISKS

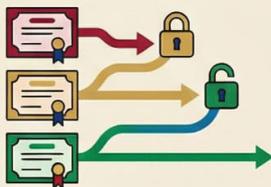


PRIMARY REVENUE SOURCE: MINING (GOLD & DIAMONDS)



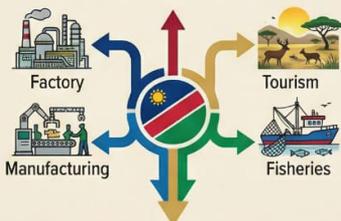
STRATEGIES FOR ECONOMIC RESILIENCE

EXTEND DEBT MATURITY PROFILES



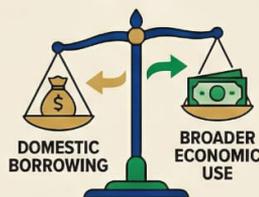
Shifting to longer-dated bonds provides more room to manage obligations and improve flexibility.

DIVERSIFY REVENUE SOURCES



Reducing reliance on volatile mining cycles is essential for long-term macroeconomic stability.

IMPROVE MARKET LIQUIDITY



Reducing domestic borrowing competition helps free up capital for broader economic use.

Shaduka further warned that Namibia remains heavily reliant on mining revenues to sustain economic growth and government income.

He said the sector is currently in transition, with new gold mines still ramping up production, while the diamond industry and manufacturing sector face ongoing pressures.

“We have passed a threshold where reliance on mining revenue remains significant. Gold mines are coming online but are not yet contributing meaningfully. Diamonds

and broad-based manufacturing are under pressure, and consumers are constrained, limiting tax revenue,” he said.

“Mining remains the key contributor to GDP and government revenue. Efforts to broaden revenue sources are under way, but tangible results remain limited.”

Shaduka said Namibia will need to extend debt maturities and diversify revenue sources over time to reduce its exposure to volatile commodity cycles and improve fiscal resilience.

Give to gain: Engineering a smarter, more sustainable future through inclusion

By Sethu Kalili

As we mark World Engineering Day and International Women's Day this March, we are reminded that: a sustainable future cannot be built without inclusion.

The future of infrastructure is being shaped by innovation, digital transformation, and smart engineering, but real progress happens when diverse experiences and leadership styles come together to solve complex problems.

The Challenge Before Us

Engineering today faces tough challenges, from climate change to resilient, sustainable infrastructure.

Technology is vital, but lasting progress depends on people, not tools. Smart engineering is not just about advanced systems; it is about designing infrastructure that is accessible, affordable, and beneficial to all, while actively involving the communities it serves.

Innovation Thrives Where Diversity Exists

Diversity is a catalyst for innovation. I have seen this first-hand in my consulting work with teams from around the world.

When people with different backgrounds and lived experiences collaborate, they spot hidden risks, unlock creative thinking, and design infrastructure that fits real-world conditions. Inclusive design, backed by community engagement, leads to smarter systems, climate-resilient solutions, and more efficient methods.

When technology and training are



Your bonus represents your hard work, your commitment, your resilience.

accessible, new talent emerges, challenging outdated practices and driving sustainability. In short, better thinking leads to smarter engineering.

AI is one of the places where diversity and innovation intersect. It helps engineering teams make better decisions by analysing real-world data, not just averages, so designs work for more people. It highlights gaps in services like transport, water, roads, and energy, and allows engineers to test designs virtually for different users and climate risks.

AI tools also give engineers and site staff real-time insights, reports, and translations, making expert knowledge easier to access. Automation takes on repetitive work so teams can focus on problem-solving and new ideas, while features like translation and no code tools make it easier for women, youth, and underrepresented groups to participate. I use various AI tools daily to drive productivity and streamline processes for my team we really have become an efficient machine.

How AI Connects Diversity and Innovation in Engineering

Give to Gain: A Strategic Imperative

The theme "Give to Gain" reminds us that investing in inclusion, particularly women

in engineering, is a strategic advantage. Women are natural multitaskers, balancing family, career, home, and community, which makes collaboration and inclusion second nature.

When organisations create opportunities for women through education, leadership roles, and technology training, they gain innovation, user-focused designs, and stronger performance. Inclusive participation in AI and infrastructure planning leads to fairer systems, reduced bias, and more practical, trusted solutions. In today’s intelligent infrastructure environment, inclusion is not optional, it is strategic.

Leadership Beyond Titles

Mentorship is a responsibility I take seriously. Supporting young engineers and quantity surveyors, especially women, through education, career decisions, and professional challenges is deeply meaningful to me. Engineering is multidimensional, requiring strategic thinking, stakeholder management, and adaptability, and passing on these lessons prepares the next generation to lead with confidence and purpose.

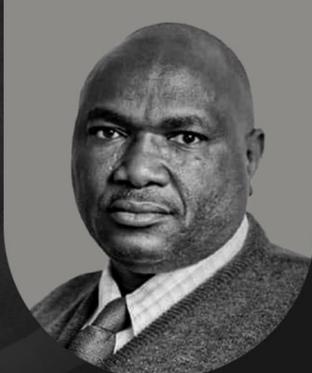
As a mother, encouraging my children’s curiosity and love for STEM (Science, Technology, Engineering and Mathematics) has reinforced my belief in “giving to gain.” Seeing them pursue STEM-related paths affirms the long-term

value of investing in knowledge, confidence, and opportunity.

A Message to Future Women Engineers

To young women considering engineering: your voice matters. This is an exciting time to be a woman in engineering, with opportunities to shape responses to climate challenges, design for sustainability, and build digital solutions that serve both grassroots and corporate needs. Ask questions, embrace complexity, and be part of the solution.

As an industry, we must remember that the future will not be built by technology alone. Empowered people will build it.




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Our Responsibility as an Industry

At OTESA, smart engineering goes hand in hand with investing in talent, leadership development, and inclusive workplaces. When we give opportunity, trust, and responsibility, we gain innovation, resilience, and progress. That is how we engineer a future that truly lasts.

About the Author

Sethu Kalili joined OTESA's Commercial Department in November 2024, as Commercial Manager. She is a qualified Civil Engineer with a Postgraduate Degree in Project and Construction Management, bringing over 20 years of experience across the construction industry. She was promoted to Acting Chief Commercial and Technical Officer on 1 August 2025 and is currently holding this post.

Her expertise encompasses general

contracting, design and drafting, fit-out work, and subcontracting across the private, residential, and mining sectors, with proficiency in construction, infrastructure, renewable energy, process implementation, and management.

Mrs Kalili's career is distinguished by its international scope, having contributed to projects throughout South Africa, Namibia, Tanzania, Kenya, Australia, the United Kingdom, and the United States. She has successfully managed renewable energy and infrastructure projects, as well as renovations, refurbishments, and maintenance work, much of it executed remotely through advanced digital project management methodologies.

** Sethu Kalili, Acting Chief Commercial and Technical Officer, OTESA Civil Engineering*

A milestone worth celebrating. Namibia Mining & Energy has reached 50,000 followers on LinkedIn. Thank you to our readers, partners and industry stakeholders for being part of the journey. Continue to read, share and engage with us as we tell Namibia's mining and energy story.

50k followers

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Namibia accelerates anti-money laundering reforms to exit FATF grey list

Namibia is intensifying reforms to strengthen its anti-money laundering and counter-terrorism financing framework, with support from the European Union, as the country prepares for key international assessments and works towards exiting the Financial Action Task Force (FATF) grey list.

The Financial Intelligence Centre (FIC), in partnership with the European Union, this week launched a National Risk Assessment (NRA) workshop in Windhoek.

The initiative forms part of Namibia's broader strategy to reinforce its Anti-Money

Laundering, Combating the Financing of Terrorism and Countering Proliferation Financing (AML/CFT/CPF) regime.

Speaking at the opening, on behalf of the FIC Director, the FIC's General Manager for Legal Policy and Enforcement, Zenobia Barry said the initiative aims to safeguard the integrity of Namibia's financial system, strengthen investor confidence and support sustainable economic growth.

She said the process also supports Namibia's efforts to exit the FATF grey list and prepares the country for the upcoming mutual evaluation by the Eastern and

Southern African Anti-Money Laundering Group (ESAAMLG).

“Over the course of this training, stakeholders will be empowered to understand the process of conducting a National Risk Assessment, appreciate its significance and prepare for active participation when the assessment commences,” Barry said.

“A National Risk Assessment can only be truly national if it reflects the experience, data and insights of all stakeholders,” she added.

The workshop brings together representatives from key institutions involved in Namibia’s financial integrity

framework, including the Bank of Namibia, the Namibia Financial Institutions Supervisory Authority (NAMFISA), the National Planning Commission and the Bankers Association of Namibia.

Other participants include the Office of the Prosecutor-General, the Business and Intellectual Property Authority (BIPA), the Master of the High Court, the non-banking financial sector, the Law Society of Namibia, the Namibian Police, the Anti-Corruption Commission and the Council of Churches.

European Union Deputy Head of Mission Ian Dupont said tackling financial crime requires coordinated action across multiple institutions and sectors.

“Combating financial crime cannot be achieved by one institution alone. It requires coordinated action across government agencies, financial institutions, designated non-financial businesses and professions, and international partners,” Dupont said.

He added that the success of the exercise will ultimately depend on the reforms and institutional improvements that follow the assessment process.

“The real success of this exercise will not be measured solely by the completion of the report, but by the reforms, institutional improvements and operational outcomes that follow. The EU is a proud partner of Namibia in this journey,” he said.

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NUST and OTESA partner to boost practical training for engineering students

The Namibia University of Science and Technology (NUST) and OTESA Civil Engineering (Pty) Ltd have signed a strategic partnership agreement aimed at strengthening work-integrated learning and expanding internship opportunities for students.

The Memorandum of Agreement, signed on 3 March 2026, establishes a framework for structured internship placements and broader collaboration between the university and the engineering firm.

Two NUST students have already begun their placements at OTESA, marking the

start of what both institutions expect will develop into a steady pipeline of practical training opportunities. Through the programme, students will gain exposure to OTESA’s multidisciplinary operations, including civil engineering, project management, quantity surveying, health and safety, finance, procurement and human resources.

Internships will run between three and six months and will combine office-based training with on-site project exposure. The programme will be jointly supervised by OTESA professionals and NUST academic

staff to ensure that students receive both practical industry experience and academic guidance.

NUST has made work-integrated learning a compulsory component of all undergraduate programmes, requiring students to complete internships before graduating. The initiative aims to equip graduates with practical skills and narrow the gap between classroom learning and industry practice.

The programme is supported by the university's Cooperative Education Unit, which facilitates internship placements for students.

Deputy Vice-Chancellor for Teaching, Learning and Technology, Professor Teresia Kaulihowa, said the partnership would help students develop professional competencies while contributing new perspectives drawn from current research and innovation.

OTESA Chief People and Culture Officer Rudolf Coetzee said the collaboration reflects the company's commitment to developing Namibia's future professionals.

"This partnership reflects OTESA's strategic vision to invest in Namibia's future professionals by providing meaningful internship opportunities and exposure to real-world projects. By collaborating with NUST, we aim to equip students with the skills and experience necessary to excel in their careers while strengthening the talent pipeline for the construction and engineering sectors," he said.

Beyond internships, the agreement also opens opportunities for further collaboration, including joint research initiatives, participation in career fairs and ongoing engagement between academia and industry to ensure academic programmes remain aligned with labour market demands.



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NHP shifts focus towards preventative healthcare



The Namibia Health Plan (NHP) has repositioned preventative healthcare as a core pillar of its strategy, signalling a shift from a traditional claims-paying model towards earlier intervention and long-term member wellbeing.

Speaking during an engagement in Windhoek, Principal Officer Dantago Garosas said the fund is placing greater emphasis on early detection, wellness education and risk management as part of its long-term sustainability strategy.

“As Namibia’s largest medical aid fund, we understand that our role goes beyond funding treatment. We must help lead the

conversation on prevention, early detection and healthier living. Our responsibility is not only to process claims when members are unwell, but to support them in staying well for longer. That is better for our members, better for employers and essential for the long-term sustainability of the fund,” she said.

Garosas explained that the preventative healthcare framework includes structured health risk assessments, targeted screenings, chronic disease management programmes, mental health initiatives and workplace wellness interventions. The aim, she said, is to identify health risks

before they escalate into serious illnesses requiring costly hospital treatment.

The shift comes amid a growing burden of non-communicable diseases in Namibia, including hypertension, diabetes, cancer and mental health-related conditions, which continue to drive healthcare utilisation and long-term treatment costs.

“Earlier intervention reduces avoidable complications and improves quality of life. When conditions are detected late, treatment becomes more complex and more costly. Prevention allows us to intervene before that point,” Garosas said.

As part of its awareness efforts, NHP has partnered with prostate cancer survivor and former, Tangeni Amupadhi, to promote

open discussion around men’s health and the importance of early screening.

Amupadhi said his involvement was driven by personal experience and concern over the rising prevalence of cancer.

“In the year I was treated, the Cancer Association of Namibia declared that prostate cancer had become the leading cancer in Namibia. Cancers in general are spreading rapidly, which is why we need to continue sharing these messages and raising awareness about early detection before the condition worsens or before someone becomes bedridden,” he said.

NHP said preventative healthcare is not only a clinical priority but also a financial one, as avoidable complications and advanced-stage treatments significantly increase claims costs for both members and the fund.

Garosas added that building a stronger culture of prevention requires collaboration beyond the medical aid industry.

“We believe there is a responsibility to help shape a culture where screening, mental health support and healthy living are normalised. That requires consistent education and accurate information, and the media has an important role to play in amplifying those messages,” she said.

The fund said it will continue expanding wellness campaigns and preventative initiatives throughout the year as part of its broader strategy to support members’ long-term health and wellbeing.

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