

Investing in Decent Housing for our Border Post Employees

The leadership and management of the RFA made a commitment to address the employees housing needs at the various border posts. The housing development project is a welcome relief to RFA employees who often had to endure travelling long distances under unfavourable weather conditions at times to get to and from work at border posts. Over the years, RFA management has observed with concern the lack of decent houses for staff members operating at most of its remote border posts, prompting the institution to address the housing plight by investing more than N\$65 million in staff accommodation, which saw the construction of houses at fourteen border posts across the country, accommodating a total of sixty-six employees. The one-bedroom and two-bedroom housing units were constructed in the following three phases:

- Phase-one consisted of the construction of staff housing at Mata-Mata, Velloorsdrift and Mohembo, which was concluded in 2015 at a cost of N\$4 million.
- Phase-two included Trans-Kalahari, Noordoewer, Sendelingsdrift, Klein Mannase, Ariamsvlei and Ngoma border posts. This phase was completed in May 2017 at a total cost of N\$35 million. The nineteen two-bedroom houses and seventeen one-bedroom houses.
- Phase-three includes the construction of staff housing at Katwitwi, Omahanene, Kashamane, Oshikango and Wenela border posts. RFA employees stationed at Oshikango and Kashamane Border posts recently became the beneficiaries of the housing project under phase three, which commenced in August 2017 and constructed at an estimated cost of N\$19 million. The two RFA Villages were inaugurated on 15 and 16 November 2018 respectively.

The remaining houses under phase-three will be handed over during January and February 2019. The provision of housing for employees demonstrates the RFA's commitment to its employee wellbeing.

Housing is a basic necessity and a national challenge, and therefore, it comes as no surprise that the institution received the Gold Achievers Award in the Small/ Medium size company category of the 2018 Deloitte Best Company to Work For survey, as voted for by its workforce.