

Looking back at 2020 -A year in review



Dear valued RSTI Stakeholders,

I am delighted to bring you this year-in-review newsletter reflecting on the last months of operations within the NCRST.

This year has been a very challenging and the most difficult one for all of us. Covid-19 thrust institutions into remote working arrangements and this completely changed the way we work, the way we think and the way we live. Fear and panic could be seen in the eyes of many.

Nonetheless, the NCRST embarked on a number of activities as per our mandate, although some activities may have fallen flat due to budget cuts, we still managed to remain

relevant and ensuring that we pushed forward the country in its national development visions of becoming a knowledge based society and towards socio economic advancement.

In this issue, we will be sharing with our stakeholders some of the activities and strategies that we have embarked upon during the year 2020, as well as some of our plans for the future.

On behalf of the NCRST Commissioners, the Management and entire staff, we wish you a very best Festive Season and a Prosperous 2021. Enjoy the festive read.

Yours in Science and Innovation,

Angela Kachana Ntemwa
*Acting Head: Corporate
Communication and Marketing*

Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less..."

Marie Curie

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The National Innovation challenge for women NICW IV PROGRAMME



Winners of the 2020 NICW f.l.t.r Ms. Meke Namindo, Ms. Leena Sindano, Ms. Kuku Angula & Ms Hermine Bertoline,

The National Commission on Research, Science and Technology (NCRST) implemented the NICW IV Programme from 21 September 2020 until 05 November 2020 with financial support from Start Up Namibia of the Deutsche Gesellschaft für Inter-nationale Zusammenarbeit (GIZ) on behalf of the German government.

The NICW programme is a capacity building and business acceleration initiative designed to empower female innovators in various business concepts such as Business Model Canvas, Financial projections, Human Resources, Marketing and Branding as well as standards and regulations pertaining to their businesses. The goal is to have an empowered female population running and spearheading Science, Technology, and Innovation (STI) focused businesses.

A total of 141 applications were received, of which 37 applicants were selected to participate in Phase I online training.

The Phase I training consisted of the Ideation & Design Thinking, Business Model Canvas, Pitching training and practice. After Phase I, 20 participants were selected to proceed to Phase II of the programme.

The Phase II on site workshops were divided into Phase IIA & Phase IIB trainings respectively. The Phase IIA training was held from 13-15 October 2020, focusing on Business strategy, Marketing and Financial management and projections. The Phase II face-to-face training took place from 03-05 November 2020, covering topics such as: Legal and Intellectual Property, Human Resources and productivity, Financial Management and pitching training.

There after, the final pitch took place on the last day of the event, 05 November 2020 to select the national winners to receive the developmental vouchers and further mentoring.

The NICW Finalists:

1. Albertina MP Iitana
2. Benitha Nakaambo
3. Hermine Bertoline
4. Hilja Shatona
5. Kuku Angula
6. Magreth Tsuses
7. Magrecia Hausiku
8. Loide Shipingana
9. Leena Sindano
10. Leena Naftal
11. Samantha Matjila
12. Selvia C. Gowases
13. Toolia Kamanya
14. Ndeshipewa Hamatui-Valombola
15. Raxia Mwapopile Shalulange

BOOST UP SERIES 2020 NAMIBIA - WINNERS ANNOUNCED



BOOST UP is a three-part startup support programme organized by the Connected Hubs network and the Southern Africa Innovation Support Programme (SAIS 2) in Botswana, Namibia, South Africa, Tanzania, and Zambia. BOOST UP targets startups that use technology to solve a societal challenge and are looking for skills that could help them articulate their business. The BOOST UP series comprises the Set Up online training events, Stand Up pitching competitions, and Scale Up incubation programme. In Namibia, the BOOST UP Programme is supported by the National Commission on Research, Science and Technology (NCRST) and the Southern Africa Innovation Support Programme (SAIS 2), with the assistance from Namibian Connected Hubs networks members, the Namibia Business Innovation Institute (NBII), GEN Namibia, UNDP Accelerator Lab and Dololo Operations.

#INNOVATION

"In terms of the Global Innovation Index 2020 Rankings, Namibia currently ranks 104 in terms of innovation performance."

Source: The Global Innovation Index 2020

Note:

According to Namibia's NDP5, the goal is to improve Namibia's innovation ranking in the Global Innovation index to the 80th position.



**DID YOU
KNOW?**

Three Namibian startups namely Agelvipa Online, Connect-Africa and Coachpedia formed part of the 18 regional startups from the five partner countries contesting for the BOOST UP 2020 final pitch competition that took place on Friday, 13 November 2020. Due to travel restrictions imposed due to the COVID-19 pandemic, the BOOST UP 2020 Final Pitching Competition was hosted as an online event that was broad casted live from the five partner countries.

A panel comprising of judges from Botswana, Namibia, South Africa, Tanzania, Zambia, and Finland scored the startups based on their pitches, and they selected the overall winner.

The following prizes were up for grabs;

- **Main Prize:** A trip to Finland for two team members of the winning startup to meet with relevant Finnish innovation ecosystem role players, sponsored by Demola Global.
- **Top Three:** USD 5,000 in Amazon Web Services (AWS) credits sponsored by AWS Activate, offered to the top three startups.
- **SLUSH prize:** For the best startup in each country: Access to Node by SLUSH, an international investment matchmaking platform.
- **Think Africa Prize:** A package of prizes ranging from books to an online consultation and assumption testing session offered to the startup that best embodies Think Africa's values.

The BOOST UP 2020 final pitch competition winners were as follows:

1. The **Main Prize** went to Dawa Health from Zambia: A platform offering remote and self-monitoring maternal health services to expecting mothers, providing them access to medical care at this crucial time.
2. The **AWS Top Three prizes** went to Dawa Health from Zambia, Huduma Smart from Tanzania, and Nature's Nectar from Zambia.
3. The **Best Start-ups** in each country were: Agelvipa from Namibia, Doctors E-Consult from Botswana, SOG Water Solutions from South Africa, Dawa Health from Zambia, Huduma Smart from Tanzania (which also won the Think Africa Prize).

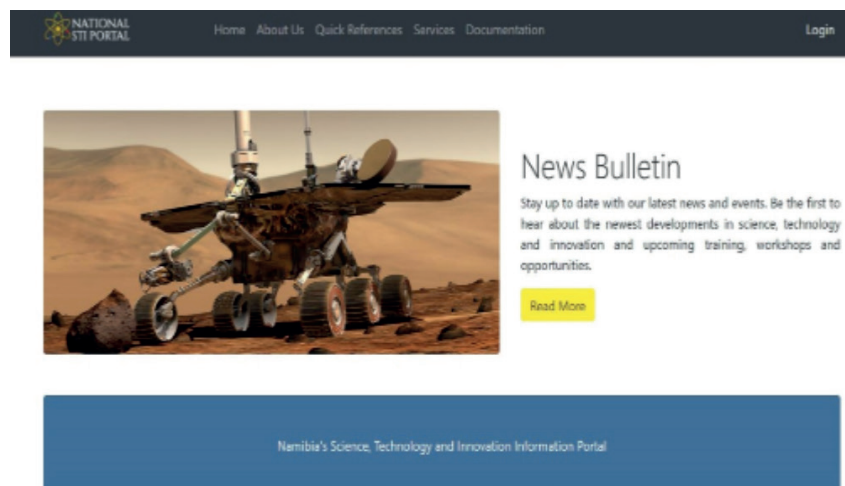
National Science, Technology and Innovation Information Management System (STI-IMS)

For Namibia to achieve economic growth and sustainable development, strengthening the Science Technology and Innovation (STI) sector is very important. Given that, countries all over the world are investing in developing necessary STI strategies to drive STI activities and aligning them to national development agendas. The successful implementation of the STI policy relies heavily on quality STI information.

STI information can be defined as a series of data designed to answer questions about the STI system, its internal structure, its relation to the economy and society and the degree to which it is helping the country meeting its own development goals. Accurate data is required to describe the current state of STI policies around the world and the information should be presented in such a way as to allow the decision makers to estimate whether this state meets societal needs or expectations.

Without a platform or system in place to capture STI information, it will be difficult to effectively implement STI policy and policy instruments. Therefore, it is of utmost importance that the NCRST has a functionalized information system to effectively capture, monitor and evaluate STI information.

Due to the high level of information disparity in the country, it is very difficult to have a coherent representation on STI activities at once. There is a challenge of having evidence-based information available for policy formulation. There are other dominant issues such a lack of a reliable platform for STI data and information collection that can be used to verify for accuracy and



reliability; and from where it can share with the public, business and government sector. This highlights the importance of a fully integrated mechanism and system to capture scientific and technological evidence to properly gauge STI progress, to monitor and evaluate the STI policy and STI policy implementation instruments for decision making.

During 2016 to 2018, the NCRST invested in developing Science, Technology and Innovation Information System (STI-IMS) and a Grand Management System (GMS).

On the implementation, population and functionalisation of the systems the NCRST experienced insurmountable constraints. Furthermore, the integration of both systems could not be achieved. The NCRST approached NUST Computer Science Department for a possible collaboration to resolve the functionality of the STI-IMS and GMS.

This resulted that Professor Winschiers Theophilus successfully applied for a proposal to have the NCRST's web portal (STI-IMS) proposal project to be implemented by students in the Advanced Software Development course in the Computer Science Department,

FCI in collaboration with international students. The German Academic Exchange Service known as DAAD is funding this collaboration under the project titled Global Inter cultural Project Experience (GIPE).

The GIPE partnership involved students from NUST, Westfälische Hochschule University of Applied Sciences (Germany), Atma Jaya Catholic University of Indonesia, and Catholic University San Pablo (Peru).

The GIPE project was completed from February to November 2020.

The first part of the project a) Upload Researchers Profile, b) Journal (Abstract and full papers) was completed and the portal will be launched in February 2021.

Currently the project is expanded to incorporate the next sections:

- Capture Research;
- Register Research Certificates and Permits;
- Grand Management Process;
- R&D survey;
- Innovation survey;
- National Programme on RSTI;
- Databases:
- STI organisations
- National STI indicators (R&D, Innovation, Infrastructure etc.)
- STI organisations
- STI facilities and Equipment

For this activity two students from NUST, who were part of the initial coding are currently continue coding on the portal.

The journal part was developed by additional development partners. The NCRST would like to welcome Ms Paulina Shifugula, Mr Sammy Tesh and Ms Olivia Louw to our team.



#TECH TIP

Downloading Whatsapp desktop app for your desk- top computer or laptop

Step 1: Navigate to <https://www.whatsapp.com/download/> and download the ap-plication file for your windows or Mac system.

Step 2: Once desktop exe file is downloaded, it may take some time to complete installation of required supporting files and may ask to restart your windows computer/laptop too.

Step 3: Now, you may able to open whatsapp desktop app and first time it will ask you to scan QR code.

Step 4: Open whatsapp on your mobile device and from setting navigate to Whatsapp web

Step 5: Scan the QR code and same like whatsapp web, you can have your whatsapp with your whatsapp desktop app.



OPPORTUNITIES FOR SPACE SCIENCES AND TECHNOLOGY IN NAMIBIA: THE HIGH ENERGY STEREOSCOPIC SYSTEM (H.E.S.S.) COLLABORATION

In the year 2000, the Govern ment of the Republic of Namibia and the Federal Republic of Germany entered into an arrangement regarding the establishment of a scientific experiment referred to as High Energy Stereoscopic System (H.E.S.S.). This experiment aims at exploring the highest energies in the electro-magnetic spectrum in order to promote research in the field of gamma-rays astronomy.

The H.E.S.S. experiment has been operational since 2002 and has been governed through various agreements between the Parties involved. Currently, H.E.S.S. has a five telescope configuration, and a collaboration consisting of 19 institutions. The current agreement is operational until 2022.

Since H.E.S.S. inception, Namibia's scientific community and general public did not optimally utilize this facility/ experiment. Therefore, going forward, NCRST in collaboration with the University of Namibia and the Ministry of Higher Education, Technology and Innovation, developed a plan to ensure maximum participation of Namibians in this experiment.

The plan is also aimed at contributing to the national aspirations highlighted in the (draft) Space Science and Technology Policy and other national frameworks

Here are some activities and opportunities from the plan

- Support postgraduate students in the field of astronomy to benefit from the H.E.S.S. experiment;
- Promote access to H.E.S.S. data for research and other capacity building initiatives;
- Organize engagement platforms (public lectures, guest lectures, TV and radio platforms, science week, etc.) to increase stakeholder's participation in the H.E.S.S. experiment;
- Organize tours for students and general public to visit the H.E.S.S. telescopes;

For more opportunities on the H.E.S.S. experiment, contact the National Commission on Research, Science and Technology (NCRST) on +264 61 431 7000.

For more information on H.E.S.S. experiment, visit: <https://www.mpihd.mpg.de/hfm/HESS/>

Launching of the Innovation Survey (2012 – 2014) - at the Innovation Forum

The National Commission on Research, Science and Technology (NCRST) and National Statistics Agency (NSA) in collaboration with the University of Namibia (UNAM) launched the Innovation Survey Report for the first survey on Innovation for 2012 to 2014 year on the 27th of February 2020.

The aim of this exercise was to collect, analyze and publish statistical Science, Technology and Innovation (STI) indicators.

The lack of STI indicators caused challenges to policy makers to make evident-based decisions on the magnitude of investment in Research and Development and Innovation in Namibia.

The Innovation Survey Report is particularly important as it can act as a reference on Namibia's innovation ecosystem



Launching of the Innovation Survey

as well as an 'action tool' for decision makers. It also paints the picture on the importance of innovation for national economic growth. Innovation should be the heart of any government policies that aims to promote economic growth and productivity.

Hence, the information collected on the extent and type of business innovation activities, enables policymakers to better design evident-based policies that are accurately pro-development.

The National Innovation Survey Report is thus a major source of this evidence to inform government policy.

The survey is at the same time, an important contribution to the UNESCO's Institute of Statistics and NEPADS's African Science, Technology and Innovation Indicators (ASTII) initiative.

The ASTII is used for international benchmarking and comparison purposes.

Generic Manual for the Management of Research Grants for Science Granting Councils (SGCs)

In 2020, the Southern African Research & Innovation Management Association (SARIMA) officially launched the "Generic Manual for the Management of Research Grants". The manual encompasses elements of the research grant management. It further identified key practices and provides examples and templates to implement. SARIMA responded to an identified need to strengthen capacities in research grant management during the Science

Granting Council's Initiative (SGCI) Phase 1 implementation by SGCs and developed this manual as a reference document. The National Commission on Research, Science and Technology being participating SGC also contributed by providing their inputs to this manual. Therefore, the NCRST is greatly benefiting from the manual to improve and strengthen their processes and grant management

cycle under the Resource Mobilization and Grant Management division.

This manual however contributes to SARIMA's objective of strengthening capacities in research management in a number of key areas such as research and grant making systems, procedures and principles.

BIOTECHNOLOGY DIVISION PROGRAMS AND MILESTONES

The Biotechnology division serves to ensure effective regulatory services for activities that involve research, development, production, marketing, transport, application and other uses of Genetically Modified Organisms (GMOs) as per the Biosafety Act, 2006 (Act No. 7, 2006) and to facilitate National policies, strategies and programmes on Biosafety and Biotechnology.

Declaration of products derived from or containing Genetically Modified Organisms for purposes of the Biosafety Act, 2006 (Act. No. 2006).

As per section 6 of the Biosafety Act, the NCRST established the Biosafety Council to consider applications for permits to deal with GMOs or specified products derived from GMOs and make recommendations to the Minister, who will make a final decision to either grant a permit or reject an application.

The Biosafety Council facilitated the gazetting of the Declaration of Products Derived from or Containing GMO's for Purposes of the Biosafety Act, 2006 in October 2018.

Any person who carries on any activity with or in relation to a GMO or GMO product for which a permit is required by the Biosafety Act must, if he or she wishes to continue with that activity, apply for a permit within 120 days after the publishing of GMO Product List Gazette.

Currently applications for Permit to place on the Market GMO's has been launched with the Biosafety Council. No decisions pertaining the applications have been made yet. Stakeholders' who are dealing with activities and have not yet apply, are encouraged to apply for permits to deal with any activity that involves GMO or GMO products.

Who qualifies to apply for a Permit to be place on the market GMO products?

A permit is required by anyone who wishes to:

- a. place on the market genetically modified food or feed;
- b. import, handle, develop, process, produce, package, label, transport, market or store genetically modified food or feed for purposes of placing such genetically modified food or feed on the market.

It is a requirement that the permit holder be based in Namibia.

All the detailed requirements to accompany the application are on the application form.

NB: Further queries can be requested via email at: registrarbiosafety@ncrst.na



RESEARCH ACTIVITIES WITHOUT CONSIDERATION FOR INTELLECTUAL PROPERTY PROTECTION IS WASTING OF RESOURCES



Countries with impressive gross domestic products (GDP) and progressive economies have invested in some of the known key drivers of economic development namely; research, research and development (R&D) and intellectual property (IP) protection and management. The National Commission on Research, Science and Technology (NCRST) is mandated to coordinate,, promote and facilitate funding for all research activities in Namibia.

One key element for consideration in the IP protection and management process is the enforcement of IP rights. This helps to identify unauthorized commercial exploitation of protected IP. It also places prospective users in a better position to seek authorization for use when the rights holder is well-known.

The primary purpose of conducting research is to address specific challenges that may be hindering socio economic development in a given community. Scientific research results provide direction and much need information on strategic planning, budgeting, implementation and scrutinizing of the impact that the research re-sult might have made.

Research work, in general, involves huge financial commitments. Should the research results lead to R&D and eventual commercialization as it is normally the case, the end products may not come cheap for consumers. It is at this point where the researcher needs

to carefully analyze the prospective benefits that are usually measured against the investment made into the research and R&D processes.

Since the envisaged benefits are not once-off arrangements, the end-products need to be legally protected against potential abuse without compensation. Such a scenario can be averted through effective enforcement of one's IP rights. It is a sour sight to realize that more than 95% of consumable products in Namibia are imported goods, while services possibly account another 60% or more.

The status quo is a result of lack of research, R&D and IP protection and management in the country. Namibians use products and consumables that mostly imported.

This is because we do not seem to place our priorities right in terms of capacity building to ensure self-sustainability. Unless serious attention is paid to research, R&D and IP protection and management, Namibia will continue relying on other countries for basic commodities and those countries will continue "calling the shots" in terms of what we should get, at what prices and on what terms and conditions.

The emergence of the Covid-19 pandemic should have taught us a very good lesson in terms of self-sustainability, especially when countries closed their borders and only allowed for exportation of essential commodities. Nonetheless, as the old saying goes "it is always better late than never.

In most cases, things go the undesirable route, not because people are not capable of doing the right thing but simply because they are not informed, exposed and educated on how to do things right. The effective implementation of the afore-mentioned three pillars of socio economic development is done mostly through educating and exposing the masses.

The Namibian education system is somewhat silent on the subject matters of research, R&D and IP protection and management, to a disturbing extent. It paints a picture of a country that is happy with the current practice of consuming what we do not produce and producing so little that we are not use sufficiently. The workable solution to the current dilemma is therefore:

- a. to take research, R&D and innovation seriously by making uninterrupted budgetary provisions to their course and initiatives;
- b. to introduce IP education in schools in order to raise awareness of the socio economic benefits that accrue from creativity, effective IP protection, management and commercialization; and
- c. to capacitate and strengthen IP rights enforcement mechanisms to discourage and scare off would be infringers.

Namibian Journal for Research, Science and Technology (NJRST) ISSN: 2026-8548



Launching of the NJRST

Last year, 2019 the NCRST launched a scientific journal for the Namibian researchers; the Namibian Journal for Research, Science and Technology (NJRST). This is a high-quality peer-reviewed multi-disciplinary research journal published by the National Commission on Research, Science and Technology (NCRST).

The NJRST provides a platform for scholars in natural sciences, humanities, and social sciences. It offers an opportunity to impart and share knowledge in the form of high quality empirical and theoretical research papers, case studies, literature reviews and book reviews.

In 2020 the NJRST has made strides as it strives to publish two issues of the journal as well as to have an on-line platform.

This is a huge leap towards having the NJRST accredited inter-nationally as well as pave a way for local accreditation of the journals in the country.

The division HIDSTP successfully carried out the impact assessment survey and success story documentation survey in all 14 regions of the country

The Impact assessment survey aims at assessing the impact of individual or a group of projects/programmes being implemented by National Commission on Research, Science and Technology (NCRST), developing an impact assessment report that will help the NCRST to improve its Science, Technology and Innovation

(STI) programs/projects; documenting suggestions and recommendations as well as to inform policy and decision makers. On the other hand, the success stories survey aims at documenting success stories that have emanated from the NCRST science promotion programmes for school learners.

This will enable the NCRST to assess the value and improve its programmes as well as document the stories to showcase it to its sponsors, partners and stakeholders. The division is currently busy capturing data to publish the results.



Science and Technology promotion activities still remain a major area of importance for the NCRST

NCRST COMMITMENT TO GROWTH & DEVELOPMENT

As a coordinating agency that facilitates the development of Research, Science, Technology and Innovation in Namibia, the NCRST takes great pride in its employees and their capabilities. With a young and small workforce, the NCRST boost to have a highly educated workforce.

The NCRST has for the past 4 years experienced severe budgetary constraints, which also meant there was little to no resources for employee training and development.

However, that or the pressure of the pandemic did not stop the employees from pursuing their study goals to develop themselves. This is a clear demonstration of our employees' commitment to personal development and growth.

A quick snapshot of some of our employees studying in the current period:

Degrees



Ms. Kaovisa Tjozongoro
Secretary & Acting Procurement
Officer: Business Support
Degree in Logistics & Supply
Chain Management at the
Namibia University of Science
& Technology (NUST)

Specialist Programmes & Courses



Mr Brian Mudumbi
Senior Scientist: Natural Sciences
Research
Advanced Project Management at
the University of Cape Town;
Public Management & Governance
at the University of Cape Town;
Operations Management at the
University of Stellenbosch

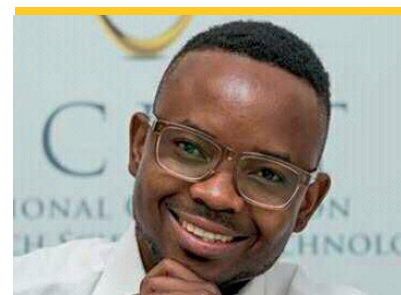
"Due to COVID-19 regulations, I was unable to do data collection, so I put my M.Sc on hold and opted to do online courses during the lock down. All the above resonate with current duties in the sphere of coordinating RSTI from technical and management perspective."

Special Programmes & Courses



Mr Simon Nghipangwa
Manager: Corporate Finance
Taxation at the University of
South Africa (UNISA)

Postgraduate Diplomas



Mr Oswald Mughoghora
Technologist: Innovation &
Industrial Research
Postgraduate Diploma in
Monitoring & Evaluation at the
University of Stellenbosch

Master's Degrees



Ms. Angela Kachana Ntemwa
Acting Head: Corporate
Communication & Marketing
Final Year Student - Master of
Journalism and Media Technology
at the Namibia University of
Science & Technology (NUST)

"I am majoring in Corporate Communications/Public Relations. I am passionate about PR and I love to communicate. PR is one of those addictive industries where you're continuously feeding yourself and your client's habit – the habit that can only be fed with media coverage.

The flexibility in PR and how it evolves as the world evolves is appealing. Traditional media is no longer the be all and end all and we have technology to thank for that. But the beauty is, traditional and digital media can work in a partnership and the results can be incredible. I love the fact that I work in an industry that is constantly evolving with the times. So, another degree in the programme gives me an advantage in the competitive job market, it also qualifies me for a managerial position and being on the leading team, helps to shape effective Communications and Public Relations Strategies.

Finally, I love people and I enjoy building lasting relationships. I enjoy connecting with stakeholders and working with them closely to come up with a solution that works for everyone. PR makes me hungry for more, although it is often ranked as one of the most stressful careers but if you turn that on its head, it can also be viewed as one of the rewarding, from a personal perspective. Through PR, I can contribute significantly to national economic development. "

Master's Degrees



Mr Benjamin Nathanael
Scientist: Natural Sciences
Research

Final Year Student – Master of
Science in Geo-Information
Science at the University of
Namibia (UNAM)

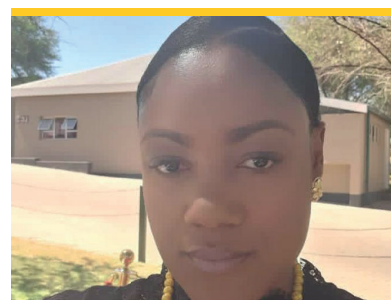
"My research interest is on bio-mass burning pollution and its atmospheric/climate and health effects. This was inspired by my previous work that involved vegetation and fire mapping. It is amplified by the recent science campaigns in which I participated, especially NASA's ORACLES, and by my current work as a co-ordinator for natural sciences research at the NCRST"

Master's Degrees



Ms Mechtilde Amalwa
Fund Accountant
First Year Student - Masters in
Intellectual Property (MIP) at
the Africa University, Mutare,
ZIM

Master's Degrees



Ms Luiza Mazarire Senior
Program Officer: Resource
Mobilisation & Grant
Management
First Year Student
Masters in Intellectual Property
(MIP) at the Africa University,
Mutare, ZIM

Master's Degrees



Mr Matheus Shikongo
Head: Quality Assurance & Operational Excellence
Final Year Student – Master of Business Administration (MBA) at the Harold Pupkewitz Graduate School of Business -Namibia University of Science & Technology (NUST)

"The emphasis on my MBA is on Organizational Management in a 4th IR Era. It helps me develop a critical awareness and an integrated understanding of Organizational Management. I have implemented the case study methodologies from this course to revise the submission templates for EMC, Councils, and Board and I have gained a remarkable understanding and insight into strategic management especially on environmental scanning and competitive advantage creation tactics."

Doctorate degrees



Ms Albertina Ngurare
General Manager: Business Support
Second Year Student – Doctorate in Business Administration at the University of Namibia (UNAM)

"A conversation with my mother at the age of 12 always encouraged me to study further, therefore this is dedicated to her memory. The field of business management requires constant development in order to be able to inspire, lead and influence others. This motivated me to enroll for a DBA with Namibia Business School in order to improve my knowledge and skills as well as contribute to the body of knowledge through practical solutions for my field."

Doctorate degrees



Mr Paulus Mungeyi
Manager: Biotechnology
Second Year Student – PhD in Natural Resources & Agriculture at the Namibia University of Science & Technology (NUST)

"Having worked with the NCRST for 6 years and on the STI Policy formulation, I believe it was a great opportunity to grow with the organization by gaining more skills at personal development level and contribute further individually to already existing knowledge especially in the Biosafety field in Namibia."

It is imperative to note that Ms Amalwa and Ms Mazarire are scholarship beneficiaries of the World Intellectual Property Organisation (WIPO), a strategic idea by Mr Moses M. Moses, Manager: Knowledge Management & Intellectual Property Coordination at the NCRST to educate people on intellectual property.

The NCRST is extremely proud of you all and recognize all your efforts in advancing your knowledge. As we work towards building a knowledge-based society, you are all exemplary and truly valued. Your skills are essential to the implementation of the NCRST's strategy and by taking this step, you are improving the NCRST's capacity. You are a GEM and we wish you well!



From the SocialClub Corner

The Social Club was established to foster loyalty of the NCRST staff; to serve as a platform that enhances team building and a sense of belonging; to grant members a platform for discussing matters of common and mutual interest outside the work environment and to provide and maintain recreational facilities/opportunities for members of the club.

With the pandemic experienced this year, the CLUB could not host most of its social activities that were planned for the year.

However, we will be ending off the year on a very meaningful note with our year-end function. We hope you are attending! This year, we opted for the fun in nature. Don't miss out!

To all our members, the NCRST employees; thank you so much! And please accept our special invitation to every exciting event we have planned for you for 2021. We look forward to hosting you. We also know that we cannot accomplish our goals without each and every one of you.

Please support us by being an active NCRST team player. We know we can rely on you.

May we foster a culture of making memories and building meaningful relationships with our family at work.

FAREWELL TO OUR ANGEL

The year 2020 has been challenging enough with Covid-19 being declared a pandemic of which most have had to endure and learn to live with. Sadly, on 28 August 2020 late afternoon, the NCRST team learned with shock that one of our dear team members, Ms Gerliende Nguaiko Hoveka, has untimely passed on, that very same day.

"It can't be, we had an online meeting with her this morning, and she was her usual self", exclaimed one of the team members. Gerliende worked as the Programs & Processes Co-ordinator, in the Quality Assurance & Operational Excellence division under the CEO's Office, since 19 October 2015. She would have turned 5 years with the NCRST, just a few weeks before her untimely death.

Gerliende served in various committees with in the NCRST and was always a great team player. On a social level, she was the go-to person for a good laugh, décor, perfumes, shopping and everything beautiful. She was our sister; she was always there to officer support and advise on anything. She never held back when it came to helping others. She always found a way and got along with everyone.

Her line manager, Mr Matheus Shikongo described her as "a well-organized, kind, polite, dedicated and hardworking, colleague, she left a wide gap that cannot be filled. She was my right hand..."

The NCRST lost a gem, and we will forever miss her!

May your soul rest in peace dear Gerliende and may you always look out for us in heaven.



NCRST'S RESPONSE TO COVID-19

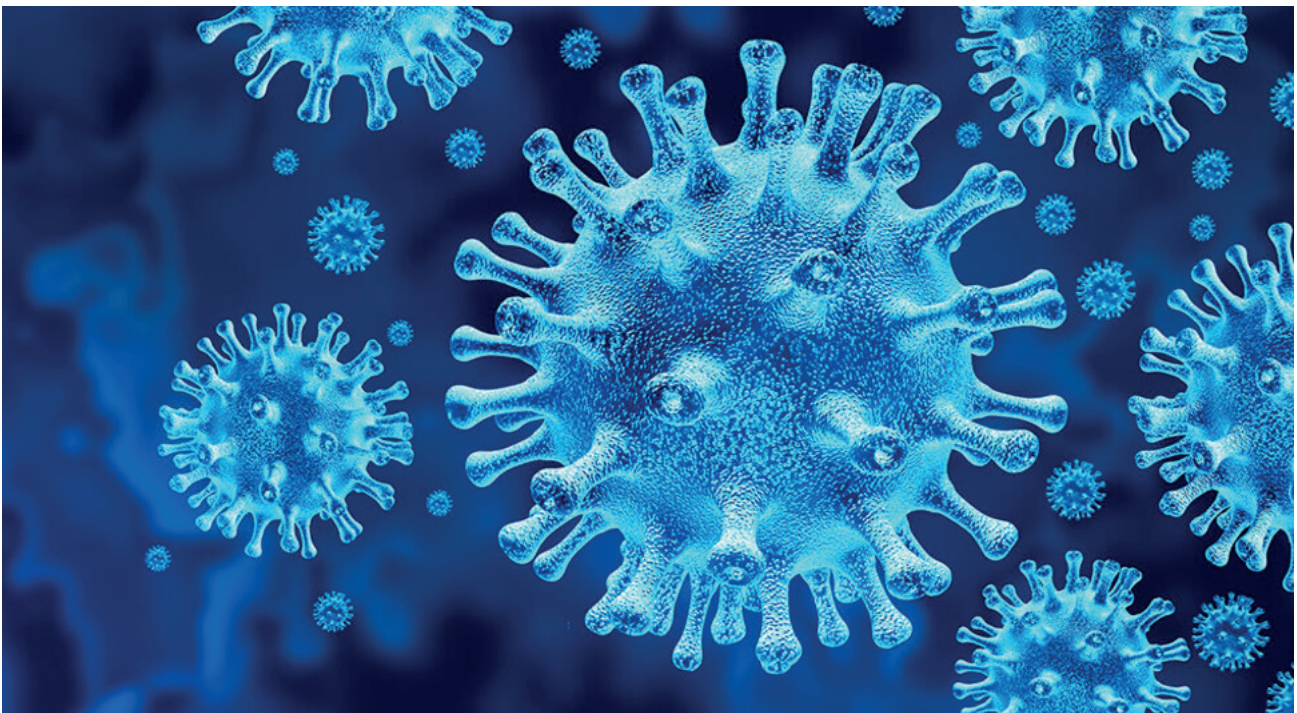
Since the State of Emergency due to the COVID-19, also known as Corona virus, was declared by the President, His Excellency Dr Hage Geingob in March 2020, the NCRST through the Business Support department in conjunction with the Executive Management Committee has been hard at work to ensure the safety of all employees and other stakeholders. The employees have been equally considerate and proactive in practicing required etiquette to minimize infection. Before the lock down, the NCRST anticipated the effects of the virus and was proactive in approving a Wellness Plan that guided the

NCRST's approach in better responding to the virus. Resources and capacity were prioritized in this regard and the safety and wellbeing of the employees was vital in every decision!

In further responding to the effects of the pandemic the NCRST implemented a Remote Work Model (RWM) that allowed employees to work remotely and be productive during the pandemic. This was taking into consideration that the effect of the pandemic on employees, especially parents and caretakers, who for instance had e-learning and/or

home-schooling responsibilities and those with children with special needs were empathetically highlighted; hence a study was conducted to better understand the needs of the employees.

The findings from the study were essential in developing a well informed working model that allowed employees to be productive and motivated (amidst the world panic), knowing that the Commission understands and cares for their needs and overall wellbeing.



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