

## BIRTHDAY LIST OF THE RFA STAFF

Below is a list of birthdays of the RFA staff from April to June 2011:



Clifford Mouton	9 April
Willie Katzao	18 April
Aune Kamati	19 April
Jennifer Mbauruma	28 April
Elizabeth Boois	3 May
Namasiku Mutumba	4 May
Alexander Botha	14 May
Fenni Angukku	28 May
Hileni Rijnen	10 June
Naomi Matheus	10 June
Genseba Tjipepa	16 June
Paulina Nampweya	18 June
Naftal Nendongo	22 June

## TRADE FAIRS

During 2010, the RFA exhibited at the Ongwediva and Windhoek Shows. This gave the RFA good exposure with the general public because we identified the need to differentiate from our sister state-owned enterprises, the RA and RCC. As you know, there is no clear understanding with the general public as to the core function of the Road Fund Administration. Presence at the Shows and the logo development competition were good exercises for us in differentiation.

For 2011, we have taken the strategic decision that education with our primary stakeholders on Mass Distance Charges takes priority. For this reason, we will be selecting agricultural shows where messages of registration, accurate calculation and payment of MDC are most relevant. At the moment, we are investigating opportunities for engagement with farmers in the south and the upcoming Mining Expo in May.

## STAKEHOLDERS' MEETINGS IN WALVIS BAY AND LÜDERITZ

In October 2010, the Road Fund Administration held a very successful Stakeholders' Meeting in Walvis Bay.

The meeting was well attended by the fishing and mining sectors at the coast and coincided with the very first Road Safety Indaba, organised by Namibia Traffic Management Systems. A similar meeting was held in Lüderitz a month later. It became evident in this meeting that extra efforts need to be made to reach out to our Lüderitz stakeholders to communicate the importance of MDC compliance. A communication campaign, combined with inspectors' visits is planned for April/ May 2011.

## 2010 CHRISTMAS PARTY

Who's Christmas party had Gazza as their entertainment for the evening? The RFA's, that's who! Our function to end off a hectic 2010 was held at the Mini Big 5 Lodge in Brakwater. There was a rocking atmosphere in a normally peaceful and tranquil piece of Windhoek. We brought the house down!

Long service awards were given to Alex Botha and Desmond Basson for 10 years of service to the Road Fund Administration.



Mr Penda Kiyala

I hope that the first quarter of 2011 has been good for all of you.

As we embark on a new financial year, the strategic thrust of the RFA remains unchanged. However, we vigorously continue to seek ways to improve the collection of revenue, especially the Mass Distance Charges, so that we can keep our vision of a safe, efficient and economically viable road sector relevant and practical.

Whilst we cannot deny Namibia the good rains that we have had recently, we also cannot turn a blind eye to the devastating effects that it has had on many sectors of the economy. Our roads have especially taken a hard beating and the rains continue unabated for some time before the winter starts. The northern parts of the country have experienced unprecedented rain and flooding. Businesses have been closed down, families have been displaced and communication by road has been made

## FROM THE CEO'S DESK

difficult or impossible due to the damage caused by the rain to many of the roads. Much energy will need to be channelled into reinvesting, rebuilding and rethinking the strategies for reconstruction. Experience has now taught us that the effects of recurring floods in the north-eastern part of our country have become habitual and that crisis needs financial and logistical planning. We have been experiencing a backlog on the maintenance of our national road network and the incessant rain has just exacerbated the precarious situation.

Whilst flooding occurs, trade on our road network continues, albeit at a retarded pace. Our economic growth depends on smooth transportation arrangements, but the effect that the heavy vehicles have on our roads under such conditions is worsened. For this reason, the need to maintain our strategic thrust becomes even more crucial than ever before. Heavy vehicles now more than ever before must pay their fare share of the consumption cost.

Much attention will have to be paid to the maintenance and rehabilitation of the national road network and as you have experienced on a daily basis, the urban roads are also severely affected. In this context, I would like to thank each and every one of you for your daily dedication and unwavering commitment to the RFA mandate. The collection and allocation of funds to maintain and rehabilitate our national road sector is our core function and this is becoming increasingly self-evident as a nation-building exercise.

I look forward to speaking with you in June.

## WE'VE GOT A NAME...



Hello everyone and welcome to the RFA Companion, the name nominated by our winning entrant. It gives us great pleasure to announce that Mr Kiyala and his wife are the winners of the full body hot stone massage! Thank you PK, for your submission and we hope that you enjoy your distressing massage.

We would like to take this opportunity to invite members of the RFA to contribute articles for the RFA Companion. We would like to open the newsletter as a platform from which we can communicate with each other on issues that affect us all.

We will have a suggestion box on the first and third floors. Just pop in your suggestion, or if you would like to be interviewed, please let us know.

Our next newsletter will appear at the end of June. We welcome input from you.

## FROM THE EDITOR'S DESK



Dear RFA Family

The past few months have been very busy for all of us. Trade Fairs, Stakeholders' Meetings and many other activities kept us engaged with our stakeholders peaked at the end of last year. And then of course, the flurry of activity that concluded our financial year on 31 March, culminating in the new tariffs for 2011/2012.

In this edition, we'll introduce you to the newly appointed shop stewards, Winfred Kabunga and Naftal Nendongo. As you recall, Erica Katjirua left the RFA to pursue her career at MTC. In her place, we welcome Lydia Mpinge as the new Corporate Services Administrator. On April 8, we bid a sad farewell to Aune Kamati who has served the RFA for just over 3 years as Executive Secretary. She will continue her good work at the MVA Fund. We wish her well. We also report on the Stakeholder Meetings that were held in Lüderitz and Walvis Bay during the last quarter of 2010 and how we will be represented at agricultural shows during the 2011 period.

Then, our winner of the RFA Newsletter naming competition is Mr Kiyala, our very own CEO who submitted the suggestion by which this newsletter will now be named; "RFA Companion". Congratulations to Mr Kiyala, who wins a full body hot stone massage for himself and his wife.

To conclude, I would like to welcome any suggestions that you might have for future content for the RFA Companion and look forward to speaking to you in our next edition in June 2011. Wishing you a safe and happy Worker's Day and Cassinga Day on 1 and 4 May respectively.

Fenni

Regards till our next edition!  
Fenni Angukku  
Editor

## INTERVIEW WITH YOUR NEW SHOP STEWARD



**Naftal Nendongo is well spoken and a rather modest young man. He was nominated as shop steward for the RFA toward the end of 2010, together with Winfred Kabunga as alternate shop steward. Meet the man who represents you and your rights as employee of the RFA.**

**RFA Companion - Congratulations on being nominated and appointed as the shop steward at the RFA. Can you tell me what the responsibilities of a shop steward are?**

*NV - Thank you, the shop steward's duties are many but the overall objective is to foster and maintain a good relationship between the RFA, the Union, and Workers. This is done within the ambit of relevant laws and rules regulating the labour relationship of concerned parties.*

**RFA Companion To which trade unions do the staff of the RFA belong?**

*NV - The majority of the RFA employees are members of the Namibian Public Service Union (NAPSWU).*

**RFA Companion Why is it important for the staff at the RFA to be represented by you?**

*NV - Representation is not a personal achievement, I consider it rather a collective action taken by members to have substantial structure in negotiation. As a Workers Union representative I will not try the best-but rather do what is expected of me by the parties.*

**RFA Companion How long is your appointment valid for?**

*NV - Workers Union Representative- period of office is /determined and regulated by the Union, Workers and Employers' in-house rules and relevant laws.*

**RFA Companion What qualities do you bring to the job of representing your co-workers at union level?**

*NV - Respect and Punctuality are "personal wealth" qualities and I deal with obstacles by broadening the ownership of the problem to arrive at a collective decision that address the interest of all parties involved.*

**Eivy Kambalala is an MDC Assessor and we approached her on her role within the RFA and the empowerment of women within the RFA**

**RFA Companion How do you feel working in a traditionally male dominated environment?**

*EK As a woman, working in a male-dominated field can be extremely rewarding, as currently most companies are seeking to increase diversity in their workforce, however there can be a slight case of intimidation. Overall I am happy to see that the Road Fund Administration is playing its role in woman empowerment and I look forward to further diversification particularly among their management ranks.*



## INTERVIEW WITH LYDIA MPINGE



**Lydia Mpinge joined the RFA in December of 2010 as the Corporate Services Administrator. First impressions of her is that she is rather shy but underneath that shyness, is a hardworking, proactive lady who strives to get things done. The RFA Companion spoke with Lydia about her past working experience and her responsibilities at the RFA.**

**RFA Companion Where did you work before coming to the RFA?**

*LM - I first joined Namibia Payroll Solutions (Pty) Ltd in May 2005 as a Senior Payroll Assistant administering the payroll for Roads Contractor Company (RCC). On 1st November 2006 I joined SE Duty Free Trading. We worked from the Hidas Centre where we had our Head Office, where I was the Salary Officer. In March 2009, I got an offer from ELCIN-Diakonia in the City Programme as an Administrative Secretary. I joined the RFA on 6 December 2010 as Corporate Services Administrator.*

**RFA Companion What are your responsibilities at the RFA?**

*LM - I am responsible for a range of functions that include personnel administration, procurement activities, daily logistics and administrative support to all staff.*

**RFA Companion What are your strengths that you bring to your job at the RFA?**

*LM - My greatest strength is passion and positive attitude towards my work. My main interest is to work toward the success of this prestigious organisation.*

**RFA Companion Do you find your current position fulfilling?**

*LM - Off course, my daily routine is great, demanding and involves great challenges that I enjoy tackling. I learn new things each and every day which makes me competitive.*

**RFA Companion Do you have any hobbies/ what do you do in your free time outside of the office?**

*LM - I like reading spiritual books, networking, attending social events, reading journals relating to modern marketing concepts.*

