



OTJIKOTO ECHOES



NEWSLETTER FOR OSHIKOTO REGIONAL COUNCIL

VOLUME 1 DECEMBER 2022



**OSHIKOTO LEADERSHIP ENGAGE
MINISTER OF WORKS & TRANSPORT,**

**NEHALE LYA MPINGANA — A
POTENTIAL FOOD BASKET AND
TOURIST DESTINATION FOR
OSHIKOTO REGION**



**OSHIKOTO AND ITS 3 NORTHERN SISTER
REGIONAL COUNCILS HOST SOUTH AFRICA'S
LIMPOPO PROVINCE**



**EDUCATION DIRECTOR URGES NEWLY-
APPOINTED SCHOOL PRINCIPALS TO SHOOT
FOR THE MOON**



**CHIEF REGIONAL OFFICER
ENGAGES HER TEAM**



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Accounting officer's note

I am pleased and excited to present to you Volume 1 of our first-ever newsletter (Otjikoto Echoes), a news and information quarterly document which aims to keep you abreast of new development at Oshikoto Regional Council and the region at large. The name "Otjikoto Echoes" comes from our native Otjikoto Lake and its supernatural echoes that are capable of reaching the width and breadth of our region, which both our staff members and the residents of Oshikoto Region can rely on, for news and important information pertaining to Oshikoto region and regional leadership. Congratulations to Team Public Relations for your efforts to bring to life such an informative document.

As we enter the second month of the third quarter (November), it is that time of the year again, where we are normally at the peak of executing our budget in line with our Annual Work Plan. In our first and second quarter budget review meeting held recently, it emerged that we are lagging behind in as far as execution of our budget is concerned, mainly attributed to the late authorisation of the budget by our mother Ministry (Ministry of Urban and Rural Development).

However, in the meeting we took a decision that, this should not be an excuse for us not to execute and fully implement our budget as planned. Hence, we made a commitment that, come the end of this third quarter, we must have executed most of our budget. So far, we have executed 45% of our total budget for this financial year. Therefore, much is yet to be done, in order to heed to our Chairperson's call of ensuring that no money is forfeited to Treasury unutilised and most importantly, to deliver the much needed services to the people of Oshikoto region and beyond.

Despite the pace at which we have executed our budget, the just ended two quarters also brought a lot of excitement to us, as we successfully held our first Annual General Staff meeting, the first of its kind since my appointment at the helm of the Regional Council. The meeting aimed at keeping our employees engaged, informed as well as addressing various administrative issues raised by our staff members. We are further enthusiastic about implementing our Customer Service Charter, which sets



Christella W. Mwenyo
CHIEF REGIONAL OFFICER

standards of how we intend to service our clients and all stakeholders. Following its approval at the 10th Ordinary Council Meeting recently, we are now all expected to live up to our Customer Service Charter and deliver superior customer service as public servants.

Furthermore, as a regional government, in the past two quarters we had various successful and fruitful stakeholders' engagement meetings and events, in which we expect to reap positive upshots, as a result of such engagements. This includes the consultative meeting on the conditions of roads in the region, where we had an opportunity to engage the Minister of Works and Transport, Hon. John Mutorwa together with Roads Authority representatives. We also conducted two Regional Development Coordinating Committee meetings (RDCC) and many other meetings, where developmental issues in the region were discussed.

In terms of domestic and international relations and cooperation, we had an opportunity to host two development partners so far this year, namely the Norwegian Innlandet County Council and the Limpopo Province from South Africa. During our meetings with them, we discussed various areas of partnerships and cooperation for the benefit of our people. This clearly demonstrates our commitment to deliver on our mandate as the Regional Council.

On that note, I wish all our readers an enjoyable reading.

Best Regards,

A handwritten signature in dark ink, appearing to read 'C. Mwenyo', written over a horizontal line.

EDITORIAL NOTE



Petrus Nehale
Senior Public Relations Officer

It is my honour and privilege to welcome you all to our first-ever edition of Oshikoto Regional Council newsletter (Otjikoto Echoes), a news and information quarterly document, that aims at keeping the ORC family as well as the community of Oshikoto Region abreast of new development at the Council and beyond.

I know this volume comes at a time when we are at the epicentre of implementing our planned activities for the year, which is usually characterised by the limited time at our disposal. However, I would really appreciate the time that you would devote to this material for current affairs and information pertaining ORC and Oshikoto Region.

In this volume, we highlight various fruitful engagements that were held, achievements of the region, staff views and constructive comments, as well as many other interesting stories and information that we are required know as stakeholders of ORC.

Finally, I would like to commend everyone who made a contribution to this volume and plead with all the Directorates and Delegated Functions to continue providing your usual assistance and cooperation to the Public Relations Office. I further encourage Delegated Functions to liaise with the PRO and make use of ORC communication platforms, to disseminate much needed information with the community of Oshikoto Region. Let us feed our PR Office with information, as the information and communication centre of ORC.

If you have any constructive comments or suggestions on the current volume, please do not hesitate to contact our editorial team, via e-mail (pro@oshikotorc.gov.na). With that, I wish you a pleasant reading!

OSHIKOTO AND ITS 3 NORTHERN SISTER REGIONAL COUNCILS HOST SOUTH AFRICA'S LIMPOPO PROVINCE



STRENGTHEN TIES... The delegation from Limpopo Province pictured with the leadership of Oshikoto region and other key stakeholders, shortly after a fruitful engagement meeting.

Oshikoto Regional Council and its three sister northern Regional Councils, namely Oshana, Omusati and Ohangwena, hosted a delegation from Limpopo Province, from 23 August to 02 September 2022, as part of the implementation of the Memorandum of Understanding (MoU), signed in 2018. The delegation which comprised the political leadership, business community and a team of technocrats held various stakeholder engagements on the implementation of the MoU and visited projects/sites in the four northern regions that have benefitted directly or indirectly from this partnership. Meanwhile, the business people from Limpopo also participated in this year's Ongwediva Annual Trade Fair, to showcase their products and services.

The delegation visited Oshikoto region on 31 August 2022, where it engaged various role players in the region and visited the community and national projects such as King-Nehale Conservancy, Okashana Rural Development Centre, the Northern Foot and Mouth cordinal fence and Etosha National Park.

Welcoming the delegation to the region, the Chairperson of Oshikoto Regional Council, Hon. Samuel Shivute, lauded the positive and healthy relationship enjoyed by the two local governments. He further expressed optimism that all areas of cooperation outlined on the MoU will be implemented before the term of the agreement ends next year.

"I, therefore, implore all stakeholders involved in the implementation of this MoU, to rededicate themselves and ensure that this MoU is implemented to its fullest, despite the challenges we may encounter during the implementation process" -Hon. Shivute urged the role players.

On his part, the Head of the Delegation to the region, Hon. Thabo Andrew Mokone, stated that Namibia and South Africa share a lot in common, ranging from cultural and political history, natural landscape and the general economy. He, thus, urged the two local governments to continue working together and address the challenges that their inhabitants face.

"Our people cannot eat the ideas in our heads, they want tangible things," -Hon. Mokone told stakeholders.

The four Northern Regional Councils and the Limpopo Provincial Government, signed a five-year MoU in 2018, which aims at establishing, sharing, strengthening and consolidating the economic, social, cultural, environmental and ecotourism development amongst each other, as governments at regional and provincial levels.



OSHIKOTO LEADERSHIP ENGAGE TRANSPORT MINISTER, ROADS AUTHORITY ON ROAD CONDITIONS

The leadership of Oshikoto Region early October hosted the Minister of Works and Transport, Hon. John Mutorwa, as well as the custodian of Namibia's national road networks, the Roads Authority, to discuss and inspect road conditions in the region. The meeting forms part of the Regional Council's strategy to place stakeholder engagements at the center of its operations, in its quest to address the challenges that are confronting the region.

The Regional Council has been receiving numerous queries and complaints from the residents of the Oshikoto Region and the general public, regarding the poor road conditions and the lack of proper



DETERMIN TO ADDRESS THE ISSUE OF ROADS... The leadership of Oshikoto region, Minister of Works and Transport as well as representatives from Roads Authority inspecting the conditions of roads in the region, in the quest to address the challenges of roads

road networks. As a result, the Council has been doing what it could, with the limited resources at its disposal and within the parameters of its mandate, to ensure that the issue of roads reaches the relevant authorities and is addressed.

Speaking during the meeting, Oshikoto Regional Governor, Hon. Penda Ya Ndakolo, appreciated the Minister of Works and Transport for responding positively to the Council's invitation, to discuss this burning issue, which is currently confronting the region. The Governor stated that, the views and queries raised by the Regional Councillors during the meeting are not necessarily their own. Instead, they represent the aspirations of the people of Oshikoto, therefore, urging the Ministry of Works and Transport as well as Roads Authority to go back to the drawing board, strategize and work closely with the regional leadership to address the issue of roads in the Region.

"We are not here to blame anyone. However, Honourable Minister, our region is in dire need of proper road networks for easy access and improved service delivery. Our people are suffering. Several consultations were held with various stakeholders on the status of roads in the Region but nothing has been done to date" -Ya Ndakolo informed the Minister

On his part, the Minister of Works and Transport, Hon. John Mutorwa, raised a concern over the issue of having one road contractor (Roads Contractor Company) for all the five northern regions, namely Oshikoto, Ohangwena, Oshana, Omusati and Kunene regions. He stated that such an approach by the Roads Authority delays the process of constructing, upgrading and rehabilitating the roads in these regions.

He further requested the Roads Authority to distribute resources meant for the construction and rehabilitation of roads in the country equally to all 14 regions and strengthen stakeholder engagement and consultation.

"We are managing a country of diversity. The issue of no money is understood, however, let us distribute the resources that are available equally and give feedback to the regional leadership," he said.

"I must say we have done very well with trunk roads as a

country, however, when it comes to feeder roads, the work must still continue and everybody must take his/her responsibility seriously,” -Hon. Mutorwa added.

During the current financial year (FY), the Roads Authority allocated N\$22.9 million to Oshikoto Region for the routine maintenance of roads, which is 12% of the total budget of N\$225,5 million allocated to

the five northern regions. As from 2022/23 - 2023/24 FY, Roads Authority plans to re-gravel the Engoyi-Omuntele road (15 km), Okankolo-Onyuulaye road (18 km), Casablanca-Onalusheshete road (38.9 km) and Onyati-Onkumbula road (67.3 km), with the work set to commence, once the new contractor is appointed. Meanwhile, during the 2023/24 FY, Road Authority plans

to surface two unsealed roads in the region, namely Engoyi-Omuntele (15 km) and Omuthiya-Onanke (31 km). The Chairperson of Oshikoto Regional Council, Hon. Samuel Shivute, Regional Councillors, management and the representatives of Roads Authority also attended the consultative meeting and site visits.

CHIEF REGIONAL OFFICER ENGAGES HER TEAM



Chief Regional Officer, Christella Mwenyo posing for a camera with her Staff Members, after the Annual General Staff Meeting

The Oshikoto Regional Council (ORC)'s Chief Regional Officer, Christella Mwenyo, on 07 September 2022 convened the Annual General Staff meeting, where she addressed employees for the first time since her inception at the helm of the Regional Council, as the Accounting Officer. The meeting also served as a platform for staff members to engage directly with the management on administrative matters.

In her address, Mwenyo reminded employees that the Public Service of Namibia exists to serve the Namibian people with diligence and for Oshikoto Regional Council to strive and deliver quality services. She added that the Public Service has a Public Service Charter, with 10 general principles, which are part of a wider programme of Public Service Reform, to ensure efficiency, effectiveness and

economical Public Service. She further stated that Council has also developed its own Customer Service Charter, which outlines how customers should be assisted at all levels of Council operations, thus, urging all staff members to embrace and live up to the terms and pledges of the Customer Service Charter.

“Public servants are guided by the Public Service Code of Conduct and their attitudes and behaviours should be a testimony that. Public servants are there as servants of the people and not the masters,” Mwenyo reminded employees.

The meeting was separated into two phases, with the second phase to be held at all Constituencies and Settlement Offices. The Director of General Services, who also serves the Chairperson of the Customer Service Charter Implementation

Committee, Michael Asino, and Head of Division: Administration, Tutu Haukena, also made presentations during the meeting, to create awareness on the Customer Service Charter as well as on the implementation of Government Communication System at the Council level.

In attendance was the Chairperson of the Oshikoto Regional Council, Hon. Samuel Shivute, who, on his part, lauded the CRO for convening the Annual General Staff Meeting and encouraged her to continue engaging staff members on a regular basis, promote teamwork and groom junior staff members to take up leadership positions in future.

Control Administrative Officers from Constituencies and Settlement Offices as well as all staff members from the Head Office and Omuthiya Constituency Office attended the meeting.



VOX POPS

Following the Annual General Staff meeting on 07 September 2022, the first of its kind since the inception of the current Chief Regional Officer at the helm of Oshikoto Regional Council, the *Oshikoto Echoes* reporter Paskalia Kaupu took to offices to find out from staff members their views about the meeting and how it can be improved next time...



Esther Iikola

Private Secretary (Director General Services)



The first General Staff Meeting was useful to all the ORC staff members, as it gave us a platform to come together, discuss and engage the management on various administrative issues. I am, therefore, suggesting that next time this meeting must include staff members from constituencies and settlements and it should be held for the whole day. We need more time for questions, suggestions, compliments, etc. Thank you!



Ebba Amukwaya
Development Planner



Thank you Otjikoto Echoes for the question. To me the Annual General Staff meeting was indeed educative and it served as an eye-opener to know what is required from me as public servant.



Lovisa Iyambo
CoAO Tsumeb Constituency



Thank you very much Otjikoto Echoes. On how the general staff meeting was, I thought we had said it already in the meeting. The meeting was too short. We were expecting to discuss about the challenges we face in the accomplishment of our tasks (administration related challenges). Nevertheless, it is great initiative from the management to engage staff members. I hope when the meeting is convened to constituencies, we will be given more time to engage and discuss pertinent issues affecting our productivity as employees at Constituency Offices.



Patrick Mundjele
Senior Community Liaison Officer



Yes, the meeting was good. However, the problem was that we were not given enough time to air views and ask questions. While I am happy that the management sees the need to engage employees frequently, on the other hand, I was not happy as there was no a way forward from that meeting. It does not help raising issues that are not being taken up. So, next time, let's discuss, engage things and map the way forward. Only then the meeting can achieve its main objective.



Elago Ndapewa Negongo
Chief Human Resource Practitioner



Kudos to the management of Oshikoto Regional Council for engaging your team of technocrat. I believe after this meeting all employees felt appreciated and valued. Feeling appreciated as an employee can be very motivating and encouraging. I am, therefore, suggesting that general staff meetings should be conducted at least twice a year, in order to inform staff members of the latest developments and changes in the workplace, while allowing ordinary employees to interact with management. This will be a good motivation and will develop a positive synergy amongst staff members.



Beata Niitalshitile
CoAO Omuthiya Constituency



To be honest with you Paskalia, this year's Annual General Staff meeting was an eye opener in its nature, where the Head of Administration and technocrats assembled and discussed matters pertaining to the employee's direction in delivering on the mandate of the Council. So in a nutshell, it was the first of its kind, well-planned and successful in general. Thank you!



Sebastian Uahengo
CoAO Onayena Settlement



My views on the general staff meeting? Okay (smiles). No, the meeting was good and a success, however, it would even be more successful if the purpose of the meeting was forwarded to us well in advance, for us to prepare for the meeting. Some of us were not sure what to expect as it looked like it was the introduction of presented items.



Lasarus Halolye Neshuku
CoAO Omuntele Constituency



Indeed the meeting created a platform of the purpose of unity whereby we feel no one left out. The meeting strengthened the purpose of unity which creates conducive working environment within the Council, where at the end, we can say that when one is harmed all of us are harmed.



Sara Ndahafa Nghieuelekwa
Senior Accountant



I was very impressed with our first general staff meeting. It was very motivating and inspiring. It taught us our roles as public servants. I hope next time we will increase on the number of delegates to attend the meeting, especially to include our colleagues from far constituencies and settlements.

MURD AUTHORISES THE BUDGET OF OSHIKOTO REGIONAL COUNCIL FOR THE 2022/23 FY ESTIMATED AT N\$ 93 MILLION

Paskalia Kaupu

In accordance with Section 37 (4) of the Regional Councils Act, 1992 (Act No. 22 of 1992) as amended, the Ministry of Urban and Rural Development (MURD) authorised the budget for Oshikoto Regional Council for the 2022/2023 Financial Year, estimated at an amount of N\$92, 990,287.00. The Council budget was approved at the Regional Council's meeting held in May this year and it was subjected to authorisation by the Line Ministry (MURD).

In a media statement, the Oshikoto Regional Council's Spokesperson Petrus Nehale explained that, out of the overall budget of the Council, the Central Government will provide funding to the Council in the amount of N\$20,903,077.00 for both Capital Projects and Rural Development Programmes. According to Nehale, the funding includes an amount of N\$16,000,000.00, to be utilised for the construction of the second phase of the Guinas Constituency and Tsintsabis Settlement Office in Tsintsabis, which is set to house both Constituency and Settlement Offices.



Petrus Nehale
Senior Public Relations Officer

"This project will form part of the Council's strategy to bring the government services closer to the people of Oshikoto Region and ensure the Council's presence in all constituencies and settlements in the region," Nehale said.

He further explained that an amount of N\$2,365,000.00 will be used for the construction of infrastructure of various services in the Oshivelo, Onayena and Onyuulaye Settlements respectively, N\$2,115,000.00 is allocated for the provision

of basic sanitation in rural communities. Furthermore, Nehale said an amount of N\$423,077.00 is allocated to the Rural Development Programmes and will be utilised in the construction of short water pipelines through the Food/Cash-for-Work Programme, to provide potable water to our communities and mitigate the challenges of water scarcity in the region. The Council also made budgetary provision for an amount of N\$2,5 million to support small-scale projects in constituencies and settlements.

"The Central Government through MURD, will also subsidise the Council's operational budget with an amount of N\$49,711,417.00, while the Council is expected to generate an additional N\$11,5 million to fund its operational budget," he concluded.

Following authorisation of the budget, the Council will then fully embark on executing its budget in line with its Annual Work Plan for the 2022/23 FY, to ensure that all the planned activities for the year are implemented, meanwhile superior government services are rendered to all stakeholders and inhabitants of Oshikoto Region.



FROM RIGHT... Commissioner Kalompo-Nashikaku, Chairperson Hon. Samuel Shivute and Christella Mwenyo CRO pictured with Members of the Council and Management during the Commissioner's curtesy call to the Regional Council.

The newly-appointed police commander for Oshikoto Region, Commissioner Teopoline Kalompo-Nashikaku, has vowed to make Oshikoto Region a crime-free destination, during her time as the Police Head in the Region. Commissioner Nashikaku made this remark, while officially introducing herself to the leadership of Oshikoto Region, during the 09th Ordinary Council meeting held recently. The Commissioner stated she came to introduce herself to the Regional Leadership, following her appointment as the Regional

Police Commander. In her introduction, Commissioner Nashikaku pinpointed the high crime rate in the region, with crimes such as assault and rape topping the list. Other crimes that are common in the region include stock theft and robberies, gender-based (GBV) cases, breaking traffic laws, unnatural death amongst other crimes.

"I am, therefore, requesting full support from you as the Regional Leadership, to ensure that I deliver on my assignment here in Oshikoto Region," Nashikaku pleaded for support.

NEWLY-APPOINTED OSHIKOTO REGIONAL POLICE COMMANDER VOWS TO MAKE OSHIKOTO A CRIME-FREE DESTINATION

On his part, the Chairperson of the Regional Council, Hon. Samuel P. Shivute, congratulated and welcomed Commissioner Nashikaku to Oshikoto Region and wished her well in her new role. He further advocated for good work relations between the Police and Regional Leadership in the quest to fight crimes in the region.

The Commissioner's delegation to Council comprised Mr Frans Mwiyo, Deputy Commissioner for Special Force; Mathew Nakathilu, Deputy Commissioner for Administration; Vernand Ryns of Traffics; and Immanuel Ipenge for Security and Advisor to the Regional Commander. Otjikoto Echoes team also would like to wish Commissioner Nashikaku well in her new portfolio.

ONE-ON-ONE WITH THE CHAIRPERSON OF OSHIKOTO REGIONAL COUNCIL

Otjikoto Echoes's Lempie Ndinelago Angula (LNA) sat with Hon. Samuel Panduleni Shivute, the Chairperson of Oshikoto Regional Council and the Regional Councillor for Omuthiya Constituency, Hon. Samuel Panduleni Shivute (SPS) to get insight of his political career journey and plans for the region.

LNA: First and foremost, please tell us about your background. Who is Samuel Panduleni Shivute?

Hon. SPS: Samuel Shivute is the son of Namibian soil, born and bred at Onihwa village in Onayena Constituency many years ago. I later moved to stay with my uncle, the late Tatekulu Fillipus Shilongo shUukule at Uukwanambwa village in Onyaanya Constituency.

I am a God-fearing man and believer, diligent person in my dealings and an introvert. I am a husband, a father of seven (five boys and two girls) and an exceptional leader. I hold a Diploma in Education from University of Port Elizabeth, South Africa and also attended School of Law at Kishi Shakumu & Co Inc.

LNA: Kindly take us through your journey into politics, why politics and what inspired you into politics?

Hon. SPS: Why politics? (laughs). Well, my interest in politics dated from the early 1970s, during the liberation struggle for this country. By then I was so fueled, inspired and prompted to join politics after frequently listening to a radio show called the "Voice of Namibia," that use to air from Luanda, Angola. I remember voices of presenters' likes of Sacky Namugongo, Johnny Kanandjembo and Helao Ndadi (all of them are late now, may their souls rest in peace), inviting us (young people) to go fight for our mother land. Another inspiration and



Hon. Samuel P. Shivute
Chairperson & Cllr. Omuthiya Constituency

role model, for that matter, was the Father of the Namibian Nation, His Excellency Dr. Sam Shafiishuna Nujoma. It's through his exceptional leadership that we were able to attain our independence.

As a grandchild of tatekulu Shivute shaNdjongolo, I admired what my uncle did, as he was the man in charge of the King Nehale forces that defeated German troops at Namutoni. (Namutoni is derived from Amutuni IyoManenge, which means a place that is on an uphill).

LNA: Let's come back to your current role at the Regional Council. What is your role as the Chairperson and Regional Councillor for Omuthiya Constituency?

Hon. SPS: Well, being the Chairperson of the Council and Regional Councillor is a huge responsibility on someone's shoulders, as you represent not only the aspirations and hopes

of people at the constituency level but you represent the interest of all the people in the region. Hence, it requires you to be a committed, perseverant and hardworking individual. As a Regional Councillor, you act as a facilitator and coordinator of rural service delivery. Similarly, as a Chairperson you preside over Council meetings, act as a communicator, mediator and ensure that effective and lawful decisions are taken.

LNA: Where do you want to see the Oshikoto Region in terms of development in in three (3) years' time?

Hon. SPS: Well, in three years' time, we should ensure that much needed service is delivered to the inhabitants of Oshikoto Region, as per our mandate as the Regional Council. We should make sure that in three years' time, at least our people have access to potable water, quality education and health care, road infrastructure and we are able to provide quality customer service at all times.

LNA: Lastly, what are your final words?

Hon. SPS: To the entire employees of Oshikoto Regional Council (both politicians and administrators, including delegated functions and other stakeholders in the region) let us unite and continue to work in unity of purpose, harmony and teamwork, for the purpose of delivering much needed services to the people of Oshikoto Region. Let us implement all our work as planned in our Annual Work Plan and ensure that no money is returning to Treasury unutilized, while we have our people who in dire need of services. I believe in you all and I am confident that despite the limited resources at our disposal, in three years' time, we will have made a tangible impact in terms of service delivery. Thank you.

EDUCATION DIRECTOR URGES NEWLY-APPOINTED SCHOOL PRINCIPALS TO SHOOT FOR THE MOON



The Oshikoto Regional Director of Education, Arts and Culture, Aletta Eises, has urged newly appointed school principals in the region to aim for outstanding school performance and exercise high level of professionalism in their new portfolio, to ensure quality education for every Namibian child and that of Oshikoto Region in particular.

"I am urging you to communicate with us if you don't know something. Let us have a humanitarian mind that want to assist and support a Namibian child, for the purpose of achieving great results as a region," Eises urged the principals during a one-day induction workshop held in Ondangwa early September.

She further urged them to build a good work relationship between the school boards,

teachers and parents as well as to prioritise consultation in the daily engagement with all school stakeholders.

"Consult your staff members, they are not empty vessels, they are not working in your kitchen or mahangu field but they are equal partners in education. Therefore, ensure that they are part of school development and performance for good results," she concluded.

Twenty newly-appointed school principals attended the workshop.



SHOOT FOR THE MOON COLLEAGUES...
The Director of Education, Arts and Culture Aletta Eises holding a slingshot, as she demonstrates to newly appointed principals to aim for excellent schools performance.

The Principals were appointed as follows:



Bonifatius S. Iyambo
Ashihaya Primary School



Elisia Nambala
Onamatende Combined School



Emilia Simon
Epumbu Combined School



Victoria Shaehamanga
Shikesho Primary School



Emillian Shaanika
Ombalagelo Combined School



Festus Heimbi
Hamunyela Combined School



Fillemon Katanyola
Ambende Combined School



Werner Lenga
Oshima Primary School



Hileni Nghiteeka
Uyoka Combined School



Isai Nanhapo
Onguma Primary School



Johanna Amutenya
Ondjamba Combined School



Maria Nangombe
Olambo J.P. School



Johannes Nghaamwa
Onashikuvu Combined School



Levi Nafuka
Onathinghe North Combined School



Martin Antindi
Tsintabis Combined School



Martin Kamkwena
Olambo J.P. School



Ndinelao Kaulinge
Evale Combined School



Patemoshela Silas
Onamulunga Combined School



Susana Muhongo
Omuthiya lipundi Secondary School



Moi Nambili
TEM Primary School

FROM CLEANER TO OFFICE ADMINISTRATOR...MEET PAULINA WHO BEAT THE ODDS OF CLEANING OFFICES TO BECOMING AN EXCELLENT OFFICE ADMINISTRATOR



Tutu Haukena

As Namibia's unemployment rate keeps increasing, the living conditions become hard, that one would do anything, to put bread on the table. This was the case with Paulina Kondjeni Shanyenge, a Bachelor of Human Resources Management graduate from Namibia University of Science and Technology (NUST), who ended up being a Cleaner, in spite of her qualification.

Shanyenge completed her Grade 12 at Dawid Bezuidenhout High School in Windhoek in 2009, where she obtained 29 points in five subjects and an E symbol in English. She furthered her studies at NUST, previously known as the Polytechnic of Namibia, where she obtained her Bachelor's Degree in Human Resource Management NQF L7 in 2016. Since then, Shanyenge had been job hunting for positions in her field of study, but she could not secure any.

In May 2020, Shanyenge came across an advertisement of three Cleaners Grade 15 vacancies which was circulating on social media, a WhatsApp group named "Namibia vacancies." Based on instruction given at that time, the post was advertised on the employment website known as Namibia Integrated Employment Information System (NIEIS), whereby all students and graduates were encouraged to register their Curriculum Vitae with Ministry of Labour and apply online.

The aim of NIEIS is to have unemployed statistics data and assist everyone who is aspiring for employment opportunities, to search for vacancies that matched their dream job, in order to alleviate the unemployment rate in Namibia. For this reason, Shanyenge applied for a vacant advertised position of a Cleaner at Oshikoto Regional Council Head Office in Omuthiya. Shanyenge was shortlisted and invited for an interview. Later on, she was informed that she is one of the three successful candidates for the position of Cleaner Grade 15, Subdivision: Auxiliary Services, Division: Administration, Directorate: Oshikoto Regional Council, with effect from 01 September 2020.

"Due to unemployment rate in the Namibia, I was motivated to earn an income in order to provide for myself and my siblings. I needed a job to be self-dependent and despite attending so many interviews, there was no productive outcome. Hence, I was willing to take up any employment opportunity that would come my way with one reason of putting bread on my table," Shanyenge said.

When asked how she used to feel cleaning the offices and ablution facilities, with her Bachelor's Degree, she exclaimed: "I put my feelings aside because pride would not



Paulina Kondjeni Shanyenge
Administrative Officer Onayena Settlement Office

put bread on my table. I just used to feel grateful for being employed, even though it was not my dream job. I thanked the Lord for the fact that I was able to get employment in the world at the time where people were being retrenched due to the COVID-19 pandemic."

Shanyenge indicated that, she was very grateful for the employment opportunity and was willing to give it all, executing her duties as a Cleaner with a positive attitude and ignored some colleagues who used to look down on her. She was always willing to perform and render cleaning services to the best of her ability despite the challenges of not being employed at the level of her qualification.

Shanyenge further informed *Otjikoto Echoes* that, "to me, a job was just a job, whether you're a Cleaner or a Director you should be proud of getting employment, because money does not have colour; that this one was for a Cleaner or for a Director, come month end we are all going to stand in the queue at the bank ATM to withdraw our money. Yes, I have a Bachelor Degree, which is just a paper it did not define me or my capabilities, if others could clean the toilets who am I not to do the same? Sometimes, we ought to be grateful with the little that we have. Contentment is the key to success."

Shanyenge was only a Cleaner for a period of 15 months, then she got translated in rank, to the vacant advertised position of Administrative Officer Grade 12 at Onayena Settlement Office, in Oshikoto Region. With the excitement on her face, Shanyenge was proud to narrate her joy that, "I felt good, I was delighted but still had small doubts in me, because, if I can recall well, the day of the interview, when I walked out of the interview room, I was hopeless, I felt like I didn't do well, but God said, in Deuteronomy 8:31 that, "Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; He will

never leave you nor forsake you." Receiving my promotion letter was God's will for me. I learnt that for me to grow as a person, I should be willing to start from low, be willing to start from nothing to something. That way God reward me when the right time comes (Isaiah 60:22)."

In conclusion, here is Shanyenge's message to the fellow youth:

"To my fellow youth, you should not think that because you are a graduate you have made it in life, no! Take a chill pill, life is a wheel, there's a long journey to go and while you can, let your dream job find you going. Be willing to put away your ego and pride; take any opportunity that will be open to you in life, the little that you gets make a difference.

Secondly, the youth that made it on time after graduation should not look down on the other youth that they see at malls, schools or Ministries as useless just because they are Cleaners; to think they are probably illiterate or something, those are qualified HRPs, Teachers, Artisans and Engineers that are just looking for survival. We should thank them for taking a stand of zero poverty with their qualifications in their suitcases.

Finding your dream job that you studied for is so hard in this economy, sitting home idle is not a solution to your unemployment, year in year out, people are graduating from different institutions and if you allow the word Degree to make a decision for you, you will sit home forever.

Shanyenge ended her success story with a wish to become a successful Human Resources Practitioner one day, when God's timing is right. *Otjikoto Echoes* would like to thank Shanyenge and wish her all the best on her future endeavours.



Wellness Programme at work place

Michael T. Ayoonga

Wellness Programme objectives are aiming for the wellbeing or state of being well of staff members. Helping staff members/office bearers to improve their overall fitness and mental alertness, enjoy improved morale support and presenteeism, reduce their absenteeism and live healthier. Having a healthy and productive workforce benefits both employers and employees. There is evidence that Staff Wellness Programme not only improves individual staff members/office bearers' health but also reduces absenteeism and increases productivity, make people happy and motivated.

Oshikoto Regional Council had hosted a Wellness Day for two consecutive years thus far, in 2018 and 2019. Council prepared the programme whereby different guest speakers were invited to present health-related information to staff members. The first event took place in the Omuthiya Town Park opposite Council Head Office whereas the following one took place at Omuthiya Town Council Soccer Field.

Apart from presentations, staff members participated in different sport codes for fun, exercising and team building, respectively. Meanwhile, Council participated in the Annual Regional Councils Sport Tournament (RCAST), 2018 in Gobabis and 2019 in Eenhana



Michael T. Ayoonga
Learning and Development Officer

whereby players won in different categories.

NEHALE LYA MPINGANA – A POTENTIAL FOOD BASKET AND TOURIST DESTINATION FOR OSHIKOTO REGION

Simon Nestor

Nehale LyaMpingana Constituency is known for its fertile soil, unspoiled natural environment with good grazing land, wild animals and adequate underground water. The Constituency is one of the remote and typical rural constituencies in the region, with a population of 10,710 people.

This constituency is one of the most sparsely populated constituencies in the region, considering that it is characterized by inaccessible vast remote localities and cattle post areas. The constituency is also poorly connected in terms of road and telecommunication networks. Our Office as Administrators for Nehale LyaMpingana is in Omboto village.

Economic Activities
Agriculture

The inhabitants of Nehale LyaMpingana are subsistence farmers who depend on crops and livestock farming for survival. The common crops produced include Mahangu, beans and sorghum. The constituency is characterized by cattle post areas where subsistence farmers engage in cattle and goats farming.

Business activities

The most business activities in Nehale LyaMpingana include informal traders who sell liquor, basic amenities as well as



Hon. Josef S. Shilongo
Regional Councillor of Nehale Lya Mpingana Constituency

agricultural products. The thick vegetation within the constituency has afforded opportunities to local residents to engage in carpentry activities.

Education

Nehale constituency has a total of 19 schools that comprises two junior primary schools, nine primary schools and eight combined schools. This is one of the constituencies with no secondary school in the region. There are two health facilities within the constituency, a district hospital and a clinic.

Developmental projects

There are numerous developmental projects that are taking place in the constituency, ranging from the rural electrification of Olukupa School, the surroundings, and the electrification of the constituency office as well as a school and the surroundings areas of the Omboto village. The electrification of Okoloti and Elavi is soon to resume as the site have been already handed over to the constructors. The re-gravelling of Casablanca-Onalushehete gravel is also another impressive ongoing development project in the constituency.

The ongoing Rural Sanitation Programme (RSP) which aims to eliminate open defecation particularly in rural areas, it is another milestone. The programme is spearheaded by our Rural Services division and some of our community members are fortune to benefit from this programme.



MEET THE LEADERSHIP OF OSHIKOTO REGION

OFFICE OF THE REGIONAL GOVERNOR



Hon. Penda Ya Ndakolo
Regional Governor

OSHIKOTO REGIONAL COUNCILLORS (2020 -2025)



Hon. Samuel P. Shivute
Chairperson & Cllr. Omuthiya Constituency



Hon. Elias K. Marthinu
Member of the Management Committee
& Cllr. Guinas Constituency



Hon. Protasius Neshuku
Member of the Management Committee
& Cllr. Eengodi Constituency



Hon. Mateus N. Kamati
Member of the Management Committee
& Cllr. Onayena Constituency



Hon. Sakeus Nangula
Member of Parliament & Cllr. Omuntele
Constituency



Hon. Hans L. Nambodi
Member of Parliament & Cllr. Okankola
Constituency



Hon. Phillemon Ndjambula
Member of Parliament & Cllr. Olukonda
Constituency



Hon. Vilho T. Nuunyango
Cllr. Oniipa Constituency



Hon. Gideon Shikomba
Cllr. Onyaanya Constituency



Hon. Josef S. Shilongo
Cllr. Nehale Lya Mpingana Constituency



Hon. Gottlieb T. Ndjendjela
Cllr. Tsumeb Constituency

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Christella W. Mwenyo
Chief Regional Officer



Michael S. Asino
Director: Finance, Human Resources
and Administration (General Services)



Petrus Ndawedwa
Acting Director Development Planning,
Monitoring and Evaluation & Deputy Director:
Development Planning



Abiatar Shangula
Deputy Director: Human Resources
Management



Tutu T. Haukena
Deputy Director: Administration



Teopolina T. Niiwale
Deputy Director: Finance



Priscilla T. Ipinge
Deputy Director: Rural Services

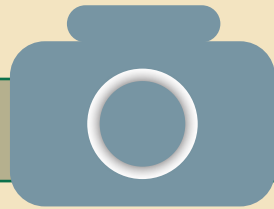
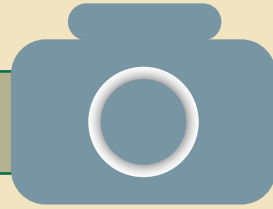


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GALLERY



OUR MANDATE

- The Oshikoto Regional Council's mandate, as derived from Chapter 12 of the Namibian Constitution and Regional Councils Act, 1992 (Act No. 22 of 1992) as mandated, is to undertake regional planning, development, coordination and the provision of government services to uplift the living standards of its people.

OUR MISSION

- To spearhead the provision of developmental services in order to improve the livelihood of communities in the region through public participation and good governance.

OUR VISION

- The region of excellent social services and economic opportunities.

OUR VALUES

Standards
Information
Courtesy and Helpfulness
Consultation
Accountability
Openness
Non-Discrimination
Quality of service
Value for money
Responsiveness

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