

GOVERNMENT GAZETTE

OF THE

REPUBLIC OF NAMIBIA

N\$3.60

WINDHOEK - 1 April 2003

No.2946

CONTENTS

| | | Page | | | |
|-----------------|--|------|--|--|--|
| PROCLA | MATION | | | | |
| No. 8 | Extradition Act, 1996: Countries specified for purposes of extradition | 2 | | | |
| GOVERN | MENT NOTICES | | | | |
| No. 69 | Appointment of members of the Namibia Film Commission | 2 | | | |
| No. 70 | Declaration of a settlement area: Eheke | 3 | | | |
| No. 71 | Declaration of a settlement area: Uukwangula | 3 | | | |
| No. 72 | Determination of annual fees payable to the Joint Complimentary Health Professions Board by persons registered with such board under the Allied Health Services Professions Act, 1993 | 3 | | | |
| No. 73 | The Allied Health Services Professions Act, 1993: Regulations relating to the fee payable for registration to the Joint Complimentary Health Professions Board made under the Allied Health Services Professions Act, 1993 | 4 | | | |
| No. 74 | Declaration of peace officers in terms of section 334 of the Criminal Procedure Act, 1977 (Act No. 51 of 1977) | 4 | | | |
| No. 75 | Petroleum Products and Energy Act, 1990: Application of certain specifications and standards under the Petroleum Products Regulations | . 6 | | | |
| No. 76 | Amendment of notice under the Road Fund Administration Act, 1999 | 8 | | | |
| No. 77 | Declaration of registered collective agreement relating to the agricultural industry to be binding on all employers and employees in that industry: Labour Act, 1992 (Act No. 6 of 1992) | 10 | | | |
| GENERAL NOTICES | | | | | |
| No. 60 | Namibian Physiotherapy Board: Notice of elections | 14 | | | |
| No. 61 | Windhoek Amendment Scheme No. 59 | 15 | | | |
| No. 62 | City of Windhoek: Permanent closing of street Erunga, Omataurambuka and Ongwiyu, Okuryangava Extension 3 as a street | 15 | | | |
| No. 63 | City of Windhoek: Permanent closing of Portion A of Ahrens Street and Portion B of Erf R/956, Klein Windhoek as a street | 15 | | | |

| No. 64 | City of Windhoek: Permanent closing of Portions A to B of Erf R/503 Erospark, Cook Street as public open space | 16 |
|--------|--|----|
| No. 65 | City of Windhoek: Permanent closing of Portions A to G of Erf 6293 Katutura, Samuel Shikomba Street as public open space | 16 |
| No. 66 | City of Windhoek: Permanent closing of Portion 1 of Erf 7375 Windhoek, Rhino Street as public open space | 17 |
| No. 67 | City of Windhoek: Permanent closing of Erf 1788 Windhoek as a street | 17 |
| No. 68 | Bank of Namibia: Statement of Assets and Liabilities as at close of business on 28 February 2003 | 18 |
| | | |

Proclamation

by the

PRESIDENT OF THE REPUBLIC OF NAMIBIA

No. 8

2003

EXTRADITION ACT, 1996: COUNTRIES SPECIFIED FOR PURPOSES OF EXTRADITION

Under the powers vested in me by section 4(1)(b) of the Extradition Act, 1996 (Act No. 11 of 1996), I hereby specify the Czech Republic, Democratic Republic of Congo, Switzerland and Poland as countries to which Extradition of persons from Namibia may be effected for the purposes of that Act.

Given under my Hand and the Seal of the Republic of Namibia, at Windhoek, this 3rd day of March, Two Thousand and Three.

S. NUJOMA PRESIDENT

BY ORDER OF THE PRESIDENT-IN-CABINET

Government Notices

MINISTRY OF INFORMATION AND BROADCASTING

No. 69

2003

APPOINTMENT OF MEMBERS OF THE NAMIBIA FILM COMMISSION

In terms of Section 5(7) of the Namibia Film Commission Act, 2000 (Act No. 6 of 2000), I hereby appoint the following person to be a member of the Namibia Film Commission with effect from 3 March 2003, namely:

Ms. Glynis Beukes-Kapa

G. SHIHEPO DEPUTY MINISTER OF INFORMATION AND BROADCASTING

MINISTRY OF REGIONAL AND LOCAL GOVERNMENT AND HOUSING

No. 70

2003

DECLARATION OF A SETTLEMENT AREA: EHEKE

Under section 31 (1) of the Regional Councils Act, 1992 (Act No. 22 of 1992), the Regional Council of Oshana hereby declares Farm Eheke Town and Townlands No. 1009 the boundaries of which are represented by cadastral diagram No. A654/2001, situated in the Oshana Region, Registration Division A, to be a settlement area, and assigns to that settlement area the name Eheke.

BY ORDER OF THE REGIONAL COUNCIL OF OSHANA

C. KASHUUPULWA GOVERNOR

Oshakati, 3 March 2003

MINISTRY OF REGIONAL AND LOCAL GOVERNMENT AND HOUSING

No. 71

2003

DECLARATION OF A SETTLEMENT AREA: UUKWANGULA

Under section 31 (1) of the Regional Councils Act, 1992 (Act No. 22 of 1992), the Regional Council of Oshana hereby declares Farm Uukwangula Town and Townlands No. 1008 the boundaries of which are represented by cadastral diagram No. A653/2001, situated in the Oshana Region, Registration Division A, to be a settlement area, and assigns to that settlement area the name Uukwangula.

BY ORDER OF THE REGIONAL COUNCIL OF OSHANA

C. KASHUUPULWA GOVERNOR

Oshakati, 3 March 2003

MINISTRY OF HEALTH AND SOCIAL SERVICES

No. 72

2003

DETERMINATION OF ANNUAL FEES PAYABLE TO THE JOINT COMPLIMENTARY HEALTH PROFESSIONS BOARD BY PERSONS REGISTERED WITH SUCH BOARD UNDER THE ALLIED HEALTH SERVICES PROFESSIONS ACT, 1993

The Minister of Health and Social Services has, on the recommendation of the Joint Complimentary Health Professions Board, under section 46 of the Allied Health Services Professions Act, 1993 (Act No. 20 of 1993), determined that, in respect of each financial year of the Joint Complimentary Health Professions Board -

- (a) every registered person of the Board must pay an annual fee of N\$250.00 to the Joint Complimentary Health Professions Board;
- (b) the annual fee becomes payable no later than 31 March of each year.

L. AMATHILA MINISTER OF HEALTH AND SOCIAL SERVICES

Windhoek, 10 March 2003

MINISTRY OF HEALTH AND SOCIAL SERVICES

No. 73

2003

THE ALLIED HEALTH SERVICES PROFESSIONS ACT, 1993: REGULATIONS RELATING TO THE FEE PAYABLE FOR REGISTRATION TO THE JOINT COMPLIMENTARY HEALTH PROFESSIONS BOARD MADE UNDER THE ALLIED HEALTH SERVICES PROFESSIONS ACT, 1993

The Minister of Health and Social Services, on the recommendation of the Joint Complimentary Health Professions Board, has under section 45 of the Allied Health Services Professions Act, 1993 (Act No. 20 of 1993), made the regulations set out in the Schedule below.

SCHEDULE

Definitions

In these regulations, "the Act" means the Allied Health Services Professions Act, 1993 (Act No. 20 of 1993) and, unless the context otherwise indicates, an expression defined in that Act, has a corresponding meaning; and

"Board" means the Joint Complimentary Health Professions Board established by Government Notice No. 199 of 1 October 2001.

Fee payable for registration

The fee payable to the Board by a person in respect of registration under section 13 or conditional registration under section 19 is N\$300.00.

MINISTRY OF JUSTICE

No. 74

2003

3 1 1 1 m

DECLARATION OF PEACE OFFICERS IN TERMS OF SECTION 334 OF THE CRIMINAL PROCEDURE ACT, 1977 (ACT NO. 51 OF 1977)

Under section 334 of the Criminal Procedure Act, 1977 (Act No. 51 of 1977), I -

- under subection (1) of that section, declare that every person who, by virtue of kis or her office, falls within the category defined in column 1 of the Schedule below, (a) may within the area specified in column 2 of the Schedule, be a peace officer for the purpose of exercising, with reference to the offences specified in column 3 of the Schedule, the powers defined in column 4 of the Schedule; and
- under paragraph (b) of subsection (3) of that section prescribe that the following must appear on the certificate of appointment referred to in subsection (2) of that (b) section, issued to any person referred to in column 1 of the Schedule, namely:
- the full name of the person appointed; (i)
- his or her identity number; (ii)
- his or her signature; (iii)
- his or her photograph; (iv)
- a description of the capacity in which he or she was appointed; (v)
- the name of the municipality which made the appointment; and (vi)
- the signature and official stamp of the employer or responsible person. (vii)

E.N. TJIRIANGE MINISTER OF JUSTICE

SCHEDULE

| COLUMN 1 | COLUMN 2 | COLUMN 3 | COLUMN 4 |
|--|---|--|---|
| Members of a Municipal Police Service, holding ranks of Police Chief, Deputy Police Chief, Senior Superintendent, Superintendent, Assistant Superintendent, Service Se | The area of jurisdiction of the municipality that established the municipal police service. | Any offense committed, whether under common law or statutory law, including municipal by-laws and regulations of the municipality concerned. | The powers conferred on a peace officer by - (a) the following provisions of the Criminal Procedure Act, 1977 (Act No. 51 of 1977): |
| geant, Constable and Cadet Constable ap- pointed by virtue of Regulations made in terms of section 43C | i . | | (i) the power to search arrested persons and seize articles under section 23(a) of that Act; |
| of the Police Act, 1990 (Act No. 19 of 1990). | · | | (ii) the power to arrest a person without a warrant in terms of section 40(1) of that Act; |
| | | | (iii) the power to request particulars and the power to arrest in terms of section 41(1) of that Act; |
| | | | (iv) the power to execute warrants of arrest in terms of section 44 of that Act; |
| | | | (v) the power to arrest in terms of section 45 of that Act; (vi) the power to hand an |
| | | | accused a written notice as means to secure attendance in a magistrates court in terms of section 56 of that Act; |
| | | | (vii) the power to apply in terms of section 68(2) for the issue of a warrant of arrest of accused person released on bail in circumstances referred to in that |
| | | | section; (viii) the power to demand the production of licenses, permits etc. under section 250(2) |
| | | | of that Act; (ix) the power to issue written notices in terms of section 341(1) of that Act; and |
| | | | (b) the provisions of any other law. |

MINISTRY OF MINES AND ENERGY

No. 75

2003

PETROLEUM PRODUCTS AND ENERGY ACT, 1990: APPLICATION OF CERTAIN SPECIFICATIONS AND STANDARDS UNDER THE PETROLEUM PRODUCTS REGULATIONS

Under regulation 44 of the Petroleum Products Regulations promulgated under Government Notice No. 155 of 23 June 2000, I apply to retail licence-holders, wholesale licence-holders and certificate-holders, with effect from the date of publication of this Notice -

- (a) the code of practice mentioned in Part A of the Table set out below in relation to the design, construction and maintenance of electrical equipment used in connection with any petroleum products;
- (b) the code of practice mentioned in Part B of the Table set out below, in relation to the storage, distribution and handling of petroleum products and the installation of storage tanks and other structures, pipework, pumps and plant used in connection with petroleum products;
- (c) the specifications and standards mentioned in Part C of the Table set out below in relation to the composition of petroleum products imported into or distributed in Namibia by any wholesaler, or sold at a retail outlet.

TABLE OF APPLIED CODE OF PRACTICE, SPECIFICATION OR STANDARDS

In the Table -

[&]quot;(UK MoD)" means the United Kingdom Ministry of Defence".

| Institution by which code of practice/ specification/ standard was published | Code of practice/ specification/standard Reference | Title/Subject Matter | |
|--|--|---|--|
| PART A | | | |
| SABS | SABS 089-2: 2000 | The Petroleum Industry Part 2: Electrical installations in the distribution and marketing sector | |
| PART B | | | |
| SABS | SABS 089-1: 1999 | The Petroleum Industry Part 1: Storage and distribution of petroleum products in above-ground bulk installations | |
| SABS | SABS 089-3: 1991 | The Petroleum Industry Part 3: The installation of underground storage tanks, pumps/dispensers and pipework at service stations and consumer installations. | |
| SABS | SABS 0131-1:1977 | The storage and handling of liquid fuel Part 1 - Small consumer installations | |
| SABS | SABS 0131-2: 1979 | The storage and handling of liquid fuel Part 2 - Large consumer installations | |

[&]quot;ASI" means the American Standards Institute;

[&]quot;BSI" means the British Standards Institute;

[&]quot;SABS" means the South African Bureau of Standards; and

| SABS | SABS 0131-3: 1982 | The storage and handling of liquid fuel Part 3 - Bulk | |
|--------------|---|---|--|
| SABS | SADS 0131-3: 1982 | low-flash-point fuel storage and allied facilities at large consumer installations: | |
| | | Provided that in the event of a conflict between SABS 0131-1: 1977 and SABS 089-1: 1999, SABS 089-1: 1999 overrides. | |
| SABS | SABS 0108: | Classification of hazardous locations and the selection of apparatus for use in such locations | |
| PART C | | | |
| SABS | SABS 1774: 1988 | Liquefied petroleum gas; commercial butane and commercial propane | |
| SABS | CKS 78 - 1972 | Illuminating paraffin | |
| BSI & ASI | DERD 2494 & ASTM 1655 | Jet A1 | |
| SABS | SABS 1598: 1993 | Unleaded Petrol: Provided that the different Flexible Volatility Index (FVI) for the summer and winter season are: | |
| | | (i) Summer (1 September to 30 April): 89 maximum | |
| | | (ii) Winter (1 May to 31 August): 94 maximum | |
| | | Provided further that during the phase-over period of two months before and after the summer and winter periods both FVI maximums specified may be applied. | |
| SABS | SABS 299: 1995 | Leaded Petrol: Provided that the different Flexible Volatility Index (FVI) for the summer and winter season are: | |
| | | (i) Summer (1 September to 30 April): 89 maximum | |
| | | (ii) Winter (1 May to 31 August): 94 maximum | |
| | | Provided further that during the phase-over period of two months before and after the summer and winter periods both FVI maximums specified may be applied. | |
| SABS | SABS 342: 1998 | Diesel | |
| BSI (UK MoD) | Defence STD 91 - 90/ Issue 1 (DERD 2485) | AVGAS: Provided that 30 vol% appearing in Table A (Test Requirements) with regard to test no. 11.5 in the second column thereof titled "Property" shall be 90 vol%. | |

A copy of every code of practice, specification and standard mentioned in the Table may be inspected free of charge during normal office hours at the Offices of the Ministry of Mines and Energy, No. 1 Aviation Road, Windhoek;

In terms of regulation 45 of the Regulations written application may be made for permission to deviate from the requirements of an approved specification in the specific respects mentioned in the written application.

Government Notice No. 21 of 15 February 2002 is hereby withdrawn.

N. IYAMBO MINISTER OF MINES AND ENERGY

ROAD FUND ADMINISTRATION

No. 76

AMENDMENT OF NOTICE UNDER THE ROAD FUND ADMINISTRATION ACT, 1999

Under section 18(1)(c) of the Road Fund Administration Act, 1999 (Act No. 18 of 1999), the Road Fund Administration hereby amends, with effect from 1 April 2003, the notice promulgated under Government Notice No. 134 of 31 May 2000, as set out in the Schedule below.

G. KATJIMUNE CHAIRPERSON OF THE ROAD FUND ADMINISTRATION

Windhoek, 5 February 2003

SCHEDULE

Substitution of Annexure A

1. The attached Annexure A is hereby substituted for Annexure A in Government Notice No. 134 of 31 May 2000.

"ANNEXURE A

| | REGISTRATION AND LICENCE FEES | | | | |
|-----|---|------------------------------|----------------------------|--------------------------|--|
| 1 | Motor vehicle licence fees: Type of vehicle | Tare of vehicle in kilograms | Annual licence fee (NS) | New licence fee (N\$) | |
| | | | Applicable until 31/3/03 | Effective as from 1/4/03 | |
| (a) | Motor cycles, tricycles and quadrucycles | All | 84.00 | 96.00 | |
| (b) | | Up to and | | | |
| | self-propelled vehicles | including 750 | 120.00 | 144.00 | |
| | | 751-1000 | 180.00 | 204.00 | |
| | | 1001-1250 | 192.00 | 216.00 | |
| | | 1251-1500 | 204.00 | 240.00 | |
| | | 1501-2000 | 264.00 | 360.00 | |
| | | 2001-3000 | 408.00 | 480.00 | |
| | | 3001-4000 | 804.00 | 924.00 | |
| | | 4001-5000 | 1,224.00 | 1,404.00 | |
| | | 5001-6000 | 2,952.00 | 3,396.00 | |
| | | 6001-7000 | 4,128.00 | 4,752.00 | |
| | | 7001-8000 | 5,256.00 | 6,048.00 | |
| | | 8001-9000 | 6,720.00 | 7,728.00 | |
| | | 9001-10000 | 8,280.00 | 9,528.00 | |
| | | 10001-11000 | 10,068.00 | 11,592.00 | |
| | | 11001-12000 | 12,168.00 | 13,992.00 | |
| | | 12001-12500 | 14,172.00 | 16,296.00 | |
| | | 12501-13000 | 15,024.00 | 17,280.00 | |
| | | 13001-13500 | 15,864.00 | 18,252.00 | |
| | | 13501-14000 | 16,728.00 | 19,236.00 | |
| | | 14001-14500 | 17,568.00 | 20,208.00 | |
| | | 14501-15000 | 18,396.00 | 21,156.00 | |
| | | 15001-15500 | 19,248.00 | 22,140.00 | |
| | | 15501-16000 | 20,088.00 | 23,100.00 | |
| ĺ | | 16001-16500 | 20,952.00 | 24,096.00 | |
| | | 16501-17000 | 21,792.00 | 25,056.00 | |

| 1 | | 17001-17500 | 22 620 00 | 22.044.00 |
|-----|---------------------------|---------------------|------------------------|--------------------------|
| 1 | 1 | 17501-18000 | 22,620.00 | 23,844.00 |
| | | 18001-18500 | 23,472.00 24,312.00 | 26,988.00 |
| | | 18501-19000 | | 27,960.00 |
| ŀ | | | 25,176.00 | 28,956.00 |
| ì | | 19001-19500 | 26,016.00 | 29,916.00 |
| | | 19501-20000 | 26,856.00 | 30,888.00 |
|] | | | mlara NICO 40 00 f | |
| | | | plus N\$840.00 for | plus N\$972.00 for every |
| | | | every 500kg or part | 500kg or part thereof |
| İ | | | thereof above | above 20 000kg |
| (0) | Tuellana | TT . 1' 1 1' | 20 000kg | |
| (6) | Trailers and semi- | Up to and including | 0.4.00 | |
| 1 | trailers (other than | 1000 | 84.00 | 96.00 |
| | caravans) | 1001-2000 | 204.00 | 240.00 |
| | | 2001-3000 | 372.00 | 432.00 |
| | | 3001-4000 | 1,644.00 | 1,896.00 |
| | | 4001-5000 | 2,304.00 | 2,652.00 |
| l | | 5001-6000 | 3,312.00 | 3,804.00 |
| | | 6001-7000 | 4,104.00 | 4,716.00 |
| | | 7001-8000 | 4,704.00 | 5,412.00 |
| | | 8001-9000 | 6,720.00 | 7,728.00 |
| | | 9001-10000 | 7,560.00 | 8,700.00 |
| 1 | | 10001-11000 | 8,724.00 | 10,032.00 |
| | | 11001-12000 | 9,900.00 | 11,388.00 |
| | | 12001-12500 | 10,596.00 | 12,180.00 |
| | | 12501-13000 | 11,280.00 | 12,972.00 |
|] | | 13001-13500 | 11,976.00 | 13,776.00 |
| 1 | | 13501-14000 | 12,672.00 | 14,568.00 |
| | | 14001-14500 | 13,356.00 | 15,360.00 |
| | | 14501-15000 | 14,052.00 | 16,164.00 |
| | | 15001-15500 | 14,736.00 | 16,944.00 |
| | 1 | 15501-16000 | 15,432.00 | 17,748.00 |
| | | 16001-16500 | 16,128.00 | 18,552.00 |
| | | 16501-17000 | 16,812.00 | 19,332.00 |
| | | 17001-17500 | 17,508.00 | 20,136.00 |
| | | 17501-18000 | 18,192.00 | 20,916.00 |
| | | 18001-18500 | 18,888.00 | 21,720.00 |
| | | 18501-19000 | 19,584.00 | 22,524.00 |
| | | 19001-19500 | 20,268.00 | 23,304.00 |
| | | 19501-20000 | 20,964.00 | 24,108.00 |
| | | | 1 370/70 00 0 | 1 3700000 |
| | | | plus N\$672.00 for | plus N\$768.00 for every |
| | | | every 500kg or part | 500kg or part thereof |
| | | | thereof above | above 20 000kg |
| (4) | Caravans (other than | | 20 000kg | |
| (4) | self-propelled caravans) | All | 108.00 | 120.00 |
| | on proponed caravans) | 7111 | 108.00 | 120.00 |
| 2 | Motor vehicle registra- | | | |
| | tion fees: | | | |
| | | | | , |
| (a) | For any class of motor | | | |
| | vehicle | | 48.00 | 60,00 |
| | | | | |
| (b) | Temporary Permit | | 52.00 | 60.00 |
| | Constal D | | | |
| (c) | Special Permit | | 29.00 | 36.00 |
| (4) | Duplicate document or | | | |
| (4) | token | • | 26.00 | 26.00 |
| | CORCII | ` | 26.00 | 36.00 |
| (e) | Transfer of motor vehicle | | | |
| | licence: | | | |
| | (i) to motorcycle, motor | | | |
| | tricycle or motor | | | |
| | quadrucycle | | 26.00 | 36.00 |
| | (ii) to other motorcycle | | 26.00 | 36.00 |
| | | | | 50.00 |

| (f) | Motor Trade Numbers | | |
|-----|--|----------|----------|
| | (i) Application in respect of each motor trade number (ii) licensing of motor trade number in respect of any class of motor vehicle by a motor dealer, manufacturer, | 36.00 | 48.00 |
| | builder, importer or deposit taking insti- tutions | 1,128.00 | 1,296.00 |

*Motor Trade Numbers are not yet implemented even though it has been published in the Gazette"

MINISTRY OF LABOUR

No. 77 2003

DECLARATION OF REGISTERED COLLECTIVE AGREEMENT RELATING TO THE AGRICULTURAL INDUSTRY TO BE BINDING ON ALL EMPLOYERS AND EMPLOYEES IN THAT INDUSTRY: LABOUR ACT, 1992 (ACT NO. 6 OF 1992)

Under section 70(1) of the Labour Act, 1992 (Act No. 6 of 1992), and at the request of the Agricultural Employers' Association (AEA), the Namibian National Farmers' Union (NNFU) and the Namibia Farm Workers' Union (NFWU), I declare that all provisions contained in the registered collective agreement as set out in the Schedule are binding upon every employer and employee engaged in the agricultural industry in the Republic of Namibia with effect from the date of this notice.

M. HAUSIKU MINISTER OF LABOUR

Windhoek, 17 March 2003

COLLECTIVE AGREEMENT ON MINIMUM WAGES IN THE AGRICULTURAL SECTOR

Agricultural Employers' Association;
Namibia National Farmers' Union; and
Namibia Farm Workers' Union

November 2002

COLLECTIVE AGREEMENT ON MINIMUM WAGES

PREAMBLE

The Agricultural Employers' Association;

The Namibia National Farmers' Union; and

The Namibian Farm Workers' Union,

Being the Parties to this Collective Agreement,

Desiring to maintain labour peace in the agricultural sector,

Realizing the need to curb and prevent exploitation of farm workers, and

Having welcomed the principle of determining a minimum wage for agricultural workers,

Now agree as follows:

ARTICLE 1

DEFINITIONS

For the purpose of this agreement the term

- "Agriculture" covers activities carried out in agricultural undertakings including crop production, animal husbandry, game farming and hunting, guest farms, insect raising, the primary processing of agricultural and animal products by or on behalf of the operator of the undertaking as well as the use and maintenance of machinery, equipment, appliances, tools and agricultural installations, including any process, storage, operation or transportation in an agricultural undertaking, which are directly related to agricultural production; "Agriculture" does not cover subsistence farming, industrial processes that use agricultural products as raw material and the related services;
- "Agricultural sector" and "Agricultural activitity" have the corresponding meaning;
- "Agricultural employer" means the owner or operator of an agricultural undertaking;
- "Agricultural employee" means a person working for an agricultural undertaking or an agricultural employer for any period of time and who receives remuneration;
- "Breadline" means a total income of the equivalent of 1.US\$ per day per person;
- "Dependants" means the employee's spouse or partner and their dependant children;
- "Entry level" means the lowest level of remuneration of an agricultural employee;
- "Remuneration" means the total value of all payments in money or in kind made or owing to an employee arising from the employment of that employee;
- "Subsistence farmer" means a *bona fide* small-scale farmer who produces primarily for own consumption and who has no formal employees.

ARTICLE 2

RECOGNITION AS EXCLUSIVE BARGAINING AGENT

For the purpose of this agreement the Parties recognize the Namibia Farm Workers' Union as Exclusive Bargaining Agent.

ARTICLE 3

PURPOSE OF MINIMUM WAGE DETERMINATION

The purpose of this collective agreement for a minimum wage are:

- To improve the living standard of agricultural employees;
- To reduce poverty;
- To maintain social peace;
- To ensure income levels above the breadline; and
- To curb and prevent exploitation of agricultural employees.

ARTICLE 4

CRITERIA FOR DETERMINING MINIMUM WAGES

The criteria to be used for a minimum wage determination should be, but not limited to:

- The needs of employees and their dependants;
- The capacity of the employer to pay;
- The level of wages in the country as a whole;
- Existing social security benefits; and
- Economic factors, including the requirement of economic development.

ARTICLE 5

COVERAGE OF MINIMUM WAGES

- The agreed minimum wage determines the wage for the entry level of agricultural employees in the whole of Namibia, including agricultural contract employees.
- Domestic workers on farms, game and hunting farms, and lodges are also covered by this agreement.
- Specific categories of agricultural employers may be exempted temporarily from the whole agreement, or parts thereof;
- All parties to this agreement must agree upon any exemption.

ARTICLE 6

MINIMUM WAGE DETERMINATION MACHINERY

Minimum wage determinations in the agricultural sector are to be done through:

Collective agreements;

- Collective bargaining using the Agricultural Labour Forum as the platform;
- Collective agreements are to be gazetted in terms of section 68 of the Labour Act, (Act No. 6 of 1992).

ARTICLE 7

ADJUSTMENTS OF MINIMUM WAGES

Adjustments of the minimum wage in the agricultural sector must be:

- Collectively negotiated by all Parties to the agreement on an annual basis;
- The agreed criteria for determining a minimum wage in the agricultural sector, as contained in Article 3 of this agreement, should be used when establishing an adjustment of the minimum wage;
- Indicators and factors such as, but not limited to the current consumer price index (CPI), inflation rate, economic growth rate, and the prevailing environmental conditions (drought, floods, bush-fires) should guide the parties in adjusting the minimum wage.

ARTICLE 8

ENFORCEMENT OF THE MINIMUM WAGE

The minimum wage in the agricultural sector is to be implemented and enforced through:

- Public education and information dissemination by the Parties to members and non-members of the Parties;
- Inspections of agricultural undertakings and their wage registers by labour inspectors as provided for in section 104 of the Labour Act, (Act No. 6 of 1992);
- Ensuring compliance with relevant legal provisions;
- Consideration of penalties for non-compliance with the minimum wage;
- Protection of agricultural employees against victimization.

ARTICLE 9

MINIMUM WAGE FOR ENTRY LEVELS OF AGRICULTURAL EMPLOYEES

- The Parties determined the minimum cash wage for the entry level of agricultural employees at N\$2.20 per hour;
- If an employee is by virtue of his or her employment required to live in or on the place of his or her employment or to reside on any premises of his or her employer; such employer must -
 - (a) Provide such employee with such housing, including sanitary and water facilities, as may comply with the reasonable requirements of such employees and, in the case of an employee who is required to live or reside on agricultural land, of his or her dependants; and, as may be mutually agreed by the individual employer and employees;
 - (b) Permit, in case of an employee who is required to live in or reside on agricultural land, such employee, in addition, to keep such livestock and to carry on such cultivation on such land as may be necessary for such employee

- to provide for the reasonable needs of himself or herself and of his or her dependants; or
- Provide such employee with food or rations for the reasonable needs of (c) such employee and his or her dependants; or
- Provide such employee with an additional allowance of at least N\$210.00 (d) per month.

ARTICLE 10

GENERAL PROVISIONS

- This agreement comes into force on the 1st January 2003;

| • This agreement remains in force until it is amended agreement of the Parties; | for replaced by another collective |
|---|---|
| Any dispute must be settled through conciliation agree and as provided for by relevant Namibian | or arbitration, as the Parties may legislation. |
| Signed on the 9th of November 2002, at Windhoek. | |
| | |
| AGRICULTURAL EMPLOYERS ASSOCIATION | |
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| NAMIBIAN NATIONAL FARMERS UNION | |
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| WITNESS 1 | WITNESS 2 |
| - | |
| General Notic | es |
| NAMIBIAN PHYSIOTHERA | PY BOARD |
| No. 60 | 2003 |
| NOTICE OF ELECTION | NS |
| The Namibian Physiotherapy Board hereby gives no members have been elected as additional members of Board: | otice that the following three (3 on March 3, 2003, to serve on the |
| A. Graham R. Isaacs J. Kendzia | |

No. 61

2003

WINDHOEK AMENDMENT SCHEME NO. 59

Notice is hereby given in terms of Section 23 of the Town Planning Ordinance 1954, (Ordinance 18 of 1954), as amended, that the **Windhoek Amendment Scheme No. 59** has been submitted to the Minister of Regional and Local Government and Housing for approval.

Copies of the Windhoek Amendment Scheme No. 59 and the maps, plans, documents and other relevant matters are lying for inspection during office hours at the Windhoek Municipality and also at the Namibia Planning Advisory Board, Ministry of Regional and Local Government and Housing, 2nd Floor, Room 241, Windhoek.

Any person who wishes to object to the approval of the Town Planning Scheme, should lodge objections in writing to the Secretary, Namibia Planning Advisory Board (NAMPAB), Private Bag 13289, Windhoek on or before 1 May 2003.

CITY OF WINDHOEK

No. 62

2003

PERMANENT CLOSING OF STREET ERUNGA, OMATAURAMBUKA AND ONGWIYU, OKURYANGAVA EXTENSION 3 AS A STREET

Notice is hereby given in terms of Article 50(3)(a)(ii) of the Local Authorities Act of 1992 (Act No. 23 of 1992) that the City of Windhoek proposes to close permanently the undermentioned portion as indicated on locality plan, which lies for inspection during office hours at the office of Urban Policy, Room 712, Municipal Offices, Independence Avenue.

PERMANENT CLOSING OF STREET ERUNGA, OMUTAURAMBUKA AND ONGWIYU, OKURYANGAVA EXTENSION 3 AS A STREET

Objections to the proposed closing are to be served on the Secretary: Townships Board, Private Bag 13289, and the Chief Executive Officer, P O Box 59, Windhoek, within 14 days after the appearance of this notice in accordance with Article 50(1) (C) of the above Act.

BARRIE WATSON

CHIEF:

URBAN POLICY, STRATEGY, FACILITATION AND IMPLEMENTATION SERVICES

CITY OF WINDHOEK

No. 63

2003

PERMANENT CLOSING OF PORTION A OF AHRENS STREET AND PORTION B OF ERF R/956, KLEIN WINDHOEK AS A STREET

Notice is hereby given in terms of Article 50(3)(a)(ii) of the Local Authorities Act of 1992 (Act No. 23 of 1992) that the City of Windhoek proposes to close permanently the undermentioned portion as indicated on locality plan, which lies for inspection during office hours at the office of Urban Policy, Room 712, Municipal Offices, Independence Avenue.

PERMANENT CLOSING OF PORTION A OF AHRENS STREET AND PORTION B OF ERF R/956, KLEIN WINDHOEK AS A STREET

Objections to the proposed closing are to be served on the Secretary: Townships Board, Private Bag 13289, and the Chief Executive Officer, P O Box 59, Windhoek, within 14 days after the appearance of this notice in accordance with Article 50(1) (C) of the above Act.

BARRIE WATSON

CHIEF:

URBAN POLICY, STRATEGY, FACILITATION

AND IMPLEMENTATION SERVICES

CITY OF WINDHOEK

No. 64

2003

PERMANENT CLOSING OF PORTIONS A TO B OF ERF R/503 EROSPARK, COOK STREET AS PUBLIC OPEN SPACE

Notice is hereby given in terms of Article 50(3)(a)(ii) of the Local Authorities Act of 1992 (Act No. 23 of 1992) that the City of Windhoek proposes to close permanently the undermentioned portion as indicated on locality plan, which lies for inspection during office hours at the office of Urban Policy, Room 712, Municipal Offices, Independence Avenue.

PERMANENT CLOSING OF PORTIONS A TO B OF ERF R/503 EROSPARK, COOK STREET, AS PUBLIC OPEN SPACE

Objections to the proposed closing are to be served on the Secretary: Townships Board, Private Bag 13289, and the Chief Executive Officer, P O Box 59, Windhoek, within 14 days after the appearance of this notice in accordance with Article 50(1) (C) of the above Act.

BARRIE WATSON

CHIEF:

URBAN POLICY, STRATEGY, FACILITATION AND IMPLEMENTATION SERVICES

CITY OF WINDHOEK

No. 65

2003

PERMANENT CLOSING OF PORTIONS A TO G OF ERF 6293 KATUTURA, SAMUEL SHIKOMBA STREET AS PUBLIC OPEN SPACE

Notice is hereby given in terms of Article 50(3)(a)(ii) of the Local Authorities Act of 1992 (Act No. 23 of 1992) that the City of Windhoek proposes to close permanently the undermentioned portion as indicated on plan P/3990/A Rev. 1 which lies for inspection during office hours at the office of Urban Policy, Room 714, Municipal Offices, Independence Avenue.

PERMANENT CLOSING OF PORTIONS A TO G OF ERF 6293 KATUTURA, SAMUEL SHIKOMBA STREET, AS PUBLIC OPEN SPACE

Objections to the proposed closing are to be served on the Secretary: Townships Board, Private Bag 13289, and the Chief Executive Officer, PO Box 59, Windhoek, within 14 days after the appearance of this notice in accordance with Article 50(1) (C) of the above Act.

BARRIE WATSON

CHIEF:

URBAN POLICY, STRATEGY, FACILITATION

AND IMPLEMENTATION SERVICES

CITY OF WINDHOEK

No. 66 2003

PERMANENT CLOSING OF PORTION 1 OF ERF 7375 WINDHOEK, RHINO STREET AS PUBLIC OPEN SPACE

Notice is hereby given in terms of Article 50(3)(a)(ii) of the Local Authorities Act of 1992 (Act No. 23 of 1992) that the City of Windhoek proposes to close permanently the undermentioned portion as indicated on plan P/3938/A which lies for inspection during office hours at the office of Urban Policy, Room 714, Municipal Offices, Independence Avenue.

PERMANENT CLOSING OF PORTION 1 OF ERF 7375 WINDHOEK, RHINO STREET, AS PUBLIC OPEN SPACE

Objections to the proposed closing are to be served on the Secretary: Townships Board, Private Bag 13289, and the Chief Executive Officer, P O Box 59, Windhoek, within 14 days after the appearance of this notice in acordance with Article 50(1) (C) of the above Act.

BARRIE WATSON

CHIEF:

URBAN POLICY, STRATEGY, FACILITATION AND IMPLEMENTATION SERVICES

CITY OF WINDHOEK

No. 67 2003

PERMANENT CLOSING OF ERF 1788 WINDHOEK AS A STREET

Notice is hereby given in terms of Article 50(3)(a)(ii) of the Local Authorities Act of 1992 (Act No. 23 of 1992) that the City of Windhoek proposes to close permanently the undermentioned portion as indicated on locality plan, which lies for inspection during office hours at the office of Urban Policy, Room 712, Municipal Offices, Independence Avenue.

PERMANENT CLOSING OF ERF 1788 CORNER OF GARTEN AND DR. MAY STREET, WINDHOEK AS A STREET

Objections to the proposed closing are to be served on the Secretary: Townships Board, Private Bag 13289, and the Chief Executive Officer, P O Box 59, Windhoek, within 14 days after the appearance of this notice in acordance with Article 50(1) (C) of the above Act.

BARRIE WATSON

CHIEF:

URBAN POLICY, STRATEGY, FACILITATION AND IMPLEMENTATION SERVICES

BANK OF NAMIBIA

No. 68

2003

STATEMENT OF ASSETS AND LIABILITIES AS AT CLOSE OF BUSINESS ON 28 FEBRUARY 2003

| | | 28-02-2003 N\$ | 31-01-2003 N\$ |
|--|---|---|---|
| ASSETS | | | |
| External: | | | |
| Rand Cash IMF - Special I | Orawing Rights | 38,802,165 187,381 | 33,944,563 199,411 |
| Investments Domestic: | Rand CurrencyOther CurrencyInterest Accrued | 836,228,149 1,724,385,750 7,705,279 | 1,010,365,652 2,058,447,032 9,888,428 |
| Currency Inver Loans and Adv | ntory Account ances | 15,348,070 53,694,156 | 15,493,270 53,371,315 |
| Fixed Assets Bankers Currer Other Assets | nt | $ \begin{array}{r} 165,231,379 \\ 0 \\ \underline{5,548,940} \\ 2,847,131,269 \end{array} $ | 165,586,616 745 4,673,296 3,351,970,328 |
| LIABILITIES | S | | |
| Share capital General Reservaluation Revaluation Revelopment Building Reservation | eserve Fund Reserve | 40,000,000 203,739,482 616,249,228 9,690,886 30,000,000 | 40,000,000 203,739,482 772,301,434 9,690,886 30,000,000 |
| Currency in C | irculation | 716,323,756 | 726,786,110 |
| Deposits: | Government Bankers - Reserve Bankers - Current Bankers - Call Other | 807,789,155 152,818,276 20 176,264,000 64,544,718 | 1,266,643,418 156,433,086 0 45,026,000 69,991,393 |
| Other Liabilit | ies | $\frac{29,711,748}{2,847,131,269}$ | $\frac{31,358,519}{3,351,970,328}$ |
| T K ALWEE GOVERNOI | | K MATHEW ACTING CHIEF | FINANCIAL OFFICER |