

ROAD NETWORK

ROADS AUTHORITY INTERNAL NEWSLETTER



Hon. John Mutorwa receiving RA Strategic Plan from Mr. Katjaerua, Chairperson of the RA Board of Directors

LAUNCH OF RA STRATEGIC PLAN 2018/19-2022/23

The RA Board of Directors, Management and staff witnessed the official launch of the Authority's new Strategic Plan for the period 2018/19 – 2022/23.

This blueprint was launched by Honourable John Mutorwa, Minister of Works and Transport at an event held at the Safari Court and Hotel, Windhoek in May this year.

Speaking at the launch, Chairperson of the Board of Directors of the RA, Mr Brian Katjaerua thanked his team of Board Members and the Management of the RA for working tirelessly to develop and finalize the strategic document.

"This blueprint is aligned to Namibia's National goals such as Vision 2030, NDP 5 and the Harambee Prosperity Plan (HPP) will serve as our strategic road map to guide the work of RA for the next five years," he noted.

Speaking at the same occasion, in his keynote address, Honourable John Mutorwa applauded the RA for launching the "all-important Strategic document". Adding that he was also happy to see mutual respect and cooperation between Board Members and the RA Management, an observation he says was commendable.

The Chief Executive Officer of the RA, Mr Conrad Lutombi gave an overview presentation of the company's progress over the past implementation period of the just ended strategic plan 2015/16 - 2017/18.

The CEO highlighted in his presentation the achievements and challenges encountered during the past implementation period and the way forward with respect to the entity's new five-year strategic direction.

The launch also coincided with signing of Performance Agreements (PA's) by the Roads Authority's Board of Directors and the CEO.

An electronic copy of the Strategic Plan is available on our website: www.ra.org.na.

LAUNCH OF RA STRATEGIC PLAN



MINISTER MUTORWA'S FAMILIARIZATION VISIT TO THE ROADS AUTHORITY



Hon. John Mutorwa: Minister of Works & Transport

The Minister of Works and Transport, Honorable John Mutorwa paid a visit to the Roads Authority's (RA) Head Offices in Windhoek in March this year.

The Minister's visit was part of his familiarizing tour aimed at acquainting himself with not only his new Ministry but also all the State Owned Enterprises (SOE's) reporting directly to his office.

The Minister was welcomed by RA Board Members and Management. RA's Chairperson of the Board of Directors, Mr Brian Katjaera assisted by Mr Conrad Lutombi, Chief Executive Officer (CEO), briefed the Minister on the functions of the RA.

The presentation gave an overall view of the mandate and functions of the RA, including highlighting the completed, ongoing and planned projects. It also stressed the ever constant funds shortage challenge which is hampering the completion of some of its projects.

The projected shortfall of funds required by RA to complete its planned projects is N\$1,256,986,621. However, the management of the RA indicated that it fully understood the country's current economic situation and indicated its commitment to continue working within the available funding.

Other pressing issues discussed during the Minister's

visit was the issue of the ongoing remedial work on the RA Head Office building. The Minister was assured by RA Board and Management that work is progressing well and all is on track. Assurance was also given that staff members working within the building are not at risk and their safety was confirmed by the Consulting Engineering.

Hon. Mutorwa thanked the RA for the detailed briefing and encouraged all management to familiarize themselves with the following two important documents as guiding documents on their day to day operations, namely, President Hage Geingob's Policy Statement and the Constitution of the Republic of Namibia, with particularly emphasis on Articles, 18 (which deals with Administrative justice) and Article 40 and 41 of the Constitution dealing with duties of the Cabinet members and Ministerial accountability respectively.

Hon. Mutorwa also congratulated the RA for receiving accolades of having the best roads in Africa by the World Economic Forum (WEF). The Minister went on to say that "such an accolade is testament of the work done by RA with the support of Government to improve road infrastructure across the country."

The Minister concluded by encouraging RA Management not to be deterred by shortage of funding in its pursuit to complete some of its planned project, saying that, "money is always a problem with major development projects."



Hon. John Mutorwa, Minister of Works and Transport addressing RA Board and Management at the briefing session during the familiarization tour.

RA CEO INSPIRES NUST STUDENTS TO DREAM BIG



Growing up as a young boy in a small village in the former Caprivi Region, odds were against him, recounts Mr Conrad Lutombi, Chief Executive Officer of the Roads Authority (RA), who had to leave school at an early age due to illness.

"My life's journey was by no means easy", recalled Mr Lutombi while speaking to a group of students at a Public Lecture, organized by the Department of Economics at the University of Science and Technology (NUST) aimed at inspiring young people to go for their dreams and reach their full potential.

As inspiration to the youth, Mr Lutombi recounted his life's journey from humble beginnings as a young boy who used to look after his family's cattle to being a walking guide for his blind grandfather, and later raising through the ranks to become Chief Executive Officer of the RA.

Speaking to the eagerly attentive students about his life and relying the pitfalls that almost derailed his chances of getting an education as a child, Mr Lutombi remembered a childhood of highs and lows. Fortunately for him, the wheels of destiny were on his side, after being removed from school by his parents due to illness, his chances of going back to school were almost extinguished. However, as fate would have it, his desire to return to school led to the school Principal approaching his parents to allow him to return to school, after almost a two-year absence.



After completing his Primary Education, he left his village to attend Secondary Education in Katima Mulilo. This move turned out to be a major turning point in his life as it was at Secondary level, that he was first introduced to and became actively involved in politics. In 1987 prior to independence, he was among the students who demonstrated and revolted against the teachings of Afrikaans in schools, an action with dire consequences as it led to his arrest on charges of political activism.

He continued going to school and in 1989 he was appointed a member of the Student Representative Council (SRC) by his school peers. However, another revolt against the political system at the time led

to another arrest and imprisonment, this time around, it was at a crucial point in his life, as he was in his matric year (with the finals around the corner). As fate would have it, despite the difficult circumstances, he still managed to pass his matric finals.

Over the years since those early hurdles, he had managed to put himself through tertiary education, all the while moving up the ranks in his professional career, acquiring a number of qualifications, which includes Masters Degrees in business Administration and in Leadership and Change Management amongst others.



NUST students listening to Mr. Lutombi attentively

Encouraging the young students to take a note from his life lessons, he told the students that he attributes the following merits to his success.

- **Perseverance** – work hard towards your goals and never give up on yourself regardless of the circumstances.
- **Right attitude** – the right attitude will take you far, it is what makes you relatable to people and be able to fit in with people.
- **Integrity** – honesty is very important in all that you do.
- **Self-discipline and Self-Management** – one needs discipline in order to navigate through life, and not be swayed by negative influences.

He also defined the most important dimensions for which he lives by, which he says are important for all personal wellbeing.

- **Physical wellbeing** - eating well, being physically fit, and getting enough sleep.
- **Social wellbeing** - it is important to make time for oneself in order to reflect. Equally important is to socialize with friends and family every now and then. Social skills are important dimensions of life, in order to feel whole, however, balance and discipline should not be overlooked. He warned the students about social evils such as alcohol and drug abuse.
- **Mental dimension** - He encouraged the students from all walks of life to always train their brain to want to know and learn more, set higher goals and work towards achieving those, do research, read books, study etc.
- **Spiritual dimension** - one always needs to be closer to God and to one's faith, and thus he emphasized on spiritual wellbeing.. Even if you do not time for church, always make time to meditate.

Mr Lutombi told the students that taking them

through the passages of his life was to demonstrate to them that nothing in life was impossible. He added that as young people, it was important to have plans and set goals and to work towards achieving them.

Mr Lutombi also shared with the students that he is a family man who loves to spend time with his wife and children. His family is very important to him and they keep him grounded and they are his inspiration to always do better.

He reminded the students that they are the future leaders of our country and should work towards making a positive contribution to the economic development of our country.

"Your background is not a deterrence to your future, with perseverance, hard work and the right attitude, you will reach your full potential", Mr Lutombi concluded his speech.





Hon. James Sankwasa, Deputy Minister of Works and Transport flanked by Mr Conrad Lutombi: RA CEO (left) and Hon. Erginus Endjala, Governor: Omusati Region (right) cutting the ribbon to signify the official opening of the road.

EPATO ROAD OFFICIALLY OPENED

The settlement of Otamanzi is located in Ongandjera, Omusati Region and recently, the communities of Otamanzi come together to celebrate the occasion of a road opening in their area.

District Road (DR) 3681 from Epato to Onaushe was officially opened by the Deputy Minister of Works and Transport, Honourable James Sankwasa, at a special opening ceremony held in Otamanzi.

The 36 Kilometer road was hailed as a welcome relief to the challenges faced by the locals traveling to and from Epato who in the past had to travel prolonged distances to access essential services.

"The new gravel road will now provide easy access and movement to the communities of Epato, Otamanzi and Onaushe in the Omusati Region" said Honourable Sankwasa.

The newly completed gravel road runs from Epato, through Otamanzi to Onaushe and connects to the main road leading to either Okahao as well as Oshakati. It was reported that the 36,6 kilometer gravel road was constructed using labour based methods. This was done with the deliberate aim

of providing job to the local communities, thereby ensuring that labour revenues are invested back into the communities of Otamanzi and the surrounding settlements.

The new road is anticipated to bring many benefits to the communities living in the settlements and nearby villages, including amongst others:

- Boasting of public transportation of movement of people to and from the area as well as boasting of businesses for those in the transportation sector
- Access to markets for the transportation of agricultural produce and products, which is the main economic activity for the communities of that area
- Prospects of stimulating private sectors to set up businesses and thus creating jobs, to mention just a few.

The Deputy Minister concluded his remarks by calling on the public to refrain from reckless driving and damaging of the road signs as well as refrain from throwing cans and bottles on national roads. Adding that such reckless behavior is destructive not only to public property but is also an irreversible danger to human lives, with many people having lost their lives on public roads due to mostly preventable circumstance.

PHASE 2 OF OTJINENE – GROOTFONTEIN ROAD OFFICIALLY OPENED BY THE HEAD OF STATE, HIS EXCELLENCY PRESIDENT HAGE GEINGOB





SAFE ROADS TO PROSPERITY

On April 24th 2018, H.E Dr. Hage Geingob, President of the Republic of Namibia officially opened phase 2 of Trunk Road (TR)14/2 from Otjinene to Grootfontein in Otozondjupa Region.

The newly completed road stretches over 100 kilometres (km) from Okamatapati to Grootfontein and it is an extension of phase 1 (Otjinene to Okamatapati) which was completed last year.

This road provides new routes through Grootfontein to the south of the Country and to the Northern part of our Country. In addition, it also creates regional linkages by connecting the northern part to the Southern African Region, thus creating shorter routes through Namibia to Gaborone in Botswana, Gauteng in South Africa, some parts of Angola and also to Mozambique.

Addressing the audience at the event, President Geingob, praised the Roads Authority (RA) for completing the Otjinene – Grootfontein road, saying that “this stretch of road, a part of Government’s commitment to ensure that Namibia solidifies its gateway status and establishes itself as a regional logistical hub”, adding that “the upgrade to bitumen standards of this road is a testament of the Government’s commitment to deliver on its promises to the Namibian people”.

“With every addition to our road network, we are empowering more people by providing them with possibilities to access other parts of the Country in an easier and more comfortable manner. This new infrastructure is therefore symbolic of the fact that the Namibian people and Namibian House at large, are on the move,” the President stated.

He added that Namibians have now more access to all areas of the country, via a modern and reliable road infrastructure system. “Through our ever growing network of bitumen standard roads, we are allowing Namibians to exercise their constitutional right, which is freedom of movement, freedom of association and freedom to pursue their individual and collective ambitions,” said the President.

Speaking at the same occasion, Chairperson of the RA Board of Directors, Mr Brian Katjaerua highlighted some of the many achievements the RA has achieved over the past few years. “The RA has constructed more than 1100 kilometers of roads upgraded to bitumen standards against the target of 600km in the past five years. Among the road constructed are Rosh Pinah – Oranjemund, Omakange – Ruacana, Omafo – Outapi just to mention a few. Furthermore, we have constructed 828km against a five-year target of 520km, to create rural accessibility,” said Mr Katjaerua. He added “to preserve our existing bitumen roads, we have resealed 3,141km against a five-year target of 2,500km, hence, we re-gravelled 2,310km of existing gravel roads, against a five-year target of 2,250km.

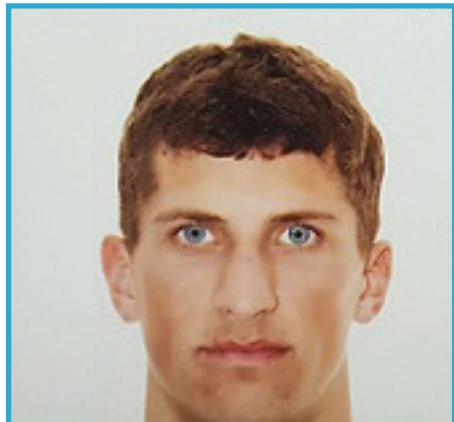
All these achievements, he said, were acknowledged by our regional and international peers when the RA was accorded top position for having the best roads on the African continent by the World Economic Forum, a position he vowed to ensure that the RA will maintain.

The event was also attended by Hon. John Mutorwa, Minister of Works and Transport, the Governors of Omaheke and Otozondjupa regions, Regional and local authority councilors and other dignitaries.

RISING HIGH, RA'S NEWLY REGISTERED ENGINEERS



Harley Simasiku



Rianco Vorster

Two staff members from the Engineering Division of the Roads Authority recently received their Certificates of professional registration as Registered Engineers from the Engineering Council of Namibia (ECN).

The newly registered Engineers are Masseurs Harley Simasiku and Rianco Vorster, who have successfully obtained their registration as professional Engineers in Civil Engineering (Transportation).

This recognition puts us at par with the best in the field and most certainly great inspiration for the upcoming young professionals in the Engineering field, said the two young Engineers, while expressing their delight in obtaining this sought after credential.

Simasiku is a holder of a Bachelor of Science Degree in Civil Engineering from the University of Cape Town, while Vorster is a holder of a Bachelor's Degree and a Master's Degree in Civil Engineering from the University of Stellenbosch, South Africa.

The RA Board, Management and Staff wish them both continued success in their respective professional careers!

RA'S PARTICIPATION IN THE ONGWEDIVA TRADE FAIR, YIELDS POSITIVE RESULTS



RA Staff manning the stand at the Ongwediva Trade Fair

The RA recently participated in the Ongwediva Trade Fair, an annual exhibition event for corporate, businesses and organizations, that takes place in the Town of Ongwediva, Oshana Region.

The RA exhibition team, a representation of the various divisions within its Organizational structure, used the platform to engage and educate its publics about the various services offered by the company.

The RA exhibition team brought convenience to the public by inviting customers to renew their Vehicle Licenses at the RA stand, a popular and regularly demanded NaTIS service during the fair period.

Another aspect of the message that was being delivered and aggressively promoted by the RA exhibition team was the publicizing of the RA anti-corruption campaign and hotline number.

The anti-corruption campaign is aimed at sensitizing and warning the public against corruption attempts by conman and fraudsters out there perpetuating to represent the RA, particularly NaTIS by soliciting money from the public under the guise of providing them with Learner and Driving Licenses.

The RA exhibition team played its part in educating the public about such scams and alerting them to the

various tactics employed by the fraudsters in their attempts to defraud unsuspecting publics.

In addition, regular Radio interviews were also conducted with a Live Broadcast by Radio Energy during the fair, with the RA team utilizing the platform to inform and invite the public to its stand as well as re-emphasizing of its key messages that were being promoted and or delivered by the RA team at its Exhibition stand.

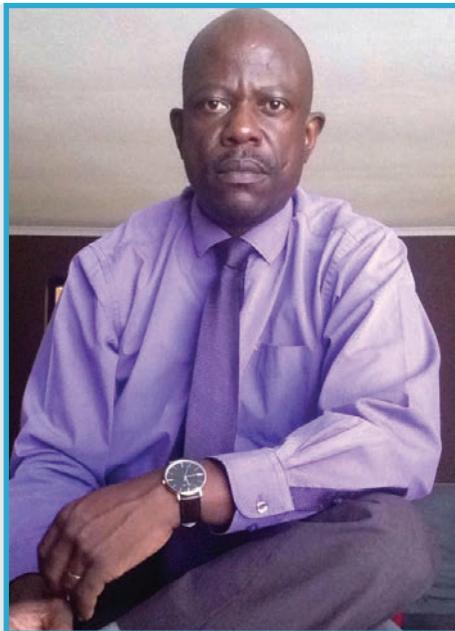
The RA Exhibition team enjoyed the fair said Hileni Fillemon, Corporate Communication Manager, RA, adding that "the RA made optimal use of this unique opportunity to interact and educate our stakeholders about our mandate and services".

Moreover, "the one on one sessions gave us an insight on the public's perception of the RA and its services, information that will aid us in developing more targeted and proactive awareness and brand building campaigns", she said.

The RA also participated in the Nkurenkuru Expo, Windhoek Show and Erongo Expo as part of our Stakeholder Engagement Plan.

KNOW YOUR COLLEAGUES

FOCUS ON KENNEDY CHIGUMIRA



Briefly, who is Mr Kennedy Chigumira?

I am a Zimbabwean born on the 27th of September 1967. I am married since 1994 to a beautiful Cuban with whom I have 2 handsome boys aged 17 and 13 years. I love my family dearly! I graduated in Cuba with an Msc Degree in Civil Engineering specialized in Structures. I also hold 2 Certificates in Business Functions and Techniques respectively from the Zimbabwe Institute of Management.

I am a registered Professional Engineer with the (ZIE) Zimbabwe Institute of Engineers and the (ECZ) Engineering Council of Zimbabwe. In addition, I am also registered as a Professional Engineer with the (ElZ) Engineering Institute of Zambia.

When did you join Roads Authority?

I joined the Roads Authority on the 25th of July 2016

Where were you before joining the RA (Background and Experiences)?

My work background is quite vast and extends over many countries but to summarize it, after graduation I took up my first job working for the Ministry of Roads in Zimbabwe where I worked for a period of two years from 96 to 98. Thereafter, I joined a private company Bitumen Construction Services Pvt Ltd in Zimbabwe where I worked till June of 2009 before leaving the country to take up my first job outside of home to neighboring Botswana. In Bostwana I briefly worked for a private company called Bango Trading as Operations Manager and my work there lasted for a period of 6 months till December of that year. My next work obligations took me across the border to the East, this time to Mozambique where I joined a private company called Tarcon as Contracts Manager for 1 year during 2010. The following year, I rejoined Bitumen Construction Services Pvt Ltd in Zimbabwe as its General Manager for the Southern Region and stayed there for about 3 years until I left the country once again to neighboring Zambia to take up employment at Sable Contractors as Contracts Manager for about a year, until November,2015. In my quest for further career growth and experience, I left Zambia and became self-employed under Encart Investments where I stayed up to July of 2016 when I left to join my current employer Road Authority of Namibia as an Engineering Manager based in

Oshakati. Of recent, I was promoted to Regional Engineer for Oshakati Maintenance Region from May 2017.

What motivated you to join RA?

I found the RA to be a well-structured organization, run professionally thanks to the existing leadership. In addition, it is one of the best in Africa in managing the country's road network and I am proud to be part and parcel of this organization.

What do you like about your (new) job?

It gets quite hectic yet challenging and keeps me active all the time as I serve the Roads Authority and by extension, the nation.

What are the greatest challenges of your career?

Past experiences of working for non-appreciative organizations without family values and social security as well as working under contractors abusing advance payments instead of using it for intended purposes.

What do you want to achieve during your tenure at RA and as Senior Engineer?

I would like to continue to enhance the professional running of the Roads Authority, Oshakati branch where I am stationed and train young engineers to run the Region and ensure they get registered as practicing engineers with the relevant institutions

How would you like the organisation to assist you in order to prosper in your career at RA?

I am currently pursuing my MBA and would like to be assisted with my studies.

What is your next career goal?

I wish to attain an MBA and run a Consultancy Company

What are your plans for the year?

My plans are three folds, firstly, I plan to Perform well work wise at Road Authority, secondly, continue learning the Bible Truths and last but not least, have a family holiday in one of the beach side tourist resorts of Namibia

What do you do in your spare time?

I do door to door Preaching work as a Jehovah' Witness. I also enjoy family time and watching football, myself being a Chelsea & Barcelona Fan.

What is your favorite quote?

"A task is never done until its done"

What don't we know about you?

I am a Jehovah's witness and I believe in Jehovah God's Kingdom to come Math 6 v 9-10 as a solution to all our earthly problems despite our human efforts Ezekiel 33 v 4, Isaiah 65 v 21...

I believe in the resurrection- Acts 24 v 15, John 5 v 28,29 and Rev 21 v 3-4.

I do not donate blood or take blood transfusions as medical treatment inclusive of my family

Any additional information?

I love peace and I consider myself to be a peacemaker.

FOCUS ON MS HELGA HANGULA, VEHICLE EXAMINER AT EENHANA NATIS



Can you briefly tell us about yourself, who is Helga Hangula?

Helga Hangula is a God fearing, devoted, self-motivated and career driven woman.

I hail from the small paradise Town of Tsumeb

When did you join Roads Authority and What is your position at RA?

I joined the Roads Authority on the 1st of July 2015 as a Vehicle Examiner, a position I still hold to date

Where were you before joining the Roads Authority (Background and Experiences)

I come from a Law Enforcement background; one that calls for leadership, respect, discipline and hard work. After serving the Ministry of Safety and Security for 13 years I have gained tremendous experience in areas such as Crime Prevention and criminal Investigations which eventually led to my transfer to the specialized unit Investigating cases against Vulnerable Children and Woman (Woman and Child Protection Unit).

Thereafter I was transferred to the Traffic Department where I worked with Traffic related Cases and Road Transport Information until my departure to the Roads Authority.

What do you like about your job here at Roads Authority and what fascinates you about it, if anything?

Learning and gaining experience in my field of work really fascinates me, especially working with people from diverse backgrounds, cultures, language. Apart from doing what I love, I am also very enthusiastic about learning new things about my job.

What are the biggest challenges of your career?

Being a woman in a male dominated department is double tougher because you face challenges of disobedience from the hands of the male clients/customers.

The work demand is sometimes so high that pressure becomes too much for me as I am currently the only Examiner at our Eenhana duty station.

If at all possible, what aspects of your job/ responsibilities do you feel need change?

I would change the current fitness level of people in this type of work, perhaps it would be ideal to recommend physical training such as safety and wellness training when it comes to executing our type of duties.

It is important for the Roads Authority to arrange for Exercises (Wellness) for Examiners at least one day a week to keep fit and avoid long-term effects on health (Mental & Physical wellbeing).

Any Interesting facts about yourself that you'd like to share?

I am a very active and energetic person. I am a creative and talented person who loves singing and

have a great personality. I am also a motivational speaker. Above all I am a woman of Principles.

FOCUS ON IYALOO NEKUNDI, LEGAL OFFICER HEAD OFFICE



Can you briefly tell us about yourself, who is Iyaloo?

Iyaloo is a good balance between an introvert and extrovert. I am quiet and reserved but I would like to think of myself as very approachable. I am kind and always smiling, I love people and am always open for a chat. I take my work seriously and because of the nature of my job I set very firm boundaries when it comes to my job.

I have been in the legal, compliance and corporate industry for the past six years. I enjoy this industry and the challenges that go along with it. I meet people from all walks of life and I am required / encouraged to always think outside the box to provide solutions to daily challenges.

"My job requires attention to detail and I pride myself and my reputation for following through and meeting deadlines. When I commit to doing something, I make sure it gets done, and on time.

When did you join Roads Authority and what is position here at RA?

I officially started working for the Roads Authority on 4 July 2018 as the Legal Officer: Governance.

Where were you before joining the RA (Background and Experiences)?

I started my career with the Ministry of Justice,



SAFE ROADS TO PROSPERITY

Government Attorney, Civil Litigation Department. I was admitted as a legal practitioner on 25 October 2013 and started practicing in the High Court of Namibia. I've dealt with civil cases and provided legal opinions for and on behalf of the Government, labour matters, etc. On 1 April 2015, I joined the Social Security Commission as a Legal Officer. My primary role was to assist the Legal Advisor and the Chief Compliance & Risk Officer. At SSC I was exposed to legislative drafting, risk analysis, compliance audits, stakeholder management, contract management, etc. A position I held until I joined the Roads Authority.

What do you like about your job here at RA and what fascinates you about it, if anything at all?

I like the people I work with. Everyone has been kind and willing to assist whenever I need anything. As the Legal Officer: Governance my core duty is board administration, a functional relationship between the board and the organization is one of the core principles of good governance. I am excited to be a major player in that process and look forward to making a meaningful contribution to the whole organization.

What are the biggest challenges of your career?

Access to law literature and governance material. Opportunities to study further are scarce, organizations are more inclined in funding one week courses rather than postgraduate qualifications. Furthermore, the nature of my job is most likely to clash with any postgraduate study undertaken which may require one to defer their studies/ modules.

If at all possible, what aspects of your area of responsibilities do you feel need change?

I am still new at the Roads Authority and thus I cannot fully answer this question. I can however say, the work culture I have thus far been exposed to must be upheld. The staff is friendly, emails are returned promptly, requests are actioned timeously, etc. I am very pleased to be here.

Any interesting facts about yourself that you'd like to share?

I am a health enthusiast and I live an active lifestyle from running, functional conditioning, cycling and more recently biking.



STAFF COMPETITION

We would like to change the name of our Internal Newsletter.

Get your creative juices flowing and come up with a catchy name for our newsletter. Please send your names/suggestions to pr@ra.org.na on or before 23 November 2018.

The winner will receive a goodie bag from Corporate Communication to the value of N\$600.00