

BIRTHDAY LIST OF THE RFA STAFF

The Road Fund Administration will be briefly closed for the holiday season between 22 December 2010 to 3 January 2011. We wish all our staff a safe journey during the holidays. Have a wonderful Festive Season and a prosperous 2011.

The staff will be informed of forthcoming events during the 2011 newsletter issues.

Below is a list of birthdays of the RFA staff:

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| Frans Kamati | 16 January |
| Erkenwald Khiba | 18 January |
| Franso Van Staden | 20 January |
| Eliphaz Heita | 4 February |
| Taliya Hamupembe | 15 February |
| Alma Nghishitile | 15 March |
| Wilika Batista | 27 March |
| 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 |
| Medardus Kangombe | 20 May |
| Fenni Angukku | 28 May |
| Hileni Rijnen | 10 June |
| Genseba Tjipepa | 16 June |
| Paulina Nampweya | 18 June |
| Naftal Nendongo | 22 June |
| Jeremia Hishitongo | 05 July |
| Eivy Kambalala | 8 July |
| Marion Moller | 23 July |
| Desmond Basson | 5 August |
| Winfred Kabunga | 8 August |
| Talaska Katjiruru | 22 August |
| Jean Nsengiyumva | 2 September |
| Justus Geingob | 31 October |
| Beulah Garises | 8 November |
| Harris Ntema | 10 December |
| Penda Kiiyala | 22 December |



THIS BABY NEEDS A NAME...



This very first edition of the newsletter comes to you with the rather unimaginative name of "RFA News". As such, we are inviting each of you to submit a name for this quarterly newsletter; one that strikes a chord with the organisation and its stakeholders and shares with you all the happenings at the RFA every three months.

Please submit your proposal in the entry box on the first floor and on the third floor by 15 December 2010 and stand to win a hot stone full body massage for you and your partner or with a friend at the Sublime Grooming Emporium at the Protea Hotel Fürstenhof. It's really easy, so follow these simple steps:

- Brainstorm a name that is meaningful, clever and will stand the test of time for the quarterly newsletter
- Submit your proposal on a sheet of paper, ensuring that you have included the following:
 - Your name
 - Internal telephone extension number and your cellphone number no later than 16:30 on 15 December 2010.

The rules are simple enough and you may enter as many times as you like. Put on those thinking caps and imagine yourself being pampered with your partner or with a friend at Sublime Grooming Emporium....



FROM THE CEO'S DESK



Mr Penda Kiiyala

It gives me great pleasure to talk to you through our very first Newsletter. As all of you know by now and over the last 10 years, we have had numerous milestones at the Road Fund Administration (RFA). Our mandate from the Government and the people of Namibia is to manage the road user charging system for the benefit of every single Namibian. I am proud to say that we have been able to deliver on our mandate as an entity that is accountable, transparent and responsible. In doing so, we have financed a road network that is one of the best in the SADC region, if not on the entire African continent, capable of supporting the socio-economic growth and prosperity, not only for Namibia, but for her neighbouring countries as well.

For this achievement, we should look to each other and congratulate ourselves for working as a cohesive team and for working toward a common vision that is clear and highly attainable. I cannot thank you enough for your dedication and hard work in helping us to manage the funding that results in Safety, Efficiency and Equity for all Namibians on our public roads. I look forward to communicating with you every quarter in the 'RFA News' to keep you informed of developments at the RFA in particular, and the road funding sector in general. I am proud to serve the broader Namibia society alongside each and every stakeholder at the RFA and to ask you to remain dedicated to the task of funding better roads for Namibia.

Till next time.

FROM THE EDITOR'S DESK



Dear RFA Family

We celebrate 10 years of funding better roads in Namibia during 2010.

Whilst we have been successful in the core business of financing the upkeep of our road network, we have identified areas in which we can make significant improvement in communicating to all our stakeholders what it is that we do. Subsequently, we have embarked on a communications drive that aims at differentiating the Road Fund Administration from its sister companies.

In August, we launched a logo development competition that encouraged learners in grades 11 and 12 as well as students at tertiary institutions to submit their vision of how the Road Fund Administration should be represented visually.

Our presence at the Ongwediva Show in August also emphasised the financing aspect of road maintenance, and how (and why) we collect the funding to keep our roads in the excellent condition that all Namibians have come to regard as the norm.

This is our first newsletter, and it aims to keep us all informed of the happenings within the Road Fund Administration. We welcome any suggestions that you might have to improve its content, as well as contributions that you feel are vital to communicate to your fellow colleagues and to those outside of the Road Fund Administration who will find its content interesting.

Regards till next time!

Fenni Angukku

Editor

INTERVIEW WITH JEREMIA HISHITONGO



First impressions of Jeremia is that he is soft spoken, serious, very methodical and gets to the point. This does not mean that he is businesslike only; Jeremia is also very approachable and easy to talk to. These are obviously qualities that bode well for somebody in finance, but also for somebody who is very seriously minded at home as well! RFA News spoke with Jeremia about his new position at the RFA.

RFA News: Where did you first work before joining the RFA?

JTH: I first joined Welwitschia Insurance Brokers as a student in September 2001 before being employed by them permanently on 1 April 2002 in the Finance Department. 2 years later, on 1 June 2004, I joined Air Namibia as a cashbook clerk and then became an assistant accountant in mid 2005. On 1 September 2006 I became the financial accountant - general ledger. I joined the RFA on 9 August 2010 as a financial accountant - administration and government funding.

RFA News: What do you do at the RFA?

JTH: What I do differs from company to company depending on that company's principle business. At Air Namibia, I did general ledger reconciliation, VAT, import VAT, fixed assets and payroll reconciliation; also taking into account the finance laws of different countries such as Angola, RSA, Germany, UK, Ghana, Zambia, Zimbabwe and Botswana. At the RFA it's different, because it is solely locally based. Here I work on the cashbook, bank reconciliations, fixed assets and payroll reconciliation.

RFA News: What is the most challenging for you and do you regard this as a positive move for your career in the bigger picture?

JTH: There are good prospects and challenging opportunities in the financing environment. I realised that knowing one organisation's operation does not mean you know everything as far as bookkeeping is concerned. The set up of a company's financial operations and company policies is solely for that company. The challenge is keeping an accounting record of one company that has a different operation from the one I previously worked at, because they operate in different industries.

RFA News: Describe the Jeremia outside of the RFA

JTH: I am not all that different from the Jeremia at the office. I'm an easy going person. I mostly keep on studying. If I am not studying, I go to visit my wife in Walvis Bay. She works at a bank there and other than that I'm at home.

RFA News: What are your hobbies?

JTH: Mostly studying is my first priority. When I have free time, I watch soccer.

INTERVIEW WITH HILENI RIJNEN



Hileni is a rather petite lady, well spoken and very open. When I interviewed her, she came across as a down to earth personality, so you can understand my surprise when I heard that she is in the male dominated world of IT and very capable of holding her own! RFA News spoke with Hileni about her advancing career, her strengths and her leisure time.

RFA News: What is your job at the RFA?

HR: I am the ICT Officer and I have been here since 3 May 2010. Originally, I come from de Beers Marine where I worked for close to 3 years as a software engineer. I then wanted to do something other than programming and felt this job was a great opportunity to move into performing tasks such as server maintenance, developing and maintaining ICT policies, managing ICT projects etc.

Within the RFA and any other organisation, ICT plays an important role as all our key businesses depend on it. An important part of my work is not only to keep systems running such as email & data servers, but

also to execute strategic plans in order to optimize the use of ICT in our organization. It is therefore important to have good ICT policies, programmes and a systems architecture in place.

This is definitely a step up because in addition to the everyday work I did in my previous job, I am now also responsible for providing advice on the required ICT operational budget.

RFA News: What are your personality traits that make your job easier?

HR: I am a problem solver. When I started my career in IT, I worked on the help desk, so I am used to solving problems. I am the only person at the RFA in IT, so you must be able to solve problems and be able to trouble shoot. Being pro-active helps, which is important when you are in client service. It also means that I must be able to anticipate things like whether we have enough space on the network hard drive and ensure that it has been budgeted for. I am also a good administrator, and being able to anticipate means that I can foresee things and plan for it.

RFA News: In an IT environment, the fact that you are such a petite person, are there perceptions that you need to shatter?

HR: Yes, of course. I am not that petite (laughs). Anyway, for instance, about a month ago, I was at one of the border posts paying attention to a printer problem and a client came in and assumed that I was a clerk. Here in the office though, I am also responsible for the computer network, which includes physically moving computers around and sometimes, I need to ask my male colleagues to help. I have no problems being in a male dominated environment and am always ready to deal with the stereotypical approach.

RFA News: What do you think you could bring to the RFA?

HR: Having come from a commercial background, where if the server is down, you simply have to fix it immediately. Here, I am alone, so my responsibilities are split, but I am also aware that things need to be solved immediately. I also think that feedback is important, so I focus on explaining to people what I have done to their computers and why. In other environments, IT people come and solve the problem - and then leave. I'm trying to change that.

RFA News: Describe the Hileni outside of the office...

HR: (little giggle). I spend a lot of time on the internet, 50% for leisure, 50% for work. In IT, things always change, so you have to keep up. I like to blog. I have my own website, and because I like photography, I like to do a lot of photo-editing and photo-manipulation in photoshop. I like to do as much outdoor activity as possible, so my husband and I like to go hiking, and we often go to Avis Dam and Daan Viljoen. If I had the money, I'd probably travel the world as I love to experience the culture and history of other people. Travelling broadens your mind in so many different ways as one gets to learn about the similarities and differences of one's own culture with other cultures.