



REPUBLIC OF NAMIBIA

STATEMENT BY THE RIGHT HONOURABLE PRIME MINISTER DR. SAARA KUUGONGELWA-AMADHILA IN THE NATIONAL ASSEMBLY

18 OCTOBER 2016

Honourable Speaker,

Honourable members

I raise to apprise this august house about the recently concluded Collective Agreement signed by the Government, NAPWU and NANTU at State House on Saturday, 15 October 2016.

The signing of the agreement resulted in the calling off of the strike by NANTU and paved the way for the teaching and examinations resume at our schools.

Further, the agreement concluded the tripartite negotiation covering salaries and benefit adjustments for 2016/2017 and 2017/2018 financial year and will be implemented as follows:

1. SALARY ADJUSTMENTS FOR 2016/2017 FINANCIAL YEAR

1.1 The Parties agreed that the salary adjustments for 2016/2017 Financial Year shall remain as follows:

(a) Salary increments

- I. Grades 15-13: 10%;
- II. Grades 12-5: 5%;
- III. Grades 4 -1A: 4%.

(b) Benefits

- I. Housing allowance for staff members below management cadre: 9%;
- II. Housing benefit for management cadre: 8%;
- III. Housing Loan amount under Home Owners Scheme for Staff members
10%.

1.2 The effective date for the salaries and benefits adjustments stipulated above, is April 2016 and was implemented for staff members except NANTU members who will now receive the adjustment backdated April 2016.

2. SALARY AND BENEFITS ADJUSTMENTS FOR 2017/2018 FINANCIAL YEAR

2.1 The Parties agreed to amend the Agreement of April 11, 2016 on the salary adjustments for the 2017/2018 Financial Year, as follows:

(a) The 7% salary adjustment across the board is increased by 2% to make it 9%.

2.2 The Parties agree that the Agreement relating to the 7% increment on Transport Allowance for staff members below management and 7% on Motor Vehicle Allowance for the management cadre, remains the same.

2.3 The effective date for the salaries and benefits adjustments for the 2017/18 Financial Year shall be April 01, 2017.

The Agreement signed by the parties supersedes the Agreement entered into between the GRN and NAPWU relating to the salary adjustments for the 2017/2018 financial year.

I thus want to thank His Excellency, the President for his support and guidance in resolving this matter. I also want to thank all the parties who were involved and all stakeholders for their understanding in resolving this matter.

I should state that negotiations by GRN, NAPWU and NANTU started as early as March 2016 and an agreement was signed by NAPWU in April 2011.

The allegations that GRN delayed the conclusion of the negotiations by postponing meetings are untrue. Delays in reaching an agreement was due to NAPWU's non acceptance of the GRN offer of 5 percent for grades 12-15.

Never mind, we are pleased that the situation is now behind us and learning and exams have resumed.

The postponed exams from last Thursday and Friday have now been rescheduled as announced by the Minister of Education, Arts and Culture.

It is my hope that this mutual understanding will continue to guide our future engagement in the interest of our country.

SAARA KUUGONGELWA-AMADHILA

