

# *newsletter*

## NAMIBIA AIRPORTS COMPANY

August 2016



[www.airports.com.na](http://www.airports.com.na)

## EDITOR'S COLUMN

Dear reader,

I am pleased to know that you have made time to browse through the Namibia Airports Company Newsletter for August 2016.

In this edition, we bring you the latest news from the exciting Walvis Bay International Airport Terminal Inauguration ceremony, the encouraging news of our airports operating licenses renewals, to the stands for the 2016 Dr. Hage Geingob Cup as well as the celebration of another milestone at NAC, the new Eros Airport Fire Station inauguration.

Fellow staff member, please always remember that all this news cannot happen without your contribution in your own right. The time spent at work and all the hard work that makes our operations safe and secure at all times.

Stakeholder, your involvement in our operations can never go unnoticed as you keep us grounded at all times as we develop and manage airports in Namibia. Your interactions with us continue to drive us to deliver more for Namibia's prosperity.

Sit back and reflect on the news and do feel encouraged to send through anything worth printing in this newsletter, our newsletter.

Until next time, cheers!

Your Editor

*Dan Kamati*



*Dan Kamati,  
Marketing Officer  
NAC*



## OUR CEO SAYS...



*Tamer El-Kallawi*

As we hit the final month of quarter four for 2016, it is my wish and belief that we have all played active roles in the improvement of services delivery and operations at our institution.

Let me reiterate that you remain a key component to the success of our core business and no effort will be spared to develop and retain the NAC staff compliment.

During the period under review, we have witnessed the inauguration of two significant assets for our company, the magnificent Walvis Bay International Airport Terminal as well as the Eros Airport Fire Station.

Significant strides have also been made with regard to our aerodrome licences and my congratulations are in order for your role in the renewal of our yearly licenses for Hosea Kutako International and Ondangwa Airports. This process continues for all other airports as per the team's schedule and I request that you offer them your support once again.

To our outside stakeholder, your involvement with NAC is very much appreciated as it inspires us to do better to your satisfaction. We are still on track with our 2014-2017 Strategic Plan, a Plan that acts as the guiding document to ensure that we successfully implement its objectives.

Let me also use this avenue to pay tribute to the NAC Board of Directors whose term of office came to an end on 31 July 2016. They have been great servants and mentors to this institution and during their tenure, the legacy of achievements is visible for all to appreciate. We wish them all the best in their future endeavours and we have no doubt they will add value to wherever they will find themselves.

Let me also take this opportunity to thank you all for your distinguished commitment. Challenges are and remain part of our operations but I have no doubt that we have capable individuals who can always inspire us to overcome them.

Thank you

*Tamer El-Kallawi*

# Happenings at NAC

## ***Emergency landing simulated at Hosea Kutako International Airport***

At the end of April our company simulated an emergency landing at our international airport and more than 250 people partook in this vital training exercise. These included the 'passengers' as well as the fire department and all other rescue personnel and services. The media had been invited to view the action on the ground. NAC advised: "Monthly training is conducted and such a big scale operation is also practiced regularly."

## ***NAC hosts Airport Emergency Planning (AEP) Preparedness Workshop***



The Namibia Airports Company (NAC) Limited hosted a three-day Airport Emergency Planning (AEP) preparedness workshop, from 18 to 20 April 2016 for more than sixty participants from stakeholders such as Aircraft operators/airlines, Ground handling agents, NAMPOL, Airport Security, Disaster Risk Management City of Windhoek, Emergency Services City of Windhoek, City Police/Traffic, NDF, MoHSS and other Private Hospitals, Ministry of Works & Transport, Ministry of International Relations (Protocol Office) and Customs & Excise. Norman Pule said: "Although NAC is the airport operator, in an airport environment there are many non-airport key role players who significantly contribute to our success and experience. This means that the numerous activities that take place at an airport let alone AEP exercises/simulations are performed by various stakeholders all striving to work seamlessly to ensure a positive airport experience."



## Building capacity

On 14 June 2016 we awarded eight bursaries worth over N\$ 1 million to deserving students in the field of logistics, supply chain management and engineering services, focusing on electrical, mechanical and civil disciplines.

Chairperson of our NAC Board Ndeuhala Lewis expressed her delight with the bursary award ceremony and emphasized the fact that NAC continued its unwavering support to national development through capacity building in scarce skills such as engineering.

She added: "The Namibia Airports Company recognises its key role in national development through the provision of safe and secure airports for all air traffic that departs or arrives in Namibia. According to our turnaround plan we have identified capacity building in aviation related disciplines as a key success factor. The bursaries we are awarding are a manifestation of our commitment to our mandate and our turn around objectives."



# Happenings at NAC

## ***Our President opens Walvis Bay International Airport***

On Friday 22 July 2016 President Hage Geingob inaugurated the state of the art Walvis Bay International Airport Terminal building which was built to total cost of N\$ 100 million. The President commended our company for laying the foundation for more infrastructure development in the country and called on Namibians to cherish and protect national assets. At the opening he said: “Today marks a milestone in the development of aviation infrastructure in our country. The government’s commitment and prioritisation of transport infrastructure is evidenced in major investments in the expansion, upgrade and construction of aviation, rail, road and port infrastructure. This terminal building sets Walvis Bay Airport on course to become Namibia’s second international airport. The cargo handling capacity is highly beneficial for industries, particularly the fishing and mining industries.” Quoting the Harambee Prosperity Plan, importance of infrastructure development Geingob said, “Modern and reliable infrastructure is critical for high and sustained economic growth. Without it, almost everything in the economic value chain tends to be slower, less reliable and more expensive.”



## ***INARUSEB inaugurates Eros Airport Fire Station***

On 28 July 2016 Works and Transport Minister Alpheus !Naruseb inaugurated the new Eros Airport Fire Station and said that this was a step in the right direction for Namibia's airport infrastructure development. !Naruseb expressed his delight at witnessing another remarkable achievement by the Namibia Airports Company in modernising Namibia's airport infrastructure as he opened the N\$15 Million Fire Station. Our Board Chairperson Ndeuhala Lewis emphasized the importance of fire and rescue services at an airport as well as the uniqueness of Eros Airport. She added: "The pride of any Airport is its ability to respond to accidents decisively and efficiently and this fire station we are unveiling today allows us to respond to emergency situations more rapidly and accurately. The location and convenience of Eros Airport provides a unique opportunity for the NAC to exploit it as a busy airport especially for our domestic routes".



## ***We launch our corporate website***

On 14 June 2016 our company launched its newly designed corporate website. At the official launch, our CEO, Tamer El-Kallawi said that this marked yet another milestone in the company's turnaround endeavours as it contributed to social transformation and development of the nation, by sharing with the rest of the world important information and initiatives of the NAC.

El-Kallawi added: "The vision of NAC is to be a world class service provider in airport operations and management. However, NAC is unlikely to realise this dream if it does not embrace Information and Com-

munication Technology. It is for this reason that today NAC unveils its new website as one of the many technological initiatives it is using to realise its vision."



## CORPORATE SOCIAL INVESTMENT

### *We support Dr. Geingob Cup and national AIDS Conference*

Once again we support socio-economic projects and committed N\$500 000 to the 2016 Dr. Hage Geingob Cup as well as N\$50 000 towards the successful hosting of the National AIDS Conference in November. Says CEO El-Kallawi: “Our President celebrates 75 years of great health and exemplary leadership and for us to support this cup competition that celebrates his life is truly magnificent. This cup continues to inspire us and many Namibians who will be part of it both on and off the field”, El-Kallawi stated.

NAC also contributed to the successful hosting of the Namibia National AIDS Conference scheduled for 28-30<sup>th</sup> November at Swakopmund. NAC supports this conference while expressing their concern at the fact that the Millennium Goal of universal access to HIV prevention, treatment and care by 2010 have not been met. It is time to beef up our resources to fight this chronic situation.





## **NEWS FROM OUR AIRPORTS**

### ***Eros Airport***

The Fire Station is state of the art and is Category Four level for Aircraft Rescue and Fire Fighting Services. The fire station is equipped with two Fire and Rescue Fire Tenders, has water capacity of 2400 litres, 1800 litres of foam and an agent Dry Chemical Powder of 135 kg. This fire station is designed to help the fire and emergency services to meet aviation standards in response time and accuracy. In addition, the surrounding community within a 10km radius will stand to benefit from our Aircraft Rescue and Fire Fighting Services as per Namibia Civil Aviation Regulations. Namibia Airports Company has trained 54 Aircraft Rescue and Fire Fighting Trainees at a cost of N\$3.6 million to increase the shift strengths of the Fire and Rescue Officers at all our airports.

### ***Licences for HKIA and Ondangwa successfully renewed***

We are pleased to announce the successful annual Aerodrome Renewal Licences for Hosea Kutako International Airport (HKIA) and Ondangwa Airport which are valid until 31 July 2017. Chief Executive Officer, Tamer El-Kallawi said that NAC would continue to pursue airport safety, security and conform to the applicable civil aviation regulations. "Again, we have demonstrated our ability to meet the stringent regulations of the aviation industry underpinned by our mission of safe and secure airports for Namibia's prosperity."

Our company has undertaken major capital investment at Ondangwa Airport in the upgrade of the passenger terminal building at the value of N\$84 million and the runway rehabilitation and expansion is due for completion end of August 2016. Once completed the airport will accommodate bigger aircrafts such as the airbus A 319 and the fire and rescue category will be upgraded to a Category 4C. Furthermore, NAC has invested heavily in scanners to secure our airports as well as new conveyor belts to facilitate baggage handling to improve operational efficiency.

## ***We thank our outgoing Board of Directors for their guidance over the last years:***

### ***CHAIRPERSON: Ndeuhala Ndaendelaoa***

Ndeuhala Ndaendelao Lewis is the current Chairperson of the Board of Directors of Namibia Airports Company, being reappointed on 01 August 2013 and managing her own Accounting Firm: Katonyala & Co Chartered Accountants since December 2009 where by she provides business turnaround strategy, tax, financial and other advisory services. She has 15 years' experience in the auditing, accounting and finance field, where she served in different capacities ranging from Audit Supervisor, Audit Manager, Financial Manager and General Manager Finance. She had drawn her experience in accounting and auditing mainly from private and independent audits of State Owned Enterprises such as, Namport, Namwater, Namibia Wildlife Resorts, Namibia Airports Company, Namibia Broadcasting Corporation, Social Security Commission, City of Windhoek, Walvis Bay Municipality and many others. Experience in the corporate environment was acquired from her previous positions at PowerCom t/a Leo and by serving in the Management Committee of Namibia Airports Company for two years in the capacity of the Financial Manager and Acting General Manager. She is a qualified Chartered Accountant and has been a registered member of the Institute of Chartered Accountants of Namibia (ICAN) for ten (10) years and with the Public Accountants and Auditors Board (PAAB). Her other qualifications include Bachelor Degree and Honors Degree in Accounting, Advanced Diploma in Auditing and a Certificate in Theory of Accounting (CTA).



### ***DIRECTOR: Marthinus C Boshoff***

Mr. Boshoff started his career as engineer in training with VKE Consulting Engineers and Burmeister & Partners in 1999 from where he completed his B.Tech, Civil Engineering Degree in 2002. He joined Brandberg Construction during the end of 2002 as Surveyor and was promoted to Site Agent in 2003 and then Project Manager in 2004. Mr Boshoff then joined the management team of the Brandberg Construction managing 100 full-time employees in 2003. Since 2003 Brandberg Construction diversified into roads construction, sub contract mining, farming, fishing, clothing retail, infrastructure and property development and recently started a sand works company. The group currently employs +/- 600 full-time employees in all the regions of Namibia. Brandberg Construction have also managed to train and empower more than 250 Namibian citizens since 2003. In 2010 he was appointed as a Non- executive Director of the Namibia Airports Company and was reappointed as a member for the past three years since 01 August 2013.





***DIRECTOR: Frieda F Aluteni***

Frieda Aluteni – has worked in the human resources fraternity for over 15 years and has a vast knowledge in the field with an excellent business acumen. Ms Aluteni was previously in service with Leo as General Manager: Human Resources, where she was responsible for linking the HR functions to the corporate strategic goals and objectives in order to add value and improve business performance, sustainability and develop a positive organizational culture that fosters innovation, flexibility and competitive advantage. She was a Manager: Human Resources at Standard Bank Namibia. She had previously served in various senior positions in the HR Department at TransNamib. Ms Aluteni's specialties are Strategic HR, Designing & Formulation policies, Training & Development, Institutional Development, Situational analysis, Transformation processes, Recruitment & Selection, Compensation & Benefits, Budgeting, Reporting and HR planning. She has extensive exposure and has consulted on various aspects of HR and specifically Labour Relations; Performance Management (BSC). In addition, she is well vested with the methodology of the employee life cycle, Talent Management, Remuneration Philosophy and Employee Climate/Satisfaction. She has extensive exposure and has consulted on various aspects of HR and specifically Performance Management Systems (Balance Scorecard). Ms Aluteni holds a Masters Degree in Business Administration. She also holds a further Advanced Diploma (Human Resources Development) and a National Diploma (Logistics) from the Rand Afrikaans University of Johannesburg. She serves on the Board of Directors of the Namibia Airports Company, as a Chairperson of the Remuneration Committee and member of the Tender/Investment Committee, reappointed on 01 August 2013. Additionally, Frieda is a member and Trustee on various Boards of private companies.

***DIRECTOR: Panduleni N Shimutwiken***

Having gained her primary education at the Onangulo Primary School and Engela Primary schools respectively, Ms. Shimutwiken attained her secondary education at the Quadaupe Vocational Secondary School in Sierra Leone. Thereafter, she completed a pre-University preparatory course in Moscow, Russia, before going on to study Law and graduating with an LLM qualification in the same country. She also holds Certificates in Management as well as Local Authority Administration. Upon her return to Namibia, she served as a Director in the Ministry of Regional, Local Government and Housing, while also being entrusted with duties of being the Returning Officer in the 1992 elections for the Windhoek East constituency. She also served as Project Co-ordinator for 13 Regions: Municipalities, Towns, Villages and Settlement Areas in Namibia on their budget in consultation with the National Planning Commission between 1991 and 1997. She then took up the role of Secretary for the National Council in 1997; a position she held until retirement in 2015. She was appointed to the NAC Board of Directors on 01 August 2013.



## **DIRECTOR: Agostinho T Victor**

Agostinho Thigipo Victor holds a Baccalaureus Administration qualification from the University of the Western Cape-South Africa and completed the Executive Development Program (EDP) from the Stellenbosch Business School South Africa. Mr Victor's also successfully received certificates in Management, Properties and Leadership, which contributed greatly to his success in the corporate world.

Rising through the ranks, Mr Victor's management career took flight as Chief Property Manager for the City of Windhoek. His management skills and spatial planning vision, later led him to successfully enable sustainable growth and development in the field of rail and transport, with Trans Namib. His appointment as General Manager Community and Economic Development of the Walvis Bay Local Authority further extended his management abilities and led to the natural development of his knowledge and experience in Local Government, particularly within a local economic development and emergency services environment.

Managing a wide spectrum of diverse specialist services, Mr Victor excelled in the proper planning and integration of programme and management frameworks.

Mr Victor's experience and natural skills, combined with his easy understanding of the environment, of the people therein and of the structures governing and binding business and people, makes him the ideal candidate to contribute towards the active and dynamic development of the Namibia Airports Company. He was appointed to the NAC Board of Directors on 01 August 2013.



## **NEWS FROM HUMAN RESOURCES**

### **Appointments, movements and promotions**

NAMES	POSITIONS	STATION	COMMENCING DATE
Mr Frans Shangadi	Accountant	Head Office	22nd March 2016
Mr Wilson Hanyanya	Artisan Electronics (Promotion)	HKIA	2nd May 2016
Mr Jusin Strauss	Manager IT	Head Office	01st June 2016
Mr Thomas Heita	Artisan Civil	Ondangwa	01st June 2016
Mr Werner Shikulo	Commercial Services Officer	Ondangwa	01st June 2016
Mr Severus Amia	Mechanical Artisan	HKIA	01st June 2016
Ms Monalisa Bock	Parking Assistant	Walvis Bay	6th June 2016
Mrs Lantamaki Kakonya	Information Officer	Walvis Bay	16th June 2016

### **Resignations**

Ms. Desiree Gaoas  
resigned on 09.03.2016

Mr. Trevor Masule  
resigned on 16.05.2016

Mr. Raymond Isaak  
resigned on 25.05.2016

Ms. Mia Davids  
resigned 30.07.2016



### *Let us tackle cold and flu.*

Did you know that the common cold accounts for up to three years of the average person's life? The reasons behind this statistic are not easy to pinpoint, and in contrast to what many believe, have nothing to do with the chill in the air.

And while it is the most common illness among humans it does not occur as a result of wet hair, stress, a change in temperature, cold feet or bad weather. The fact of the matter is that when the weather forecast is at a low, our immune systems are weakened making us more susceptible to colds.

Don't let colds and flu stop you this winter. Follow these tips and hints and you can continue to get more out life despite the weather forecast.



#### **Handy hands**

- Hands are described as a germ factory for a reason, so be sure to wash your hands several times throughout the day using a sanitizer.
- While warm soap and water also work, make sure you don't rush the process and wash your hands for at least 20-seconds to kill all germs.
- Use paper towel to dry your hands and close the tap so that you don't come into contact with germs once again after washing them.
- Keep your hands away from your nose and mouth wherever possible so that they don't attract additional germs. And if you need to sneeze, try to do so in the crook of your arm so that the germs on your hands don't come into contact with your nose.
- Try and eat with a knife and fork so that germs are not transferred from your hands to your food.

#### **Surface issues**

- Colds and flu are spread by viruses which can easily spread from surface to person and person to person. For this reason, it's a good idea to carry an alcohol-based cleanser with you to sterilise any surfaces you believe to be putting your health at risk.
- Antiseptic wipes should also be used to cleanse desktops and phones regularly.
- Always dispose of used tissues as they are the ultimate germ carriers.



### ***Build immunity***

- Exercise to build your immunity. Research suggests that by working out and making your heart pump a little faster you strengthen your immune system.

### ***Eat and sleep***

- Get at least eight to ten hours sleep a night to prevent your immune system from weakening and making you more susceptible to colds and flu.
- Eating large quantities of fresh fruit and vegetables supports your immune system so make sure your diet is designed to protect you
- Think before you dip and be wary of sharing chip dips with friends as they may harbour unwanted germs.

### ***Steer clear***

- While it may seem perfectly obvious, stay away from people displaying symptoms such as coughing and sneezing.



# Hearty, warm *Goulash Soup*



## **Ingredients**

- 250 g onions
- 2 cloves of garlic
- 1 green pepper
- 2 tomatoes
- a few sprigs of fresh marjoram
- extra virgin olive oil
- 500 g beef shin, cut into small cubes
- 1 tablespoon paprika
- 1½ litres organic beef stock
- ½ tablespoon caraway seeds
- red wine vinegar
- 1 tablespoon tomato purée
- 200 g potatoes
- sour cream - optional

## **Preparation**

Peel and slice the onions, peel and crush the garlic, and deseed and dice the pepper. Finely chop the tomatoes. Pick and finely chop the marjoram.

Add a good splash of oil to a large pan and gently sauté the onions, garlic and pepper until softened.

Add the beef and continue to cook until the meat is browned and the vegetables are cooked.

Stir in the paprika and cook for 2 more minutes, then add 200ml of the beef stock. Bring to the boil and cook until reduced by half.

Add the marjoram, caraway seeds, a splash of vinegar, the tomatoes, the tomato purée and season well.

Add enough stock to cover and simmer until the meat and vegetables are tender, about 1½ to 2 hours.

Peel, dice and add the potatoes, plus any remaining stock and a little water if it's looking too dry, and simmer until the potatoes are cooked.

Serve with a dollop of sour cream, if you like.



## HUMOUR OF THE MONTH

### *Funny Sayings*

***This month we present you with some puns and funny sayings - enjoy. 😊***

- What do you get when you cross a snake and a plane? A Boeing Constrictor.
- If you get sick at the airport it could be a terminal illness
- Did you hear about the pilot who always had work? He was great at landing a job.
- During his air test a young pilot flew through a rainbow. He passed with flying colours.
- One of the first things you'll notice at the Beijing airport is a whole lot of Chinese checkers.



We look forward to receiving great tips and tricks from our staff - these are your pages and we would like you to populate them with tips, recipes, customer service tips, health tips and the like.



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