Etosha’s beautiful Blues
EVERY TIME I travel by road in the country, I cannot help but notice how beautiful our country Namibia is. The different landscapes, the vegetation (from the lush green north east, the savannas and the tough desert plants) the oceans, rivers, the breathtaking and awe-inspiring Namib Desert and our different species of wildlife including the feral horses, bring out this unique beauty.

Indeed Namibians should be proud to have such a beautiful country that is rich in natural resources including its fauna and flora. As we have always preached, let us all jealously protect our unique country from forces bent on reversing the gains we have achieved in maintaining the natural beauty of the Land of the Brave for both our benefit and that of future generations.

Let us stand firm against those plundering our natural resources for their selfish gains. We have an obligation not only to preach against poaching of our wildlife but also help to ensure that those perpetrating these crimes are brought to book. The best way is to pass information we may have about poachers or suspicious characters in our area to the authorities.

Let us also remember that the environment is the source of all livelihood on earth, if it is strained in anyway it might fail to sustain our lives any further. Let us stop littering and adopt environmental friendly waste management methods.

It is our duty to ensure a healthy environment as individuals, communities, groups, organisations and institutions. We therefore applaud efforts by the Ministry of Environment and Tourism and partners for embarking on an exercise to clean up the Fish River Canyon in the southern part of Namibia.

There is a misleading saying: “Live every day like there is no tomorrow” but in the Environment and Tourism sector we say “Live every day thinking about the future generations”. How will they survive if we were to wipe out all the resources of this country today?

We therefore appreciate the efforts Namibians have made in maintaining our ecosystem and biodiversity thus far. Through the Community Based Natural Resources Programme Namibia has secured the buy in of its citizens to the point that we now boast of a total of 82 registered conservancies.

Do it for yourself, do it for your country and do it for the next generation.
CASES of human-wildlife conflict particularly in the north-eastern regions of Kavango and Zambezi remains a challenge for the Ministry of Environment and Tourism.

Recently a 58-year-old woman was attacked and killed by an elephant at Ngone village in the Kavango East Region. It is believed that a solitary elephant bull which could have been angered by dogs that were barking at it as it passed in the nearby bushes attacked and killed the woman.

In another incident, a nine-year-old boy was killed by a crocodile as he and others were swimming in the Kavango River at Shamvura area in the Kavango East Region on 22 October 2015 at around 16h00.

In a message of condolence to the families of those killed or affected by this situation, the Deputy Minister of Environment and Tourism, Hon. Tommy Nambahu, described the situation as worrisome.

He added that despite the successes brought by the community-based Natural Resources Management Programme, the ministry recognizes that living with wildlife often comes at a cost. The increase in wildlife populations and ranges which were expanded into communal and freehold farming areas had resulted in more frequent conflicts between people and wild animals.

“The ministry also recognizes that such conflicts have always existed where people and wildlife live together and will continue to do so in the future. This means that it will not be possible to eradicate the conflict, however the conflict has to be managed in the most effective and efficient ways possible,” Nambahu said.

Nambahu further explained the complexity in compensating people for damage and losses caused by wildlife. He said the Policy of Compensation is not only extremely expensive but it is also difficult to verify and control.

He added that it is not easy to access and determine the value of the losses suffered due to wildlife and the compensation scheme is problematic and open for abuse.

Nambahu however said the Government recognized a need to find other means to offset the losses humans incur because of wildlife and at the same time build the self-reliance of farmers.

It is for this reason that a strategy on “Human-Wildlife Conflict Self-Reliance Scheme” is incorporated in the National Policy on Human-Wildlife Conflict Management approved by Cabinet.

Payment under the Human-Wildlife Conflict Self-Reliance Scheme is made to cover livestock losses at rates which may not necessarily cover the full value of the animal concerned but aim to off-set the loss of the farmer.

Payment at a determined rate would also be made to compensate for damages to crops and funeral expenses for families who lose relatives due to human-wildlife conflict, animals will also be provided within the policy.

Nambahu urged parents and community leaders living along the rivers to warn children against swimming or bathing in the rivers because they put their lives at risk of being attacked by the crocodiles.
The Blue Crane has the most restricted distribution range of the world’s 15 crane species. The global population is estimated at around 20000. Its main stronghold is South Africa, where its status is classed as “Vulnerable”; it is also regarded as “Vulnerable” on a global scale.

However, a curious tiny and highly isolated breeding population of Blue Cranes also occurs in Namibia, over 1000 km north of any other population. In Namibia the species is classed as “Critically Endangered”.

The birds are found within Etosha National Park and on the grasslands to the north. They pose a genetic and conservation puzzle.

Are they genetically different to South African cranes?
And what is special about these grasslands: how do cranes survive in a hot and dry (semi-arid), predator-rich environment such as Etosha?

The highest numbers in Namibia were obtained in the late 1970s (138 and 107; see Figure 1). A dedicated total count of 80 birds was obtained in 1988. This was followed up by only 60 birds in 1994, representing a decline. Since then, maximum annual numbers of adults/subadults have decreased further to 54 in 2006, 35 in 2009-2011 and only 23 in 2015 (Figure 1).

Breeding Blue Cranes usually produce one to two chicks (a total of at least 51 chicks from 2006-2015) and often both chicks are reared, despite a high potential for natural predation. Low breeding success appears to be related to the relatively lower rainfall, as shown by recent results.

Blue Cranes breed around the edge of the Etosha Pan during...
the summer wet-season months. Once the chicks have been reared and are able to fly, the birds leave the confines of the park for the winter and have been seen to head northwards. They have been recorded in the Omadihya Lakes system, mainly at Lake Oponono, where they have been observed to feed on “uintjies” (Cyperaceae) found among the roots of grasses in the well-grazed grasslands.

Based on the count data, however, it has become clear that not all the cranes are present in the park during the wet season. During some years they have not been counted at Lake Oponono during either the wet or dry season, and it is not known where they go at such times.

In 2006, due to a concern about the apparent decline in numbers of Blue Cranes, the Namibia Crane Working Group initiated a conservation action plan for the species. Numbers, breeding success and distribution patterns have been monitored on a regular basis since then. Twenty-five chicks and four adults/subadults have been ringed and most have been fitted with large, green, plastic rings each with a unique alpha-numerical code that, together with radio telemetry, have been invaluable for tracking movements between Etosha and Lake Oponono, and determining survival rates.

Generous funding has also been provided by the Environmental Investment Fund of Namibia (EIF) to fit a Blue Crane with a sophisticated solar, leg-mounted, GPS satellite transmitter (PTT), and the Namibia Crane Working Group is hoping for an opportunity for a capture to fit the transmitter to an adult/subadult bird.

A satellite transmitter has already been fitted on a large, just-fledging subadult east of Salvadora on 7 April 2011, but unfortunately no further signals were received after 2 May 2011. On 29 October 2012, the Ministry of Environment and Tourism (MET) collected a (live) Blue Crane fitted with a transmitter at Kahenge, about 120 km west of Rundu.

According to the number of the bird’s metal ring, this turned out to be the above mentioned subadult. Although the bird was in a weak state and unfortunately did not survive, its discovery on the northern border of Namibia represents a milestone in efforts to map the areas used by the cranes.
Blue Cranes have also been reported occasionally in the Zambezi Region (e.g. in September 2007).

On the positive side, both Wattled Cranes and Grey Crowned Cranes are recorded regularly in the Lake Oponono area. Both species are on the Namibian Red List: the Wattled Crane is “Endangered” and the Grey Crowned Crane is “Near Threatened”; both are also “Globally Threatened”.

The April 2013 census provided a total count of 19 Wattled Cranes, including two within Etosha at Andoni, the first record of this species within the park. This development could be associated with the burn that took place at Andoni in July 2012; however, environmental change may also be playing a factor.

Large charismatic birds such as cranes are universally regarded as flagships for wetland conservation, being closely associated with these and grassland habitats for feeding, roosting, breeding and rearing their young.

At present the causes for the decline of Blue Cranes in Namibia are still speculation, but believed to be a combination of factors ranging from increased competition and loss of habitat; illegal hunting outside Etosha; and the possible effects of environmental changes. It is imperative to establish conclusively exactly how many Blue Cranes remain in Namibia; and which areas they move to when they leave the park, so that awareness efforts to address threats can be targetted.

At present these efforts include the distribution of awareness materials, including a crane activity book and a Blue Crane poster, to local communities by the Namutoni Environmental Education Centre.

The Namibia Crane Working Group will continue with the following priority actions in an attempt to ensure the survival of the remaining Blue Cranes in Namibia:

- Monitor numbers during both the wet and the dry seasons (when the cranes are more concentrated around water points) to obtain accurate total population estimates;
- Increase awareness and educational activities to promote the conservation of cranes and other birds outside Etosha;
- Attempt to fit one or more Blue Cranes with satellite telemetry to determine which areas they visit outside Etosha; and
- Follow up on recent reports of the hunting of Blue Cranes in areas outside the park, and support appropriate law enforcement activities where necessary.

Without the invaluable, ongoing assistance and support of the many partners, it would not be possible to implement the above actions.

In addition to the authors, our regular survey team includes Holger Kolberg, Seth Guim, Dr. Nad Brain and Hanjo Böhme. We have also been assisted in the field by Sageus Gariebe, Mathias Putzelt, Mathias Stein, Tamas Szekely and Ute von Ludwiger in recent years.

Many other supporters send us invaluable reports and photographs of sightings. Special thanks to the Ministry of Environment and Tourism for ongoing logistical and other support; the Environmental Investment Fund of Namibia (EIF) for generous sponsorship for the 2013-2015 censuses and awareness work; the Polytechnic of Namibia, NEWS-Namibia and Mathias Stein and Barbara Hudoc and the Hessische Gesellschaft für Ornithologie und Naturschutze V. (HGON) in Germany, for co-funding the project; and Dr. John Mendelsohn for his ongoing inputs and assistance with the satellite tracking data.
Namibia was the guest of honour at the Colmar SITV International Tourism and Travel Fair in France.

The Colmar SITV International Tourism and Travel Fair which was held from 6 to 8 November 2015 aims to introduce the variety of the global touristic climate and develop a tourism environment that can attract as many visitors and tourists as they can, to visit the outstanding features of different countries in the world.

The travel fair is an ideal platform for tourism destinations to share their experiences and tourism products. It is also a meeting place for all adventure enthusiasts.

Colmar is in a region of 9 million people. The travel fair is visited on average by 31 135 visitors, 400 exhibitors and has proven to be among the largest tourism fairs in France and in the world.

At the official launch of Namibia selection as Guest of Honour, Hon. Tommy Nambahu, Deputy Minister of Environment and tourism urged that the travel fair should serve as a global exposure to deepen Namibia's tourism potential and be treated as a plus to the existing promotion and marketing efforts in the tourism sector to help the industry grow.

“We must continue to share experiences and best practices, teach one another, admonish and mentor each other. Let us ensure that the planet remains or continues to sustain life of all living beings on earth,” Nambahu said.

The arrangements for the fair also received a boost when Namibian Aviation donated N$300 000 to the event.
THE Ministry of Environment and Tourism and other stakeholders in the /Ai /Ais–Richterveld Transfrontier Park, undertook a six-day exercise to clean up the Fish River Canyon.

The other partners include Gondwana Nature Reserve and Namibia Wildlife Resorts.

The Fish River Canyon is located in the //Karas region in the southern part of Namibia and it is the largest canyon in Africa. It is also considered the second preferred tourist destination in the country after Etosha, attracting locals as well as scores of visitors from different parts of the globe.

With these multitudes come tonnes of rubbish, which is discarded mostly along the popular hiking trails. This has necessitated the clean-up campaigns just ahead of the closure of the hiking trails for the season. The cleaning up took place from 14 to 19 September 2015 bringing together a total of 45 volunteers from participating institutions. The volunteers were divided into groups to cover 10 km, 20 km or 60 km sections each and these groups went into the canyon on different days.

The activity provided participants with an opportunity to enjoy the hike and scenery of the canyon while engaging in this cleaning up exercise.

The river flows intermittently, usually flooding in late summer; the rest of the year it becomes a chain of long narrow pools. At the lower end of the canyon, the hot springs resort of Ai-Ais is situated.

Public view points are near Hobas, a camp site 70 km north of Ai-Ais. This part of the canyon is part of the Ai-Ais/Richtersveld Transfrontier Park. The other 90 km of the canyon are privately owned.

The campaign was described as a resounding success as it recorded no injuries or fatalities. Similar clean-up campaigns were carried out in the Hardap National Park and the Ministry of Environment and Tourism headquarters.
Joint effort against poachers

... Minister hands over equipment

The anti-poaching initiatives got a big boost after the Minister of Environment and Tourism Hon. Pohamba Shifeta handed over equipment to ministry staff members in the Bwabwata National Park at the Susuwe station in the Zambezi region.

The infrastructure and equipment was donated to the Ministry of Environment and Tourism under the continuous support of the Global Environment Facility through strengthening the capacity of the Protected Area System to address new management challenges (PASS) and the Namibia Protected Landscape Conservation Areas (NAM-PLACE) projects. Additional donations were also received from the German government through KfW under the NAMPARKS programme, Kavango Zambezi Transfrontier Conservation Area and the Game Products Trust Fund.

The PASS project has procured three Amphibious All-Terrain-Vehicles, which were specially designed to operate in rugged terrain. In addition, the PASS project also procured and deployed three water tank trailers and four 10 000-litre water tanks for the anti-poaching patrol teams and other law enforcement operations in the Bwabwata National Park.

The PASS project also donated metal detectors for detecting hidden rifles in the parks, or bullet heads lodged in dead animals, which may have been killed by poachers.

The Project also procured satellite phones to make communication among the patrol teams easier. To date, the project has spent just over N$1 million on equipment related to law enforcement. Namibia Protected Landscape Conservation Areas initiative, (NAM-PLACE) is funded by the Global Environment Facility through the United Nations Development Programme and hosted under the Ministry of Environment and Tourism.

The project was designed to lift conservation barriers and advocate the establishment of a network of protected landscapes to share information on imminent threats to habitat and species loss, thereby ensuring greater responsiveness to variability and seasonality aspects that are inevitable due to climate change. NAM-PLACE developed, among other infrastructure, the Access Bridge into Nkasa Rupara National Park; two water points along the identified wildlife migration corridor in Mudumu National Park between Botswana, Zambia and Angola; two patrol camps in Mudumu North and Mudumu South complexes for enhanced wildlife protection; wildlife viewing hide at Santika water point in Mudumu National Park.

Furthermore, the project supported the training of 20 officers from the Ministry of Environment and...

Law enforcement equipment such as metal detectors has been provided, as well as fire fighting equipment and training of conservancies in fire management.

Another key partner in the development of the North-east parks over the past decade is the Namibia Parks Programme (NamParks Programme) previously known as the Bwabwata-Mudumu-Mamili Parks Project. The programme is funded by the German government through KfW and the Namibian Government.

This programme has assisted the Ministry of Environment and Tourism with the design and construction of three park stations, at Mahango and Susuwe in Bwabwata and Ngenda in Mudumu National Parks; development of park management plans for Nkasa-Rupara, Mudumu, Khaudum and Bwabwata National Parks; support and training for many aspects of park management; and procurement of 4x4 vehicles and related equipment.

The current phase of the NamParks is building on the success of the previous work and will provide construction of three new park stations, at Khaudum and Sikeretti in Khaudum National Park and Shisinze in Nkasa-Rupara National Park. Through iKfW funds from the KAZA TFCA, Namibia bought a patrol boat for law enforcement and wildlife crime prevention.

Minister Shifeta welcomed the donations saying the equipment will go a long way in preserving our wildlife. He added that the donation is a clear indication that the protection of wildlife from illusive poachers is not only a responsibility of government but also of all Namibians.

He noted that the initiatives came at a time the country was experiencing an increase in poaching particularly of elephants and rhinos, which is fuelled by the lucrative international trade of their products on the black market.

He expressed concern over the growing human-wildlife conflict, particularly in the north-eastern parts of the country. He attributed this to a number of factors including population growth and drought.

“As the population grows, it is likely that we encroach into wildlife territories. Secondly, with the drought situation experienced over the past few years, wild animals migrate in search for food and water, as such they will destroy people’s belongings,” he said.

He implored people to learn to co-habitate with wildlife in their shared areas.
The Ministry of Environment and Tourism Resource Centre (METRC) is a Ministerial Reference Information Centre within the Ministry of Environment and Tourism. It operates under the Directorate of Planning and Technical Services, a unit within the Ministry. The Resource Centre serves the Ministries staff members, students, learners, researchers and the general public by providing technical and innovative information on the Environmental Aspects, Social-economic and Tourism related information both locally and internationally.

The Vision of the Resource Centre is to foster an environment of discovery and intellectual exchange that inspires all our users by turning them into becoming critical thinkers through timely access to materials. The mission is to develop, maintain and make accessible collections of information resources that meet the learning, research and development needs of our library users. The Resource Centre functions as a national environmental and tourism information hub.

The center seeks to uphold values which are centered on collaboration, diversity, excellence, innovation, quick and effective responsiveness in meeting the needs of our users.

Services at offer include free Internet access; photocopying services (photocopying services is only for library materials and reserved for MET staff members only); Inter-Library Loan System; The Library staff are always willing to help users acquire library resources from other networking libraries for items that cannot be found in our collection; the Library subscribes to the newspapers such as the Namibian, New Era and the Republican; Newspaper articles on information related to the ministry are available both in soft and hard copy.

METRC collection comprises of the following:

- Environmental, Scientific, Social and Economic Books
- Research discussion papers from various Directorates in the Ministry
- National and regional topographic and geographical maps
- Environmental and Tourism related videos and CDs
- Journals covering environmental, ecological, biological and geographical topics
- SPECIAL COLLECTION
- MET- Reports from all the directorates
- Research papers conducted in the various directorates

Membership is restricted to only staff members and the period for lending books is one month. All users are to use the materials in the library and make print/digital copies as per copyright act. Borrowing of library materials is reserved for MET staff members only unless requests are received through the inter-library loan system within the networking libraries.

The centre opens Monday – Friday from 08:00-13:00 and 14:00-17:00 every day. METRC is open to the general public for reading, information research and study purposes during the core business hours from Mondays through to Friday.

ENQUIRIES ON METRC
For any inquiries, please seek assistance from the following contacts;

The Librarian
Ministry of Environment and Tourism Resource Centre
Dr. David Kenneth Kaunda Street
Private bag 13306
Windhoek
Namibia.
Email: mmabuku@met.na or m.mabuku@yahoo.com
Tel: +264 61 284 2952
Fax: +264 61 309 0071

OR

The Assistant Librarian
Email: zvanzy1@met.na
Tel: +264 61 284 2716
Fax: +264 61 309 0071
Executive Secretary of the United Nations Convention to Combat Desertification (UNCCD), Ms. Monique Barbut was in Namibia from 3-4th September 2015 to thank the country for its presidency of the 11th Conference of the Parties to the UNCCD and to discuss pertinent issues facing the Convention.

Namibia has presided over the UNCCD since it hosted the 11th Conference of the Parties in Windhoek in September 2013 and handed over the Presidency to the Republic of Turkey during the upcoming 12th Conference of the Parties, which took place from 12-23rd October 2015.

Ms. Barbut was effusive in her praise of Namibia’s Presidency during a series of meetings with the Minister of Environment and Tourism and COP11 President, Hon. Pohamba Shifeta; the Deputy Prime Minister and Minister of International Relations and Cooperation, Hon. Netumbo Nandi-Ndaitwah; and His Excellency President Dr. Hage Geingob.

The UNCCD has historically been under-funded compared to its sister Conventions on Biological Diversity and Climate Change. Namibia was praised for its establishment of the Group of Friends of Desertification, Land Degradation and Drought, which has helped to ensure that these issues feature prominently under the recently adopted sustainable development goals. It is hoped that this will mobilize greater financial support to address these issues, which are of high importance to the majority of African countries.

In line with its COP11 Presidency Strategy and Action Plan, Namibia has sought to strengthen African leadership in implementation of the UNCCD, particularly through improving regional coordination in this regard. Namibia pushed for a number of decisions during the 2013 and 2014 AU Summits and 15th session of African Ministers Conference on the Environment in 2015 to re-establish a Regional Coordination Unit on the African continent. This is to be further debated and decided on during COP12.

Lastly Namibia continues to set a good example in the implementation of the UNCCD at the national level. It launched its Third National Action Programme for implementing the provisions of the Convention in October 2014. This document sets out Namibia’s framework for reversing land degradation and restoring degraded land for the period 2014-2024.

Namibia has also embraced the achievement of land degradation neutrality, which is also called for in the new Sustainable Development Goals. It is implementing a pilot project with 13 other countries...
to give effect to this concept. So far draft targets are in place for increasing the productivity of our range lands, crop land and forested land as well as for reducing the area of degraded land through bush encroachment.

Hon. Pohamba Shifeta presented Ms. Barbut with Namibia’s COP11 Presidency Strategy and Action Plan, National Biodiversity Strategy and Action Plan, National Climate Change Strategy and Action Plan as well as the Third National Action Programme for the UNCCD during the visit. These documents were all launched in 2014 and represent Namibia’s framework for implementing the UN Conventions on Biological Diversity, Climate Change and Desertification in an integrated manner. During the visit, Pohamba re-emphasized the threat that is faced by Namibia in regards to climate change. He said, Namibia is now classified as the 7th most at-risk country in the world in terms of agricultural production losses due to climate change with scientific studies showing that agricultural dry land cropping productivity in Namibia may be reduced up to 50% due to climate change.

The Minister stressed that, the droughts the country is experiencing over the years to-date is a clear indication of how vulnerable the country is. He cautioned that these events are set to become more frequent under the climate change scenario.

“If we cannot find solutions to the issues of desertification, land degradation and drought, then we will not be able to eradicate poverty and ensure food security”. Lamented the Minister.
In this edition we focus on another sub-section of Human Resources management called Industrial and Labour Relations, which is headed by Mr. Strauss. Earth Bound spoke to Mr. Strauss to get an insight into some of the major functions of this HR subsection.

Earth Bound: What is the overall function of this subsection?

Mr. Strauss: The sub-section deals with cases of misconduct and ensures that discipline and a good standard of work required from a staff member is maintained. Staff members in the public need to adhere to the Public Service Act no. 13 of 1995 and are guided by the staff rule on misconduct and disciplinary action.

Earth Bound: How is a disciplinary procedure initiated in the Ministry or in the Public Service?

Mr. Strauss: A disciplinary procedure starts with the supervisor upon noticing that a certain staff member has contravened the rules of the Public Service. The supervisor then conducts a preliminary investigation to establish the type of offence committed.

There are three types of offences in the Public Service that warrant different types of disciplinary action to be undertaken against a staff member. These offences are:

- Major offence: This is the most serious offence that can be committed by a staff member. Examples of a major offence include fraud, nepotism and embezzlement. When a staff member commits a major offence he/she should be charged with a straight misconduct.

- Serious offence: This is the second most serious offence that can be committed by a staff member. Examples include sleeping on duty and physical fighting. When a staff member commits this offence he or she will be given a first written warning lasting for six months. If the member commits another offence within the six months, he or she will be given a final written warning valid for 12 months, and if he/she still commits another offence, the final action is to charge the staff member with misconduct.

- Minor offence: This is the least serious offence committed by staff members. Examples include late coming and improper conduct. A staff members is given a verbal warning for the first offence; a first written warning for the second offence, a final written warning for the third offence and a misconduct charge on the fourth offence. A staff member charged with misconduct has an opportunity to either admit or deny the charges within 14 days after the charges have been presented to him/her.

If a staff member denies the charges, within seven days from the date of receiving the denial, the Permanent Secretary must appoint a disciplinary committee consisting of the chairperson, head of HR, an expert and a secretary from HR. Once the committee has been established, it must conduct a hearing within 21 days. An investigation officer must be appointed by the chairperson to gather all the evidence prior to the hearing.

Depending on the evidence produced, the committee will decide if the staff member is guilty or not. When found guilty, the staff member will be asked to give mitigating factors before punitive measures are imposed. Mitigating factors are stressed by the committee. The committee will consider the offence/s together with the mitigation factors before deciding on the punitive measures.

The punitive measures include reprimanding (warned); fine not exceeding N$ 2,000 imposed on the errant staff member. He/she can be transferred or retained in employment additional to the establishment; his or her salary, rank or job category may be reduced/decreased or both and he/she may be discharged or asked to resign from the Public Service.

After all this has taken place, the minutes of the disciplinary hearing and other relevant documents and a submission with recommendation (s) signed by the PS, is sent to the Public Service Commission for scrutiny. The staff member is informed of the outcome in writing with the right to appeal.

In cases where a staff member admits or does not respond to the charges, a mitigating committee instead of a disciplinary committee is appointed to just listen to mitigation factors and impose punitive measures. The errant staff member may be suspended during the investigation where it is believed that he/she might temper/interfere with the investigations, witnesses or evidence if he or she continues reporting for work. Suspension is imposed by requesting the Public Service Commission to suspend a staff member.

Suspended staff members are not entitled to any remuneration for the period of his/her suspension unless he/she appeals in writing within seven days of his/her suspension to the Prime Minister to receive remuneration and the PM approves the appeal on recommendations of the Public Service Commission.
Namibia has passed the presidency of the Conference of the Parties (COP) of the United Nations to Combat Desertification to the Republic of Turkey.

The Minister of Environment and Tourism, Hon. Pohamba Shifeta, handed over Namibia’s presidency of the organisation during COP12, which took place from 12 to 23 October in Ankara, Turkey.

Namibia was applauded for achievements realised during its tenure as president of COP11, most notably the adoption of a dedicated goal and target under the Sustainable Development Goals on desertification, land degradation and drought and the achievement of a land degradation neutral world.

Although COP12 marked the end of Namibia’s Presidency, the country continues to be at the fore front of the Convention and was closely involved in a number of events during COP12.

Some of the highlights of Namibia’s participation are:

- In line with its COP11 Presidency, the Ministry of Environment and Tourism sought to increase the role of the UNCCD in the mitigation of drought. Hon. Shifeta had the honour of chairing a round table session during the high level segment on “Drought adaptation: mainstreaming drought management policy in national agendas and mitigating the effects of drought” on the 20th October. The round table session involved more than 70 participants and
- 15 ministers. This platform was also used to announce the proposed hosting of an international conference in Namibia on the issue of drought in August 2016. Namibia participated in a side event on 13 October to share its experiences on implementing a pilot project on Land Degradation Neutrality, which has been undertaken in 14 countries. This project was a first global attempt to apply the concept of land degradation neutrality on-the-ground. There was keen interest in this event and Namibia’s national report on its implementation of the project was presented.
- The University of Namibia served as co-host of the UNCCD’s second ever Gender Day on 16 October (the first Gender Day was held during COP11). Hon. Shifeta gave the welcoming and closing remarks at this day-long event.
- Hon. Shifeta provided the welcoming remarks at the launch of the SADC Sub-Regional Action Programme for the implementation of the convention, which took place on 23 October.
- Hon. Shifeta, as co-chair of the Group of Friends of Desertification, Land Degradation and Drought, hosted a ministerial breakfast on 20 October 2015 to mark the adoption of sustainable development goal 15 and target 15.3 on Desertification, Land Degradation and Drought and achieving land degradation neutrality. Namibia maintained an exhibition stand during COP12. This offered the country an opportunity to present some of its initiatives in land degradation, desertification and drought, including its Third National Action Programme for implementation of the UNCCD (2014-2024), its national LDN report and an overview of its COP11 presidency.
FACES @ PLACES
New Appointments

Namwandi L.S- Watchman- Drigat
Snewe J- Assistant Ranger- Hobas
Likoro MK- Assistant Ranger- Rosh Pinah
Morkel E.P- Messger- Windhoek
Rooi P. Watchman- Gamkap
Cambidhi Martha- Ranger- Mariental
Kleopas P- Assistant Ranger- Noordoewer
Mutrifia K- Cleaner- Mahango
Aibalelo C.K- Assistant Ranger- Kahenge
Mundumbo M.M.K- Watchman- Bufallo
Sindimba K.S- Assistant Ranger- Matomola A.S- Assistant Ranger- Ngenda
Sibongo J.M- Assistant Ranger- Buffalo
Yakeya D.L- Assistant Ranger –Ngenda
Kangamba N.I- Watchman- Sishinze
Matomola C.W- Cleaner- Susuwe
Manyando H.K- Watchman- Ngenda
Kahina S.T- Assistant Ranger- Katima Mulilo
Lunya E.E- Cleaner – Katima Mulilo
Likando L.K- Assistant Ranger – Susuwe
Simasiku S.K- Watchman- Susuwe
Shivute N.R- Assistant Ranger- Ndiyona
Mukerenge S.M- Workhand- Khaudom
Ndara M.N- Cleaner- Rundu
Mutji J.- Assistant Ranger- Rundu
Nkotongo J. P.U- Workhand- Kahenge
Nakalega M.J- Watchman- Mangetti
Shigwedha S.K- Cleaner – Rundu
Kutazo C.N – Watchman- Susuwe
Kalisa Y.M- Cleaner- Katima Mulilo
Ndando A.- Assistant Ranger- Susuwe
Mukoya S.M- Assistant Ranger- Rundu
Haihambo C.S- Development planner -Whk
Mutumbulwa D- Snr Development Planner- Whk
Kutako C- Ranger- Opwo
Mafwila S.T- Assistant Ranger- Sishinze
Sabaso J- Assistant Ranger – Sishinze
Kandingea W.-Artisan- Okaukwejo
Chebezo V.C- Assistant Ranger Sishinze
Thomas M.- Statistian- Windhoek
Moloto M.M.K- Admin Officer- Ugabmund
Tjozongoro W- Admin Officer Speegbocka
Gottlie A. –Admin Officer
Kamberipa S.V.- Admin Officer
Nanyemba M.N- Private Secretary
Fofolela L.A.S- Artisan (Plumber)
Iipumbu T- Artisan (Plumber)
Kamseb S.- Artisan (Welder)
Mandela I.L – Artisan (Bricklayer)
Shilumbu J.T Artisan Diesel Mechanic)
Nzundamo E.M Artisan (Diesel Mechanic)
Garab L. –Artisan (Welder)
Maseka M.P- Chief Computer Technician

Transfers

Onesmus Kaukungwa –
Senior Pilot- Windhoek
Kapwanga N. Sister –
Chief HRP- Windhoek
Uutoni J.T-
Senior Development Planner- Windhoek
Andreas M.A-
Senior Conservation Scientist- Windhoek
Frans Helao-
Conservation Scientist- Windhoek
Joseph Amushila-
Conservation Scientist- Windhoek

Internal Promotions

Erickie Boas-
Promoted to Director- Planning and Technical services- Windhoek
Shaningwa J.E,N- Promoted from Admin Officer to Accountant
Shigwedha Jafet- Promoted to Chief Inspector –Okakuejo
Haikonda R.T- Senior Accountant- Windhoek
Kanalombe J.F - Senior Accountant – Windhoek

Hai Bonda R.T- Chief Accountant
Mr. Erickie Boas- Director of Planning and Technical Services

Gottlie A. –Admin Officer
Kamberipa S.V.- Admin Officer
Nanyemba M.N- Private Secretary
Fofolela L.A.S- Artisan (Plumber)
Iipumbu T- Artisan (Plumber)
Kamseb S.- Artisan (Welder)
Mandela I.L – Artisan (Bricklayer)
Shilumbu J.T Artisan Diesel Mechanic)
Nzundamo E.M Artisan (Diesel Mechanic)
Garab L. –Artisan (Welder)
Maseka M.P- Chief Computer Technician