

Patients question medicine access in Zambezi



Novanam ordered to reinstate employee dismissed over alcohol



Bannerman approves N\$5.8 billion Etango uranium project understanding, not just statistics



RENTHIA KAIMBI
Staff Writer

The MOU follows efforts by Justice and Labour relations minister Fillemon Wise Immanuel to resolve

- **2 700 EPSN workers to become RANI employees.**
- **Workers retain their service records, wages and benefits**
- **Labour Ministry to monitor the three-month transition.**

a protracted employment dispute involving the workers placed at RANI but formally employed by Employment Placement Services Namibia (EPSN). Immanuel told the *Windhoek Observer* that while RANI has three months to conclude employment contracts with every employee, the ministry appreciates the understanding between the two parties. “We will monitor the transfer process until its logical conclusion during the three months. We appreciate the understanding between the parties albeit it having taken too long,” said Immanuel.



Fillemon Wise Immanuel

Namibia's livestock industry could suffer estimated cash losses of N\$2.4 billion over six months if foot-and-mouth disease (FMD) continues to disrupt livestock marketing, according to the Namibia Agricultural Union (NAU), Leigh-Ann Nehoya, Agricultural Economist, Namibia Agricultural Union

The projected losses include N\$1.382 billion in primary production expenses and debt repayments, N\$378 million in continuing abattoir fixed expenses and N\$331 million from reduced slaughtering for

PATIENCE MAKWELE
Staff Writer

According to the Prime Minister,

- Government doubles internship periods to six months.
- Student and graduate internship allowances get a boost.
- Graduate unemployment keeps pressure on government to create jobs

student interns will receive N\$2 692.50 per month, up from N\$2 244.85, while

graduate interns will receive N\$3 769.50 monthly under the revised arrangement. The announcement comes amid concerns about graduate unemployment and calls for government to improve opportunities for young people entering the labour market. Ndurare said the revised allowances were intended to strengthen support for students and graduates gaining practical workplace experience in public institutions.

“We have therefore decided to revise student interns allowance from N\$2 244.85 to N\$2 692.50 while for graduate interns the allowance is revised to N\$3 769.50 per month. The duration is extended from three months to six months,” he said. The student allowance has increased by N\$447.65 per month, bringing the total payable over six months to N\$16 155, assuming the allowance is paid for the full period. Graduate interns

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RANI Traders CC

Minister gets his way in RANI-EPSN labour dispute

FROM PAGE 1

The agreement provides for the recognition of each employee’s original date of engagement with EPSN, ensuring that accumulated service, seniority, accrued leave and other employment benefits are carried over when the workers transfer to RANI. It also provides that employees must not receive a basic salary or wage lower than the rate they earned through EPSN immediately before the transfer. Under the agreement, RANI must pay employees at the same basic salary or wage rate as its existing workers in comparable positions, provided that the transferred employees do not earn less than their previous rates. The company is also required to enrol the transferred workers in applicable employee benefit schemes without delay, in line with the Labour Act, the Social Security Act and other relevant legislation. The MOU further states that, subject to prevailing economic conditions and the provisions of the Labour Act, RANI guarantees the continued employment of the transferred employees. The agreement provides for an individual consent process through which each employee must confirm that the proposed transfer and its terms have been explained in a language they understand. Employees are required to consent freely and voluntarily to the transfer, verify the accuracy of their personal and employment details, and agree to sign a written employment contract with RANI on terms no less favourable than those stipulated in the MOU. The consent document also provides for workers to receive an opportunity to ask questions and obtain advice, including from a trade union representative, before signing.

The MOU states that RANI must recognise employees’ continuous service with EPSN for all purposes, including seniority, leave and benefits. The accompanying draft employment contract also provides that no probation period will apply to transferred employees. The draft contracts stipulate that ordinary working hours must not exceed 45 hours a week and that overtime must be agreed upon and paid in accordance with the Labour Act. They also provide for annual, sick, compassionate and maternity leave in accordance with the law, as well as the transfer of accrued leave recorded in the employee register. To oversee the transition, RANI and EPSN have agreed to establish a Joint Transition Committee comprising equal numbers of representatives from both parties. The committee is scheduled to meet monthly for the first three months, commencing on 10 October 2026, to address operational issues and disputes arising from the transfer. Written minutes must be kept for every meeting, recording attendance, discussions, decisions and agreed action items. These minutes must be circulated within seven days after each meeting and retained by RANI for the duration of the transition and for at least three years thereafter. The agreement further provides that disputes concerning its interpretation or implementation must first be addressed through good-faith negotiations between the parties. If a dispute remains unresolved within 14 days after written notification, it may be referred to private arbitration before an arbitrator agreed upon by both parties. However, the MOU makes clear that the arbitration process does not remove employees’ right to

refer disputes to the Labour Commissioner under the Labour Act. The agreement also commits RANI to respecting employees’ freedom of association, including their right to form and join a trade union of their choice, participate in lawful union activities, and serve as trade union representatives. RANI undertakes not to discriminate against, victimise, prejudice or dismiss employees for exercising, or refusing to exercise, these rights. It also prohibits requiring employees or prospective employees to refrain from union membership as a condition of employment. The MOU requires RANI to file a copy of the agreement with the office of the minister responsible for labour after it is signed. Following completion of the transfer, RANI, with EPSN’s cooperation, must submit a written report to the minister within 90 days after the effective date. The agreement is governed by Namibian law and states that any amendments must be made in writing and signed by both parties. The MOU records the framework for transferring the employees, while its annexures provide for an employee transfer register containing individual employment details, a consent letter and a draft contract of employment. The agreement does not specify a final transfer date, as this depends on the date of the last signature or a subsequent date agreed upon in writing by the parties.

Govt extends internships, raises allowances

FROM PAGE 1

would receive N\$22 617 over the same period. Ngurare said interns from higher education institutions were already contributing across government offices, ministries, agencies and state-owned enterprises. He urged public institutions to provide mentorship and practical training to help interns develop workplace skills and prepare for employment. Speaking to the *Windhoek Observer* after the event, IUM graduate Selima Tulohole Shipanga welcomed the increase in allowances and the extension of placements, saying the longer period would give interns more time to acquire practical skills before entering the job market. She said three months was sometimes insufficient for interns to cover the basic skills required in their respective programmes. “The fact that the period for the internship has been extended from three months to six months is also a relief because right now, when you look at it, it simply means that interns have more to cover,” she said. Shipanga said the longer placements could help graduates gain the experience needed to prepare for employment and improve their chances of securing jobs. However, she raised concerns about limited job opportunities and alleged favouritism in recruitment, particularly in the public sector. She said young people without connections to influential individuals could struggle to access opportunities, even when positions were advertised. Shipanga called for measures to ensure recruitment processes were fair and gave applicants an equal opportunity, regardless of their family or professional connections. She suggested that government examine recruitment procedures to prevent internship opportunities from being informally reserved for candidates already known to officials. The announcement follows a proposal by justice and labour relations minister Fillemon Wise Immanuel to increase graduate interns’ monthly allowances from N\$2 357.10 to N\$3 700 and extend placements from three to six months. Immanuel made the proposal in a letter to Ngurare dated 4 August, which was reported by the *Windhoek Observer* earlier this month. Ngurare had previously expressed support for improving internship allowances, saying government needed to respond to concerns that the payments were inadequate. “If these interns are saying we are not paying well enough, what do we do? We must pay them well enough. And I know there is a proposal on this, and I will support it,” he said at the Government Human Resource Conference in September. The latest announcement raises questions about when the revised allowances will take effect and how the changes will be implemented across government institutions. In April 2025, government directed offices, ministries and agencies to budget for internship and apprenticeship programmes. The arrangements included six-month placements for student interns and two-year placements for graduate interns, with a monthly allowance of N\$3 500 for graduate interns. It remains unclear how the latest announcement will affect the existing arrangements, particularly the duration of graduate placements and the allowances paid under the earlier directive. The changes also come as government restricts recruitment into non-critical



Elijah Ngurare

public service positions because of budgetary constraints, while allowing recruitment in critical areas such as health and education to continue. The restrictions have heightened concerns about opportunities for young people seeking entry into the labour market, particularly graduates who rely on internships to gain practical experience. A graduate tracer survey reported in September found that 33% of respondents from the 2019, 2020 and 2021 graduating cohorts were unemployed, while 61% were employed and 4% self-employed. The survey covered graduates from the University of Namibia (UNAM), Namibia University of Science and Technology (NUST), IUM, the Institute of Open Learning and the Namibia College of Open Learning (NamCOL). However, only 9 063 of the 32 811 graduates targeted participated, limiting the extent to which the findings can be generalised to all graduates. Ngurare said government was prioritising employment creation and skills development under the Sixth National Development Plan (NDP6). He also encouraged graduates to consider entrepreneurship alongside formal employment, pointing to the government’s collateral-free Youth Development Fund as one of the initiatives intended to support young entrepreneurs. The call was echoed by IUM founder and council chairperson Professor David Namwandi, who offered potential financial support through the David Namwandi Trust for graduates with viable business proposals. Namwandi said the trust was prepared to provide seed capital for projects, including the establishment of kindergartens and primary schools. “There is a trust called David Namwandi Trust, which is prepared to help you, provided you produce a tangible project. You will be funded. You receive a seed capital. And I believe that you can make it,” he said. He encouraged graduates to collaborate on business ideas in the education sector. “So when you establish a business, being a teacher, you can start with a kindergarten or a primary school. You can join hands four or five of you. David Namwandi will fund you,” he said. The funding offer could provide an alternative for graduates seeking to establish businesses, although details on the amount available, eligibility requirements and the application process were not provided. The announcements were made on the opening day of IUM’s summer convocation, where 826 education students graduated with qualifications including diplomas in pre- and junior education, honours degrees in junior primary education and bachelor’s degrees in senior primary education. Ngurare did not specify when the revised internship allowances would take effect.



Novanam (Pty) Ltd has been ordered to reinstate Toini Uupindi after her dismissal was ruled unfair

Novanam ordered to reinstate employee dismissed over alcohol

SOSTENUS WILHERM
Staff Writer

The High Court has ordered Novanam (Pty) Ltd to reinstate Toini Uupindi after ruling that her dismissal was substantively unfair, despite finding that the company was justified in concluding that she had reported for duty under the influence of alcohol. In an order dated 23 October 2026, judge James Devittie directed Novanam to reinstate Uupindi to the position she held before her dismissal, or to a reasonably comparable position, within 40 days. The court also ruled that Uupindi would not be entitled to compensation or back-pay for the period between her dismissal and reinstatement. The ruling followed an appeal by Novanam against an arbitration award handed down by arbitrator Unondjo Tjakuva on 6 May 2026. “The appeal succeeds to the extent that the arbitration award dated 6 May 2026 is set aside and substituted with an order that the appellant’s finding that the respondent was guilty of reporting for duty while under the influence of alcohol was substantively fair,” the court order states. However, the court separately declared that the appellant’s dismissal of the respondent was substantively unfair and is set aside. “The appellant’s dismissal of the respondent was substantively unfair and is set aside,” the court order reads. The ruling therefore distinguishes between the company’s finding that Uupindi committed misconduct and its decision to dismiss her. Novanam had challenged the arbitrator’s decision that the dismissal was substantively unfair, arguing that the arbitrator erred in finding that the company had failed to prove that Uupindi’s faculties were impaired to the extent that she could not perform her duties. In opposing the appeal, Uupindi argued that the arbitrator had correctly applied established legal

principles when assessing whether her dismissal was fair. In her grounds of opposition, filed in June 2026, Uupindi maintained that an employer charging an employee with reporting for duty under the influence of alcohol must prove that the employee was under the influence within the meaning of the law. She argued that admitting to consuming alcohol or pleading guilty to a disciplinary charge does not automatically establish that the employer had a valid and fair reason for dismissal. According to the document, the employer must prove, on a balance of probabilities, that the employee’s faculties were impaired by alcohol and that the impairment rendered the employee incapable of performing her duties or meeting the minimum standard required for the work. Uupindi’s opposition stated that the arbitrator had found that Novanam presented no evidence regarding “the extent of the First Respondent’s impairment, the degree of intoxication, or whether her ability to perform her duties had been adversely affected.” She argued that the company had therefore failed to discharge its burden under section 33 of the Labour Act, 11 of 2007. The dispute also involved the remedy granted by the arbitrator, who had ordered Uupindi’s reinstatement and awarded her N\$37 196.08 in compensation, equivalent to eight months’ remuneration. Novanam challenged the reinstatement and compensation, arguing that the arbitrator had erred in exercising her discretion. Uupindi opposed that challenge, maintaining that reinstatement was appropriate because Novanam had not demonstrated that restoring the employment relationship would be impracticable, intolerable or that the relationship had irretrievably broken down. She also argued that the compensation awarded was insufficient and contended that it should have covered the full

period from her dismissal until the finalisation of the arbitration proceedings. However, the High Court’s final order did not retain the compensation award. Instead, it expressly ruled that

Uupindi would not receive compensation or back-pay for the period between dismissal and reinstatement. The court further ordered that there would be no order as to costs and declared the matter finalised and

removed from the roll. Novanam must therefore comply with the reinstatement order within 40 days of 23 October 2026, notwithstanding the court’s finding that its decision to dismiss Uupindi was substantively unfair.

Congratulatory Message to Hangala Foods

On behalf of the Management and Staff of the Paragon Investment Holdings (Pty) Ltd, we extend our heartfelt congratulations to the Hangala Group of Companies on its remarkable and transformative achievement in strengthening Namibia's food security and advancing the nation's self-reliance through the production and supply of locally produced food.

This accomplishment marks a significant milestone in our nation's economic development. It represents a bold step towards greater Namibian participation in strategic sectors of the economy and contributes meaningfully to our country's pursuit of economic self-reliance, sustainable growth, and long-term prosperity.

Indeed, this achievement gives practical expression to the vision consistently championed by our revolutionary Founding President, Dr. Sam Nujoma, who called upon all Namibians to wage the economic struggle necessary to complete our nation's journey towards genuine economic independence, prosperity, and self-determination.

As proud Namibians, we have a collective responsibility to celebrate, support, and encourage pioneering initiatives such as this milestone achieved by Hangala Foods. Such endeavors advance national development, strengthen food security for our people, promote local production, and enhance our country's strategic capabilities. The Paragon Investment Holdings (Pty) salutes the leadership, management, staff, and stakeholders of the Hangala Group of Companies for this outstanding achievement. We wish the Group continued success as it expands its contribution to Namibia's economic transformation, food security, and national prosperity.

Congratulations to Hangala Foods on this remarkable achievement, well done!



Photo for illustration

Patients question medicine access in Zambezi

PATIENCE MAKWELE
Staff Writer

Patients in the Zambezi region say they are struggling to access and afford medicines at public health facilities, raising concerns about what happens when patients are advised against using traditional remedies but cannot obtain prescribed treatment. Alfred Simasiku Matongo, a Katima Mulilo resident, told the *Windhoek Observer* that patients spend hours queuing at hospitals, only to be told that medicines are unavailable and must be purchased from private pharmacies. “They are protesting to raise awareness but they are not addressing the root cause of the problem in which they are living in the hospital. What’s the point of all of this if me, as a patient, had the money to buy the medicine at the pharmacies, why would I be sitting at the hospital the whole morning?” he asked. Matongo said patients sometimes leave the hospital without the treatment they need, forcing them to return home and endure their symptoms or seek alternatives. He said the situation was particularly difficult for people without permanent employment, elderly residents relying on pension grants and households already struggling to meet basic needs. “You might have money for food at home. But then someone or even you yourself gets sick and you have to use that money to buy medicine,” he said. Matongo added that transport costs further burden patients travelling from villages far from Katima Mulilo, particularly when they must make repeated trips to health facilities. He said some patients resort to traditional remedies when they cannot afford medicines from private pharmacies, arguing that health education must take their circumstances into account. “We understand that they have to tell

us what is safe and what is not safe. But they must also understand our situation. You cannot tell someone not to use something their family has relied on for years, then send the person home without medicine,” he said. Matongo called for clearer information about which medicines should not be combined, alongside improved access to treatment at public health facilities. “I think they should educate us properly about which medicines are dangerous to mix, instead of just making people feel like everything they know from home is wrong,” he said. He also called on health authorities to investigate medicine availability and staffing at Katima Mulilo State Hospital and surrounding clinics. “We need more doctors in that hospital, we are tired of waiting for hours because there’s only one or two specialists to attend to patients,” he said. Katrina Ndozi, a 56-year-old pensioner from the region, described similar difficulties accessing treatment, saying she sometimes travels to Katima Mulilo for healthcare only to encounter long queues and problems obtaining medicines. Ndozi said patients may be directed to private pharmacies when medicines are unavailable at public facilities, leaving them to cover costs they had not anticipated. She said she had spent about N\$2 500 on medicines and faced additional expenses for transport and accommodation when travelling for treatment. According to Ndozi, the costs are particularly difficult for patients coming from villages, where reaching a hospital can require substantial travel expenses. She also questioned how patients could be expected to avoid traditional remedies when they could not afford medicines prescribed at health facilities.

Ndozi said authorities should address medicine availability at clinics and hospitals while ensuring that patients receive information about the safe use of medicines. Medicine availability has been a concern in the Zambezi Region in previous years. In March 2025, reports during a malaria outbreak highlighted difficulties accessing antimalarial medicines. A resident reported that a patient who tested positive at Sachona Clinic had been sent away without medication. Regional officials later said supplies had arrived and were being distributed. In July 2025, parents in the region also reported difficulties affording alternative medicines following the recall of paediatric paracetamol syrup produced by Fabupharm. Some said they had been directed to buy alternatives from private pharmacies but struggled with the prices. Nationally, the ministry of health and social services acknowledged medicine supply challenges during 2025, including shortages affecting medicines for chronic conditions and other essential treatments. In May 2026, the ministry reported that it was supplying about 60% of the quantities of pharmaceutical products ordered by health facilities, below its target of at least 80%. It said emergency procurement and bulk purchasing were among the measures being pursued to improve availability. The reported national supply position does not establish the current stock levels of individual medicines at Katima Mulilo State Hospital or surrounding clinics. The concerns come as pharmacists in

Katima Mulilo on Sunday took to the streets to conduct a protest to raise public awareness activities on safe medicine use, disease prevention and the risks associated with combining certain treatments. Melisa Harris-Sibeya, a pharmacist at Katima Mulilo State Hospital, said pharmacists recognise herbal medicine and are trained to advise on appropriate dosages and potential risks. “As a pharmacy directorate in Namibia, we do recognise herbal medicine because it’s actually part of our studies as well,” she said. Harris-Sibeya encouraged local herbalists to approach pharmacists for guidance on dosages and the safe use of herbal remedies. She warned that some herbal medicines cannot be taken alongside conventional treatments. “There are some herbal medicines that cannot be combined with the traditional

medicines that we use,” she said. Alec Kuudzadombo, a pharmacist at Katima Central Pharmacy, said the outreach activities included blood pressure and blood sugar testing, alongside information on lifestyle changes and disease prevention. “There are diseases that can be prevented when action is taken earlier, for example, things like hypertension. We give information on it,” he said. The activities were held under the theme “Empowering Pharmacists for Healthier Futures” and included radio discussions on medicine-related issues and traditional medicines, as well as awareness about the safe disposal of unused medicines. Matongo said health authorities needed to address patients’ concerns about access to treatment. “The hospital must make sure people can actually get the treatment they need and not just protest in the streets, this is a very serious and concerning matter that should not be ignored,” he said.



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‘I cannot teach you integrity’: How employee theft is hurting small businesses in Africa

When popular Kenyan food creator That Girl Boina took a two-week holiday to Europe, she expected to relax. A week into the trip, an Instagram direct message exposed a problem that would ultimately lead to the closure of her business.

“I was at your studio, I liked everything. The only problem was that I was asked to send money to a different number. It wasn’t the number on the wall,” a customer wrote to her. Boina had opened Waxaholic Studio, a waxing and hydrafacial parlour in Nairobi’s central business district, on 1 September 2024. A year later, she had hired a receptionist and two specialists and felt confident enough to take a two-week holiday, her first international trip of the year. “I trusted them. It’s two rooms and a reception - how do you mess that up?” she recalls thinking. “It never occurred to me that maybe I was getting clients and someone else was stealing from me,” she tells the BBC.

The discovery prompted Boina to examine the business more closely. Although the business had made a profit in the first few months, revenue began to fall in early 2025. She initially dismissed the decline as a seasonal slump but then realised there was a problem. “Everyone around was making money apart from me,” she says in hindsight. She had already considered closing because it was not making a profit, but her initial investment, three employees depending on the business and her vision for it kept her going. The customer’s message became the turning-point. “If I am not making money and I am willing to wait and see where this goes and you guys are not giving me the same energy, then why are we still open?” Rather than confront the employees, Boina decided to close the studio. That weekend, she put it up for sale but found no buyer. She sold some of the equipment and took others, including decorations, home. Waxaholic Studio closed in October 2025. “I remember my friend taking me to a restaurant, and I started crying. We were both silent.” “What else would we do?” Boina describes the experience as the worst feeling she has ever felt. The closure was not just a financial setback, but the loss of something she had built to secure her future. In September, nearly a year after the business closed, Boina shared a video on TikTok recounting the experience, explaining that she had needed time to heal before speaking publicly about what happened. The video went viral after being reposted on X, formerly Twitter, garnering close to one million views. It drew responses from many Kenyan business owners who described



Nakumatt, one of Kenya’s biggest retailers collapsed in 2020, partly because of significant stock losses attributed to employee theft

how theft, ranging from payment diversion to stock theft and the sale of expensive equipment, had pushed their businesses to the brink, forcing them to fire staff, sell their businesses or shut down. “Although I have recovered emotionally, I am yet to recoup the money I invested in setting up and running the studio,” says Boina. The reaction to her story showed that employee theft is a huge problem for many small businesses owners in Africa, where a handful of employees may control payments, stock and supplier transactions, often with limited oversight. A 2022 survey by PwC, one of the world’s biggest consultancy firms, found that 63% of respondents in East Africa said their organisations had experienced economic crime, compared to a global figure of 46%. The risks are not confined to small businesses. Some of East Africa’s biggest supermarkets have also reported significant losses linked to employee fraud and stock theft. Tuskys and Nakumatt have both collapsed this decade amid wider financial and operational problems partly attributed to employee theft. At its peak, Tuskys had more than 6,000 employees and over 60 branches across Kenya and Uganda. In 2015, the retailer hired loss-prevention firm Hipora Business Solutions East Africa to help tackle fraud. An audit found that Tuskys was losing more than 100m Kenya shillings (£581,000; \$770,000) a month to employee theft, Business Daily reported. The alleged schemes included cashiers pocketing money, manipulating till transactions, and colluding with suppliers over goods

received. Nakumatt also suffered significant stock losses attributed to employee theft before going under, with a Kenyan policy firm reporting that more than \$100m (£75m) worth of stock was unaccounted for. Hipora, which works with businesses across East and Southern Africa, says employee theft is a huge problem, estimating that it accounts for more than 60% of losses recorded by small businesses. Employee theft has evolved over the years, Hipora boss John Wanjohi tells the BBC. “Employees are like a cartel that colludes with clients and suppliers to perpetuate theft.” Employee theft does not always involve money being diverted to an employee’s phone. It can sometimes take subtle forms, making it harder for business owners to detect. Cris Njoki A studio head shot of a woman wearing full-face makeup and a bob wig, wearing a white shirt, looking directly into the camera while resting her head on the back of her right hand. Cris Njoki had to let go of an employee due to procurement discrepancies. For Cris Njoki, founder of IKOJN, a Kenyan ready-to-wear clothes brand, the problem lay further up the supply chain. “I found out that one of my staff was asking our suppliers to quote higher for some of the raw materials we were getting from them,” she says. The employee allegedly colluded with a supplier to inflate prices, with the two sharing the excess money after the company paid the invoices. Njoki investigated the scheme and confronted the employee with the

evidence. The employee subsequently left the company. Since then, Njoki has tightened her firm’s procurement controls. “We have now centralised the procurement process and created a paper trail. Finance speaks to the supplier and then makes payment,” she tells the BBC.

Across the continent in Accra, Ghana, employee theft came close to bringing Muftawu Nabila’s business to an end. The Joy News sports journalist says he was robbed by two different employees in the four years he has run his electronics shop. But theft by a third employee, he says, nearly forced him to close it altogether. -BBC

Annual General Meeting

Reminder

This notice serves as a reminder for the Annual General Meeting (AGM) of the shareholders of Capricorn Group Limited.

Date: Wednesday, 4 November 2026

Time: 16h30

Location : Online and in-person, on the 6th floor of Capricorn Group Building, Kasino Street, Windhoek

Shareholders or their proxies, attending in-person or online would be required to vote via the Lumi Platform. Please register on Lumi at least an hour before the start of the meeting. For more information visit <https://ow.ly/xUic50ZPwlw>

H von Ludwiger

Company Secretary

Capricorn Group

Two rescued after Nairobi building collapse with five still missing



Two people have been pulled alive from the rubble of a building that collapsed in Kenya’s capital, Nairobi, as a search continues for five still missing. Dramatic footage shows the bottom floor of the block, thought to have been 16 or 18 storeys, giving way before the rest of the building crumples, sending a plume of dust into the surrounding streets on Friday. Dozens of builders had been working on the upper floors when it collapsed, but managed to emerge largely unscathed. Those missing were thought to have been in shops at the base of the building. The incident has raised fresh concerns about construction standards and regulations in Kenya. Police said on Saturday that a manhunt had been launched for the building’s owner and the contractor responsible for the site. The block was under construction when it collapsed on Friday afternoon,

with footage showing scaffolding still wrapped around the outside of the building. Officials said 11 shops had already opened on the bottom floors. Interior ministry official Kipchumba Murkomen said 66 of the 67 construction workers in the building at the time had been able to get out unharmed, while the other had suffered injuries that were not life-threatening. He had said on Friday that seven people had been reported missing and rescue teams had made contact with some of those trapped beneath the rubble. The two survivors rescued on Saturday have been taken to hospital, police said. Images from the scene, in Nairobi’s Eastleigh area, show the concrete floors of the building piled on top of one another, as rescue workers saw through metal to get to those believed to have been stuck underneath. Questions have emerged about why the building suddenly collapsed and whether it met planning regulations. Kenya’s National Construction Authority said in a statement that it had identified the company behind the development, as well as the architect and structural engineer, but did not say whether the site had been inspected before Friday. The National Police Service said it had launched an investigation to establish the cause of the collapse and determine whether anyone was criminally liable. It warned that anyone found responsible for negligence or violating building regulations would “face the full force of the law”. Nairobi Governor Sakaja Johnson told local media that the owners of the building did not have the required



NOTIFICATION AND CALL FOR PUBLIC PARTICIPATION ENVIRONMENTAL IMPACT ASSESSMENT (EIA) PROCESS FOR THE PROPOSED CONSTRUCTION OF 11 TELECOMMUNICATION BASE TRANSCIEVER STATION (BTS) TOWERS ON SELECTED SITES IN THE //KHARAS, HARDAP, ERONGO, KUNENE AND OMUSATI REGIONS, NAMIBIA

D&P Engineers and Environmental Consultants hereby gives notice to all potentially Interested and Affected Parties (I&APs) that an application will be made to the Environmental Commissioner in terms of the Environmental Management Act (No 7 of 2007) and the Environmental Impact Assessment Regulations (GN 30 of 6 February 2012) for the proposed development of eleven (11) base transceiver station (BTS) towers.

PowerCom (Pty) Ltd, herein referred to as the proponent, has identified different areas that need improved communication alternatives in Namibia due to growth in population and economic activities. To achieve the objective of improved telecommunication connectivity, PowerCom has been appointed by Telecom Namibia, its sister company, to establish telecommunication towers across the identified locations. In this respect, PowerCom has identified sites to construct and operate eleven (11) telecommunication base transceiver station towers.

PowerCom (the proponent) has appointed D&P Engineers and Environmental Consultants to conduct the EIA processes for these proposed BTS tower developments. The EIA is being conducted to satisfy the Namibian environmental legislative requirements. The general public as well as any Interested and Affected Parties (I&APs) are hereby invited to register their concerns and notify the consultant of any potential environmental and social impacts that may be triggered by the project.

The proposed projects for which the Environmental Clearance Certificates will be applied for, and the public meetings to be held, are as follows:

1. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Noordoewer, //Kharas Region. Site/Location: Noordoewer, Karasburg Constituency, Namibia Coordinates: 28°43'2.57"S 17°37'20.48"E Venue: Onsite Date: 26 October 2026 Time: 09:00 am	2. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Ariamsvlei, //Kharas Region. Site/Location: Ariamsvlei, Karasburg Constituency, Namibia Coordinates: 28°07'03.4"S 19°49'55.6"E Venue: Onsite Date: 27 October 2026 Time: 10:00 am	3. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Karasburg, //Kharas Region. Site/Location: Karasburg, Karasburg Constituency, Namibia Coordinates: 28°00'24.0"S 18°44'48.0"E Venue: Onsite Date: 28 October 2026 Time: 09:00 am	4. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Neckertal Dam, //Kharas Region. Site/Location: Neckertal Dam, Berseba Constituency, Namibia Coordinates: 26°37'51.65"S 17°43'16.3"E Venue: Onsite Date: 29 October 2026 Time: 09:30 am
5. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Aranos, Hardap Region. Site/Location: Sonora, Aranos, Mariental Rural Constituency, Namibia Coordinates: 24°07'54.4"S 19°06'17.2"E Venue: Onsite Date: 30 October 2026 Time: 10:30 am	6. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Omamas, Hardap Region. Site/Location: Omamas, Rehoboth Rural Constituency, Namibia Coordinates: 24°02'57.3"S 17°23'37.9"E Venue: Onsite Date: 02 November 2026 Time: 10:30 am	7. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Rehoboth, Hardap Region. Site/Location: Block H, Rehoboth, Rehoboth Urban East Constituency, Namibia Coordinates: 23°18'59.14"S 17°05'54.1"E Venue: Onsite Date: 03 November 2026 Time: 09:00 am	8. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Walvis Bay, Erongo Region. Site/Location: Walvis Bay Ext 6, Walvis Bay Urban Constituency, Namibia Coordinates: 22°57'49.74"S 14°30'17.4"E Venue: Onsite Date: 05 November 2026 Time: 09:30 am
9. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Usakos, Erongo Region. Site/Location: Usakos 2nd Site, Karibib Constituency, Namibia Coordinates: 22°00'00.3"S 15°35'10.0"E Venue: Onsite Date: 06 November 2026 Time: 10:00 am	10. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Khorixas, Kunene Region. Site/Location: Khorixas Ext 11, Khorixas Constituency, Namibia Coordinates: 20°22'57.3"S 14°57'39.6"E Venue: Onsite Date: 10 November 2026 Time: 09:00 am	11. Project Title: Environmental Impact Assessment (EIA) Study for the Proposed Construction of a Telecommunication Base Transceiver Station (BTS) Tower at Eenhkhalashe, Omusati Region. Site/Location: Eenhkhalashe, Onesi Constituency, Namibia Coordinates: 17°29'24.0"S 14°34'48.0"E Venue: Onsite Date: 12 November 2026 Time: 10:00 am	Submit your comments online  Scan me!

Interested & Affected Parties (I&AP) Registration and submission of comments: To comment or receive further information on the project, please register with the consultant (contact details below) as an I&AP before end of business on **26 November 2026**. A Background Information Document (BID) has been compiled for the project and is available upon request from the consultant.

All registered I&APs will be informed throughout the assessment process and provided with further opportunities to review and submit comments. Comments can also be submitted via the online form provided. Please scan the QR code or use the link below:

<https://docs.google.com/forms/d/e/1FAIpQLSfr9PvEexg7rUGAGfrzgGb9nuMvk41u0HbFGTfEVRYkAfxK6w/viewform>

Contact Details: D&P Engineers and Environmental Consultants | Attention: Ms. Kristian NN Shiwayu
PO Box 8401, Windhoek, Namibia | Email: info@dpe.com.na | Tel: +264 61 302672

OKORUSU FLUORSPAR (PTY) LTD

Okorusu Fluorspar Mine (Pty) Ltd invites suitably qualified, experienced and motivated candidates to apply for the following positions:

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- Proficiency in Chinese is required.

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- Degree in Accounting, Finance or a related field.
- Minimum of 10 years' relevant experience in financial management, budgeting, taxation and auditing.
- Proficiency in Chinese is required.

3. CHINESE CUISINE CHEF

- Relevant culinary qualification.
- Minimum of 7 years' experience preparing authentic Chinese cuisine.

4. ADMINISTRATION MANAGER

- Qualification in Administration, Management or a related field.
- Minimum of 8 years' relevant work experience.
- Demonstrated expertise in office administration, procurement and personnel records management.
- Proficiency in Chinese is required.

APPLICATION PROCEDURE
Interested candidates should submit a detailed curriculum vitae (CV), certified copies of relevant qualifications and all supporting documents to okorusu.hr@gmail.com. Applicants must clearly indicate the position applied for in the subject line of their email.

Closing Date: 13 November 2026
Only shortlisted candidates will be contacted.

Editorial

A better internship programme must lead somewhere

The government's decision to increase internship allowances and extend the duration of placements from three to six months is a welcome intervention at a time when Namibia's young graduates face an increasingly difficult transition from education into employment.

The announcement by Prime Minister Elijah Ngurare at the International University of Management's summer graduation ceremony recognises an uncomfortable reality: for many young Namibians, obtaining a qualification is no longer a reliable pathway into the labour market. The internship, therefore, has become an important bridge between formal education and the workplace. Under the revised arrangement, student interns will receive N\$2 692.50 a month, up from N\$2 244.85, while graduate interns will receive N\$3 769.50. More importantly, placements will run for six months instead of three.

The *Windhoek Observer* welcomes both changes.

Three months is often too short for a meaningful workplace experience. By the time an intern becomes familiar with an organisation, its systems and expectations, the placement may already be approaching its end. Six months provides a more realistic period in which students and graduates can acquire practical skills, assume responsibilities and demonstrate their capabilities.

The increase in allowances is equally important. Interns are not merely beneficiaries of government generosity. They contribute their time, skills and labour to public institutions, and the state has a responsibility to ensure that they are treated with dignity.

But government should be careful not to present the adjustment as a solution to graduate unemployment. It is an improvement to an internship system, not a jobs programme.

That distinction matters.

The graduate tracer survey cited at the graduation ceremony found that 33% of respondents from the 2019, 2020 and 2021 graduating cohorts were unemployed. Although the survey had limitations, including a relatively low participation rate, the figure is sufficiently concerning to demand a broader response.

The central question should therefore not only be how much interns are paid, or how long they remain in government offices. It should be: where do they go afterwards? An internship that ends with a certificate of participation but no realistic pathway into employment risks becoming a revolving door. Young people move from one temporary placement to another, acquiring experience but remaining permanently outside the formal labour market.

This is particularly concerning in the context of government's restrictions on recruitment into non-critical public service positions. If the state is simultaneously encouraging young people to gain experience through government internships while limiting permanent recruitment, it must be honest about what those internships can and cannot provide. There is also an important issue of fairness.

The concerns raised by IUM graduate Selima Tulohole Shipanga about favouritism in recruitment cannot simply be dismissed. Whether or not every allegation can be substantiated, the perception that connections matter more than competence is damaging to public confidence.

Internship programmes funded by taxpayers must therefore be administered transparently. Vacancies should be publicly advertised, selection criteria clearly communicated, and successful candidates selected through demonstrably fair processes.

The same principle should apply to the transition from internship to employment. An intern who performs exceptionally should not automatically be entitled to a permanent government position. But neither should an intern be disadvantaged

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The increase in allowances is equally important. Interns are not merely beneficiaries of government generosity. They contribute their time, skills and labour to public institutions, and the state has a responsibility to ensure that they are treated with dignity.

because he or she lacks influential connections.

Government institutions must also be held accountable for the quality of the internship experience. The Prime Minister is correct to call for mentorship and practical training. An intern should not simply be another pair of hands doing routine administrative work. Each placement should have defined learning objectives, a supervisor, measurable responsibilities and an assessment at the end. Interns should leave with skills that have value beyond the particular ministry, agency or state-owned enterprise in which they were placed. There is also a need for clarity around the various internship policies already announced.

The government's April 2025 directive reportedly provided for six-month student internships and two-year graduate placements, including an allowance of N\$3 500 for graduate interns. The latest announcement appears to change some of those arrangements.

Government must therefore explain precisely what has changed, when the new rates take effect, which categories of interns qualify, and how existing placements will be treated.

Policy uncertainty is particularly unfair to young people who have little bargaining power and are already navigating an uncertain labour market.

The government deserves credit for responding to concerns about inadequate allowances. But the measure must be accompanied by a larger strategy for youth employment, skills development and enterprise creation.

The encouragement by Ngurare for graduates to consider entrepreneurship is sensible. So too is the offer of potential seed funding by the David Namwandi Trust. Namibia cannot create enough public-sector jobs to absorb every graduate, and the private sector cannot be expected to solve the problem alone.

Entrepreneurship must therefore form part of the solution.

But entrepreneurship should not become a convenient slogan used whenever formal employment is unavailable. Starting a business requires capital, markets, mentorship, infrastructure and an enabling regulatory environment. Telling an unemployed graduate to become an entrepreneur without providing those conditions is not a strategy.

The Youth Development Fund and other initiatives must consequently be judged by outcomes rather than announcements: how many young people are funded, how many businesses survive, how many jobs are created and how many beneficiaries move into sustainable economic activity. The government has taken a useful step. It should now take the next one.

A six-month internship can provide a young Namibian with valuable experience. A better allowance can provide some financial relief. But the real measure of success will be whether these interventions help young people move from the classroom into productive, dignified and sustainable economic participation.

Namibia does not merely need better internships. It needs internships that lead somewhere.

That should be the standard against which this new policy is ultimately judged.



Government must give namibia's economy breathing space

I understand that government cannot simply wish away the realities of international markets. Namibia imports virtually all of its petroleum products, and we therefore remain exposed to movements in international oil prices, shipping costs, geopolitical tensions and the exchange rate.

But I also understand something else: when the operating environment becomes exceptionally difficult, government has a responsibility to create breathing space for the economy.

That is why the decision by South Africa to temporarily reduce its fuel levy deserves serious consideration in Namibia. South Africa is not pretending that it can control the international price of oil. It is recognising that when an external shock threatens households and businesses, government has instruments at its disposal to soften the blow.

From November 4, South Africa will temporarily reduce the fuel levy by R3 per litre on diesel and R1.50 on petrol, before gradually reducing the relief through January 5, 2027. The intervention will be funded through R10 billion redirected from the Central Energy Fund. It follows an earlier fuel-tax intervention between April and June.

The question for Namibia is simple: Why can't we do something similar? This is not an argument for reckless spending or an open-ended fuel subsidy. Nor is it an argument that Namibia should copy South Africa mechanically. Our fiscal circumstances are different, our market is smaller and our fuel-pricing architecture is different.

But the economic problem confronting businesses and households is remarkably similar.

Namibia has already experienced a dramatic increase in fuel prices during 2026. Petrol at Walvis Bay was N\$19.58 per litre when the Middle East conflict began in February. By October, it had reached N\$26.58. Diesel 50ppm rose from N\$19.63 to N\$27.86, while diesel 10ppm went from N\$19.73 to N\$27.96.

That is not a marginal increase. For a business that operates vehicles, generators, earthmoving equipment, trucks or agricultural machinery, fuel is not a luxury. It is an input cost.

And when that input cost rises dramatically, it does not remain at the fuel station. It travels through the economy.

The trucker pays more. The farmer pays more. The construction company pays more. The mine pays more. The manufacturer pays more. The retailer pays more. Ultimately, the consumer pays more.

We are already seeing this transmission. Transport was identified as the biggest contributor to Namibia's recent inflation increase, with transport prices rising 13.2% year-on-year. Petrol and diesel prices were 25.1% higher than a year earlier, while public transport fares increased by 14.9%. For businesses, the consequences are even more immediate.

A construction company cannot simply decide to use less diesel when its excavator is required to complete a project. A transport operator cannot tell a truck to consume less fuel while travelling the same distance. A mine cannot switch off its haul trucks because international oil prices have risen. These businesses can improve efficiency, but there is a limit to efficiency.



Turning Point *with* Lazarus Jacobs

As Cirrus Capital economist Ida Williams has pointed out, transport and logistics companies often operate close to maximum efficiency, leaving little room to reduce fuel consumption. Agriculture and mining are similarly exposed because much of their machinery is diesel-dependent.

This is why I believe Namibia should seriously examine a temporary fuel-relief mechanism. And there is an important precedent within Namibia itself.

Government already reduced fuel levies by 50% between April and June 2026. That intervention cost more than N\$1 billion, according to reporting based on the fuel-price breakdown.

In other words, Namibia has already demonstrated that it can use the fuel-levy system as a counter-cyclical instrument. The issue now is whether we can use it intelligently.

I could therefore appeal to the government to consider a temporary reduction of selected fuel levies for three months, with a review after each month.

It need not be as dramatic as the South African intervention.

It could be calibrated according to fiscal capacity.

For example, government could consider temporarily reducing the fuel levy, road-user charges or other components under its control, particularly on diesel, which is so critical to productive sectors of the economy.

The intervention could also be structured differently for petrol and diesel.

The objective should not be to make fuel artificially cheap. The objective should be to prevent an extraordinary international shock from becoming an extraordinary domestic economic shock.

And there is another reason why this deserves consideration.

Namibia has already taken steps to reduce the underlying cost of importing fuel.

The government's bulk-supply arrangements have reportedly generated substantial savings. The Vitrol arrangement was estimated to have

saved between N\$400 million and N\$700 million, while TotalEnergies, which will supply Namibia from November to January, offered discounts estimated to save approximately N\$220.5 million.

This is precisely the kind of intervention that should be built upon.

If government can negotiate better bulk procurement terms and simultaneously provide temporary fiscal relief, the combined effect could offer meaningful breathing space without creating a permanent hole in the fiscus. But transparency must accompany such intervention.

Any fuel-relief programme should clearly state how much it costs the taxpayer, how long it will last, which levy or levies are being reduced, where the money is coming from and what conditions will trigger its withdrawal.

There must be an exit strategy.

This is particularly important because Namibia also needs the revenue generated from fuel levies to maintain its roads. Government's own budget framework recognises that fuel levy revenues are allocated to the Road Fund Administration to finance road infrastructure. We therefore cannot solve today's fuel crisis by creating tomorrow's infrastructure crisis. But neither should we protect today's fiscal position at the expense of tomorrow's businesses.

That is the balance government must find. As entrepreneurs, we are not asking government to remove all risk from doing business. Risk is part of entrepreneurship. We are asking for an economic environment in which viable businesses have a reasonable chance of surviving extraordinary external shocks.

Government itself has already recognised the importance of cushioning industry. In October, it kept diesel prices unchanged despite higher import costs, specifically acknowledging diesel's importance to factories and producers. That logic should now be extended.

A temporary fuel-relief programme would not only assist motorists. It would help contain transport costs, protect business margins, support construction, agriculture and mining, and potentially moderate the inflationary pressure being passed on to consumers.

Most importantly, it would send a message to the productive economy:

Government understands what you are facing and is prepared to share some of the burden during an exceptional period.

South Africa has decided that R10 billion can be deployed temporarily to cushion households and businesses from the fuel shock.

Namibia is obviously not South Africa. We cannot spend like South Africa, nor should we. But we can learn from the principle.

When circumstances are extraordinary, policy responses sometimes have to be extraordinary too.

I therefore appeal to government, as an entrepreneur and as someone invested in the success of the Namibian economy: look at the numbers, examine the available fiscal space, engage business, consult the fuel industry and consider a temporary, transparent and targeted reduction in fuel-related levies.

Not forever.

Not recklessly.

Not as a political gift.

But as an economic bridge until international conditions normalise.

Because when the price of fuel rises by nearly 40%, the question is no longer simply what it costs to fill a tank.

The real question is what it is costing Namibia to keep its economy moving.

Market
Highlights

NAD per US Dollar

Weighted average of the banks' daily rates at approximately 10:30 am.
Weights are based on the banks' foreign exchange transactions.

NAD per British Pound

Weighted average of the banks' daily rates at approximately 10:30 am.
Weights are based on the banks' foreign exchange transactions.

NAD per Euro

Weighted average of the banks' daily rates at approximately 10:30 am.
Weights are based on the banks' foreign exchange transactions.

EXCHANGE RATES

Major Pairs

N\$ / \$	16.4128	21 Oct 2026
N\$ / £	21.9392	21 Oct 2026
N\$ / €	18.4147	21 Oct 2026
N\$ / AOA	0.0176	21 Oct 2026

Repo

6.75

Prime

10.25

www.observer.com.na

PARAGON MEDIA

Bannerman approves N\$5.8 billion Etango uranium project

CHAMWE KAIRA
Staff Writer

Bannerman Energy and its joint venture partner China National Nuclear Corporation Overseas Limited (CNNC Overseas) have taken a final investment decision (FID) on the Etango uranium project in Namibia, clearing the way for full-scale construction ahead of planned first production in 2028.

The project, located in the Erongo region, has forecast pre-production capital expenditure of approximately US\$353 million, equivalent to about N\$5.8 billion at an indicative exchange rate of N\$16.70 to the US dollar.

Bannerman said approximately US\$64 million had already been spent on early works as at 30 September 2026, leaving about US\$295 million in remaining pre-production expenditure. The remaining amount is funded by existing cash held by the Etango joint venture.

The project is being developed by the Etango joint venture, in which Bannerman holds a 55% stake and CNNC Overseas owns 45%. The Etango project itself is 95% owned by the joint venture.

The final investment decision is based on the Etango-8 design, which is expected to produce an average of approximately 3.5 million pounds of uranium oxide (U₃O₈) annually. Bannerman said commissioning and first production are targeted for 2028. The company said its early works programme had progressed, with bulk earthworks substantially complete, detailed design well advanced and key supporting infrastructure either completed or significantly progressed. Bannerman managing director and chief executive officer Gavin Chamberlain said the investment



Bannerman Energy has forecast pre-production capital expenditure of about US\$353m

decision marked a major milestone for the company, its Chinese partner and Namibia.

He said the decision followed more than two decades of exploration, studies and project development work. Chamberlain said construction was fully funded without debt, while the project had a strategic partner in CNNC Overseas and an offtake framework based on market terms. He added that the project was moving into full-scale construction with safety, quality and schedule remaining the main priorities.

Etango is expected to become a long-

life uranium producer in Namibia's established Erongo uranium region. Bannerman said the project also had potential for expansion beyond its initial production forecast.

The company further announced the appointment of Danie van Aswegen as chief executive officer of Bannerman Mining Resources Namibia. Van Aswegen has served as Bannerman's chief operating officer in Namibia since October 2025 and has more than 25 years of experience in the mining industry, covering mining operations, engineering, project management and technology

development.

Before joining Bannerman, he was head of projects and technology development and an executive committee member at Debmarine Namibia, where he contributed to major projects and the integration of new technologies.

His appointment comes as the Etango project moves from early works into full-scale construction. Chamberlain brings additional project development experience, including serving as project director for the development of Namibia's US\$2 billion Husab uranium mine, one of

the world's largest operating uranium mines.

Bannerman said its remaining working capital requirements through construction, ramp-up and the targeted start of commercial production were covered by its existing cash balance of approximately A\$175 million as at 30 September 2026, excluding cash held by the Etango joint venture.

The company said its share of the remaining working capital would only be called on after most of the joint venture's existing cash had been spent.

Join conversations Namibia
needs to have on

The
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PODCAST

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Lazarus Jacobs

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FNB Namibia bondholders face trading deadline in November

CHAMWE KAIRA
Staff Writer

First National Bank of Namibia (FNB Namibia) bondholders must convert their paper certificates into electronic records by 9 November 2026 to continue trading their holdings, the bank has announced.

FNB Namibia said bonds issued under code FNB28S are currently held in physical certificate form and will no longer be tradable after 9 November unless they have been dematerialised and transferred into the Namibia Central Securities Depository (CSD) system.

Dematerialisation involves verifying physical bond certificates and replacing them with electronic records of ownership held in the CSD. The process does not affect investors’

ownership of the bonds. FNB Namibia said the register for FNB28S will be closed from 6 November to 9 November 2026 to facilitate dematerialisation.

During this period, transfers, trading activities and other changes to the register will not be permitted, except transactions related to dematerialisation.

The bank said holding bonds electronically would allow investors to trade more efficiently on the Namibia Securities Exchange (NSX), benefit from faster and more secure settlement, and receive interest payments directly into their nominated bank accounts.

Electronic records would also eliminate risks associated with physical certificates, including loss, damage, theft, forgery and misplacement.

Bondholders must appoint a Central Securities Depository Participant (CSDP) to facilitate the process.

Investors whose accounts are controlled by brokers may appoint a registered stockbroker to arrange dematerialisation through a CSDP. The appointed CSDP will guide investors through its account-opening requirements, including identification documents, mandates and applicable fees.

FNB Namibia advised investors to obtain details of fees and charges directly from their chosen CSDP before opening an account. Once a Central Securities Account has been opened, bondholders must submit their original certificates to their appointed CSDP.

Broker-controlled clients may submit their certificates to their brokers for onward delivery to the CSDP.



FNB Namibia said the register for FNB28S will be closed from 6 November to 9 November 2026 to facilitate dematerialisation



CATALYST

INVESTMENT MANAGERS

Email: info@catalyst.com.na | Tel: +264833308080



TOP Gainers NSX Local		
Share code	Close	1MoM%
Letshego Holdings (Namibia) Ltd	6.51	17.09%
FirstRand Namibia Ltd	59.95	6.77%
SBN Holdings Ltd	14.92	6.27%
Capricorn Group Limited (prev Capricorn Investment Group Ltd)	30.40	5.41%
Namibia Asset Management Limited	0.72	1.41%
TOP Losers NSX Local		
Share code	Close	1MoM%
Namibia Breweries	32.16	-0.28%
Paratus Namibia Holdings Ltd	12.35	-0.16%
Alpha Namibia Industries Renewable Power Limited	8.79	-0.11%
Nictus Holdings - Nam	3.4	0.00%
TOP 5 Gainers NSX Overall		
Share code	Close	1W%
Paladin Energy Limited	84.04	6.41%
Old Mutual Ltd	14.03	4.47%
Oceana Group Limited	65.44	2.25%
Shoprite Holdings	341.40	1.84%
PSG Financial Services Ltd (Prev. PSG Konsult Limited)	29.50	1.58%
TOP 5 Losers NSX Overall		
Share code	Close	1W%
Namibia Breweries	32.16	-5.44%
Standard Bank Group	293.02	-4.33%
B2Gold Corporation	81.34	-2.58%
Investec Limited	128.63	-1.66%

Currencies				
	Close	1D%	%MoM	%YTD
USD/ZAR	16.515	-0.11%	0.78%	-1.30%
EUR/ZAR	18.49267	-0.13%	-1.28%	-5.56%
GBP/ZAR	22.07147	-0.01%	1.01%	-1.73%
USD/EUR	0.89305645	0.02%	2.04%	4.56%

Commodities				
	Close	1D%	%MoM	%YTD
Brent Crude Oil (ICE \$/bbl)	108.82	0.03%	8.45%	78.83%
Gold NYMEX Near Term (\$/ozt)	4130.5	0.20%	-4.95%	-4.51%
Platinum NYMEX Near Term (\$/ozt)	1625.50	-1.28%	-9.62%	-20.10%
Copper Cash Official LME (\$/mt)	14441.00	-0.68%	-2.35%	15.49%
Uranium Near Term (NYM \$/lbs)	90.05	-0.11%	0.33%	10.36%
Money Market Rates				
	3 MONTH	6 MONTH	9 MONTH	12 MONTH
Average Bank NCDs	6.86	7.18	7.34	7.48
Treasury Bill Rates	7.47	7.80	7.96	7.98
JSE INDICES				
Share code	Close	1D%	%MoM	%YTD
JSE ALSI	108,525.49	-1.03%	-3.1%	-5.33%
All Share Industrials	129,127.47	0.06%	0.2%	-12.54%
Mid Cap	107,139.52	0.24%	1.0%	-5.83%
Small Cap	108,297.30	-0.04%	-0.3%	0.36%
Industrial 25	119,999.79	0.05%	0.4%	-13.43%
Financial 15	25,308.44	-0.23%	-1.4%	1.99%
Resource 10	113,311.14	-3.18%	-8.4%	-5.35%
Top 40	100,543.39	-1.18%	-3.4%	-5.78%
World Market				
Share Code	Close	1D%	%1M	%YTD
FTSE100	10,752.88	0.19%	0.13%	-5.33%
S&P500	7,679.63	0.58%	-0.10%	-12.54%
DAX	25,371.75	1.35%	0.27%	-5.83%
ASX	8,793.20	0.16%	1.14%	0.36%
NASDAQ	26,173.80	1.05%	-1.55%	-13.43%
NSX Overall	2,279.73	-2.22%	-1.69%	13.09%
NSX Local	899.60	-0.62%	8.97%	24.54%

Agra warns of tough year ahead as FMD disrupts livestock sector

CHAMWE KAIRA
Staff Writer

Agra Limited expects a challenging financial year ahead as foot-and-mouth disease (FMD) restrictions on livestock movements, product transportation and auction activities put pressure on farmers’ cash flows and agricultural trading activity.

The company said the uncertainty surrounding the duration of the restrictions, future disease management measures and market reactions once normal trading resumes would contribute to a difficult operating environment. The warning comes after Agra recorded the strongest financial performance in its history for the year ended 31 July 2026, with revenue increasing by 11.7% to N\$3.14 billion and profit after tax rising by 26.1% to N\$145.3 million. “The implications for farmers, rural communities and businesses that support the agricultural value chain, including Agra, are significant,” the company said.

Agra said restrictions resulting from the FMD outbreak in September 2026 had disrupted a key source of income for livestock producers and related businesses, including AgraAuctions. The resulting pressure on farmers’ cash flows is expected to affect spending patterns and trading activity across the group’s operations. Agra said it would continue supporting the agricultural community where practical and commercially responsible, while protecting its own sustainability through prudent credit management, disciplined risk controls, cost management and a focus on cash



Agra recorded the strongest financial performance in its history for the year ended 31 July 2026

flow. Despite the near-term challenges, the group said it remained confident in the resilience of Namibia’s farming community and the long-term prospects of the agricultural sector. It plans to continue diversifying its income streams to reduce earnings volatility and strengthen its long-term sustainability. The outlook follows a strong financial year in which Agra’s operating profit increased by 28.2% to N\$199.2 million, from N\$155.4 million in 2025. Gross profit rose by 13.5% to N\$631.5

million, supported by revenue growth, improved operational efficiency, margin management and disciplined cost control. The company attributed its record performance to its strategy of diversifying revenue streams and expanding its services, as well as the recovery and growth of Namibia’s livestock sector. Favourable rainfall and improved grazing conditions across large parts of the country supported activity during the financial year and up to the FMD outbreak. Agra’s basic earnings per share

increased to 142.24 cents from 112.84 cents, while headline earnings per share rose to 139.34 cents from 112.33 cents. The group’s net asset value increased to N\$923.7 million from N\$802.6 million, while net asset value per share rose to N\$9.04 from N\$7.86. Agra’s share price increased by 14.5% to N\$4.41 as at 31 July 2026, delivering a total shareholder return of 21.9%, including dividends declared during the period. The company also expanded and diversified its operations during the year through the launch of SureTech, a

specialised agricultural and residential security business, the refurbishment of its Omaruru branch and the introduction of a 24-hour GoAgra convenience store in the town. It also introduced tyre fitment services at selected branches. After year-end, the group expanded its national footprint by opening new branches in Stampriet, Oshakati and Swakopmund. On 23 October 2026, Agra declared a total and final dividend of 28.50 cents per ordinary share for the year ended 31 July 2026, up from 22.50 cents per share in the previous financial year.

FMD disruption threatens N\$2.4bn in livestock value chain losses

CHAMWE KAIRA
Staff Writer

Namibia’s livestock industry could suffer estimated cash losses of N\$2.4 billion over six months if foot-and-mouth disease (FMD) continues to disrupt livestock marketing, according to the Namibia Agricultural Union (NAU), Leigh-Ann Nehoya, Agricultural Economist, Namibia Agricultural Union. The projected losses include N\$1.382 billion in primary production expenses and debt repayments, N\$378 million in continuing abattoir fixed expenses and N\$331 million from reduced slaughtering for the export market. The NAU estimates that the disruption could result in losses of about N\$13 million per day across the livestock value chain, putting pressure on businesses, employment and household incomes. Nehoya said the outbreak was highlighting the economic importance of livestock farming, which supports farmers, workers, suppliers, transport operators, auctioneers and abattoirs. “The longer marketing activities remain disrupted, the greater the pressure on businesses throughout the value chain, with implications for employment, household incomes and the wider rural economy,” the NAU said. The industry’s annual economic activity includes estimated input supplier turnover exceeding N\$6 billion and N\$9.15 billion in livestock sales income

through various marketing channels, including live animal exports. Cattle and small-stock slaughtering generate an estimated annual producer value of N\$3.66 billion, with a further N\$914 million in value addition through slaughtering. Livestock auctions facilitate approximately N\$2.69 billion in annual sales, generating an estimated N\$162 million in commission income. The NAU estimates that livestock producers south of the Veterinary Cordon Fence incur N\$3.73 billion in annual operating cash expenses. Livestock transport expenditure in the area is estimated at a further N\$228 million annually. The sector also supports an estimated 52 000 agricultural jobs south of the Veterinary Cordon Fence, with the incomes potentially supporting 200 000 dependents, assuming four dependents per employed person. The NAU estimates that livestock producers require approximately N\$230 million a month to cover operating expenses and debt repayments, equivalent to N\$7.7 million a day. The estimate assumes farmers immediately reduce normal operating expenditure by 50%, leaving monthly cash operating expenses of about N\$155 million. A further N\$75 million is required for debt repayments. These financial obligations continue even when farmers cannot market their animals. The NAU warned that



The NAU estimates that the disruption caused by Foot-and-Mouth disease (FMD) could result in losses of about N\$13 million per day. - Photo: Meatco

some costs, including fuel and animal maintenance, could increase as the disruption persists. The projected six-month losses comprise N\$81 million in foregone auction commission revenue, N\$114 million in lost livestock transport revenue, N\$47 million from reduced slaughtering for the local market and N\$64 million in foregone gross margins for input suppliers. The estimates are based on a six-month disruption scenario and do not necessarily account for additional shocks such as drought or further increases in input costs. The actual economic impact could therefore be greater if these pressures occur alongside prolonged market disruption. The NAU said efforts to contain the disease and protect Namibia’s animal-

health status should be accompanied by a coordinated plan to restore economic activity. It called for measures to restore market access, facilitate permitted livestock and meat movements, sustain domestic supply chains and secure alternative export opportunities where veterinary and importing-country requirements allow. The union said a recovery roadmap should identify the surveillance, movement controls, testing and traceability requirements applicable to affected areas, together with clear responsibilities, adequate resources and implementation milestones. It also urged Namibia to engage with veterinary authorities in established and potential trading markets to identify opportunities to maintain, resume or

expand trade. The NAU said the country should explore export diversification, including markets that accept eligible livestock products from recognised FMD-free zones where vaccination is practised, subject to applicable requirements. The union said recovery should be measured not only by progress in controlling the disease but also by the restoration of viable marketing opportunities and the ability of the livestock value chain to function again. It warned that every additional month of disruption places further pressure on businesses, workers and households dependent on the sector, making a proactive market-access strategy necessary to protect livelihoods and preserve the productive capacity of Namibia’s livestock industry.

Standard Bank expects BoN to raise repo rate to 7%

Staff Writer

Standard Bank Namibia expects the Bank of Namibia (BoN) to raise the repo rate by 25 basis points to 7% on 28 October, following a similar increase by the South African Reserve Bank (SARB), as rising inflation and higher oil prices increase pressure on monetary policy.

In its monetary policy preview, prepared by group economist Helena Mboti, Standard Bank said global inflationary pressures, rising domestic prices, strong import growth and a widening trade imbalance support the case for further monetary tightening. The expected increase would narrow the interest rate differential between Namibia and South Africa from 50 basis points to 25 basis points, following the SARB's latest increase to 7.25%.

Standard Bank said international oil prices were trading at around US\$110 per barrel, compared with levels below US\$100 earlier in the year, raising concerns about imported inflation. As a net importer, Namibia remains exposed to higher fuel, transport and other energy-related costs, which could push up consumer prices. The bank also warned that second-round inflation effects could spread price increases across the economy. The Bank of Namibia has revised its 2026 inflation forecast upwards by 0.4 percentage points to 4.0%, while annual inflation accelerated to 5.4% in September.

Standard Bank expects inflation to rise further, potentially approaching 6.0% before moderating. Although average inflation for the year is still expected to remain above 4%, the bank said recent developments suggest that the risks remain tilted towards higher prices. Global monetary policy has also become more restrictive. The United States Federal Reserve raised its federal funds rate by 25 basis points in September, while the SARB increased its policy rate by the same margin at its latest meeting. Both central banks cited persistent inflationary pressures associated with escalating tensions in the Middle East, renewed conflict between Russia and Ukraine, and rising energy prices. Standard Bank said uncertainty over the global inflation outlook has complicated the outlook for interest rates, with US markets anticipating rates remaining higher for longer, while South African markets expect gradual easing from early 2027 if inflation remains contained. Namibia's external position presents another risk. Data from the Namibia Statistics Agency show that imports increased by 12.9% year-on-year in the second quarter of 2026, while exports grew by only 0.3%. The bank said the widening trade imbalance could be compounded by El Niño conditions and foot-and-mouth disease pressures in the second half of the year. With imports growing faster than exports, pressure on foreign reserves

could increase. The Bank of Namibia has indicated that import cover remained between three and four months during 2026, only modestly above the Southern African Customs Union benchmark of three months. Standard Bank said the reserve position requires continued monitoring as external vulnerabilities increase. Domestically, second-quarter economic growth was revised upwards, although economic activity is expected to weaken in the second half of the year. The bank said the central bank has maintained that its current monetary policy stance is sufficiently accommodative to support economic growth, leaving limited scope for further easing amid rising inflation and external risks. The Bank of Namibia has also reiterated that price stability remains its primary objective and indicated its intention to narrow the interest rate differential with South Africa to support the currency peg and contain imported inflation. Standard Bank expects interest rates to remain broadly unchanged through most of 2027, with possible easing in the second half of the year if inflation moderates as anticipated. However, the bank cautioned that the outlook remains uncertain, with global inflation, oil prices and domestic economic conditions likely to influence future monetary policy decisions.



Helena Mboti

BoN briefs Nandi-Ndaitwah on state of economy

Staff Writer

The governor of the Bank of Namibia, Ebson Uanguta, met with President Netumbo Nandi-Ndaitwah, to provide a comprehensive briefing on the state of the Namibian economy, as part of the bank's ongoing high-level stakeholder engagement programme.

The discussion covered recent global and domestic economic developments, Namibia's economic growth prospects, the inflation outlook, and emerging risks to macroeconomic and financial stability. The briefing also highlighted key regulatory developments and progress on the bank's strategic initiatives, including the Instant Payments Platform, the Namibia Financial Sector Transformation Strategy, the bank's gold acquisition programme and the Sovereign Wealth Fund, all aimed at strengthening the financial sector, advancing financial inclusion and supporting sustainable economic development.



The governor of the Bank of Namibia, Ebson Uanguta and the bank's senior officials met with President Netumbo Nandi-Ndaitwah last week.

Furthermore, the engagement addressed the bank's ongoing efforts to strengthen institutional capacity and international cooperation in preparation for Namibia's emerging oil and gas industry, green energy

transition and broader economic transformation. The engagement reaffirmed the Bank of Namibia's commitment to maintaining open and constructive dialogue with the Presidency, providing

evidence-based economic insights to inform national policy considerations, and advancing initiatives that safeguard macroeconomic and financial stability while supporting sustainable and inclusive economic development. The governor was accompanied by deputy governors, Leonie Dunn and Nicholas Mukasa, as well as the deputy director of corporate communications and sustainability, Naufiku Hamunime.

NSX Overall Index falls 4.3% in a week

Staff Writer

Namibia Securities Exchange’s overall stock market index fell 4.3% during the week ended 23 October 2026, while the local index declined by 0.6%, according to the Namibia Securities Exchange (NSX) weekly market index data. The NSX Overall Index closed at 2 276.55 points on Friday, down from 2 379.97 points on 16 October. The NSX Local Index declined to 899.31 points from 904.71 points over the same period. The overall index fell by 103.42 points during the week, while the local index lost 5.40 points. The market also recorded losses on Friday, with the Overall Index dropping 4.35% from 2 379.97 points on Thursday to 2 276.55 points. The Local Index fell by 0.60% from 904.71 points to 899.31 points. The Johannesburg Stock Exchange’s All Share Index also weakened, falling to 108 020.14 points on Friday from 110 934.23 points a week earlier, a decline of 2.63%. On a year-to-date basis, however, the NSX Local Index remained 11.33% higher than its December 2025 level of 807.75 points. The Overall Index was up 6.31% from its December 2025 level of 2 141.33 points. The NSX Local Index reached a 2026 high of 905.21 points on 21 October, before retreating to 899.31 points by Friday. The Overall Index’s 2026 high stood at 2 493.58 points, while its low was 2 070.30 points. Meanwhile, Schanzen Road Investments CC, an associate of a director of Nictus Holdings Limited subsidiary, Corporate Guarantee and Insurance Company of Namibia Limited, has purchased 66 666 Nictus shares worth almost N\$300 000. The off-market transaction took place on 22 October at N\$4.50 per share, bringing the total value of the purchase to N\$299 997, according to a notice issued by Nictus. Schanzen Road Investments CC is a close corporation in which BJ Gous, a director of Corporate Guarantee and Insurance Company of Namibia Limited, is a member. Nictus said the transaction involved ordinary shares and represented an indirect



NSX CEO. Tiaan Bazuin. The NSX Overall Index closed at 2,276.55 points on Friday

beneficial interest in the company. The company confirmed that the required chairman’s clearance had been obtained for the transaction. Nictus Holdings is listed on the Namibia Securities Exchange under the share code NHL. Furthermore, Haida Investments (Pty) Ltd, a company owned and directed by Nictus Holdings subsidiary director WO Fourie, has purchased 12 410 ordinary shares in Nictus Holdings at N\$4.15 per share. The off-market transaction took place on 21 October and had a total value of N\$51 501.50, according to a disclosure issued by Nictus Holdings to the Namibia Securities Exchange (NSX). The company said the transaction represents an indirect beneficial interest in Nictus shares. Haida Investments is a company in which Fourie is the sole director and shareholder.



Model, the retailer within the Ohlthaver & List (OL) Group has officially launched Model Seagulls in Walvis Bay. - Photo: Ohlthaver & List

Model Seagulls opens in Walvis Bay

Staff Writer

Model, the retailer within the Ohlthaver & List (OL) Group, has officially launched Model Seagulls in Walvis Bay, further strengthening its presence at the coast while creating employment, supporting local businesses and expanding opportunities for Namibian suppliers. Representing an investment of approximately N\$33 million, the project delivered significant economic benefit during construction, with around 75% of the spend directed to coastal service providers. At the centre of the new store is a team of 70 employees, including 29 new hires. The remaining positions are filled by employees who successfully applied from other Model stores, while 12 previously fixed-term employees have secured permanent roles. Local economic impact at Model Seagulls is also felt across its supply chain. Approximately 95% of Model’s supplier base consists of Namibian suppliers,

supported by a dedicated Namibian buying team with full decision-making authority over product sourcing and range selection. At the coast, Model has secured partnerships with local SMEs who provide daily and weekly deliveries of fresh flowers, fruit and vegetables, as well as locally roasted coffee, ensuring that coastal businesses form part of the store’s value chain. Delivering the keynote address at the official event on behalf of the governor of the Erongo region, the mayor of Walvis Bay, Johannes Shimbilinga, said: “Retail investments of this nature have an impact far beyond the store itself. They create employment, open markets for local producers and entrepreneurs and support a wider network of service providers.” According to executive chairman, OL, Sven Thieme, this new store reflects confidence in the coastal economy and OL’s long-term commitment to Namibia’s growth. Model Seagulls forms part of the retailer’s phased national growth strategy and brings Model’s signature shopping experience to

the coast. Located on the site of OL’s historic Seagulls Shopping Mall, the property has served the coastal community for decades and has benefitted from ongoing investment aimed at safeguarding its long-term value. Founded in Namibia in 1965, Model celebrates more than six decades of retail heritage. Since returning to full Namibian ownership in July 2025, the retailer has continued its transformation journey, combining world-class standards with locally driven decision-making and the warmth of authentic Namibian hospitality. OL operations span fishing and aquaculture through Hangana Seafood and Hangana Abalone; fresh produce via Namibia Dairies and Hartlief meat processing and retail through the Model grocery chain. OL develops and manages premier properties including Wernhil through Broll Namibia, while OL Leisure operates six distinguished hotels and lodges.

China’s zero-tariff policy creates export opportunity

HELLEN AMUPOLO

Namibia’s next growth opportunity may not lie in discovering new products to export, but in gaining easier access to some of the world’s largest consumer markets. China’s decision to introduce a zero-tariff framework for eligible exports from African countries has the potential to reshape trade relationships across the continent and create significant new opportunities for Namibian businesses. While the policy may appear to be a technical trade adjustment, its implications are far-reaching. Lower tariffs make African products more competitive, improve market access and create new possibilities for businesses looking beyond their traditional export destinations. Namibia has made significant progress in diversifying its economy and strengthening its export base. Sectors such as mining, agriculture, fisheries and manufacturing continue to play a vital role in economic growth and employment. However, global trade dynamics are evolving rapidly. Businesses are increasingly recognising the importance of diversifying both their customer base and export markets. Dependence on a limited number of trading partners can expose exporters to shifts in demand, economic downturns or changing trade policies. As the world’s second-largest economy

and one of Africa’s most significant trading partners, China continues to demonstrate strong demand for agricultural products, seafood, minerals and value-added goods. These are sectors where Namibia already possesses recognised strengths and competitive advantages. Namibia is globally known for products such as premium beef, table grapes, high-quality seafood and mineral resources. Improved access to China’s vast consumer and industrial markets has the potential to unlock new demand for these products while creating incentives for further investment and expansion. As China’s economy continues to evolve, demand is growing for premium food products, processed agricultural goods, specialty products and sustainably sourced commodities. This creates an opportunity for Namibian businesses to move beyond raw commodity exports and focus on greater value addition. The long-term benefits could be significant. Increased participation in international value chains can stimulate investment, encourage innovation and support job creation across multiple sectors of the economy. For a country focused on industrialisation and economic diversification, access to a larger market provides a powerful incentive for businesses to invest in new capabilities and expand production. It signals China’s continued



commitment to deepening economic ties with Africa at a time when global trade patterns are becoming increasingly fragmented and uncertain. For African businesses, stronger trade links with China provide access not only to a large market, but also to one of the world’s most important centres of manufacturing, investment and consumption. The China-Africa trade relationship has strengthened considerably over recent decades, creating new pathways for African exporters to connect with global demand. For Namibia, this presents an

opportunity to position itself more strategically within evolving international supply chains. As sectors such as agriculture, fisheries, manufacturing, logistics and energy continue to expand, access to larger international markets will become increasingly important to sustaining growth and attracting investment. Exporters must still meet international quality standards, comply with regulatory requirements and build strong commercial relationships with buyers. Successful participation in global trade requires preparation, market intelligence, access to finance and a clear understanding of cross-border business environments. At Standard Bank Namibia, we work closely with businesses to help them identify export opportunities, navigate international markets and access the financial solutions required to compete effectively across borders. Importantly, Standard Bank Group’s strategic partnership with the Industrial and Commercial Bank of China (ICBC) provides an additional bridge between African businesses and one of the world’s largest markets. Through this network, Namibian businesses can gain access to valuable market insights, trade expertise, cross-border payment solutions and potential commercial connections that support export growth. Trade finance, working capital facilities and documentary trade instruments can also help businesses manage risk,

improve cash flow and fund expansion into new markets. While businesses must still confirm product eligibility, rules of origin and other market-entry requirements, the combination of improved access and the right support structures can significantly strengthen their ability to participate in international trade. Alongside emerging opportunities in sectors such as renewable energy, logistics, manufacturing and value-added processing, expanding access to international markets will be essential for driving sustainable growth and job creation. China’s zero-tariff policy should not be viewed simply as a trade concession. It should be seen as a strategic opportunity for Namibia to accelerate export diversification, strengthen economic resilience and deepen its integration into global markets. The businesses that benefit most will be those that act early, invest in competitiveness and position themselves to meet growing international demand. For Namibia, this is more than an opportunity to increase exports. It is an opportunity to strengthen the country’s role in global trade, create new avenues for growth and write the next chapter in its economic development story. The opportunity is open. The next step is ensuring that Namibian businesses are ready to seize it. *Hellen Amupolo is executive officer of business and commercial banking at Standard Bank Namibia

Corporate-Speak: AI workslop is making a mess of reputations

PROFESSOR GARY MARTIN

In the world of work, there's a brand-new way to ruin your professional reputation. That comes courtesy of artificial intelligence. It's called workslop and it's been responsible for ripping down the reputations of some major organizations. Now, individuals are finding themselves in the firing line too.

As the name suggests, workslop is the rapidly growing amount of AI-generated content in our workplaces that looks like the bee's knees but turns out to be little more than a dog's dinner. That's right, we are talking about written documents of that are simply all over the shop. These documents are often inaccurate, poorly thought out and, in many cases, simply not much use to anyone at all. Workslop can rear its ugly head in the full range of work documents. That includes feasibility studies, business plans, project summaries, media releases, research papers, workplace investigations, policy documents and even basic emails. On first inspection, documents containing workslop present their authors as intelligent, efficient and productive. They create the impression of someone who is truly on top of their job. But as most people well and truly understand, appearances can be deceiving—very deceiving in fact. Things—meaning reputations – can unravel super-fast when

colleagues discover that what looked like a professional masterpiece worthy of the Archibald Prize is nothing more than AI-generated claptrap. And it is that realization that invariably changes how they view the person responsible. The person once seen as very knowledgeable suddenly appears as someone who is way out of the vir depth. The colleague previously considered to be highly reliable might suddenly come across as reckless. And an employee once highly respected for their judgement might suddenly leave others in the workplace wondering whether they have much judgement at all. Careerwise, things can spiral downwards from there. There is, for example, the f being caught out. That won't feel good at all. Besides, blaming AI for a litany of errors or sloppiness is unlikely to impress anyone. In fact, owning up to a lack of judgement and admitting that a machine produced materials without appropriate human oversight might even make matters worse. It might suggest the person responsible for passing on the work to others did not understand it, was simply lazy and did not bother to check it—or just assumed someone else would check the fine print. And it's worth saying, that none of those explanations is the slightest bit flattering. There is another reason why passing off workslop as quality work can damage someone's reputation. It creates more work for everyone else. The fact is someone has to

mop up workslop. That means checking the facts, fixing the mistakes or perhaps rewriting an entire piece of work. To be clear, the use of AI by a colleague should not automatically raise suspicions about someone's competency. That would be unfair and unjustified. Many highly capable employees use AI on a daily basis, in a responsible manner, to improve their written work, to organize large amounts of information and to develop ideas. The problem is not using AI for work. It is dishing up sub-standard AI-generated content as work that has been properly considered, checked and completed. Importantly, there is a significant difference between using AI to support work tasks and demanding that it does all the thinking for you. Employers who equip employees with AI tools must be exceptionally careful to make it clear that the quality of the work their employees produce remains the employees' responsibility. The bottom line is that while AI might produce words, employees are still fully responsible for what they pass on to others. And that's exactly what employees must get their heads around before circulating the next impressive-looking email, business case or report. The irony is that AI can spit out a document in seconds but one piece of workslop could easily destroy a professional reputation that has taken years and years to establish.

-Forbes Africa

Capacity Building



The anatomy of a skills gap

When an employee struggles to perform a particular task, the conclusion is often immediate: they need training. It is a familiar response in many organisations, and perhaps one of the reasons training continues to feature prominently in organisational development plans. However, I have often wondered whether we sometimes prescribe training before fully understanding the problem we are trying to solve. A skills gap is generally understood as the difference between the capabilities employees possess and those required to perform their responsibilities effectively. While this definition appears straightforward, the reality is considerably more complex. Not every performance problem is a skills problem. An employee who consistently misses deadlines may lack time-management skills, but they may also be managing an unrealistic workload. A supervisor struggling to lead a team may require leadership development, or perhaps the organisation has never clearly defined their authority. Similarly, poor customer service may reflect inadequate training, but it could equally result from inefficient systems, limited resources or an organisational culture that discourages initiative. These distinctions matter because the wrong diagnosis produces the wrong intervention. I believe one of the weaknesses in organisational capacity development is our tendency to focus on visible performance deficiencies without sufficiently examining their underlying causes. We observe what employees are failing to do, but rarely investigate why they are failing to do it. Understanding the anatomy of a skills gap requires looking beyond individual competence. Organisations must examine job expectations, available resources, supervisory practices, technological changes and the broader working environment.

There is also an important distinction between existing and emerging skills gaps. Existing gaps affect an employee's ability to meet current performance expectations. Emerging gaps develop as technology, regulations, customer expectations and organisational strategies evolve. An employee may be highly competent today yet find their skills increasingly inadequate tomorrow. This is particularly relevant as organisations introduce digital systems, automation and new approaches to service delivery. For Namibian organisations, the challenge is to move away from training programmes selected primarily because they are popular or available. Capacity development should begin with a proper understanding of organisational needs, supported by performance assessments, employee consultations, competency evaluations and strategic priorities. Importantly, identifying a skills gap should never be treated as an exercise in exposing employee weaknesses. It should create opportunities for meaningful professional development while helping organisations understand where their systems may also require improvement. Once the actual gap has been established, the intervention becomes clearer. Some employees may benefit from formal training, others from coaching, mentoring, practical exposure or improved operational support. The objective should never be training for its own sake, but improved organisational capability. A skills gap is not merely evidence of what employees cannot do. It is also an indication of what an organisation has not yet enabled them to achieve. Perhaps the most important question is therefore not, What training do our employees need? but rather, What is preventing our people from performing at the level our organisation requires? The quality of that answer will ultimately determine the value of any investment in capacity development. Add practical diagnostic questionsReduce repetition around diagnosis



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The pesky details of the national budget

There is something almost deliberately intimidating about a national budget.

Billions of Namibia dollars are announced in Parliament.

There are revenue projections, expenditure ceilings, fiscal deficits, debt ratios, development allocations, tax measures and three-year forecasts. There are acronyms, percentages and tables that can make the ordinary citizen's eyes glaze over.

Yet behind all those numbers lies a fairly simple question: How much money does the government have, where does it come from, where is it going, and what will Namibians get for it?

That is the real budget.

Minister of finance Ericah Shafudah's mid-term budget review, tabled today, is therefore more than an opportunity to announce revised figures.

It is a progress report on the promises made when the 2026/27 budget was presented in February.

And this is where the pesky details matter.

The original 2026/27 budget envisaged total spending of about N\$104.1 billion, against revenue of N\$89.8 billion.

The difference has to be financed, principally through borrowing. The original framework also provided about N\$81.3 billion for operational expenditure, while only N\$6.5 billion was set aside for government-funded development projects, with another N\$4 billion expected from loans and grants.

At first glance, N\$104 billion sounds enormous.

But a national budget is not a bank account containing N\$104 billion waiting to be spent. Much of it is already spoken for.

A useful way of understanding this year's budget is to imagine every N\$100 government spends. About N\$38.50 goes towards salaries and wages.

Another N\$28.70 is transferred to state-owned enterprises, local and regional authorities and individuals through social grants. About N\$9.60 pays for goods and services required to keep the government operating. That leaves only about N\$7.60 for capital spending, roads, schools, clinics, water infrastructure and other assets intended to serve Namibians over the longer term.

And about N\$15.60 of every N\$100 goes towards interest and borrowing costs.

Suddenly, the N\$104 billion looks rather different.

This is one of the great misunderstandings surrounding national budgets.

Citizens often hear that the government has allocated billions to a particular sector and reasonably ask: Where is the money?

The answer may be that much of the allocation is not actually available for new projects. It may be salaries. It may be transferred.

It may be debt service. It may be electricity, medicines, fuel,



maintenance or other recurrent costs. And then there is the difference between allocation and execution. This may be the most important detail of all. The government can allocate N\$1 billion to build infrastructure. That does not mean N\$1 billion has been spent, or that a kilometre of road has been constructed, a school completed or a hospital upgraded. Indeed, Shafudah herself has acknowledged that implementation is the problematic stage of the budget cycle.

Ahead of today's review, she challenged ministries and agencies to account for how far they had progressed with their commitments. The numbers emerging from the mid-term review illustrate the point.

By September, the government had spent about N\$47 billion of the N\$87 billion appropriated, an execution rate of 53.5%.

That is why the mid-term budget is so important. It provides an opportunity to move beyond promises and ask what has actually happened. It also reminds us that budgets are moving documents.

Last year's budget, for example, projected total expenditure of N\$106.3 billion for 2025/26. Development expenditure was initially projected at N\$12.8 billion, representing a significant increase from the previous year. Yet the fiscal framework was already under pressure from a widening deficit and rising debt. Total debt

was projected to reach N\$172 billion, or 62% of GDP, while interest expenditure was expected to rise to N\$13.7 billion.

Those numbers matter because today's budget inherits yesterday's decisions. Debt does not disappear when a new minister delivers a new budget speech. Nor do outstanding commitments. Nor does the cost of running the government. In 2026/27, interest payments were initially expected to be about N\$16.2 billion. That is money that cannot be spent on a new classroom, nurse, road or water pipeline because it is the price of borrowing undertaken over previous years. Then there is revenue. The government does not create

money simply because Parliament approves a budget. It must collect it. Much of that revenue comes from taxes, including income tax, corporate tax and VAT, while Southern African Customs Union receipts remain an important source of government income.

In February, SACU revenue was projected at N\$24.3 billion for 2026/27. When revenue disappoints, something has to give: expenditure must be reduced, borrowing increased, or both.

That is why the mid-term review's downward revision of revenue to N\$88.1 billion is significant. The revised appropriation is proposed to rise to N\$88.6 billion.

The pesky detail is that a budget deficit is not free money. Every additional borrowing decision creates a future obligation.

But the opposite is also true: cutting expenditure indiscriminately can have consequences for economic growth, employment and essential public services.

This is why budgets are ultimately exercises in choices and trade-offs. Namibia has also learned that external events can rapidly upset the neat assumptions contained in a budget. Foot-and-mouth disease, drought risks, global conflicts and fuel-price pressures can create demands that were not sitting neatly inside the original spreadsheet.

Economists have warned that these pressures could require additional spending while revenue remains under pressure. So perhaps the best way for citizens to read a national budget is not to become economists overnight. Ask five simple questions.

How much is coming in? How much is going out? How much is borrowed? How much is actually being spent? And what tangible result does the spending produce?

That last question may be the most important.

Free tertiary education, for example, is not simply an allocation on a spreadsheet.

It should ultimately be judged by access, completion rates, the quality of education and whether graduates acquire skills relevant to the economy. Shafudah herself has argued that the government must examine the outcomes of such interventions rather than merely celebrating the allocation. The same principle applies to roads, hospitals, schools, social grants and state-owned enterprises.

A budget is not successful because the minister can announce a large number.

It is successful when the money produces something of value. That is the inconvenient, unglamorous and sometimes downright pesky detail of national budgets.

The speech lasts a few hours.

The numbers last for years.

And ultimately, it is not the billions announced in Parliament that citizens should remember.

It is what those billions actually bought.



How K-dramas use Africa as a backdrop to boost South Korea’s image

The success of South Korean popular music or K-pop continues to power the Hallyu Wave, a term that describes the global obsession with the country’s pop culture production. But before K-pop came the spread of K-drama, TV series from the country, starting in the late 1990s. By 2024 the melodrama Queen of Tears ranked as the most watched Korean series on Netflix, becoming the 14th most watched show of all time on the streaming service. It followed on the success of many other hits like Crash Landing on You and Marry My Husband. K-drama has led to the development of another trend: Africa repeatedly appears as a homogeneous place full of savage danger or childish immaturity, and in need of a Korean saviour. As a scholar of film and media, with a specific interest in global Black art and film practices, I recently studied how and why Africa became this trope in K-drama. This is particularly true in rags-to-riches romance stories and melodramas. I traced Africa’s presence in three K-dramas – Shooting Stars (2022), Marry My Husband (2024) and Queen of Tears (2024). In them, Africa appears in three different negative ways:

- in need of charity
- a place of rebellion and savagery
- a place of punishment for a “troubled” child.

My intention wasn’t to say why these portrayals are bad, but rather to understand what they reveal about South Korea. How they function as a scale for measuring and emphasising South Korea’s own development. Research shouldn’t sit behind paywalls. Support The Conversation Africa to turn complex science into publicly accessible knowledge. Donate

No longer the poor post-war country of the late 1950s, South Korea can now position itself among leading world powers. It has grown in the global economic and cultural landscapes. Yet, as I argue in my study, what allows countries like this to define their developmental status is their ability to distinguish themselves from Africa. I propose that Africa’s presence in K-dramas is as a place maker, or specifically image-maker. Africa’s “savage” presence serves as a way of distinguishing the emerging soft power of South Korea, where what benefits the country’s global image is the ability to

provide aid to Africa.

A place to do good
In his book On the Postcolony, Cameroonian philosopher Achille Mbembe describes Africa as Europe’s “signifier”. This means that the way Europe comes to know and define itself is only possible through how it defines itself against Africa. But my study contributes to showing that this is not just the case in the west. The ever-growing presence of eastern soft powers such as China and South Korea means that longstanding stereotypes of Africa have found new sites of replenishment. There are some major threads that connected Africa’s presence in the K-dramas I studied. One is its portrayal as a place where non-Africans could go to build character by participating in volunteer work as part of an NGO. In Marry my Husband, for example, the show’s antagonist Oh Yu-ra loses her job in the family business and is sent to “join a volunteer foundation in Africa to build character”. In Shooting Stars, this idea of Africa as the epicentre of charity is even more apparent. The show’s opening sequence features the main character digging wells in Africa. He’s accompanied by smiling village children and a sound that one viewer described as “Lion King music”. In both shows, South Korea is personified through the characters sent to Africa. While Yu-ra is sent as punishment, the character in

Shooting Stars is an actor whose volunteer trip aids in his public image in South Korea. Africa becomes what builds the image and character of others, but only by being relegated to a cliché. Yu-ra’s punishment shows how Africa becomes the K-drama’s vessel to hold the unwanted or defamed of other nations. It collects what disrupts the happiness of romance and, by extension, of nation-making, in South Korea. This figuration of the continent reappears in Queen of Tears.

A lawless continent
Queen of Tears does not follow the Asian-saviour-in-Africa trope. Instead, it presents Africa as a place for youthful inhibitions, with no sense of order or rule of law. The ideal place for the kinds of behaviours that might be illegal in the more “civilized” South Korean society that the character exists in. In Africa’s brief cameo in the show’s third episode, the younger brother of the show’s protagonist, Soo-Cheol, reminisces on his rebellious days: I’m reminded of when I went to Africa. My twenties were filled with wildness and barbarism. When chided that he stayed in his hotel for most of the trip, Soo-Cheol comments, “I had enough of the wildness just looking out of the window.” A young Korean man in profile, with words reading My twenties were filled with wildness and barbarism. A character recalls being sent to Africa.

Screengrab/tvN/Studio Dragon/ Queen of Tears
Here, Africa is understood in proximity to danger and savagery. Is it that there are no crime, criminals, or places and people in need of saving in South Korea? The obvious answer is no, but as my study finds, when viewed through these shows, the answer reads more like, “Compared to Africa, yes.”

Where will Africa go next?
This treatment of Africa began long before the shows in my study. Africa’s character-building qualities appear, for example, in the 2018 film Burning. The film’s female protagonist goes on a “soul-searching” quest to find life’s greater meaning. In unscripted variety shows, African immigrants living in South Korea, like Sam Okyere or Jonathan Yiombi, often feature as hosts or guests, but not without their share of racist backlash. Okyere, for example, was subject to racist comments after criticising a video of South Korean students recreating a popular video from his home country, Ghana. The same happened to Yiombi after South Korea was eliminated from the football World Cup because the DRC, his country of birth, defeated Uzbekistan, indirectly causing South Korea to be eliminated.

For better or worse, Africa’s metaphorical and literal presence has come to occupy South Korea’s cultural and aesthetic imagination. Despite Africa also being a continent full of modern urban life, cultural riches and

innovation, the clichés remain.

Read more: Streaming giants have helped bring Korean dramas to the world – but much is lost in translation
This presence is only possible through the expected and invented image of the savage, helpless and primitive, who is in need, even after independence, of more civilising. And not only from western colonial powers, but also from the growing economies of the east. -The Conversation



Welwitschia Project Managers seeks the services of a **Program Manager** to lead and ensure the successful delivery of complex, strategic programs for a diverse client portfolio. The ideal candidate will have at least 10 years' proven experience in program and project management, strong leadership capabilities, and a track record of delivering complex initiatives.

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- Proficiency in PM tools including Ms. Project and PMIS systems.
- PMP®, PMI-RMP®, or other relevant certifications will be an added advantage.
- Excellent leadership, negotiation, communication, and relationship management skills.

Closing date: **23 October 2026**
Please submit CV and Cover letter to:
victor@welwitschiaproject.com
Office: +264 83 783 7333
Welwitschia Project Managers.
P.O. Box 4195, Windhoek



**NOTICE FOR PUBLIC PARTICIPATION
ENVIRONMENTAL IMPACT ASSESSMENT**

Environam Consultants Trading cc (ECT) hereby gives notice to all potentially Interested and Affected Parties (I&APs) that an application will be made to the Environmental Commissioner in terms of the Environmental Management Act (No 7 of 2007) and the Environmental Impact Assessment Regulations (GN 30 of 6 February 2012) for the following:

PROJECT NAME: Proposed 1 Tonne Per Day Cathode Copper Production Project on Portion 59 (A Portion of Portion 8) of the Consolidated Farm Okahandja Townlands No. 277, Okahandja, Otjozondjupa Region, Namibia

PROJECT LOCATION: Portion 59 (a Portion of Portion 8) of the Consolidated Farm Okahandja Townlands No. 277, Okahandja, Otjozondjupa Region

PROJECT DESCRIPTION: The project will comprise the following processes:

- Crushing, Agitation Leaching, Filtration, Extraction-Stripping, and Electrowinning.

PROPONENT: Hafia Peak Investments CC

REGISTRATION OF I&APs AND SUBMISSION OF COMMENTS: All Interested and Affected Parties (I&APs) are hereby invited to register and submit their comments, concerns or questions in writing, kindly contact:

Email: colin@environam.com

Mobile: +264 81 458 4297/+264 81 240 5365 on or before **23 October 2026**.

A public consultation meeting will be held on site at **Portion 59** (a Portion of Portion 8) of the Consolidated Farm Okahandja Townlands No. 277, Okahandja, Otjozondjupa Region on **Friday, 16 October 2026 at 10:00-11:00**.

NOTICE FOR ENVIRONMENTAL IMPACT ASSESSMENT

Notice is hereby placed to inform all potentially Interested and Affected Parties (I & APs) that an application for Environmental Clearance Certificate will be made to the Ministry of Environment, Forestry and Tourism, in line with the provisions of Environmental Management Act 7 of 2007 and its Regulations of 2012.

Project Name: Environmental Impact Assessment for the establishment of exploration activities for dimension stones, base and rare metals, industrial minerals, precious metals and nuclear fuel minerals on EPL: 10747, Karibib District, Erongo Region.

Project Location: The EPL 10747 is situated approximately 36 Km south of Karibib in Erongo Region.

Project Description: The proposed project includes establishment of exploration activities for dimension stones, base and rare metals, industrial minerals, precious metals and nuclear fuel minerals on EPL: 10747, Karibib District, Erongo Region.

Proponent: Ms. Esser Pawa Naoikoso

In line with Namibia's Environmental Management Act (No. 7 of 2007 and EIA Regulations (GN 30 of 6 February 2012), all Interested and Affected Parties (I & APs) are hereby invited to register, request for Background Information Document (BID) and submit inputs on the email provided below, on or before 06 November 2026. A public participation meeting will be conducted as follows:

Place: Karibib Community Hall, Erongo Region

Date: 24 October 2026

Time: 10h00 am

For any inquiries please contact:

Consultant: Omapiji Tagyaya Archaeological and Heritage Consultants cc

☎: +264 81 6680633

✉: otahconsultants@gmail.com



CALL FOR PUBLIC PARTICIPATION
ENVIRONMENTAL IMPACT ASSESSMENT FOR
MINERAL EXPLORATION ON EPL 9020

This notice serves to inform all interested and affected parties that an application for the environmental clearance certificate will be launched with the Environmental Commissioner in terms of the Environmental Management Act (No.7 of 2007) and the Environmental Regulations (GN 30 of 2012).

Location: The license area is located about 60 km west of Khorixas. The proponent intends to explore for Copper, Gold, Silver and Lithium. Exploration methods may include geological mapping, geophysical surveys, sampling and drilling.

Proponent: New Wind Investment (Pty) Ltd

All interested and affected parties are hereby invited to register and submit their comments regarding the proposed project on or before **15/11/2026**. Contact details for registration and further information:

Impala Environmental Consulting

Mr. S. Andjamba
Email: public@impalac.com, **Tel:** 0856630598



NOTICE OF ENVIRONMENTAL IMPACT ASSESSMENT

APPLICATION FOR ENVIRONMENTAL CLEARANCE CERTIFICATE FOR THE DESIGN, CONSTRUCTION AND OPERATION OF A 1000 MW SOLAR PLANT IN BETHANIE, KARAS REGION.

OUTRUN CONSULTANTS CC HEREBY GIVES NOTICE OF THE ENVIRONMENTAL IMPACT ASSESSMENT FOR THE DESIGN, CONSTRUCTION AND OPERATION OF A 1000 MW SOLAR PLANT.

The exact location of the project site is highlighted in the Background and Invitation to participate Document (BID). An EIA is being commissioned as required under the Environmental Management Act, 7 of 2007 and Regulations of 2012. Interested and Affected Parties are invited to register and attend meetings as detailed below.

PROPONENT(S): ENGHONO POWER COMPANY (PTY) LTD

PROJECT ACTIVITIES: DESIGN, CONSTRUCTION AND OPERATION OF A 1000 MW SOLAR PLANT.

CONTACT DETAILS: Josiah – 0812 683 578,

E-Mail: outrungreeninfo@gmail.com



PUBLIC NOTICE

ENVIRONMENTAL SCOPING ASSESSMENT AND ENVIRONMENTAL MANAGEMENT PLAN

PROPOSED SMALL-SCALE COPPER, SILVER AND ZINC MINING ACTIVITIES ON MINING CLAIMS MC76695, MC76696, MC76697, MC76699, MC76700, MC76701, MC76702 AND MC76703, KHOWARIB–WARMQUELLE AREA, KUNENE REGION, NAMIBIA

Notice is hereby given to the public and all Interested and Affected Parties (I&APs) that **Yaokang Investment CC** has appointed **Augite Environmental Consultants CC** as the independent Environmental Assessment Practitioner (EAP) to undertake an Environmental Scoping Assessment (ESA) and prepare an Environmental Management Plan (EMP) for the proposed small-scale copper, silver and zinc mining activities.

The environmental assessment is being conducted in accordance with the Environmental Management Act, 2007 (Act No. 7 of 2007), and the Environmental Impact Assessment Regulations, 2012, in support of an application for an Environmental Clearance Certificate (ECC).

PUBLIC PARTICIPATION AND INVITATION TO COMMENT

All Interested and Affected Parties, including local communities, Traditional Authorities, conservancies, landowners, farmers, businesses, government institutions and other stakeholders, are hereby invited to register and submit comments, concerns or recommendations regarding the proposed project.

Stakeholders are encouraged to raise matters relating to potential environmental and socio-economic impacts, including water resources, biodiversity, land use, livestock and grazing, employment opportunities, community health and safety, and rehabilitation.

A public consultation meeting may be arranged and announced separately should further stakeholder engagement or enquiries be required.

REGISTRATION AND SUBMISSION OF COMMENTS

Interested and Affected Parties wishing to register, obtain further project information or submit comments should contact:

Environmental Assessment Practitioner: Augite Environmental Consultants CC

Contact Person: Dr Ismael Kanguechi

Email: kkanguechi0@gmail.com

Telephone: +264 81 706 9027

CLOSING DATE FOR REGISTRATION AND COMMENTS: 24 OCTOBER 2026

All comments received will be recorded and considered during the environmental assessment process.

PUBLIC PARTICIPATION IS ENCOURAGED TO ENSURE THAT RELEVANT ENVIRONMENTAL AND SOCIO-ECONOMIC CONCERNS ARE ADEQUATELY CONSIDERED.



REZONING NOTICE

Notice is hereby given in terms of Section 10 (1) of the Regulations relating to the Urban and Regional Planning Act (Act No. 5 of 2018), that **Afrishine Investment CC**, intend to submit an application to the Otjiwarongo Municipality and the Urban and Regional Planning Board **in terms of section 105(1)(a)(f) of the Urban and Regional Planning Act, 2018 (Act No. 5 of 2018)** on behalf of the registered owners for the:

- **The rezoning of Erf 454 (A Portion of Erf No. 906), Otjiwarongo from Residential 1 with a density 1:700 to Residential 2 with a density of 1:100,**
- **Deletion of conditions relating to land and**
- **Consent to construct and operate a guesthouse whilst rezoning is in process**

Erf 454 is situated within the Otjiwarongo Proper Township, specifically within the Central Business District area along Ramblers Street. The property is currently zoned Residential Zone 1 with a density of 1:700 m² and measures approximately 1,229 m² in extent.

The surrounding area is characterised by a diverse mix of land uses, including Residential Zone 1 and 2, Local Authority, Institutional, as well as private and public open spaces. The varied nature of these surrounding land uses contributes to the established mixed-use character of the area and provides an appropriate context for the proposed development.

Take note that a similar notice of the intent to rezone, have been posted on site, published in the Government Gazette as well as on the Notice Board of Notice Board of the Otjiwarongo Municipality Main office. The consultation with neighboring erf owners duly has been put in motion too.

The full application, locality plans and rezoning plans lie for inspection during the normal working hours at the Otjiwarongo Town Planning Division.

Do take note too that any person objecting to the proposed rezoning as set out above may lodge such objection together with the grounds thereof with the Chief Executive Officer, Otjiwarongo Municipality, Private Bag 2209, Otjiwarongo and/or the applicant in writing within **14 working days of the publication of this notice. The last date for comments/ objections is thus 6th November 2026.**

Applicant:
Afrishine Investment CC
P O Box 793
Swakopmund
Mobile: +264 81 3236024/ +264 81 285 7500
E-mail: afrishineinvestment75@gmail.com

REZONING NOTICE

Notice is hereby given in terms of Section 10 (1) of the Regulations relating to the Urban and Regional Planning Act (Act No. 5 of 2018), that **Afrishine Investment CC**, intend to submit an application to the Keetmanshoop Municipality and the Urban and Regional Planning Board **in terms of section 105(1)(a)(f) of the Urban and Regional Planning Act, 2018 (Act No. 5 of 2018)** on behalf of the registered owners for the:

- **Rezoning of Erf 339 Keetmanshoop from Residential I with a density of 1:600m² to Residential III with a density of 1:100m²,**
- **Deletion of Conditions Relating to Land, and**
- **Consent to Operate the Accommodation establishment whilst the rezoning is in process**

Erf 339 is located in Keetmanshoop's CBD are and is situated along a 22m wide Street. The property measures 1 600m² in extent and with an existing main dwelling and out dwellings. It is proposed that **Erf 339, Keetmanshoop** be rezoned from "residential I" with a density of 1:600 to "residential III" to allow the owner of the property to fully develop residential units on the property with the possibility to operate a self-catering establishment on some of the rooms. The current zoning restricts the utilization of either one of the proposed developments mentioned above.

Take note that a similar notice of the intent to rezone, have been posted on site, published in the Government Gazette as well as on the Notice Board of Notice Board of the Keetmanshoop Municipality. The consultation with neighboring erf owners duly has been put in motion too.

The full application, locality plans and rezoning plans lie for inspection during the normal working hours at the Keetmanshoop Town Planning Division.

Do take note too that any person objecting to the proposed rezoning as set out above may lodge such objection together with the grounds thereof with the Acting Chief Executive Officer, Keetmanshoop Municipality, **Private Bag 2125, Keetmanshoop** and/or the applicant in writing within **14 working days of the publication of this notice. The last date for comments/ objections is thus 6th November 2026.**

Applicant:
Afrishine Investment CC
P O Box 793
Swakopmund
Mobile: +264 81 3236024/ +264 81 285 7500
E-mail: afrishineinvestment75@gmail.com

REZONING NOTICE

Notice is hereby given in terms of Section 10 (1) of the Regulations relating to the Urban and Regional Planning Act (Act No. 5 of 2018), that **Afrishine Investment CC**, intend to submit an application to the Gobabis Municipality and the Urban and Regional Planning Board **in terms of section 105(1)(a) of the Urban and Regional Planning Act, 2018 (Act No. 5 of 2018)** on behalf of the registered owners for the:

- **Rezoning of Erf 1039, Gobabis Extension 7 from "Residential" with a density of 1: Erf to "General residential 2" with a density of 1:100 and**
- **Consent to commence with the proposed development whilst rezoning is still in process.**

Erf 1039 is located in Kameelboom Street in Extension 7 along a 25m wide street. The property is currently zoned Residential with a density of 1 per Erf and measures 1 174m² in extent. The immediate surrounding erven to the site are characterized by single residential and business zoned erven, which makes the surrounding area dominantly residential in character.

It is proposed that **Erf 1309, Gobabis Extension 7** be rezoned from "residential" with a density of 1: ERF to "residential 2" to allow the owner of the property to develop 7 residential units on the property. The current zoning restricts the proposed development.

Take note that a similar notice of the intent to rezone, have been posted on site, published in the Government Gazette as well as on the Notice Board of Notice Board of the Gobabis Municipality. The consultation with neighboring erf owners duly has been put in motion too.

The full application, locality plans and rezoning plans lie for inspection during the normal working hours at the Gobabis Town Planning Division.

Do take note too that any person objecting to the proposed rezoning as set out above may lodge such objection together with the grounds thereof with the Chief Executive Officer, Gobabis Municipality, **P O Box 22, Gobabis** and/or the applicant in writing within **14 working days of the publication of this notice. The last date for comments/ objections is thus 6th November 2026.**

Applicant:
Afrishine Investment CC
P O Box 793
Swakopmund
Mobile: +264 81 3236024/ +264 81 285 7500
E-mail: afrishineinvestment75@gmail.com

REZONING NOTICE

Notice is hereby given in terms of Section 10 (1) of the Regulations relating to the Urban and Regional Planning Act (Act No. 5 of 2018), that **Afrishine Investment CC**, intend to submit an application to the Keetmanshoop Municipality and the Urban and Regional Planning Board **in terms of section 105(1)(a) of the Urban and Regional Planning Act, 2018 (Act No. 5 of 2018)** on behalf of the registered owners for the:

- **Rezoning of Erf 2517, Tseiblaagte Extension 5 from Residential I with a density of 1:300m² to Hospitality and**
- **Consent to construct and operate the accommodation establishment whilst the rezoning is in process**

Erf 2517 is located in the Tseiblaagte within Extension 5 along 10-meter-wide Street. The property is currently zoned Residential Zone I with a density of 1:300m² and measures 460m² in extent. The immediate surrounding erven to the site are characterized by residential zoned erven. It is proposed that **Erf 2517, Tseiblaagte Extension 5** be rezoned to "hospitality" to allow the owner of the property to fully develop residential units to allow the owner of the property to fully operate a self-catering establishment. Upon approval, the development will be registered with the Namibia Tourism Board. The current zoning restricts the utilization of the entire erf for the proposed establishment.

Take note that a similar notice of the intent to rezone, have been posted on site, published in the Government Gazette as well as on the Notice Board of Notice Board of the Keetmanshoop Municipality. The consultation with neighbouring erf owners duly has been put in motion too.

The full application, locality plans and rezoning plans lie for inspection during the normal working hours at the Keetmanshoop Town Planning Division.

Do take note too that any person objecting to the proposed rezoning as set out above may lodge such objection together with the grounds thereof with the Acting Chief Executive Officer, Keetmanshoop Municipality, **Private Bag 2125, Keetmanshoop** and/or the applicant in writing within **14 working days of the publication of this notice. The last date for comments/ objections is thus 6th November 2026.**

Applicant:
Afrishine Investment CC
P O Box 793
Swakopmund
Mobile: +264 81 3236024/ +264 81 285 7500
E-mail: afrishineinvestment75@gmail.com

REZONING NOTICE

Notice is hereby given in terms of Section 10 (1) of the Regulations relating to the Urban and Regional Planning Act (Act No. 5 of 2018), that **Afrishine Investment CC**, intend to submit an application to the Keetmanshoop Municipality and the Urban and Regional Planning Board **in terms of section 105(1)(a) of the Urban and Regional Planning Act, 2018 (Act No. 5 of 2018)** on behalf of the registered owner of Erf 339, Keetmanshoop for the:

- **The rezoning of Erf 1500 (A Portion of erf 1450) Keetmanshoop from Residential I with a density of 1:750 to Residential III with a density of 1:100 and**
- **Consent to construct whilst rezoning is in process**

Erf 1500 is located in the Keetmanshoop Proper Township also known as Noordhoek along a 22m wide street. The property is currently zoned Residential Zone I with a density of 1:750m² and measures 1 304m² in extent. The immediate surrounding erven to the site are characterized by residential zoned properties. It is proposed that **Erf 1500, Keetmanshoop** be rezoned to "residential III" to allow the owner of the property to fully develop residential units on the property.

Take note that a similar notice of the intent to rezone, have been posted on site, published in the Government Gazette as well as on the Notice Board of Notice Board of the Keetmanshoop Municipality. The consultation with neighbouring erf owners duly has been put in motion too.

The full application, locality plans and rezoning plans lie for inspection during the normal working hours at the Keetmanshoop Town Planning Division.

Do take note too that any person objecting to the proposed rezoning as set out above may lodge such objection together with the grounds thereof with the Acting Chief Executive Officer, Keetmanshoop Municipality, **Private Bag 2125, Keetmanshoop** and/or the applicant in writing within **14 working days of the publication of this notice. The last date for comments/ objections is thus 6th November 2026.**

Applicant:
Afrishine Investment CC
P O Box 793
Swakopmund
Mobile: +264 81 3236024/ +264 81 285 7500
E-mail: afrishineinvestment75@gmail.com



Kylian Mbappe scored twice, including an 87th-minute winner, to earn victory for Real Madrid against Barcelona in El Clasico.

Mbappe double fires Real Madrid to win at leaders Barcelona

PHIL CARTWRIGHT
BBC SPORT JOURNALIST

Kilian Mbappe scored twice, including an 87th-minute winner, to earn victory for Real Madrid against Barcelona in El Clasico. Barcelona were aiming to set an outright record for the most consecutive victories at the start of a Spanish top-flight season. However, Hansi Flick’s side were unable to surpass the mark of nine straight wins set by the Real Madrid team of 1968-69. Mbappe’s first goal four minutes before half-time was a fortuitous one; home defender Gerard Martin’s attempted clearance of Yan Diomande’s low cross flew in off the France striker past Joan Garcia.

Both teams had created chances beforehand but the game really opened up in the period between Mbappe’s opener and the interval, with Mbappe hitting the post and Barcelona teenager Lamine Yamal side-footing wide from close range at the other end. A Barcelona equaliser arrived 16 minutes into the second half as captain Raphinha collected Pedri’s pass and shot through the legs of Jude Bellingham into the far corner. Martin almost made amends for his part in Real’s goal shortly afterwards but his header was superbly clawed away one-handed by Andriy Lunin - who was starting in place of first-choice goalkeeper Thibaut Courtois with the Belgium international ruled out because of illness. When it seemed as though the points

would be shared, some brilliant skill by Bellingham started a move on halfway, substitute Eduardo Camavinga broke forward and squared the ball for Mbappe to finish into an unguarded net. Visiting manager Jose Mourinho celebrated with a small knee slide by the dugout and a fist pump. League leaders Barcelona have a two-point lead over second-placed Atletico Madrid after 10 matches, with Real one point further back in third spot. ‘This is the only Clasico’ - Mourinho’s Real trying to stop Barca’s shot at history Mbappe has an excellent goalscoring record in this fixture since joining Real from Paris St-Germain in the summer of 2024. The 27-year-old has now found the net eight times in seven El Clasico

appearances in all competitions. However, Real had won just one of those six previous games in which Mbappe was involved - including a 4-3 league defeat in May 2025 when he scored a hat-trick in a losing cause. Only Raphinha (13) has scored more often in La Liga this season than Mbappe, who netted his 10th and 11th league goals of the campaign at Camp Nou. Real’s victory was achieved without suspended forward Vinicius Jr and Courtois, although Lunin proved a worthy replacement in his first club appearance this season. The Ukraine goalkeeper made three first-half stops from England winger Anthony Gordon, while his excellent save from Martin’s header shortly after Raphinha’s equaliser proved pivotal. **BBC**

GOSSIP

Former Newcastle United boss Eddie Howe - who is out of work - would be interested in speaking to Manchester United if the Old Trafford club part ways with under-pressure manager Michael Carrick. (Sky Sports), external

Manchester United are targeting a move for 24-year-old Everton and England defender Jarrad Branthwaite as they aim to make big changes to their defence. (Football Insider), external

Former Watford, Burnley, Everton and Nottingham Forest boss Sean Dyche is the frontrunner for the Crystal Palace job if the Eagles sack manager Pierre Sage. (Telegraph - subscription required), external

Ex-Brentford boss Thomas Frank and former Wolves manager Vitor Pereira might also be in the running along with former Ferencváros boss Robbie Keane. (Talksport), external

Tottenham’s Sweden midfielder Lucas Bergvall, 20, is a target for Napoli and Barcelona. (Tuttomercato via Teamtalk), external

Manchester United will not terminate the registration of academy forward JJ Gabriel, 16, meaning he will not be able to leave the club until January, as Barcelona and Paris St-Germain seek to reach an agreement. (Football Insider), external

Arsenal, Liverpool and Manchester United are monitoring Bayern Munich’s 18-year-old Germany midfielder Lennart Karl. (Teamtalk), external

Brazil defender Dodo is set to leave Fiorentina when his contract ends in the summer, with AC Milan, Juventus and Barcelona linked with the 27-year-old. (Football Italia), external

Brighton and RB Leipzig are among the clubs interested in Juventus’ 19-year-old Germany Under-19s midfielder Adin Licina, who is on loan at Cremonese. (Gianluca di Marzo) Chelsea have joined Galatasaray in the hunt for Brighton’s 23-year-old Sweden midfielder Yasin Ayari. (Teamtalk), external

Liverpool are not in any rush to open contract negotiations with Argentina midfielder Alexis Mac Allister despite the 27-year-old’s upturn in form this season. (Telegraph), external

Manchester United are among several European clubs showing interest in FC Twente’s highly rated Dutch centre-back Ruud Nijstad, 18. (Athletic), external



Michael Carrick

End approaching for Carrick but Man Utd fans make clear who they blame

SIMON STONE

There was an air of inevitability about Michael Carrick’s walk around Old Trafford after the 3-0 home defeat by Bournemouth. It is not unusual for Carrick to applaud the Manchester United fans. If anything, his acknowledgements were not as pronounced as they were in Como after the equally devastating loss. But after eight games without a win, the worst run since 2015-16 and two horrific defeats in a week, the end is approaching for Carrick, with his bosses in serious talks about his future. However, if anyone in a senior position at the club thinks the issues at Old Trafford will be solved simply by changing the head coach and, more importantly, the fans will be appeased by a new face in the dugout, the reaction from the stands on an awful day on and off the pitch would have very clearly told them otherwise. On Friday, as he looked back on that 4-1 loss to Como and ahead to

Bournemouth, Carrick said: “We’ll be a different team on Sunday. We have to be a different team on Sunday.” Sadly, they weren’t. Carrick could not answer if he will still be in charge for next Saturday’s trip to Chelsea. He does not know. “The responsibility is mine,” he said. “What else can I say really right now? I totally understand the situation. I’m not expecting anything either way. I love this place and I’ll always do what I feel is going to be the best for the football club.” United’s fans delivered their own verdict on the performance as Carrick disappeared down the tunnel to the dressing room. After repeatedly singing the former midfielder’s name, as soon as he was out of view they turned on the players. The booing lasted until the last of them, Diogo Dalot, left the pitch. They simply feel they are either not good enough or don’t care enough, or both But there was more, much more. -BBC