



# Issue 8 October

# Aloe

The mountain aloe is the official logo of the City of Windhoek and an important element of our corporate identity - appearing on municipal vehicles, buildings and stationery.



2022



The Gateway to Endless Opportunities

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COW PUBLIC EVENTS CALENDAR - OCTOBER 2022						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25	26 Registration for Month-end Street Market - Economic Development & Community Services (C. Kaverua)	27	28	29	30 Month-end Street Market - Economic Development & Community Services (C. Kaverua)	1 Month-end Street Market - Economic Development & Community Services (C. Kaverua)
2	3	4	5	6	7	8
9	10	11	12	13 International Day of Disaster Reduction (IDDR) Augustinho Neto Park - Park in front of Angolan Embassy	14	15
16	17	18	19	20	21	22
23	24 Registration for Month-end Street Market - Economic Development & Community Services (C. Kaverua)	25	26	27	28	29
30	31 Month-end Street Market - Economic Development & Community Services (C. Kaverua)	1 Month-end Street Market - Economic Development & Community Services (C. Kaverua)	2	3	4	5 Month-end Street Market - Economic Development & Community Services (C. Kaverua)

**Inclusive:** The new CoW junior council was inaugurated in the council chambers at Town House on 2 September 2022. The programme involves learners from all government and private, secondary schools in the Khomas Region. Read more on Page 7.  
**Photo:** Marcelline Murapo (Communication intern).



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**Editor: Lydia Amutenya,**  
section head, Corporate Communication

## Editorial

Dear readers,

The City of Windhoek's efforts to address one of our community's most pressing needs, land and housing, should be commended, and we should remain hopeful that more progress will be made. Since last month, progress on the informal land upgrading project has been made, with close to 7000 certificates of land occupation handed over to residents in the informal settlement in line with the Informal Settlement Development and Upgrading Policy.

In the same light, the Council launched another component of the Council Housing Scheme, the Council Affordable Housing Program, that targets low-to-middle-income earners. It was launched in Khomasdal and the construction of the first eight houses under this programme has already commenced. Meanwhile, the Informal Settlement Upgrading Housing Program, which focuses on ultra-low-income earners, is making tangible progress, with approximately 400 homeowners having moved into their homes so far. While demand for serviced land and housing remains high, this progress has so far demonstrated that serviced land and housing remain a top priority on the Council's agenda in order to ensure that basic services are extended despite limited resources.

This quarter of the year is mostly the time we are busy rounding up the year's events. We are grateful for the endless support we have received from our stakeholders in terms of participating in activities that we

host, such as the just concluded first-ever car-free day that attracted a great number of the City of Windhoek staff, the public and the media. This year we joined other stakeholders in commemorating the 2022 Health and Hygiene Day on 11 October 2022 at Soweto Market. Food insecurity is increasingly becoming a concerning issue in our country and to bring attention to this phenomenon, our Division of Social and Youth Development will be celebrating World Food Day on 21 October 2022 at the City of Windhoek head office under the theme: **"Leave no one behind. Better production, better nutrition, a better environment, and a better life for all"**. In addition, we hosted the International Day for Disaster Risk Reduction under the theme **"early warning and early action for all"** on 13 October at the Agostinho Neto Park in Ausspannplatz. The day was aimed at promoting a global culture of disaster reduction, prevention, mitigation, and preparedness where the city, offices, government ministries, agencies, and private sector shared tips on disaster early warning systems.

Speaking of early warning and early action, the change in the weather is signalling that we should start preparing for the rainy season, checking for leaking roofs, and repairing them promptly. If you are proactive, you might have started working on your holiday plans already. This is also the time that you start thinking about your holiday destinations. While at that, we would like to remind you that with the introduction of the prepaid water meter, you may want to consider converting your conventional water meter to prepaid so that you don't have to worry about forgotten meter readings that you didn't submit to the municipality or possible water waste in the case of a meter leak while on holiday.

October 10 was mental health awareness day dedicated to raising mental health awareness. Please familiarise yourself with how to take care of your mental health and how to support those around you who might be struggling to keep going. Always remember that "no one is safe until everyone is", so let us take care of each other. Everything else can be replaced, except you, thus always take care of yourself.

Until next time. Keep well!

*Lydia*

## The Aloe Survey

We need your help in continuously improving our external newsletter, The Aloe. Please let us know what you think about the content, design and availability of the publication by answering a few, short questions (six questions only). To take the survey now, please click and follow this link:

**CLICK HERE**  
to take the Aloe Survey



**Thank you for taking the time to fill out this survey.**

Survey available on our website at:

[http://www.windhoekcc.org.na/aloe\\_survey.php](http://www.windhoekcc.org.na/aloe_survey.php)

## Aloe

The Aloe is produced by the Corporate Communications, Marketing and Public Participation division in the Office of the Chief Executive Officer. The Aloe is a monthly publication. Readers' contributions should be submitted by the second week of the month for consideration. Please submit your contribution to [cwcommunication@windhoekcc.org.na](mailto:cwcommunication@windhoekcc.org.na).

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# Mayor's corner

## Official statement by Mayor Sade Gawanas during the council meeting on 31 August 2022

Contributed

I want us to reset our minds, attitudes and perceptions about the City of Windhoek and focus on our key mandate and what it will take to revive a sense of duty, accountability, service, and responsible stewardship. Section 30 of the Local Authority Act (Act 23 of 1992) as amended, is the core reason that the Municipal Council of Windhoek exists. Allow me to summarise just a few of the key powers, duties, and functions of a local authority as follows:



1. To supply water to the residents in its area for household, business or industrial purposes;
2. To provide, maintain and carry on a system of sewerage and drainage for the benefit of the residents in its area;



3. To provide, maintain and carry on services to such residents for the removal, destruction or disposal of nightsoil, rubbish, slop water, garden and stable litter, derelict vehicles, carcasses of dead animals and all other kinds of refuse or otherwise offensive or unhealthy matter;
4. To establish and maintain cemeteries, or to take over any cemetery situated within its area;
5. To construct and maintain streets and public places;
6. To supply electricity or gas to the residents in its area;

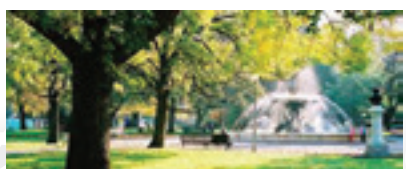


7. To establish, carry on and maintain sand,

clay, stone or gravel quarries and works for the manufacture of bricks and tiles, and to dispose of sand, clay, stones, gravel, bricks and tiles exploited or manufactured from such quarries;



8. To establish, carry on and maintain a public transport service;
9. To establish, with the prior approval of the Minister and in accordance with such conditions as may be determined by him or her, a housing scheme, whether by itself or in conjunction with any other person;
10. To establish, carry on and maintain markets and, for that purpose, to construct and let market houses, auction or sale rooms, stalls, warehouses and other buildings for the sale or storage of goods at such market;
11. To establish, carry on and maintain: abattoirs; aerodromes; ambulance service; bands and orchestras; dipping tanks; a fire brigade; museums and libraries; pounds; nurseries; a traffic service;
12. To construct and maintain buildings or depots for the reception or storage of perishable goods;
13. To establish and maintain parking garages and to designate areas for the parking of vehicles;
14. To beautify and secure the neatness of its area, including the planting, trimming or removal of trees;
15. To establish and maintain any building or structure for any community requirement;
16. To allocate bursaries, and grant loans, for



17. To confer honours upon any person who has in the opinion of the local authority council rendered meritorious service to its residents;

18. To construct, acquire and maintain railway sidings, including marshalling yards, in any industrial area or areas, and to recover the costs incurred in connection with such construction, acquisition and maintenance from the owners of immovable property connected or capable of being connected to, or using or capable of using, such railway sidings;
19. To acquire, hire, hypothecate or let any movable property, or sell or otherwise dispose of such movable property in any manner whatsoever to the State, a regional council or any other local authority council or, unless the Minister determines otherwise, by public auction, to any other person;
20. To hire or otherwise acquire, with the prior written approval of the Minister and subject to such conditions, if any, as may be determined by him or her, any immovable property or right therein;
21. To buy or acquire, with the prior written approval of the Minister and subject to such conditions, if any, as may be determined by him or her, immovable property or any right in respect of immovable property for any purpose connected with the powers, duties or functions of such local authority council;
22. To sell, let, hypothecate or otherwise dispose of or encumber any such immovable property, with the prior written approval of the Minister and subject to such conditions if any, as may be determined by him or her, any immovable property and subject thereto that the Minister may determine the method of sale, excluding a sale by auction, letting or hypothecation to be applied by a local authority council in respect of the immovable property.

Ladies and gentlemen, the list of duties is extensive and my message is that with all that is entrusted to us as administrators and politicians, there is no more room for the prevailing level of toxicity, complacency, silo mentality and excuses. My office is inundated with members from the public with queries that can be solved at customer care contact points. It is unacceptable to witness and experience the sheer lack of ownership and inter-departmental communication at all levels of this organisation.

Council recently elected a new Management Committee in response to what I believe is a



systemic manifestation of acts to circumvent process or system efficiencies. I add to this, the findings from the 2019 Barret Culture Survey which identified inter alia the following limiting areas which affect the entire organisational capability:



1. Abuse of power - the examples given were: Strained relationships between Councillors & the Executive Team which has a ripple effect on Divisional Managers and the rest of the organisational levels;
2. Executives contravening their own policies;



3. A lack of cohesion at strategic level which affects co-ordination of all departments – silo mentality and lack of communication between departments;
4. Highly politicised / unionised working environment;
5. Undue influence over Councillors and Executives by staff members;



6. Conflict of Interest with translates into: Disengaged staff members who would rather do private work during working hours;
7. Political Interference: Councillors are lobbied in bad faith (i.e. an unethical code of conduct is at play);



8. Discriminatory Practices: Cases of harassment, favouritism, tribalism continue;

9. Lack of Employee Recognition: Those who still have the interests of the public at heart are seldom recognised or rewarded;
10. Performance Management is used as a punitive management tool and further rendered ineffective by a lack of incentives and leadership commitment to roll it out;



11. Lack of Effective Communication: Much of the negative perceptions about the City, is due to our own ineffective communications strategies. Currently, the City is known for and spoken about, for all the wrong reasons.

Ladies and gentlemen, with the above examples as context, I want to make it very clear that moving forward, we are no longer accepting the status quo. As a local authority, we have significant responsibilities that should take precedence in terms of our mandate. Therefore, let us take the lessons learned from the past strategic period, and revisit previous assumptions, plan and budget better, deliberate issues objectively and ensure that we have a responsive organisational culture, management structure, and effective leadership competencies to see us through the next strategic period (2022-2027).

We are currently finalising the approval of the next strategic plan. Interestingly, some of the key focus areas, highlight the need to address the organisational culture, build leadership competencies at all levels, streamline our processes and systems, and institute financial reporting capabilities. This brings me to the critical success factors that will take us into the next five years and beyond: what must happen now, to ensure that we stay on track and deliver on our mandate?

1. We will conclude the appointment of a substantive CEO as a matter of urgency.
2. We will finalise the strategic plan and communicate it to all so that it serves as a roadmap for what is realistically possible over the next five years.
3. We will implement financial rescue measures to arrest the prevailing cash flow constraints and we will need to engage key stakeholders to come onboard.
4. We will invest in recruiting and/or developing, training/upskilling/re-skilling leadership competencies, and we will streamline our processes.
5. We will drive a performance-based culture and we will continue our planned efforts as far as our land delivery and housing targets.

The issues of affordability, accessibility,

sustainable development require broader discussions with various stakeholders and will not yield immediate results. However, with what lies ahead and with the mandate entrusted to us, I believe we will all need to adopt a more mature, realistic, collective, and responsible mindset instead of the prevailing sense of entitlement, complaining and lack of ownership from administrators and Councillors.

Let us rather work together to find solutions and strategic partnerships and change the culture and leadership model internally, so that we can optimally service our residents. That said, it is important to have and communicate realistic expectations and appreciation for our policies and procedures. Where policies and procedures no longer serve the current realities, the necessary decision-making structures, strategies, and funding models must be activated to address bottlenecks, or principal issues. This implies that not all matters can be attended to, on demand. The public, business sector and government, also have a role to play.

Therefore, I urge us all to firstly, reflect introspectively, identify areas for which we as individuals are responsible, and then seek opportunities to work together to solve problems and innovate new and different ways. To the public I wish to emphasise that in as much as there are burning issues in need of immediate attention, the City must also manage its available resources against public expectations. We commit to improve our communications efforts in line with our planned and budgeted activities but, I ask us all to reset and engage each other with a common goal purpose and mutual respect.

To the newly elected Management Committee members – congratulations! Let us move forward, let us engage, let us be creative and let us work with integrity and commitment to our residents, and with respect to our staff, on whom we rely for implementation.

Finally, I leave you with this food for thought: "The culture of any organisation is shaped by the worst behaviour the leader is willing to tolerate" – unknown. Ladies and gentlemen, let us move onwards and upwards with respect for our roles and responsibilities as politicians, administrators, and citizens.

I thank you.

Her Worship Sade Gawanas  
Mayor of the City of Windhoek





# Highlights from the Municipal Council of Windhoek

## ordinary council meeting held on Wednesday, 31 August 2022

By *Lydia Amutenya* (Section head Corporate Communication) and *Botha Ellis* (Communication officer)

The Municipal Council of Windhoek has approved the following items amongst others:

### 1. Motion on the status of informal trading markets in Windhoek



Councillor Queen Kamati submitted an unopposed motion at Council:

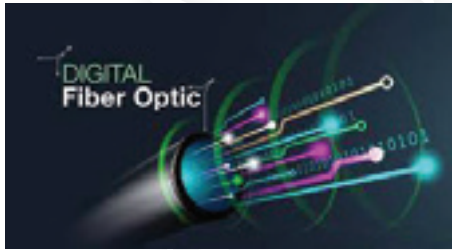
"I find it hard to ignore the woeful trading status and compromised hygiene levels of the existing informal trading markets in Windhoek. I find this to be appalling and inhumane, to say the least... "It is my strong belief that with the minimum funds at our disposal, that with better and grassroots planning amongst others, addressing these informal trading challenges must remain an area that deserves much of our attention."

The motion highlighted the status of the informal trading market in Windhoek and proposed recommendations to mitigate the underlined challenges:

For more details on this motion, please read here: [http://www.cityofwindhoek.org.na/documents/659\\_motion\\_markets.pdf](http://www.cityofwindhoek.org.na/documents/659_motion_markets.pdf)



### 2. Progress report on the Optic Fibre Monetisation Project



Councillors Sam Nujoma, Chairperson and Jurgen Hecht, Vice-Chairperson of the Councillors Advisory Committee on Financial Sustainability, Performance Management and Policy presented a progress report and way forward on Optic Fibre Monetisation Project. The project aims to enable Council to operate more efficiently whilst simultaneously improving service offerings to citizens, businesses and investors through ease of online transactions and access to real-time, reliable data amongst other benefits.

The report highlighted the strategic importance of the Optic Fibre Monetisation Project and how the public will benefit from the project once implemented. The report further clarified that Council did not approve the 5G project at any point, and it is not procuring the 5G equipment nor entered into a memorandum of understanding in this regard. It was stated in the report that CRAN has not awarded any Spectrum Licenses for the deployment of 5G to any of the operators in Namibia. In the event that Council decides to procure 5G equipment, the relevant provisions of the Public Procurement Act, 2015 (Act of 2015) will guide the appropriate procurement procedures.



### 3. Report on the northern suburbs tarring programme



A list of the northern suburbs' residential streets (Phases 1 to 7) that have been upgraded to bitumen standards was presented. The list includes 94 streets in the Katutura Central Constituency (Phases 1 and 2), 32 streets in the John Pandeni Constituency (Phases 2 and 3), 24 streets in the Moses Garoeb Constituency (Phases 4 and 5), three streets in the John Pandeni and five streets in the Moses Garoeb Constituencies (Phase 6) and 14 streets in the Samora Machel Constituency (Phase 7).





#### 4. Approval of the Memorandum of Understanding (MoU) between the Municipal Council of Windhoek and the United Nations Development Programme (UNDP) Namibia



Council approved the MoU. In the MoU the parties agree to cooperate in the following areas:

- Collaboration on the implementation of the UN Agenda 2030, the UN's 17 Sustainable Development Goals, and Namibia's development goals – Vision 2030 and National Development Plans;
- Urban agriculture and other local, social progression community projects;
- Digital and inclusive citizen-centered smart city initiatives;
- Economic and transformational development cooperation;
- Solid waste and environmental management;
- Renewable energy;
- Capacity building, lessons and experience sharing on accelerator lab initiatives; and
- Any other form of cooperation mutually agreed upon by the parties.

The approval of this MoU was referred back in April 2022 due to a concern with the wording of Clause 8.2. of the MoU. The request then was for the acting CEO of the City of Windhoek (CoW) to seek a legal opinion from the Attorney General in terms of the provision of the "Settlement of dispute" of the said MoU. Another request was that the MoU should include a reference to the laws of Namibia with reference to Clause 8.2.

The Attorney General (AG) advised that the MoU is not legally binding (unlike an agreement would be) and cannot, therefore, be enforced in a court of law as it does not create legally binding rights and obligations. The AG deleted legally binding/mandatory words such as "shall," "agree," etc wherever they appear in the MoU and replaced them with non-legally binding language ordinarily used in MoUs, such as "will" and "undertake" unless the context requires otherwise.

Council resolved that the CoW Corporate

Legal Advisor ensure that all agreements / MoUs entered into between the CoW and any other agencies be submitted to the Office of the AG for record purposes in line with the relevant Cabinet decision.

#### 5. Application for consent to operate sporting activities on Erf 8350, Windhoek



Council approved an application by the Namibia Jukskei Board to operate sporting activities on Erf 8350, Windhoek on condition that the illegal restaurant on the erf is closed down until after submitting a successful consent use application including public participation for a business building for restaurant purposes on Erf 8350. The erf is located in Olympia, along Jason Hamutenya Ndadi Street and currently accommodates the Jukskei Club, Cross Fit Wellness Centre and the Vintage Bar and Grill.



#### 6. Upgrading of the Onghendambala Market by the vendors initiative for social and economic transformation (VISET Namibia) at Erf 3222 Eveline Street, Goreangab 35



Council approved a request by the VISET Namibia, who received funding from the Alumni Engagement Innovation Fund (AEIF) via the American Embassy, to use the funds for the upgrading of the Onghendambala Market. The value of the upgrades is N\$643 266.30 and the upgrades, according to municipal drawings, was approved as a donation to the City of Windhoek (pending ministerial approval).

The proposed upgrades include:

- Fencing off the entire market area to protect the site from encroachment and illegal occupation and ensure available space for future development;
- Improving ventilation on the eastern side of the market space;
- Repainting the entire market; and
- Installing shade nets and sliding doors.



**Please take note** that the above are only highlights of the council meeting that took place on 10 August 2022. More details about all the items discussed are available on our website through this link:  
[http://www.cityofwindhoek.org.na/coun\\_agenda.php?fbclid=IwAR3Eou5NOTCwZuS7v90TsYgUBQHMP\\_S\\_Vy83s3-1julyYBDOZIXzSbY4E0Hc](http://www.cityofwindhoek.org.na/coun_agenda.php?fbclid=IwAR3Eou5NOTCwZuS7v90TsYgUBQHMP_S_Vy83s3-1julyYBDOZIXzSbY4E0Hc)





# “Embrace the opportunities that this platform offers”

## A message by Mayor Gawanas to the new City of Windhoek junior council during their inauguration on 2 September 2022

*By Sade Gawanas (Mayor of the City of Windhoek)*

Since the establishment of the Junior Council programme in 1999, Council has made budgetary provisions and rendered political support for the implementation of Junior Council project activities. The Junior Council Programme to date, includes all government and private secondary schools, in the Khomas Region. Six schools were unable to participate in the programme due to home-schooling education, learners upgrading their subjects and one school which is situated on the outskirts of Windhoek. However, the Junior Council programme includes two special schools for learners with visual and hearing impairments. This warms my heart and I encourage such examples of inclusivity.

The inauguration of the Junior Council 2022/2023 marks the beginning of hard work for the newly elected Executive Committee Members and entire team. There is an implementation plan in place and I hope it will be thoroughly implemented with the collective efforts of our senior Councillors, principals, teachers, parents, the Ministry of Education Arts, Culture, and other stakeholders. Junior Council members, you are mandated to implement your projects and activities as well as address issues affecting young people in our country. Use this opportunity as an act of service, civic duty, and commitment to represent your country as ambassadors.

The Fourth Industrial Revolution is upon us. Let us open ourselves up to learn and pave the way for innovation and economic development opportunities and make meaningful contributions, no matter what our situations in life are. I look to the new City of Windhoek (CoW) junior council, as my inspiration and together, I believe we will break new ground to improve the lives of all Namibians.

We live in a complex world and everything we do affects our immediate communities. As young people, we should embrace opportunities that such platforms offer, and we must start to innovate around youth development in

Windhoek. One day, one of you may be the Mayor of Windhoek and it with this long-term vision that I want you all to start thinking and preparing yourselves towards. This is your city. What is your vision and dream for Windhoek? Nowadays, there is so much information at your fingertips: use the resources, mentorship programmes availed to you for the greater good of humanity and always remember that whatever contribution you make a junior council has a tremendous impact on us all. Never feel like you are too young to share your views and suggestions.

The theme for this year is “Youth in Leadership.” One of the most important concepts of leadership is teamwork. We need to join hands with others, to achieve great things. A well-known African proverb states: “If you want to go fast, walk alone, if you want to go far, walk together.” So as the new junior council assumes its duties for 2022/23, I want you to bear in mind the importance of working together for the common well-being of our communities. That said, it is equally important to stay focused on your studies. Read, research, engage with diverse groups of people and get to understand issues that affect the youth today. It is only through education that you will open your minds and stimulate thinking to generate ideas, so I implore you to keep abreast of your studies!

Lastly, I take this opportunity to thank you all for representing your schools and our city. To the outgoing Junior Mayor for 2021/22, Your Worship, Lesley Shetukana and your team of junior councillors, thank you for your leadership and commitment for the past year. You are an inspiration to us all and I wish you all the best in your future endeavours. To the incumbent Junior Mayor for 2022/23, councillor Moses Filippus, and his team of junior councillors, congratulations! You now have the honour to build on what the previous junior council laid before you. May you be inspired and committed to make us all proud.



**Young, able and eager:** Moses Filippus (third from the right) is the new CoW Junior Mayor, Katire Tjijandjeua (second from the left) is the new Junior Treasurer, and Ruusa Salomo (second from the left) is the new Junior Secretary. They met with Mayor Gawanas on 8 September to brief her on the projects and activities that they will be focusing on during their tenure. With them in the photo is (far left) Helena Ndeutapo (Cow Community Development officer and coordinator of the Junior Council Programme), (far right) James Kalungu (Cow manager Social and Youth Development) and Zurilea Steenkamp (CoW acting strategic executive Economic Development & Community Services). Photo: Cathy Amutenya (Communication intern).



**Inclusive:** The CoW Junior Council Programme involves learners from all government and private, secondary schools in the Khomas Region. Photo: Marcelline Murapo (Communication intern).





# Moses Filipus is the new Junior Mayor

By **Botha Ellis** (Communication officer) and **Cathy Amutenya** (Communication intern)

Moses Filipus was elected as the new City of Windhoek (CoW) junior mayor earlier this year. In the process he competed with and eventually beat eight other junior mayoral candidates from different Windhoek schools. The candidates had to present declarations spelling out their intentions, motives, and views as junior mayoral candidates to an audience of delegates from other schools. A formal election process then determined the winners. In his manifesto, Moses focused on the strengths of the diversity among Windhoek's youth. "My intention was to find a way to best represent the average child in Windhoek. The question then became, what does it mean to be an average child in Windhoek?" he explains. Struggling to find a general description that could describe every child in Windhoek, he almost gave up altogether, until his mother advised that it would be a mistake to assume that every child in Windhoek was the same.

Moses then changed his approach to highlight the challenges causing the differences between the have's and the have not's among Windhoek's youth. "It would have been disingenuous of me to campaign on a manifesto that generalises the life of every Windhoek school child when there is still a significant percentage of girls who can't go to school, because of a lack of access to sanitary pads. It would be deceitful of me to ignore the alarming lack of mental health care services for the youth in most schools. Who can a school child confide in without being judged," he asked.

According to Moses the inequalities between Windhoek's the youth in terms of resources, funds and access to a conducive learning environment is ever-present. He also feels that it is unfair to hold the same expectations in terms of academic performance when large groups of learners don't have stationery while for others stationery is an afterthought. "My goal is to assist in creating a future of not only equality, but also equity, in terms of recognising that sometimes we are not all the same. It's important to help those who aren't as fortunate to at least have the same opportunities that we have. We do a great injustice to those stuck on the ground when we look up to the sky and forget about them," said the new junior mayor.

With an eye on the future, Moses committed to keep the various interests of Windhoek residents close to his heart and to build on the amazing work the previous group of junior councillors and executives did, including creating cancer awareness and working with the elderly. "My vision is fueled by the future that can be created by uplifting talented, intelligent and brilliant youths within this city. My team and I will strive to achieve this by looking for opportunities engage and listen, and where possible, to provide. They say an army is only as strong as it treats its weakest link, but I think there are no weak links in Windhoek's youth. There are many individuals with an abundance of potential that can be brought to fruition when we help provide them with the right resources and environment. Fellow junior councillors, we can't change the world in a day, but with me as your new junior mayor we will begin taking steps in the right direction," he promised.

Moses is a Grade 11 learner at Jan Mohr Secondary School, and will serve as junior mayor for two years. He is deputised by Fenn Paulus from the Hage Geingob High School. Ruusa Salomo from Acacia High School will serve as secretary, while Katire Tjijandjeua from Centaurus High School will be the treasurer of the new CoW junior council.

Meanwhile, CoW Mayor Sade Gawanas challenged the junior councillors to table a motion to council to write off the debts of pensioners. "I understand that we will all go to the elderly and spend time with and care for them, but most of them in our society are sitting with one big problem, which is debt - water, electricity, rates and taxes. I would like to challenge you to write a motion to council to write off the pensioners' debts. We already have this issue at council, but we want to see how you will articulate yourself in bringing issues that affect you in society to the attention of council so that we can provide you with the necessary support," said the mayor. The mayor actively engaged the new young leaders and advised them on how they can effectively carry out their projects. She also expressed how proud she is of the junior councillors and that she will support them in executing their mandates. She encouraged them to work together for the common good of their communities and to be open to learning and paving the

way for opportunities to innovate and drive economic development.

The junior council was established in 1999 to, amongst others, be a vehicle by which learners can be involved in their communities and create change through the associated young initiative programme.



**New faces:** Moses Filipus (left) of Jan Mohr Secondary School is the new CoW junior mayor. He is deputised by Fenn Paulus (second from the left) of the Hage Geingob High School. Katire Tjijandjeua from Centaurus High School is the new junior treasurer while Ruusa Salomo from Acacia High School will serve as junior secretary.



**Support:** Council Chambers at Town House was filled with jubilation as Her Worship, Mayor Sade Gawanas, together with CoW councillors and employees, proud parents, principals, teachers and learners from various schools in Windhoek, witnessed the 23rd inauguration of the junior council.



**Courtesy:** Following the inauguration of the CoW junior council on 1 September, the junior councillors paid their first courtesy call on Mayor Sade Gawanas at Town House on 8 September. The delegation met with the mayor to brief her on the projects and activities that they will focus on during their tenure.





# National Assembly Parliamentary Standing Committee on Economics and Public Administration site visit/tour of the Windhoek CBD and Shopping Malls

By Lydia Shifa (Online communication officer) and Elia Haindongo (Investment Promotion coordinator)

Members of the National Assembly Parliamentary Standing Committee on Economics and Public Administration conducted a two-day tour of the Windhoek CBD area and selected shopping malls on 14 and 15 September 2022. The Committee, led by its Chairperson Hon. Natangue Ithete, toured the Wernhil Park Shopping Mall and Public Transport Terminals, Post Street Mall, Town Square and Levinson Arcade to access the impact of Covid-19 on businesses in Windhoek.

The Standing Committee also visited the Black Chain Shopping Mall, Khomas Groove Mall in Khomasdal and thereafter the 4 Way Informal Open Market in Havana, Katutura. Hon. Ithete said the Committee has resolved to consult the City of Windhoek and embark on a physical site visit to enable it to assess the challenges and make meaningful recommendations to the National Assembly on possible ways of supercharging Windhoek's economy as the Committee has the power to exercise, implement and monitor all relevant matters that effect the Namibian economy. The City of Windhoek (CoW) Acting Chief Executive Officer Mr. O'Brien Hekandjo said that the pandemic has worsened the economic woes and financial challenges faced by many sectors of the city economy. He highlighted a decline in the number of registered businesses in Windhoek and a drop in the number of SME jobs at the CoW Industrial Stalls and Bokamoso Incubation Centre. Hekandjo furthermore pointed out some of the relief measures that the City of Windhoek had put in place to mitigate

job losses, which included a reduction in rental rates at municipal informal markets and the provision of free water to residents in Windhoek informal settlement areas during the pandemic.

The Committee was also given an economic overview of the Covid-19 impact on businesses in Windhoek by the Chief Executive Officer of Namibia Chamber of Commerce and Industry (NCCI), Ms. Charity Mwiya. Other notable presentations included one by Mr. Rowan McNamara on the Draft City of Windhoek CBD Urban Design Framework that highlighted the importance of creating a vibrant, safe, well managed, accessible and people-centred CBD geared to facilitate investment, participation and engagement of all residents. Mr. McNamara presented urban design ideas that have strong emphasis on pedestrian friendly streets and green spaces. The Windhoek Central Improvement Partnership (WCIP) presented the Special Rating Area model, a sustainable financing concept that will see the introduction of a "special voluntary" extra levy on commercial properties in defined geographical areas that will be used to fund public space top-up services in participating areas. Representatives of Grove Mall of Namibia, Black Chain Mall and Oryx Properties Limited also made respective presentations. Mr. Johan van der Westhuizen, the General Manager of Wernhil Properties said that their flagship shopping mall was also negatively affected by the Covid-19 pandemic in terms of the number of shoppers/visitors but the mall is making a steady recovery as said numbers have picked up tremendously.

Speaking at the end of their visit, Hon. Ithete said that the tour has enlightened the Committee on the efforts of many ordinary Namibians in the capital who are making a living by selling their products. "Namibia has hardworking people who said no to poverty and unemployment and created jobs for themselves by selling their products, and as lawmakers, we need to support them by introducing policies that will make it easier for them to operate, compete and flourish," he said. The lawmaker noted that some of the challenges they recorded were that vendors along Post Street Mall and at Havana 4-way are trading in the open where they are exposed to the sun, wind, and rain and that needs to be addressed.

In conclusion, the lawmaker proposed that buying locally produced goods should be promoted and SME's be assisted in getting trading space within existing shopping malls. Windhoek Mayor Hon. Sade Gawanas pointed out that the City's facilitation of the tour was a good opportunity to encourage Government to engage with the capital's business community and make both parties directly part of the conversation to revive Windhoek's economy, keep the city clean, and look at partnership opportunities with both Council and –national Government. Councilor Kwenani, in his closing remarks on the second day, emphasized the wish of Council for the Committee to relay to Government the many real challenges observed and the need for direct financial support from central Government to assist the city on the road to sustainable economic recovery for the benefit of all residents.





# #SOCIAL MEDIA CHATS

## Your questions answered

By **Atuhe Shifa** (online communication officer)



We share a lot of valuable information with residents on our social media channels and thought it's only fair that we share that with our Aloe readers as well. You can be part of the conversation with #Social Media Chats every month, where we share a selection of informative questions and answers that were discussed on our social media channels.

Good evening. I just want to find out how to become a volunteer firefighter. I am really interested in being a volunteer course am having a grade certificate only.

Currently, the City of Windhoek does not have an option for volunteer firefighters. However, there is a Reservist Policy in the pipeline which will cater for volunteer firefighters upon its approval by Council. This process is at an advanced stage and the public will be informed once the Reservist Policy is approved.

At the moment we only provide internship to students who meet the following requirements;

1. Firefighter 1 certificate (from a recognized institution)
2. Hazmat Awareness – Operational level (from a recognized institution)
3. Emergency Care Practitioner – Basic
4. Valid registration with the Health Professional Council of Namibia (HPCNA)

Can you kindly provide us with contact information for your youth development department? We are interested in your skills-sharing programs (poultry) and any other that is available.

Good day. Kindly contact our youth development office at 061 290 3508 or e-mail: [Trudy.Geises@windhoekcc.org.na](mailto:Trudy.Geises@windhoekcc.org.na)

Please tell us why your bus can't come at UNAM main campus afternoon time? Your drivers tells us that they are not allowed to come to UNAM, but there is a bus stop. Please help us we need a bus

The City of Windhoek has 4 bus routes serving the Pioneers Park – Academia suburbs from all origins in the Katutura suburbs. All our UNAM-bound passengers are served by the Pioneers Park - Academia routes. We therefore encourage you to make use of the above-mentioned routes and choose the closest bus stops in Pioneers Park and Academia respectively.

Hi COW, the council housing project is a very good thing. I just want to know how i can apply for the eight new houses that will be built at corner of Florence Nightingale and Visarend Streets and how one can apply for similar future projects.

Thank you for the positive feedback. The eight houses are already allocated to the residents on the City of Windhoek waiting list. You can register to be added to the waiting list at our Katutura Customer Care, opposite Katutura Shoprite. You should take a certified copy of your ID and proof of income. You may contact Lydia at 061 290 3315 or Leon at 061 290 3318 for more information.

Afternoon! Can you please help me with the email where I can send my CV for consideration of any job at CoW?

Unfortunately, we don't accept e-mailed job applications. All applications for employment at City of Windhoek should be done on our portal – located under "vacancies" on our website.

Hello City of Windhoek, where can I submit my application for city council housing scheme?

Good day. You can register at our Katutura Customer Care, opposite Katutura Shoprite. You should take a certified copy of your ID and proof of income. You may contact Lydia at 061 290 3315 or Leon at 061 290 3318 for more information.

Good day City of Windhoek!  
My electricity was cut off and upon enquiry I was informed that my electricity prepaid meter was mistakenly linked to a wrong account and thus was mistakenly blocked. I therefore want to know your compensation policy, if you have in place, where a mistake by your employee causes a loss or inconvenience to a customer. I am thus seeking compensation for the inconvenience I suffered due to a lack of electricity at my residence.

Yes we have a compensation policy in place and to claim you need to provide the following:

1. Statement of the damage caused
2. The value of the damage caused

The claim can be submitted to Debt management and will be processed after perusal by the claims division within the Organization.

I would like to inquire if the system for prepaid water is also available to all Windhoek residents. Who to contact for more information and further services?

Yes, any Windhoek resident can apply for a pre-paid water meter. Please consult our website for more information. Go to [www.windhoekcc.org.na](http://www.windhoekcc.org.na), then go to the "Info Portal" then go to "Documents" and then go to the sub-heading that says "Dept. of Infrastructure, Water and Technical Services. You will find a lot of information about the pre-paid water meters there. You may also contact our customer contact centre at 061-290 3777 for more information.



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E-mail: [cowcommunication@windhoekcc.org.na](mailto:cowcommunication@windhoekcc.org.na)





# Media releases and public notices

We often release important information to the public, through the media, in the form of media releases and public notices. Many of these only appear once in some media, so to support the longevity of public messages, and to help ensure that our residents remain updated, we include selected ones in the Aloe.

The City of Windhoek Emergency and Disaster Risk Management Division (EDRM) is carrying out a customer satisfaction survey, to establish how our customers feel about the emergency response and preparedness services offered by the City of Windhoek. The survey will run for three months from the 15th of September to 15th December 2022. The survey will take you less than five minutes to complete and you can take part by clicking on this link: <https://forms.office.com/r/NDSFwzJ0tJ>

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**City of Windhoek**  
Vision: To be a SMART and Caring City by 2022





**Emergency & Disaster Risk Management (EDRM)**

**CUSTOMER SATISFACTION SURVEY**

**HAVE YOUR SAY...**



We would like to hear your opinion about our services. Take part in the EDRM Customer Satisfaction Survey. It's quick to complete, and you will be helping us improve our service delivery. Access the survey at <https://forms.office.com/r/NDSFwzJ0tJ> or just scan the QR code.



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E-mail: [cowcommunication@windhoekcc.org.na](mailto:cowcommunication@windhoekcc.org.na)





## PUBLIC NOTICE

### RE-APPOINTMENT OF DEBT COLLECTION AGENT (REDFORCE DEBT MANAGEMENT CC)

5 September 2022

Notice is hereby given that, the City of Windhoek (Council for the Municipality of Windhoek) has appointed RedForce Debt Management CC as its Debt Collection agent for a period of three (3) years, commencing 1 August 2022.

RedForce shall carry out Debt Collection efforts in Windhoek and surrounding areas, with the aim of recovering all outstanding monies owed to the City in respect of arrear accounts by both residential and business clients.

The Public is therefore advised to engage directly with RedForce regarding the settlement of their accounts but should ensure that all payments are made at the City of Windhoek's offices or deposited into the City's designated bank account below:

**Bank Name:** First National Bank  
**Account Name:** City of Windhoek  
**Account Number:** 55500033613  
**Branch Code:** 281872  
**Branch Name:** Windhoek Corporate Suite  
**Reference:** Municipal Account Number

The Public is further advised that services for all handed over accounts shall be suspended during the period that the account is with RedForce, until such a time that the account is settled and/or a payment arrangement is concluded.

For any queries regarding this Public Notice, kindly contact the City of Windhoek's Contact Centre: **Email:** [enquiry@windhoekcc.org.na](mailto:enquiry@windhoekcc.org.na) • **Tel:** 061-290 3777

Issued by: Office of the Chief Executive Officer  
 Corporate Communication, Marketing and Public Participation







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# City of Windhoek

Vision: To be a sustainable and Caring City by 2027



## PUBLIC NOTICE

### Submission of names for the Children Memorial Wall and Candle Lighting® Ceremony, 2022

**12 October 2022**

The City of Windhoek wishes to extend an invitation to participate in a Worldwide Candle Lighting® Ceremony to honour children who have died, before the age of 21, during the period of 2020 to 2022.

The Worldwide Candle Lighting Ceremony is held in conjunction with the compassionate friends and family in memory of dearly departed children on the second Sunday of December across the world. During the event, the City of Windhoek will unveil memorial plaques with the received children's names. The name plaques are to be placed at the cost of the City of Windhoek and participation is open to all Namibians and not restricted to Windhoek residents only.

The cut-off date for submission of names will be the 30th of November 2022. The event is scheduled to take place as follows:

**Date:** 11th December 2022

**Time:** 18h00 to 19h30

**Venue:** Children's Memorial, Gammams Cemetery, Pioneerspark in Windhoek

**Please take note:** Family members are required to bring their candles.

**For further enquiries and submission of names, please contact:**

Ms Iita (Section Head: Funerals and Cremations)

**E-mail:** Maria.lita@windhoekcc.org.na / **Tel:** 061 290 3544

**Issued by:** Office of the Chief Executive Officer  
Corporate Communications, Marketing and Public Participation  
**E-mail:** cowcommunication@windhoekcc.org.na



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www.windhoekcc.org.na



**OFFICE OF THE CHIEF EXECUTIVE OFFICER**

✉ 59  
80 Independence Avenue  
**WINDHOEK, NAMIBIA**



Tel: (+264) 61 290 2615

Fax: (+264) 61 290 2344

www.cityofwindhoek.org.na

# MEDIA RELEASE

For immediate release

**Friday, 14 October 2022**

## UPDATE ON RECRUITMENT OF A CHIEF EXECUTIVE OFFICER FOR THE WINDHOEK MUNICIPAL COUNCIL

The City of Windhoek embarked upon efforts to recruit a suitably qualified and experienced Chief Executive Officer during 2021 following the resignation of the previous incumbent.

The recruitment process was carried out in accordance with the Recruitment and Selection Regulations for Local Authority Councils: Local Authorities Act, Act 23 of 1992. Thereafter, the Council unanimously resolved to accept the interview panel's recommendation and proceed with endorsing the recommended candidate, Mr. Conrad Lutombi, at its Special Council meeting held on 12 October 2022.

As a next step and in accordance with Regulation 28 (3) of the Recruitment and Selection Regulations for Local Authority Councils: Local Authorities Act and Section 27(1) of the Local Authority Act, 1992 (Act 23 of 1992), a written submission shall be made to the Minister of Urban and Rural Development for consideration and endorsement.

Therefore, while we understand the public's interest in the appointment of the Chief Executive Officer, we would like to request for patience while the process is reaching its natural conclusion.

The City of Windhoek remains committed to making Windhoek a sustainable and caring city, while also improving the quality of life for all our residents by rendering efficient and effective municipal services.

**-END-**

**ISSUED BY:**  
**O'BRIEN HEKANDJO**  
**ACTING CHIEF EXECUTIVE OFFICER**  
**Corporate Communications, Marketing, and Public Participation**

For more information about this statement,  
please contact our Corporate Communication Section at Tel.: 061 290 3797 /2044,  
or email: [cowcommunication@windhoekcc.org.na](mailto:cowcommunication@windhoekcc.org.na)





# Aloe “seen around”



The Windhoek Show returned this year and we joined the event – where we won a Gold diploma for our stand in the Indoor Category and a Silver diploma in the Service Category! Congratulations to all employees for successfully representing the CoW and engaging with our residents. Visitors to our stand in the Mopane Hall could pay their municipal bills and get more information about our pre-paid water meters, affordable housing programme, informal settlement upgrading initiative, disaster risk management services and much more. In the photo above Kahepaka Tjindjumba (middle) and Anei Sibongo - both from Bulk Water - and Frieda Kanyeumbo (left) from Marketing explains the benefits of our new pre-paid water meters to a visitor.



City of Windhoek employees parked their cars on 22 September and walked to commemorate World Car Free Day. Employees, joined by residents and corporates such as the Ohlthaver & List Group, Wingoc, EBIKES4AFRICA, Hartliet, Lumber City, and Namibia Breweries, walked a five-kilometre distance, starting from the City of Windhoek Khomasdal Customer Care Centre in Richardine Kloppers Street and ending at the CoW parking area on Independence Avenue. City of Windhoek Mayor Sade Gawanas encouraged all motorists to give up the use of their cars for the rest of the day and cycle, walk, jog, and/or use public transport or carpool. “This year’s event was the launch pad for the council to celebrate and promote Car Free Day annually, and I am excited to be part of this global movement to safeguard the long-term sustainability of our city and planet. Let’s all pull together and have fun today, for a greater cause,” said the mayor. World Car-Free Day is commemorated worldwide on 22 September every year to encourage motorists to give up their cars for a day. The day aims to raise awareness of air pollution caused by car emissions and to teach us to value other modes of transport in our lives by reducing our dependency on cars.

As part of their so-called “Day of Service,” GIZ Namibia employees worked together to clean up parts of Windhoek on 19 September. The event saw all GIZ employees from various projects help various Windhoek communities. This year’s event, dedicated to the City of Windhoek, was organised by the Inclusive Sustainable and Urban Development (ISUD) project that committed to collaborate with the Clean City Campaign in order to retain the city’s title as the cleanest in Africa. The day’s activities included the cleaning-up of various sites around Windhoek, such as public open spaces, green spaces, and open markets. The GIZ also installed 70 small water management signs at community taps, two waste signs at skipper bins, planted 10 trees at various community areas, installed four refuse drums along Peter Nanyemba Road and donated a set of recycling waste bins to the Hadino Hishonwa Waste Collection site. At the open market in Shanghai Street some walls were repaired and re-painted, while minor repairs were done to seating areas and ablution facilities. Thank you GIZ for your significant contribution and efforts in keeping Windhoek clean!

**Learn more about the stories behind these photos on our social media channels!**



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# CITY OF WINDHOEK

## Council 2022

### VISION

To be a SMART and Caring City by 2022

### MISSION

To Enhance the quality of life for all our people by rendering efficient and effective municipal services.



Cllr J Uapingene  
Deputy Mayor  
NUDO



Cllr SS Gawanas  
Mayor  
LPM



Cllr I Keister  
Chairperson of the Management Committee  
AR



Cllr CC Hanases  
(MC) PDM



Cllr I Strywer  
(MC) LPM



Cllr A Kwenani  
(MC) SWAPO



Cllr SS Nujoma  
(MC) SWAPO



Alderwoman  
FN Kahungu  
SWAPO



Cllr Dr. J Amupanda  
AR



Cllr M Lombardi  
SWAPO



Cllr Q Kamati  
SWAPO



Cllr N Laranjja  
IPC



Cllr B Araeb  
IPC



Cllr J Hecht  
IPC



Cllr Dr. OS Uukule  
IPC

City of Windhoek

### MANAGEMENT



CEO  
Vacant

### STRUCTURE

*The Gateway to Endless Opportunities*



SE: Human Capital and  
Corporate Services  
MG Mayumbelo



SE: Infrastructure, Water  
and Technical Services  
L Narib



HEAD: City Police  
AK Kanime



SE: Urban and  
Transport Planning  
P van Rensburg



SE: Electricity  
OA Hekandjo



SE: Housing, Property  
Management and  
Human Settlements  
F Maanda



SE: Finance and  
Customer Service  
J Cornalie



SE: Information  
and Communication  
Technology  
Vacant



SE: Economic Development  
and Community Services  
Vacant