

MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

NEWSLETTER

ISSUE #1 of 2019/20



REPUBLIC OF NAMIBIA

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MANDATE

To create and promote sustainable socio-economic development for the attainment of gender equality and the well-being of children.

GENDER EQUALITY

Equitable socio-economic development of women and men Wellbeing of children.

MISSION

To ensure gender equality and equitable socio-economic development of women and men and the wellbeing of children.

CORE VALUES

We don't Discriminate

Namibia is a country with diverse cultures, race, beliefs, traditions and religions. In dealing with this diversity, some of our principles are transparency, impartial and non-judgmental.

We are Professional

We conduct our business and ourselves in accordance with the Public Service Act, 1995 (Act 13 of 1995) and with high level of integrity.

We are Accountable

We are answerable to the public and other institutions we service, for our actions and conduct.

We maintain Confidentiality

All information regarding clients will be kept private and confidential.

We are driven by Team work

We are a team, and will cooperate using our individuals skills and providing constructive feedback, despite any personal conflicts between individuals.

We are Accessible

We will make provision of our service at the time it is needed, in a manner that is based upon the principles of dignity, independence, integration and equal opportunity to all our customers.

FOREWORD



Dear Colleagues, a total budget of N\$1 296 314 000.00 has been allocated to the Ministry of Gender Equality and Child Welfare for the Financial Year 2019/20. An amount of N\$82 000 000 constitutes the Capital Development Budget.

From the amount of N\$82 000 000, an amount of N\$70 400 000 is earmarked for the construction and upgrading of Early Childhood Development Centres, throughout Namibia, during the current Financial Year.

Since the Annual Work Plan for 2019/20 and the Budget for the Financial Year are both in place, Directorates are herewith urged to work harder and to act proactively in achieving all the performance targets set for the Performance Cycle 2019/20. It remains my conviction that through our usual dedication and hardwork, our performance target for 2019/20 will ultimately surpass that of 2018/19 by far.

Moreover, all the Directorates are herewith urged to utilize the budget as planned in order to ensure that no funds will be returned to Treasury at

the end of the current Financial Year. Therefore, speed and urgency by all of us will undoubtedly ensure the timely completion of projects.

The health and safety of all the staff members of the Ministry of Gender Equality and Child Welfare (MGEWCW) at work is of paramount importance.

Therefore, a democratic process was followed whereby staff members of the MGEWCW elected Health & Safety Representatives for the Northern Tower, Southern Tower, After School Centre and Namibia Children's Home.

In a nutshell, the Health & Safety Representatives will play an instrumental role in operationalizing the national legal instruments pertaining to occupational health and safety within the MGEWCW.

Last but not least, I herewith invite all staff members of the MGEWCW stationed in Windhoek to the Team Building and Fun Day, i.e. on Friday, **02 August 2019** at Namibia Children's Home. I look forward to the active participation of all staff members at all hierarchical levels.

Regards,

Wilhencia Uiras
Executive Director

MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

SENIOR MANAGEMENT



Hon. DOREEN SIOKA
Minister



Hon. LUCIA WITBOOI
Deputy Minister



Ms. WILHENCIA UIRAS
Executive Director



Ms. MARTHA MBOMBO
Deputy Executive Director

ADMINISTRATION & GENERAL SERVICES



Mr NICHLAS MBINGENEEKO
Director
Admin & General Services



Ms ALISA KANUTUS
Deputy Director
Finance



Mr SACKARIA SHEEHAMA
Deputy Director
HR Management



Mr THEOPHELIUS SHIPINDO
Acting Deputy Director
General Services

GENDER EQUALITY & RESEARCH



Mr VICTOR SHIPOH
Director
Gender Equality & Research



Ms ROSINA MUBONENWA
Deputy Director
Gender Mainstreaming



Ms PENOSHINGE SHILIFA
Deputy Director
Research & Legislation

CHILD WELFARE SERVICES



Ms HELENA ANDJAMBA
Director
Child Welfare Services



Ms JOYCE NAKUTA
Deputy Director
Child Care Services



Ms LYDIA SHIKONGO
Deputy Director
Child Care Facilities & Protection

COMMUNITY EMPOWERMENT



Ms ELINE NGHITWIKWA
Director
Community Empowerment



Mr JOSIA KAVAA
Deputy Director
Community Empowerment



Ms LOIDE VELISHAVO
Deputy Director
Early Childhood Development

SADC MINISTERS OF GENDER AND WOMEN'S AFFAIRS MEETING

The SADC Meeting of Ministers responsible for Gender/Women's Affairs was held on 29 May 2019 in Windhoek, Namibia. The meeting was attended by representatives from Angola, Botswana, Democratic Republic of Congo, Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Tanzania, Zambia and Zimbabwe.

The decisions taken by the Meeting are, inter alia, as follows:

Ministers urged Member States who have not yet signed the Agreement Amending the SADC Protocol on Gender and Development to expedite the process of signing the Agreement and report to Council in 2019.

Ministers approved the Draft Report of the Analytical Assessment of Gender Mainstreaming in the SADC Region, and its recommendations, while noting that the Secretariat will finalise the Secretariat section in the report and circulate the improved circulation to Member States by 30th June 2019. Ministers directed the Secretariat to revise the Gender Mainstreaming Resource Kit, and submit to the next Ministerial Committee's Meeting.

Ministers approved the Draft Regional Multi-Dimensional Women's Economic Empowerment Programme. Ministers recommended to Council of Ministers that SADC rallies behind the Republic of Zimbabwe in calling for the removal of the sanctions imposed on the country, which among others negatively affects women, the elderly, disabled and children, and to:



From Left to Right: Her Excellency Dr. Stergomena Lawrence Tax, SADC Executive Secretary, with Hon. Doreen Sioka, Minister of Gender Equality and Child Welfare, and the Ministry's Executive Director, Ms. Wilhencia Uiras.

i. Express continued solidarity with the Republic of Zimbabwe;

ii. Agree on a particular date on which women and all SADC Member States can voice their disapproval, and a united on-going call for the removal of sanctions on Zimbabwe; and

iii. Devise collective mechanisms to support the Republic of Zimbabwe in the removal of sanctions, and support the Republic of Zimbabwe on her path towards socio-economic transformation.

Ministers endorsed the Draft GBV Comprehensive Report and its recommendations for further consideration by the Joint Meeting of Ministers responsible for Gender, and the Ministerial Committee of the Organ (MCO), and directed the Secretariat to include information on the linkage between GBV and escalation of HIV and AIDS.

Ministers directed the SADC Secretariat to finalise the report by including information on the linkage

between GBV and escalation of HIV and AIDS and circulate to Member States by 15th June 2019, and urged Member States to submit comments by 30th June 2019.

Ministers directed the Secretariat to mobilise resources for developing a tool to measure the multi-dimensional impact of GBV on the SADC Member States economies with specific focus on GDP.

Ministers directed the Secretariat to submit a report on the development and roll-out of the tools to guide the regional response on gender-based violence to their next meeting in 2020.

Ministers urged the remaining Member states who are yet to develop National Action Plans to do so, and continue to mobilise resources to implement the national strategies.

OTJINENE EXPO 2019



Hon Doreen Sioka, Minister of Gender Equality and Child Welfare, was the guest of honour and keynote speaker at Otjinene Expo 2019, on 3 May 2019 at Otjinene, Omaheke Region.

The Hon Minister emphasized the importance of agriculture, trade and industrialization in the improvement of the quality of life of the Namibian citizenry, particularly the rural communities.

The Hon Minister reminded the show-goers that the agricultural sector 'sustains about 70% of the Namibian population' and is thus a significant backbone of the Namibian economy.

Hon Sioka utilized the same platform and addressed a number of pertinent issues relating to gender equality, child welfare and women economic development.

The Minister urged the community to extend the application of the concept of 50/50 representation to the leadership of the Village Council, Expo Committee, Constituency

Development Committees, School Boards, Farmers Associations, Water Point Committees, and all other societal decision-making structures. Hon Sioka further drew the attention of the audience to the legal instruments that have been recently operationalized by the MGECW in respect of trafficking in persons, and child care and protection.

The Hon Minister urged the public at large to stop giving money to children on the street. In her words, 'giving money to children on the street worsens the problem, and is thus not a solution in any way.'

"... extend the application of the concept of 50/50 representation to the leadership of the Village Council, Expo Committee, Constituency Development Committees, School Boards, Farmers Associations, Water Point Committees, and all other societal decision-making structures."

The abuse of child welfare grants by the recipients to the extent that the intended beneficiaries (i.e. orphans and vulnerable children) do not really receive the intended benefits, is a major concern to the Hon Minister.

Hon Sioka called upon every community member to report any abuse of child welfare grants or fraudulent receipt of grants to the offices of the Ministry of Gender Equality and Child Welfare in their respective Regions and Constituencies.

In conclusion, Hon Doreen Sioka officially opened the Otjinene Expo 2019 and wished everyone fruitful business engagements ahead.

HYDROPONICS AND GARDENING



The After School Centre (ASC) with the technical support of UN World Food Programme has revamped the ASC garden by introducing Hydroponics and Polyponics. This is a system that uses less water and the crops grow fast.

The ASC is using unemployed parents of the children accessing the facility and would be training more parents to start water-saving gardening methods at their homes or backyards.

The ASC hopes to introduce the project in Gobabis for the parents and guardians of the children living and working on the street to be able to generate an income and alleviate poverty.



UN representative showcasing the mechanism behind the hydroponics and polyponics gardening.

ZIMBABWE-NAMIBIA JOINT TRADE

Zimbabwe-Namibia Joint Trade Committee Meeting and Visits on Exports of Fresh Fruits and Vegetables 27-31 May 2019, have been organized by the Zimbabwe-Namibia Joint Trade Committee. The meeting deliberated on the following areas of cooperation: Trade, Finance, Agriculture and SMEs, Tourism, Environment, Transport, Mines, Energy, Gender and Health.

The Ministry will continue with the implementation of the of MoU on Cooperation in Women Empowerment, Gender equality and Community Development, and the Directorate of Community Empowerment will be responsible to organize an exchange programme under WBA for women agriculture related IGAs to visit their peers in Zimbabwe.

The main discussions of the meeting centered on the areas of cooperation with particular emphasis on the export of fresh fruits and vegetables from Zimbabwe to Namibia and the export requirements which necessitated the visit by technical experts from Namibia.

The Namibian technical experts shared export requirements applicable to both companies and individuals who wish to access the Namibian market. The delegation also underscored the Market Share Promotion Scheme (MAPS) which requires fresh produce suppliers in Namibia to source at least 40% of the required fresh produce locally under the auspices of the Ago – Marketing Trade Agency prior to importing the variance.

The Zimbabwe private sector companies presented opportunities and capacities of Zimbabwe to export an assortment of agro-

produce to Namibia

The Namibia delegation accompanied by the Zimbabwean counterparts undertook field visits to companies and individuals who expressed interest to export, including the companies which made presentations.

The delegation visited Zimbabwean horticulture producers and pack houses in Marondera and Chipinge, quarantine facilities in Harare and Mazowe, and the port of exit at R.G. Mugabe International Airport.

The outcomes of the visit confirmed that the phytosanitary measures are in place to prevent the introduction and spread of pest and diseases. Monitoring and surveillance of different pest are being conducted by farmers and plant quarantine officials of the government of Zimbabwe.

The meeting was attended by a 7 member delegation from Namibia which included:

The late Mr. Lemmy Mutonga - Ministry of Works and Transport (Head of Delegation)

Ms. Saima Sakaria - Embassy of the Republic of Namibia to Zimbabwe

Mr. Kintinu Sageus - Ministry of Agriculture, Water and Forestry

Dr. Natangwe Amuthenu - Ministry of Agriculture, Water and Forestry

Ms. Violet N. Simataa - Ministry of Agriculture, Water and Forestry

Ms. Eline Nghiitwikwa and Ms. Anastasia Chiwana - Ministry of Gender Equality and Child Welfare.



Local farm produce

HANDING OVER OF GYM EQUIPMENT TO AFTER SCHOOL CENTRE WRESTLING CLUB



Mr. Josua Sharpley handing over the equipment donations to Hon. Erastus Utoni, with Hon. Lucia Witbooi looking on.

The After School Centre (ASC) Wrestling Club received a donation of sports gym equipment in the form of treadmills, fitness bike, fitness home gyms, weights and other gym equipment to the value of N\$70 000.00 for the development of the After School Centre sports program from the International Olympic Solidarity through the 'young change maker project' initiated by Mr. Josua Sharpley (former wrestler).

The event took place on 16 June 2019. The donation was handed over by the Minister of Sports, Youth and National Service Hon. Erastus Utoni and received on behalf of the After School Centre by the Deputy Minister of Gender equality and Child Welfare Hon Lucia Witbooi. The event was attended by members of the sports fraternity, children of the ASC and the media.



Hon Lucia Witbooi engaged the children attending the After School Centre activities and served them soup that the ASC gets from Windhoek Country Club, after the handing over ceremony.

TRAINING OF WRESTLING COACHES IN NAMIBIA

The Namibia Wrestling Federation hosted an international Level One Coaching Clinic for wrestling coaches from various regions of the country from the 03 to 07 June 2019.

The training was sponsored by the United World Wrestling through the Namibia National Olympic Committee. Mr. Vincent Aka from France facilitated the training which took place at the After School Centre that has become the National Wrestling Training Centre.

After School Centre's Cleopatra Hubsch scored the highest during the training. As an officially recognize level 1 coach, she would start to train girls at the ASC and promote women's wrestling in the country.



Left to right: Luis Forcelledo Paz, Groinda Hartung, Cleopatra Hubsch and Vincent Aka, pose for a photo after the coaching clinic.



LOCAL PHILANTHROPY

Sgt. Joel Mubusisi of City Police, in his own capacity felt a need to contribute food items to vulnerable children at the After School Centre shelter. Mubusisi believes that when you build a child, you build a nation.

DAY OF THE AFRICAN CHILD COMMEMORATION



MGECW Deputy Minister, Hon Lucia Witbooi, delivering the keynote address.



Ms. Rachel Odede, Unicef Country Representative, delivering a statement.



Children parade at the commemoration of the day of the African Child

The Day of the African Child is commemorated annually across Africa on 16 June per observance of the 1976 South African-Soweto uprising. The national commemoration was held in Khomas Region, Windhoek, After School Centre, on 14 June 2019.

The theme was: “Humanitarian action in Africa: Children’s rights first.” Further, the rest of Regions also commemorated the day in their respective regions with their regional councils. The Deputy Minister of Gender Equality and Child Welfare, Hon Lucia Witbooi, was the keynote speaker of the day. The event was also blessed

with the presence of the UNICEF Representative who was the guest speaker. Ms Rachel Odede.

Different organizations joined the MGECW to make the day a success, i.e. the Ministry of Education, Arts and Culture, Lifeline ChildLine Namibia, KAYEC, NAPPA, UNICEF, City Police, Khomas Regional Council and the Media.

The event was a resounding success. The children observed a moment of silence and they had fun.

CASE MANAGEMENT TRAINING



Social Workers and Administrative Officers from Ohangwena Region.

MGECW Social Workers and Administrative Officers in Ohangwena Region were trained on case management from 6 - 10 May 2019. The workshop was financially supported by Project Hope Namibia through USAID.

Staff members of the Ministry at national level provided technical support in terms of training. The staff members from the above-mentioned Region were trained on Operational Case Management Manual that provides guidance on all aspects of social work case management practice for both cadres. A total number of 28 regional staff members were trained.

The objectives of the workshop were, inter alia:

- To enhance the understanding of the strengthened case management system across the MGECW;
- To explore social work practice and case management principles from children’s rights based perspective;
- To promote coordinated case management approaches between the administrative officers and social workers as well as stakeholders;
- To enable social work supervisors / senior social workers to provide supportive supervision and transfer case management knowledge, skills and tools to MGECW social workers.
- To prepare MGECW to engage stakeholders with the case management system and explore opportunities for strong collaboration.

On the last day of the training, a plan for the regions on how case management will be rolled out was developed and different staff at different levels were assigned responsibilities towards the implementation of the Case Management system in the region. A follow-up visit is expected to take place three months after the training to look at the implementation of the Case Management System.

SYMPOSIUM FOR CHILDREN WITH DISABILITIES IN NAMIBIA



Delegates attending the symposium

The Symposium for Children with Disabilities in Namibia was held on 21 May 2019. The Justus-Liebig Universität Giessen in collaboration with Namibia University of Science and Technology hosted a Get-Together Symposium on Children with Disabilities at the NUST Hotel School.

The Symposium focused on the following items:

Situational analysis and special needs of children living with disabilities in Namibia.

Special education in early childhood as a topic for academic research activities and curricula.

Collaboration and cooperation in research, training and partnership support for projects.

Various stakeholders and including the Ministry of Gender Equality and Child Welfare (through Child Welfare Services Directorate) attended the symposium; and representatives of various facilities working with children living with disabilities such as Die Lebenschule, Walvisbay Child and Family Centre, Dagbreek School for Children with Special Needs, Clach, Hand in Hand, and many more.

HIV AND GENDER-BASED VIOLENCE THROUGH INTEGRATED CASE MANAGEMENT

With support from CDC / UNICEF, social workers from MGEWCW have teamed up with the Ministry of Health and Social Services to strengthen the Government's collective response efforts around HIV and gender-based violence.

A lot of great work was demonstrating the value of integrative case management approaches.

Social workers proved to be highly instrumental around navigating systems and issues around new HIV diagnosis, disclosure, adherence and ridding the barriers to care. The MGEWCW sincerely recognises

and thanks all the social workers who continue to be a part of these ongoing efforts. The MGEWCW also thanks the six response social workers who were hired for three months to offer supplementary support in selected regions. There still is so much more to do around creating a solid integrative case management system for Namibia. However, slowly but surely, we are getting there.



REFRESHER TRAINING OF TRAINERS WORKSHOPS

The Refresher Training of Trainers (TOT) workshops for Administrative Officers on Adolescents, Girls and Young Women (AGYW) Criteria were conducted as follows:

Training held 6 to 10 May 2019; 13 to 17 May 2019 and 17 to 21 June 2019 took place in Otjiwarongo, while the training that took place from 17 to 21 was held in Tsumeb.

- 17 to 21 June 2019 in Otjiwarongo at C'est Si Bon: A total number of 109 Administrative- and Senior Administrative Officers were trained.

The main issues discussed in the workshop are:

- Tools to assess vulnerability by using the following forms: Risk Assessment, CR1, CM 1-Reporting Form and CM Referral Form.
- Discussions on various grant types according to the CCPA (state maintenance grant, foster parent grant, kinship care grants, residential child care grant, child disability grant and short term emergency grant).
- How to identify vulnerable children including AGYW in the community for other services.



- Understanding on collaboration between MGEWCW Administrative Officers (AOs) and Community Health Workers (CHW).
- Reviewed criteria on eligibility of children on the Social Assistance System (SAS).

Staff members are expected to go back to their respective regions/ constituencies and conduct training on vulnerability criteria for AGYW to the CHW who will in return identify and refer such group of people to the MGEWCW and other appropriate service providers.

TRAINING ON SEXUAL VIOLENCE RESPONSE

The training on sexual violence victims for Social Workers and Police Officers was initiated by the Ministry of Gender Equality and Child Welfare under the Global Fund financial support. It was convened from 24 - 28 June 2019. The aim of the training is to strengthened collaboration



Course attendants.

between the two officials dealing with victims at Gender-Based Violence Protection Units or at any police station, for effective and efficient service delivery to victims of Gender-Based Violence and Violence Against Children.

Specific objectives of the training are:

- To understand factors involved while dealing sexual violence victims;
- To strengthen continuum response to victims; and
- To clarify the role and responsibilities of the Social Workers and police officers while dealing with victims.



DRESSED TO KILL ... Mr Uvaruraije Rukambe, Messenger at Head Office.

LAUNCHING OF IEC MATERIALS ON CHILDREN WORKING ON THE STREETS

The Ministry of Gender equality and Child Welfare launched Information Educational and Communication (IEC) materials to educate the Namibian society on what to do to help a child on the street.

The launch was done at the After School Centre by the Director of General Services Mr Nichlas Mbingeneeko on behalf of Hon Doreen Sioka.

The event took place on 12 April 2019 at the After School Centre. The theme of the event was ***“Children Living and working on the street: Leave no child behind for Namibia`s development”*** and the slogan



behind the theme was that “Giving Money to Street Children is part of the problem and not the solution”.

The outreach

The street outreach and awareness with posters and flyers on children on the streets was conducted on the 13 April 2019, prior the commemoration of International Day for children on the streets.



The activity was conducted at different street corners and traffic lights that are hotspots where street children use to beg (zula), namely Klein Windhoek Hidas Centre, Traffic lights of WHK High School and Traffic lights of Roads Authority and

Game. Staff members of ASC, Head Office and Jacob Marengo School (Children’s Movement) handed out flyers and raised awareness on the services available for street children.



THE 1ST INSPIRE IMPLEMENTATION JAMBOREE



Conference participants from across the continent.

The INSPIRE implementation Jamboree took place on the 24th and 25th June 2019 in Kampala, Uganda. 144 Representatives who attended the meeting from different African countries, represented the Governments or a civil society organizations of their respective countries.

The Jamboree was celebrated under the theme, “advancing evidence-based action to end violence against children”

Objectives of the Jamboree:

- Learn about the content of the INSPIRE package to adapt and implement it;
- Meet and exchange with experts and frontline implementers;
- Develop a better understanding of practitioners' needs to provide support;
- Apply knowledge gained to implement an identified INSPIRE intervention(s).



Ms. Enjouline Kole represented the Republic of Namibia during the two-day meeting, and presented information under the topic: Role of the Justice Sector in Namibia.

INSPIRE Indicator Guidance and Results Framework

Ending Violence Against Children: How to define and measure change



INSPIRE

Seven Strategies for Ending Violence Against Children



INSPIRE Handbook

Action for implementing the seven strategies for ending violence against children



INSPIRE Publications focus on the seven strategies for ending violence against children identifies a select group of strategies that have shown success in reducing violence against children. They are: implementation and enforcement of laws; norms and values; safe environments; parent and caregiver support; income and economic strengthening; response and support services; and education and life skills.

1. STAFF MOBILITY

(i) NEW APPOINTMENTS

NAME	GENDER	RANK	DIRECTORATE	DUTY STATION	EFFECTIVE DATE
Dorothea Katumbe	Female	Social Worker Grade 8	Child Welfare Services	Outjo, Kunene Region	01.05.2019
Mathews T. Linus	Male	Comm. Liaison Officer Grade 9	Gender Equality & Research	Outapi, Omusati Region	01.05.2019
Anna Shaningwa	Female	Comm. Liaison Officer Grade 9	Gender Equality & Research	Ongwediva, Oshana Region	01.05.2019
Ndesihafela Nikodemus	Female	Comm. Liaison Officer Grade 9	Gender Equality & Research	Opuwo, Kunene Region	01.05.2019
Esiko Haikuti	Male	Comm. Liaison Officer Grade 9	Community Empowerment	Uuvudhiya, Oshana Region	01.05.2019
Ronny Mukela	Male	Community Liaison Officer Grade 9	Gender Equality & Research	Katima Mulilo, Zambezi Region	01.06.2019

(ii) PROMOTION/TRANSFER FROM OTHER OMA'S

NAME	GENDER	RANK	DIRECTORATE	TRANSFER FROM	EFFECTIVE DATE
Donata Tshivoro	Female	Social Worker, Grade 6	Child Welfare Services	Ministry of Health & Social Services to Eenhana, Ohangwena Region	01.04.2019
Kaino Kadhepa	Female	Accountant, Grade 8	Administration & GS	Office of the PM to Windhoek	01.05.2019
Patrick N. Muilizo	Male	Control Administrative Officer, Grade 9	Community Empowerment	MURD to Katima Mulilo, Zambezi Region	01.06.2019

(iii) PROMOTION AND TRANSFER WITHIN THE MGE CW

NAME	GENDER	RANK	DIRECTORATE	TRANSFER FROM	EFFECTIVE DATE
Loide Velishavo	Female	Deputy Director, Grade 4	Community Empowerment	Windhoek (HQ)	01.04.2019
Aletta Bosch	Female	Chief Social Worker, Grade 6	Child Welfare Services	Omuthiya, Oshikoto Region	01.04.2019

(iv) PROMOTION/TRANSFER TO OTHER OMA'S

NAME	GENDER	RANK	DIRECTORATE	TRANSFER FROM	EFFECTIVE DATE
Olga N. Simanga	Female	Social Worker, Grade 8	Child Welfare Services	Outjo Kunene Region to Safety & Security (Correctional Service)	01.04.2019
Emilia Shalukeni	Female	Social Worker, Grade 8	Child Welfare Services	Gibeon Hardap Region to Safety & Security (Correctional Service)	01.04.2019
Sophia Negonga	Female	Social Worker, Grade 8	Child Welfare Services	Walvis Bay Erongo Region to Safety & Security (Correctional Service)	01.04.2019
Elsi Saushini	Female	Social Worker, Grade 8	Child Welfare Services	Katima Mulilo Kunene Region to Safety & Security (Correctional Service)	01.04.2019

PROMOTION/TRANSFER TO OTHER OMA'S

NAME	GENDER	RANK	DIRECTORATE	TRANSFER FROM	EFFECTIVE DATE
Nancy Nzwile	Female	Social Worker Grade 8	Child Welfare Services	Katima Mulilo Kunene Region to Safety & Security (Correctional Service)	01.04.2019
Ndapewoshali Matheus	Female	Social Worker Grade 8	Child Welfare Services	Oniipa, Oshikoto Region to Safety & Security (Correctional Service)	01.04.2019
Secilia Moshana	Female	Social Worker Grade 8	Child Welfare Services	Nkurenkuru, Kavango-West Region to Safety & Security (Correctional Service)	01.04.2019
Sheila Chilinda	Female	Social Worker Grade 8	Child Welfare Services	Ncuncuni, Kavango-West Region to Safety & Security (Correctional Service)	01.04.2019
Felix Kamwi	Male	Senior Administrative Officer, Grade 10	Child Welfare Services	Rundu, Kavango-East to Poverty Eradication, Zambezi Region	01.05.2019

2. TERMINATION

(i) EARLY RETIREMENT

NAME	GENDER	RANK	DIRECTORATE	TRANSFER FROM	EFFECTIVE DATE
Joseph Paulus	Male	Labourer Grade 15	Child Welfare Services	Windhoek (NCH)	01.04.2019
Faris Karutjaiva	Male	Chief Community Liaison Officer Grade 6	Community Empowerment	Opuwo, Kunene Region	01.05.2019
Joy-Ann Hartung	Female	Senior Administrative Officer Grade 10	Child Welfare Services	Keetmanshoop, Karas Region	01.06.2019

(ii) DECEASED

Cornelia Hart	Female	Child Care Officer, Grade 11	Child Welfare Services	Windhoek (NCH)	17.04.2019
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HEALTH AND SAFETY REPRESENTATIVES

Name	Position	Office	Office Tenure
Ms. Annerine Jacobs	Health and Safety Representative	Northern Tower	1 July 2019-30 June 2021
Mr. Theophilus Shipindo	Deputy Health and Safety Representative		
Mr. Severinus Heita	Health and Safety Representative	Southern Tower	1 July 2019-30 June 2021
Ms. Annagretha Mutiramo	Deputy Health and Safety Representative		
Mr. Linus Mati	Health and Safety Representative	Namibia Children's Home	1 July 2019-30 June 2021
Ms. Magdalena Velskoen	Deputy Health and Safety Representative		
Mr. Uakotoka Kahima	Health and Safety Representative	After School Centre	1 July 2019-30 June 2021
Ms. Lena Nangombe	Deputy Health and Safety Representative		