



NEWSFLASH **2024** APRIL NEWSLETTER



Inside this
Edition



President on Unity-building



ICT Training



Inclusive Development



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HIGH LEVEL STATEMENTS

Oshana Regional Council is committed to govern, plan, and coordinate the implementation of social economic development programmes for sustainable development and improvement of the living standards of the inhabitants.



The Oshana Regional Council is committed to govern, plan and coordinate socio-economic development programs and projects in partnership with all stakeholders towards the improvement of the living standards of the community and realization of sustainable development.



Our vision is to be a leading region in the provision of socio-economic development and improved quality of life for inhabitants.

CORE VALUES

Integrity

The quality of being honest and having strong moral principles. We will operate under the auspice of integrity, behaves ethically and do the right thing, even behind closed doors.

Transparency

We will be open to public scrutiny in all our actions taken

Inclusiveness

We ensure that our actions include all groups of people and treat them fairly and equally

Accountability

Being answerable to the people we serve

Innovative

To come up with new ideas, methods and techniques for serving our clients

Responsiveness

To act promptly and effectively to community needs. An institution that responds to its clients and stakeholders within a reasonable time frame

Editorial

Note:

Welcome to the Oshana Regional Council Annual Newsletter! As we reflect on the past year, we're pleased to highlight the diverse range of topics and activities that have shaped our community. From consultations on national development plans to engagements with esteemed leaders, and from initiatives empowering our youth and persons with disabilities to fostering effective leadership in our workplaces, our region has seen remarkable progress and engagement.

In our discussions on national development, we were honored to host consultations on NDP6 right here in the Oshana Region, providing a platform for voices across our community to be heard. His Excellency President Nangolo Mbumba's visit further reinforced the importance of collaboration, particularly in engaging with our traditional leaders, who play a vital role in our region's development.

Celebrating National Disability Week was a poignant reminder of our commitment to inclusivity and empowerment. Through various initiatives and events, we are actively working towards creating a more accessible and supportive environment for all members of our community.

Empowering our youth remains a priority, and initiatives like the ICT Training Initiative by the Ministry of Information and Technology are equipping our young people with valuable skills for the future.

In our Human Resource Corner, we delve into the importance of effective leadership and interpersonal relations in our culturally diverse workplaces, recognizing that fostering understanding and cooperation is essential for our collective success.

Furthermore, another noteworthy highlight is the Annual Planning Review Workshop, a pivotal event where we gather to assess our performance and strategize for the future. It's heartening to note that the council's endeavors have yielded commendable results, with key metrics such as overall performance achieving 85% and budget execution achieving an impressive 95% for the 2023/2024 FY.

Our Wellness Day and Customer Satisfaction Survey underscore our commitment to the well-being and feedback of our community members. We encourage both internal and external stakeholders to utilize suggestion boxes, as your input is invaluable in shaping our ongoing efforts.

In this edition, we also delve into the latest population statistics, highlighting the growth and diversity of our region. Additionally, we provide updates on business community engagement and the progress of developmental projects, such as the implementation of Earth dams, which are crucial for sustainable development.

Finally, don't forget to check out our fun corner, where you can test your knowledge with crossword puzzles and even win exciting prizes!

We extend our gratitude to all who have contributed to this publication and invite our readers to immerse themselves in the stories and aspirations that define us as a region.

*Sincerely,
Elly Ashitoto*

**Senior Public Relations Officer
Oshana Regional Council**





His Excellency President Nangolo Mbumba Encourages Unity Among Traditional Leaders in Oshana Region

In a significant display of leadership and unity-building, His Excellency President Nangolo Mbumba embarked on a visit to the Oshana Region, where he engaged with traditional leaders from the three prominent traditional authorities: Ondonga, Uukwanyama, and Uukwambi. This visit marks a pivotal moment in fostering collaboration and harmony among the revered custodians of tradition within the region.

During his interactions with the traditional leaders, President Mbumba emphasized the paramount importance of working together for the betterment of both the Oshana Region and the wider Namibian nation. Acknowledging the integral role traditional leaders play in the fabric of Namibian society, President Mbumba urged them to set aside differences and unite their efforts towards common goals.

"Unity among traditional leaders is fundamental to the progress and development of our communities and nation as a whole," remarked President Mbumba. "Your influence and guidance are crucial in shaping the socio-economic landscape of the Oshana Region. Let us forge ahead together, leveraging our collective wisdom and resources for the advancement of our people."

The President's message resonated deeply with the traditional leaders, who pledged their commitment to fostering unity and cooperation amongst themselves. Recognizing the challenges faced by their communities, the traditional leaders expressed their readiness to collaborate with government initiatives aimed at addressing pressing issues such as poverty alleviation, healthcare access, and education.



Furthermore, President Mbumba affirmed his administration's unwavering support for traditional leadership structures, reaffirming their significance in preserving cultural heritage and promoting grassroots development. He assured the traditional leaders of continued dialogue and cooperation between the government and traditional authorities to address pertinent issues affecting their respective communities.

The visit concluded with a renewed sense of solidarity among the traditional leaders, bolstered by President Mbumba's call for collective action. As they bid farewell to His Excellency, the traditional leaders expressed optimism for a future marked by harmony, progress, and prosperity for all inhabitants of the Oshana Region and Namibia at large.

NDP6 Consultations in Oshana Region: Addressing Grassroots Challenges for Inclusive Development

The National Planning Commission's consultation tour for the Sixth National Development Plan (NDP6) in the Oshana Region, held from 27 February – 14 March 2024, brought to light critical issues and challenges faced by communities across the region. With the aim of sourcing inputs directly from grassroots communities, these consultations were instrumental in shaping the long-term development plan of Vision 2030, under the overarching theme of fostering recovery, inclusiveness, and resilience for quality and suitable development.

1. Water Supply and Infrastructure:

Communities expressed concerns over the shortage of water supply and inadequate infrastructure, highlighting the need for improved access to clean water.

2. Road Infrastructure: Issues related to road infrastructure, including the state of bridges and the need for more tarmac roads, were emphasized, aiming to enhance connectivity and accessibility within the region.

3. Information and Communication Technology (ICT): Poor network coverage was identified as a significant hindrance to communication and access to digital resources, underlining the necessity for improved ICT infrastructure.

4. Electrification: The Rural Electrification Programme was deemed insufficient, particularly in catering to rural households, signaling a need for expanded electrification efforts.

Addressing these challenges is pivotal for achieving inclusive and sustainable development in the Region. The findings from the NDP6 consultations serve as a roadmap for policymakers and stakeholders to prioritize interventions that address the immediate needs of communities while laying the groundwork for long-term development. By fostering collaboration



The consultations, conducted across all 11 constituencies of the Oshana Region, provided a platform for residents to voice their concerns and articulate their needs. Some of the prominent challenges highlighted during these engagements encompassed various sectors crucial for socio-economic development:

5. Education: Challenges in the education sector included a lack of hostels and secondary schools, inadequate tertiary institutions, vocational and resource schools, as well as the need for better-equipped laboratories to enhance learning outcomes.

6. Healthcare: Limited access to healthcare facilities, overcrowded clinics, absence of permanent doctors, and shortages of medications underscored the pressing need for improvements in the healthcare system.

7. Sanitation: Communities highlighted the lack of sanitation facilities and sewage system infrastructure, posing health and environmental risks that require urgent attention.

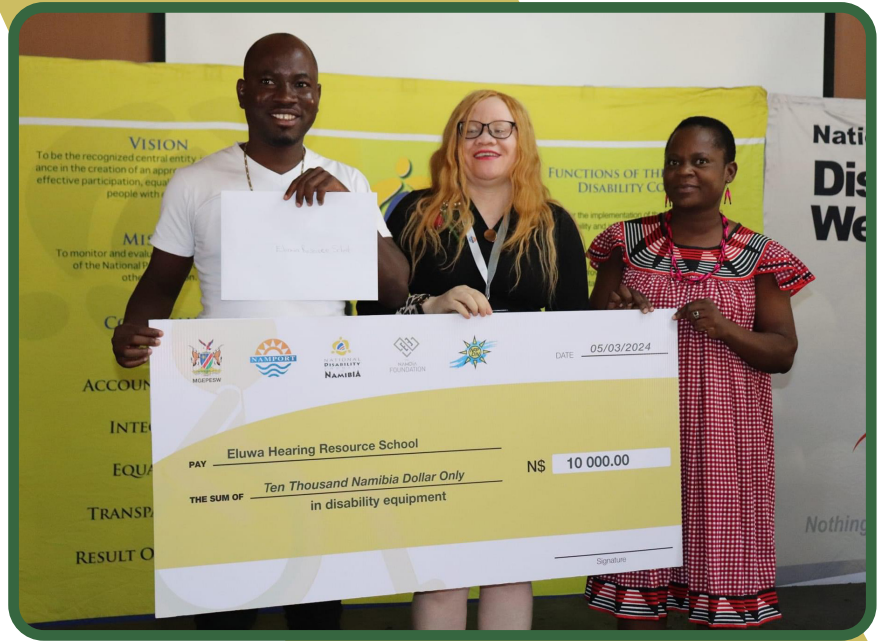
8. Social Grants: Concerns were raised regarding the insufficiency and inaccessibility of social grants, particularly due to bureaucratic hurdles and documentation requirements.

between government agencies, local authorities, and community representatives, concerted efforts can be made to overcome these challenges and pave the way for a brighter future for all residents of the Oshana Region, aligning with the overarching goals of Vision 2030.





Celebrating National Disability Week: Empowering Lives in Oshana Region



Oshana Region of Namibia was aglow with a spirit of inclusivity and empowerment as it observed National Disability Week (05-8 March 2024). Organized by the National Disability Council, this significant event not only raised awareness about the challenges faced by individuals living with disabilities but also celebrated the remarkable contributions and resilience of this community.

Throughout the week-long festivities, various activities were organized to promote understanding, support, and inclusivity for persons with disabilities. From awareness campaigns to interactive workshops, the event aimed to foster a more inclusive society where everyone, regardless of ability, is given equal opportunities to thrive.

One of the highlights of the celebration was the recognition of Eluwa Hearing Visual and Intellectual Resource School, a beacon of hope and support for children living with disabilities in the region. This institution has been at the forefront of providing specialized care and education to children with diverse needs, empowering them to realize their full potential.

The National Disability Council took the opportunity to honor Eluwa School for its exemplary dedication and service to the community. In a touching gesture, the council awarded the school with a grant of N\$30,000 to further support its mission. This recognition not only affirmed the school's commitment but also served as a beacon of encouragement for other organizations working tirelessly to improve the lives of individuals with disabilities.

Eluwa School's holistic approach to education goes beyond academics; it encompasses social, emotional, and physical development, ensuring that each child receives personalized care and support. Through specialized programs and individualized attention, the school empowers its students to overcome barriers and achieve their goals.

The significance of recognizing institutions like Eluwa School extends far beyond the confines of National Disability Week. It underscores the importance of investing in inclusive education and support systems that enable persons with disabilities to lead fulfilling lives and contribute meaningfully to society.

Empowering Oshana's Youth: A Recap of the ICT Training Initiative by the Ministry of Information and Technology

In a bid to equip the youth of Oshana with essential digital skills, the Ministry of Information and Technology (MICT) has recently conducted an intensive ICT training program in the region. Spearheaded by the Regional Head, Ms. Hileni Mwandingi, the initiative aimed to provide fundamental knowledge of Information and Communication Technology (ICT) along with enhancing proficiency in Microsoft Word.

The training program, which targeted the Oshana community's youth, was a significant step towards bridging the digital divide and ensuring that young individuals are well-prepared for the demands of the modern world. With technology becoming increasingly pervasive in all aspects of life, having a solid grasp of ICT tools and software like Microsoft Word is essential for personal, educational, and professional development.

Ms. Hileni Mwandingi emphasized the importance of such initiatives, stating that they are integral to the ministry's mandate of promoting digital literacy and empowerment across communities. She reiterated her office's commitment to continue organizing similar training sessions in the future to reach more individuals and expand the reach of ICT education in the region.

Feedback from the participants indicated a high level of satisfaction with the training program. Many expressed



gratitude for the opportunity to acquire new skills and expand their knowledge in the field of ICT. Some participants highlighted how the training had already started to positively impact their academic pursuits and job prospects, underscoring the tangible benefits of such initiatives.

Looking ahead, the Ministry of Information and Technology remains committed to its mission of promoting digital inclusion and empowerment in Oshana and beyond. With plans already underway to schedule another round of training sessions in the coming year, the ministry aims to further expand the reach of ICT education and ensure that more individuals have the opportunity to harness the power of technology for personal and professional advancement.



Human Resource *Corner*

Cultivating Effective Leadership and Interpersonal Relations in a Culturally Diverse Workplace.

Welcome to the Human Resource Corner of the Oshana Regional Council Newsletter! In this edition, we delve into the dynamic realm of leadership and interpersonal relations within the context of a culturally diverse workforce. As our workplaces continue to evolve into melting pots of cultures, understanding the nuances of cultural diversity becomes paramount for fostering a harmonious and productive environment.

The Importance of Organizational Culture

Organizational culture serves as the bedrock upon which successful leadership and interpersonal relations thrive. It sets the tone for interactions, shapes employee behaviors, and influences decision-making processes. A positive organizational culture fosters inclusivity, open communication, and mutual respect, creating an environment where employees feel valued and understood regardless of their cultural backgrounds.

Navigating Cultural Differences

Effective leadership in a culturally diverse workplace demands the ability to navigate and bridge cultural differences. Leaders must adopt a culturally intelligent approach, which involves recognizing and respecting diverse perspectives, communication styles, and values. By fostering a culture of inclusion and embracing diversity, leaders can harness the collective strength of their team members and promote innovation and creativity.

Building Trust and Understanding

Interpersonal relations flourish when built on a foundation of trust, empathy, and understanding. Leaders play a pivotal role in fostering a sense of belonging among employees by actively listening to their concerns, recognizing their contributions, and providing opportunities for professional growth. By nurturing authentic connections and promoting cross-cultural collaboration, leaders can cultivate a cohesive team that thrives on diversity.

Impact on Performance

Organizational culture profoundly impacts performance, influencing employee engagement, satisfaction, and productivity. A culture that celebrates diversity and values inclusivity fosters a sense of belonging and loyalty among employees, resulting in higher morale and enhanced performance. Conversely, a toxic or exclusionary culture can lead to disengagement, conflict, and decreased productivity.

Conclusion

Effective leadership and interpersonal relations in a culturally diverse workplace require a nuanced understanding of cultural dynamics and a commitment to fostering an inclusive organizational culture. By embracing diversity, building trust, and promoting cross-cultural understanding, leaders can create an environment where every employee feels valued, respected, and empowered to contribute their best. Remember, diversity is not just a checkbox—it's a catalyst for innovation and success.



OshanaRC Wellness Day: Promoting Health and Fitness Among Employees

Amidst the vibrant atmosphere of the Uukwangula Stadium, employees of our esteemed organization gathered for a day filled with sports activities, enlightening discussions, and valuable insights into leading a healthy lifestyle. The Wellness Day, held 12 April 2024, brought together our workforce in a collective effort to prioritize well-being and physical fitness.

Kicking off with a spirited march by employees, the event set the tone for a day of engagement and activity. The pulsating energy was palpable as participants embarked on various sports activities, ranging from football matches to relay races and friendly competitions, fostering camaraderie and teamwork among colleagues.

In addition to the physical activities, the event featured a lineup of esteemed speakers and doctors who shared invaluable information on preventing lifestyle diseases and maintaining overall health. Topics ranged from nutrition and exercise to stress management and mental well-being, providing attendees with practical tips and strategies to incorporate into their daily lives.

One of the highlights of the day was the interactive sessions where employees had the opportunity to engage directly with healthcare professionals, asking questions and seeking personalized advice on health-related concerns. These sessions not only empowered individuals to take charge of their well-being but also fostered a sense of community support within the organization.

Moreover, the event served as a platform to raise awareness about the importance of leading a balanced lifestyle and the impact it has on productivity and overall satisfaction in both personal and professional spheres. By promoting a culture of wellness within the workplace, we aim to not only enhance the health and happiness of our employees but also cultivate a more vibrant and resilient workforce.

In the spirit of Oshana Wellness Day, let us reaffirm our dedication to leading healthy lives, both inside and outside the workplace, and continue to support each other in our pursuit of wellness. Together, we can achieve great heights of success while nurturing our most valuable asset – our health.





OSHANARC CUSTOMER SATISFACTION SURVEY



Dear valued customer,

Your feedback is important to us as we strive to continuously improve our services and contribute to the development of our region. Please take a few moments to complete this questionnaire honestly and thoroughly. Your responses will remain confidential and will be used solely for the purpose of enhancing our services.

NB: Kindly tear out & submit questionnaire in any of our suggestion boxes at the head office or Constituency offices

1 How satisfied are you with the overall customer service experience provided by Oshana Regional Council?

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Very dissatisfied

2 How would you rate the responsiveness of Oshana Regional Council staff to your inquiries or requests?

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Very dissatisfied

3 Do you feel that Oshana Regional Council is actively contributing to the development of the region?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

4 Have you found the information provided by Oshana Regional Council staff to be accurate and helpful?

- a) Yes
- b) No
- c) Unsure

5 In your opinion, how could Oshana Regional Council improve its customer service delivery?

Annual Plan Review: Oshana Regional Council's Strategic Deliberations



The Oshana Regional Council convened its much-anticipated Annual Plan Review. April 16th -18th April 2024. Hosted in the serene coastal town of Swakopmund, the event drew the collective expertise of all senior managers, regional councilors, head of sections and regional heads of delegated functions. This assembly marked a pivotal moment for the council, as it aimed to reflect on its past achievements, assess current challenges, and chart a course for the upcoming fiscal year, 2024-2025.

The Annual Plan Review served as a platform for introspection and strategic alignment. Participants engaged in rigorous discussions, dissecting the council's performance over the preceding year. It was heartening to note that the council had excelled, achieving an overall performance rating of 85%. This exceptional performance underscored the dedication and hard work of all stakeholders involved. By meeting its targets, the council demonstrated its commitment to excellence and its capacity to deliver tangible results for the people of Oshana.

One of the primary objectives of the gathering was to craft a robust annual plan for the forthcoming financial year. Recognizing the dynamic socio-economic landscape and evolving community needs, staff members collaborated to formulate a comprehensive roadmap. Drawing upon their collective wisdom and experience, they delineated strategic priorities and outlined actionable objectives. Emphasis was placed on fostering inclusivity, sustainability, and equitable development across the region.

The deliberations were characterized by a spirit of collaboration and innovation. Participants exchanged best practices, leveraging diverse perspectives to devise innovative solutions to entrenched challenges. By harnessing the power of collective intelligence, the council aimed to transcend conventional boundaries and catalyze transformative change.

Engaging the Oshana Business Community: Insights from the Procurement Engagement (02 February 2024)

The Oshana Business Community had the opportunity to directly engage with the Chief Regional Officer, Ms. Teopolina Hamutumua, in a significant discussion concerning the procurement procedures employed by the Oshana Regional Council. This event provided a platform for open dialogue and transparency, where key insights were shared, and concerns addressed.

The focal point of the engagement was to shed light on the procurement plan for the upcoming financial year, 2024/2025. Ms. Hamutumua explained the details of the procurement process, aiming to foster a deeper understanding among local businesses about how the council operates in this regard.

The engagement proved to be fruitful, with members of the local business community actively participating and voicing their opinions. One notable aspect was the airing of grievances by some suppliers regarding suspected irregularities in the procurement process.

Ms. Hamutumua reassured the business community that there is no illegal practices within the council's procurement processes.

Furthermore, she pledged to enhance the efficiency of procurement procedures, acknowledging the importance of timely procurement activities. Additionally, she emphasized the council's commitment to considering local businesses for future procurement endeavors, in alignment with the provisions outlined in the procurement act.

The engagement concluded on a positive note, with the business community expressing gratitude towards the council for its transparency initiative in facilitating such discussions. The willingness of the council to engage with local stakeholders on matters of procurement signifies a commitment to fostering a collaborative and inclusive environment.

It is evident that ongoing dialogue and engagement between the Oshana Regional Council and the local business community will be essential in ensuring the efficacy and fairness of procurement processes. By working together, both parties can contribute to the economic development and prosperity of the region.





Personality of the Quarter

Mr. Henock Ogame Ndjambula

In the spotlight this quarter is the remarkable Mr. Henock Ogame Ndjambula, the embodiment of dedication, precision, and integrity, our Chief Internal Auditor. With a career steeped in excellence and a passion for ensuring transparency and accountability, Mr. Ndjambula stands as a beacon of professionalism within our organization.



A Journey of Excellence:

Mr. Ndjambula's journey within the Oshana Regional Council commenced in 2015 when he was appointed as the Chief Internal Auditor. Over the years, he has diligently served in this role, overseeing the internal audit section with distinction. His responsibilities include working closely with the Chief Regional Officer, facilitating the appointment of the Audit committee, and developing key documents such as the internal audit charter and Enterprise Risk Framework. Through his tenure, he has gained invaluable insights into leadership dynamics and has continuously strived to enhance the efficiency and effectiveness of internal audit processes.

Motivation and Dedication

When asked about his motivation to excel in his work every day, Mr. Ndjambula emphasized the challenging nature of internal auditing. He highlighted the multifaceted skills and knowledge required to deliver high-quality services consistently. For him, the essence of motivation lies in communicating audit findings effectively to relevant divisions, thereby enabling the council to achieve its objectives.

Embracing Collaboration:

Mr. Ndjambula's approach to teamwork and collaboration within the organization reflects his commitment to collective success. He views teamwork as the synergy of interdependent individuals striving towards a common goal. By fostering close communication with different divisions within the Regional Council, he emphasizes the importance of auditing processes and aligning them with organizational objectives. His collaborative efforts are exemplified during close-out meetings, where findings are discussed and agreed upon before the final report is presented.

Memorable Projects and Lessons Learned:

Throughout his tenure, Mr. Ndjambula has been involved in numerous memorable audits. However, one project stands out—the construction of a booster pump station at Ombonde and the procurement of pipes and fittings for the rehabilitation of the Oshakati-Omapale pipeline. This project not only holds personal significance for Mr. Ndjambula but also serves as a valuable lesson in the importance of internal controls, integrity, and serving the community to the best of their ability.

Maintaining Positivity and Productivity:

Even during challenging times, Mr. Ndjambula maintains a positive attitude and a high level of productivity. He attributes this resilience to fundamental principles that guide his life, including integrity, objectivity, confidentiality, and competency. Upholding these principles enables him to navigate obstacles with unwavering focus and determination.

Aspirations for the Future:

Looking ahead, Mr. Ndjambula harbors aspirations both professionally and personally within the organization. Professionally, he envisions the expansion of the Internal Audit section across all Regional Councils, thereby enhancing accountability and governance practices. On a personal level, he remains committed to his hobbies, including playing football and swimming, which contribute to his overall well-being outside of work.

"Your Trusted Guardian of Financial Integrity. As the Chief Internal Auditor at Oshana Regional Council, I ensure every cent counts and every process aligns for optimal transparency and efficiency. With a keen eye for detail and a passion for accuracy, I safeguard our resources, empowering our community to thrive."



ONARC Fun Corner

E	L	K	K	D	U	Z	S	U	C	Q	N	W	Q	M
S	A	B	G	A	L	M	N	C	D	X	E	A	P	H
G	H	R	E	M	Z	L	O	I	C	I	A	Z	L	P
N	S	X	T	S	J	M	X	G	V	Z	K	B	A	P
I	Y	T	L	H	P	K	T	E	F	C	T	O	F	G
T	D	H	C	U	Q	L	R	T	F	W	N	S	U	R
E	O	R	N	E	D	U	C	A	T	I	O	N	P	A
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W	C	V	I	V	U	H	F	P	S	R	O	S	N	G
S	T	N	E	M	E	L	T	T	E	S	D	R	I	E
C	O	M	M	U	N	I	T	Y	G	A	J	P	P	Y
S	E	H	L	A	U	N	N	A	O	E	X	R	P	A
Z	I	N	F	R	A	S	T	R	U	C	T	U	R	E

Find the word in the puzzle

Annual
Community
Drought
Education
Infrastructure

CDC
Dams
Earth
Grazing
Meetings

Ompundja
PRO
Review
Rural
Strategic

Plan
Projects
Roads
Settlements

Words can go in any direction. Words can share letters as they cross over each other.

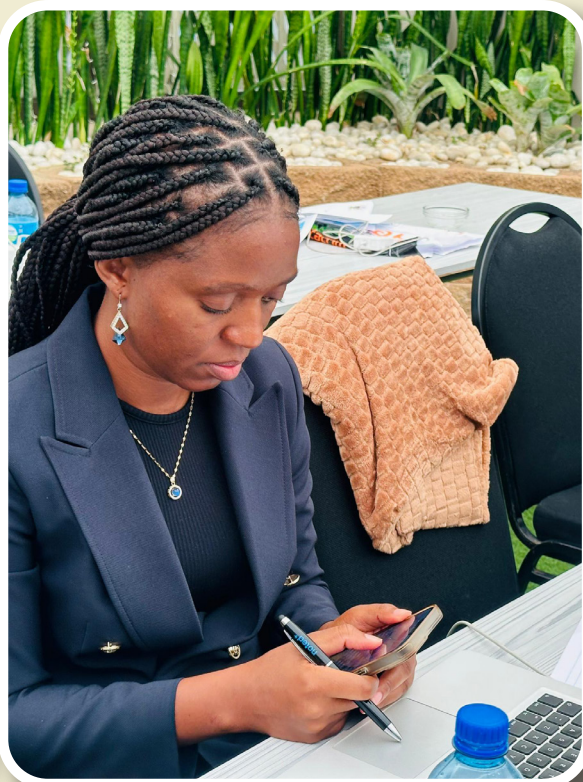


WELCOME











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