

365

days of harnessing science, technology and innovation
for improved competitiveness and economic growth.

2014/15
Annual
Report

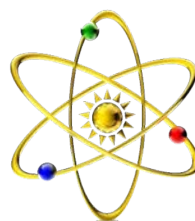


Fostering Excellence through Knowledge and Innovation



Fostering Excellence through
Knowledge and Innovation

2014/15 Annual Report



NCRST
NATIONAL COMMISSION
ON RESEARCH SCIENCE & TECHNOLOGY

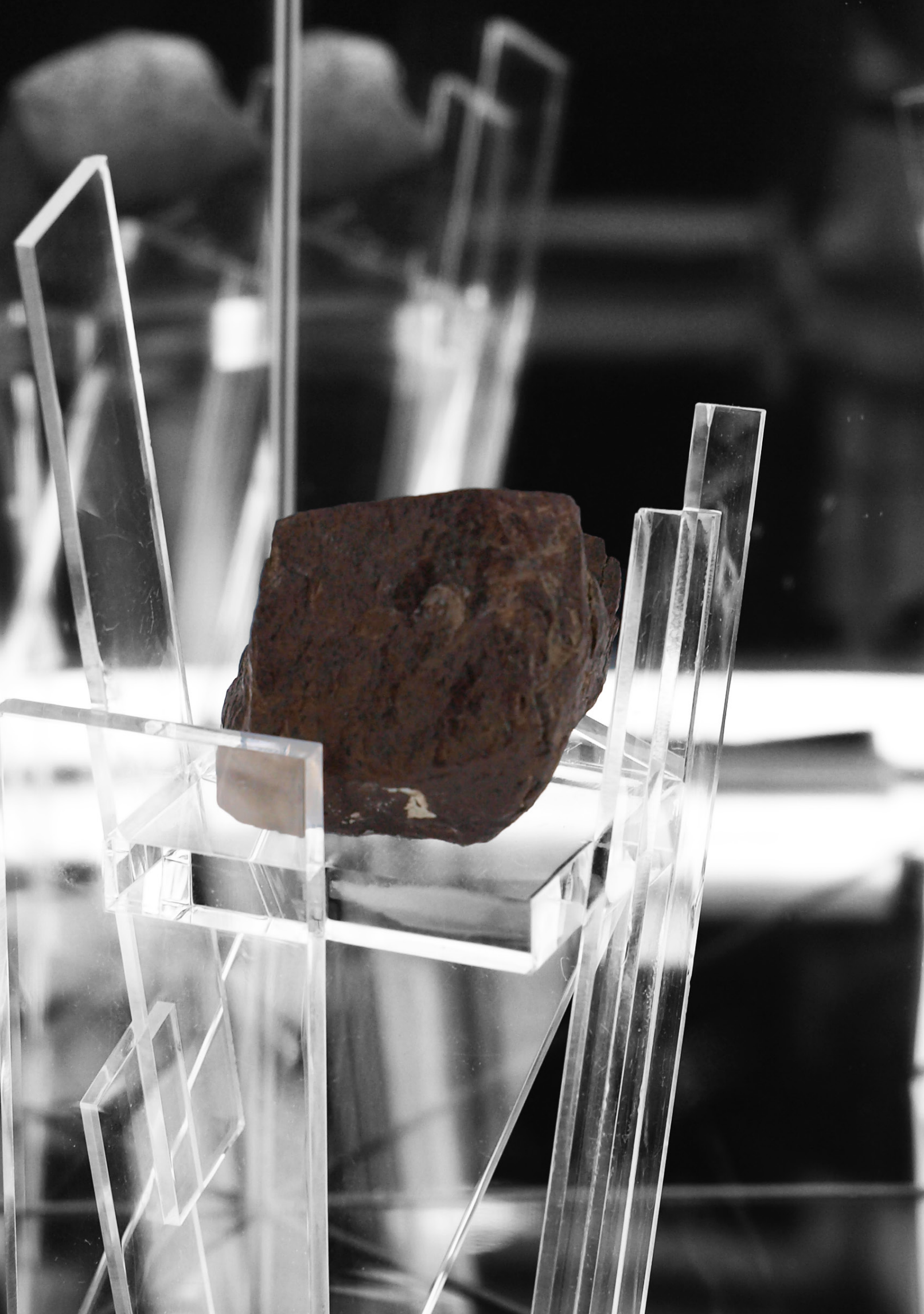
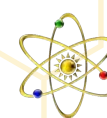


Table of Contents

Foreword by the Chairperson	3
Review by the Chief Executive Officer	7
PART I: ORGANISATIONAL OVERVIEW	13
Corporate Overview	13
NCRST Mandate	
Mission	
Vision	
Values	
Strategic Themes	
Board of Commissioners Structure	15
Functions	
NCRST Commissioners	16
NCRST Committees and Councils	20
Management and Support Structure	25
Executive Management	
Office of the CEO	26
Research, Science Technology and Innovation Coordination and Support	28
Innovation and Technology Development (Management of National facilities)	30
Business Support	32
PART II: PERFORMANCE OVERVIEW	38
Support Structure	39
Internal Audit	
Company Secretariat and Legal Advice	
Quality Assurance and Operation Excellence	
Corporate Communications and Marketing	40
Human Resources	
Finance	41
Information Technology	42
Research, Science Technology and Innovation Coordination and Support	44
Policies and Programme Development	
Resource Mobilization and Grant Management	45
Human Resource, Institutional Development and Science Promotion	47
Innovation and Technology Development	50
Innovation and Industrial Research	50
Natural Sciences	51
Biotechnology	52
NCRST Funded Projects	54
Research Funding Under the Namibia/South Africa Bilateral Agreement	54
Research Funding under 1st National Call FOR Individuals with Capacity Building Component	59
Research Funding under the 2nd National Call for Research Groups with Capacity Building Component	61
Research Funding under the 3rd National Call For PhD proposals	61
PART III: ORGANISATIONAL PERFORMANCE AND MONITORING	62
PART IV: FINANCIAL REPORT	68





FOREWORD

BY THE CHAIRPERSON

Before I start this review of the previous year's work, I would like to congratulate Hon Dr. Itah Kandjii-Murangi, Minister of Higher Education, Training and Innovation, and her Deputy, Hon Dr. Becky Ndjoze-Ojo, for their appointment to lead the new Ministry of Higher Education, Training and Innovation. The National Commission of Research Science and Technology (NCRST) Board of Commissioners and staff look forward to working with the Ministry to contribute to the development of research, science, technology and innovation (RSTI) for the attainment of our national development aspirations as provided for in Vision 2030 and the Fourth National Development Plan.

Equally, I express sincere appreciation to the former Minister of Education, Hon Dr. David Namwandi under whose leadership the NCRST formally came into existence. Although the vision is far from being attained, I am happy that since its operationalisation in 2013, the NCRST has made considerable progress in establishing and strengthening of our national system of innovation. The past two years of the NCRST's existence were equally challenging as they were rewarding.

During the period under review the NCRST facilitated the development of the National Programme on Research,

Science, Technology and Innovation (NPRSTI) as provided for in terms of Section 18 of Research, Science and Technology Act, 2004 (Act 23 of 2004). The National Programme on Research, Science, Technology and Innovation provides a framework to ensure that our innovation drive is geared towards self-employment, job creation as well as the capacity building of our researchers to be able to produce knowledge, products (patents) and solutions, required to realise the implementation of national policies and solve social problems.

The NPRSTI, like the NCRST itself, should be seen as facilitators of knowledge creation and dissemination with the purpose of transforming the political-economy and knowledge landscape of the country towards becoming globally more competitive and socially more sustainable. It is also worth stating that the NPRSTI and the Strategic Plan (2014/15 - 2016/17) of the NCRST, which was already approved in 2013/14, are mutually constitutive.

In an elegant summary of the NPRSTI, it would be useful to say that the document, informed by its aims, identifies research priority areas, based on a collaborative process, a policy dialogue, comprising of important interests and knowledge that could conceivably address some of the key social and economic challenges of Namibia.



In terms of its Strategic Plan, the NCRST strategic goals are: to further public awareness and understanding on the importance of RSTI in respect of targeting segments of the population that will further RSTI progress most meaningfully; to further stakeholders' cooperation and alignment; to optimise RSTI progress within the delivery funnel; and to establish a relevant and desirable operating environment underlying legislative and statutory frameworks aligned and integrated towards optimal mobilisation of RSTI in Namibia.

As a Board of Commissioners, we are driving the implementation of the NCRST Strategic Plan as well as the National Programme on Research, Science, Technology and Innovation through which we inspire all stakeholders to make deliberate efforts and recognise their respective roles in the national science, technology and innovation system. Our resolve continues to create an environment in which we harness science, technology and innovation for improved competitiveness and economic growth.

For Namibia to strengthen its efforts in accelerating its socio-economic development, concerted effort would be required to be able to seize opportunities presented by the modern sciences and

technologies in order to harness long-term and sustainable solutions, especially in areas of national importance. I believe that the science, technology and innovation community has the capacity and willpower to find innovative solutions to address challenges that we face as a country. We do this not only for ourselves, but also for the future of our children. I am optimistic that the NCRST will succeed in establishing a robust national science, technology and innovation system that works for all stakeholders.

I would like to thank my fellow Commissioners as well as the CEO, Dr. Eino Mvula and his team, for the unwavering support and the commitment to take the NCRST to greater heights. Together we shall have no reason not to succeed in making the Commission an institution that many will envy, both locally and internationally. In this quest, as the poet T.S Eliot wrote: "We shall not cease from exploration".



Prof Andre du Pisani





REVIEW

BY THE CHIEF EXECUTIVE OFFICER

The National Commission on Research, Science and Technology (NCRST) is proud to present the Annual Report of 2014/15. The Commission is making progress in implementing its Strategic Plan. The year 2014/15 is the first year of implementation of our five-year strategy which has been formulated to ensure a holistic approach to all key areas of the NCRST's mandate.

The NCRST Strategy 2014/15 to 2018/19 together with the National Programme on Research, Science, Technology and Innovation (NPRSTI) for the period 2014/15 and 2016/17 are the cornerstones of science, technology and innovation development in Namibia. Our success in developing a responsive national system of innovation will depend on how well we address challenges related to an outdated policy and legal framework, low investment in research and development; the fragmentation of science, technology and innovation (STI) activities; the unavailability of a centralised information system on STI related activities such as research and development (R&D); and innovation indicators, inventory of facilities, laboratories and instruments for research.

Quoting from Lao Tsu, "the journey of a thousand miles starts with one step". Indeed the NCRST is taking the steps towards the goal for Namibia to become

a knowledge-based society. I wish to highlight some of the efforts the NCRST has made during the year under review in addressing the STI related challenges that we face as a country in line with the strategic priorities as outlined in the National Programme on Research, Science, Technology and Innovation for 2014/15 and 2016/17.

Enabling a policy and regulatory environment

Our work towards the consolidation of policies and the regulatory framework has begun with preparations to conduct Namibia's first ever research and development and innovation surveys. The surveys, once completed, will support the development of evidence-based policy as well as constructive feedback to all stakeholders in research, science, technology and innovation.

While the national research priorities have been identified as outlined in the National Programme on Research, Science, Technology and Innovation for the period 2014/15 and 2016/17, the financial resources required for funding research and innovation are not at the level where they should be, and the resources are still below the Fourth National Development Plan (NDP4) targets. We will continue to engage all stakeholders, particularly our policy makers as part of our effort to mobilize the resources required.



Building research capacities and technical skills

Building research capacities in terms of human capital development and infrastructures remains a priority for the NCRST, particularly for the production of economically relevant knowledge and business opportunities. The NCRST has issued calls for research proposals with strong emphasis on capacity development of future scientists. In addition, a call for funding PhD candidates was also issued during the year under review. In terms of RSTI infrastructure development, the starting point here would be the formulation of the National Strategy on RSTI infrastructure, which would guide investment requirements to deliver a fully functional infrastructure for students, scientists and innovators in the country.

Promoting cooperation in research and innovation activities

It is well known that cooperation at every level will provide opportunities to better deal with the country's challenges, be it in the domain of research-industry collaboration, or in the case of either interdisciplinary or inter-institutional research activities. For these reasons, the NCRST issued a research call targeting the formation of research groups within Namibia to conduct research on specific research priority areas in the National Programme. Further, the NCRST continues to play a pivotal role in coordinating the implementation of Cooperation Agreements between Namibia and other countries (i.e. South Africa, Germany, etc.) to foster collaboration in the areas of research, science, technology and innovation.

Disseminating of scientific and technological knowledge

Extension of the understanding of the role of science and technology to the general public or specific audiences in Namibia will go together with the dissemination of knowledge and the research results, as well as their impact concerning the national objectives. During the period

under review, the NCRST conducted a three-day Journalism Training Workshop on Science Reporting. The NCRST also organised the NAMPOWER National Science Fair and launched the road shows for Science, Technology and Innovation Festival that were held in June/July 2015.

Promoting innovation in the economic and social sectors

The NCRST is making specific interventions to advance the industrialisation of the country, boosting mid- and long-term development towards a knowledge-based economy, through both supporting knowledge transfer to the private and entrepreneurial sector, as well as supplying human and financial resources for integrating the culture and practice of innovation in the socio-economic environment. As part of this strategic intervention, the NCRST organised a Youth Information Sharing Session in February 2015 to engage all youth stakeholders and organisations in order to exchange views and information, relevant to their needs. This is expected to enable the NCRST to design specific interventions through financing, mentoring and coaching to unleash young people's creative potential in devising conceptual solutions to the challenges facing our society.

The NCRST as the agent mandated to coordinate the implementation of the National Programme on Research, Science Technology and Innovation (NPRSTI) and the stakeholders responsible for the implementation of the programme and projects as mandated under the NPRSTI and their own mandate must be staffed by a highly skilled and innovative workforce for the successful implementation of the programme. In pursuit of that goal, NCRST has continued to expose its staff to a range of training interventions and growth opportunities.

I am indebted to, and very proud of this team of dedicated, energetic and committed staff. This team has worked

with renewed commitment to serve the research and innovation community in order to achieve our strategic objectives.

As we continue on this journey of implementing the Programme on Research, Science, Technology and Innovation, it is important that we must make deliberate efforts and recognise the role of each stakeholder in the science and technology system. Science, technology, and innovation require the involvement of all and these must thus play a cross-cutting role as the mother of developmental frameworks. All stakeholders in Science, Technology, and Innovation are instrumental in shaping the science, technology and innovation landscape. Together we have the ability to push for the attainment of the NPRSTI targets and take national development to greater heights.

Finally, I must thank the NCRST Board of Commissioners for their unwavering commitment and support towards the attainment of the NCRST's vision. I must also sincerely thank all stakeholders who, in one way or another, continue to give their time and expertise to support the work of the Commission. This is a clear indication that the majority of stakeholders support our humble efforts to make use of STI as a tool to help solve our society's deep and pressing socio-economic challenges.

I look forward to our collective efforts that continue to harness collaboration among ourselves, supporting the creation of partnerships, sharing the available resources - human, infrastructure and financial resources - in this novel initiative to ensure the competitiveness of our country.

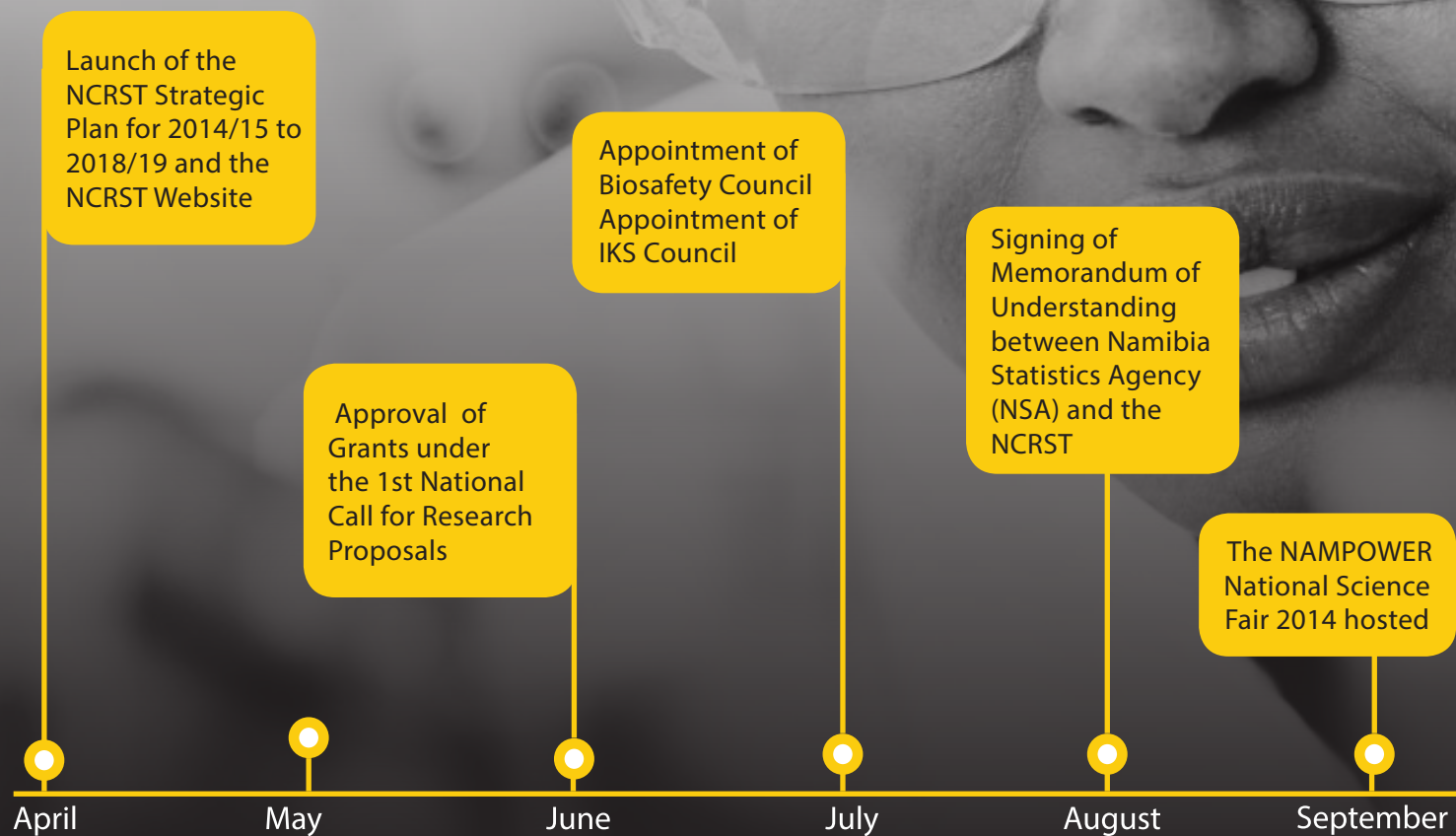


Dr. Eino Mvula



MILESTONES

APRIL 2014 - MARCH 2015



Issued a Call for Research Proposals inviting research groups affiliated to Namibian Research Institutions under the 2nd National Call for Research Proposals

Co-hosted the 2014 Africa Regional Meeting of the Global Research Council with the National Research Foundation (NRF) of South Africa

Stakeholder Consultation on Workshop on the Regulations to the Biosafety Act, 2006

Workshop on Science, Technology and Innovation (STI) indicators hosted.

Launch of the Road Show for the National Science, Technology and Innovation Festival 2015

Signing of Sponsorship agreement between Shell and the NCRST for the National Science, Technology and Innovation Festival 2015

Issued a Call for Research Proposals inviting researchers currently registered for PhD under the 3rd National Call

Launch of the National Research Science, Technology and Innovation Programme for 2014/15 to 2016/17

October

November

December

January

February

March

PART I: ORGANISATIONAL OVERVIEW



CORPORATE OVERVIEW

NCRST MANDATE

The importance of Research, Science and Technology as an engine of economic growth and development cannot be over emphasised. It is on this premise that Namibia has enacted the Research, Science and Technology Act, 2004 (Act No 23 of 2004). The objectives as outlined in section 1 of the Act are:

- (a) to ensure the co-ordination, monitoring and supervision of research, science and technology in Namibia;
- (b) to promote and develop research, science and technology in Namibia;
- (c) to promote common ground in research, scientific and technological thinking across all disciplines, including the physical, mathematical and life sciences, as well as human, social and economic sciences;
- (d) to encourage and promote innovative and independent thinking and the optimum development of intellectual capacity of people in research, science and technology;
- (e) to ensure dedicated, prioritised and systematic funding for research, science and technology application and development in Namibia;
- (f) to promote linkages between Namibia and international institutions and bodies on the development of research, science and technology.

MISSION

Establish a national system that promotes, develops, coordinates and informs Research, Sciences, Technology and Innovation (RSTI) towards a knowledge-based society.

Explanation: The emphasis is on creating a systematic approach that links and coordinates stakeholders in a delivery funnel towards achieving optimal RSTI relevant deliverables and in that process furthers meaningful progress towards a knowledge based society (socio-economic system/society)

VISION

To be a leading agency that facilitates the development of Research, Science, Technology and Innovation towards socio-economic advancement for Namibia.

Explanation: The vision attempts to galvanize the various stakeholders and mechanisms/means that make up the funnel towards the creation of RSTI deliverables into a R&D commitment and spend. That as a lead indicator will further socio-economic development in the context of a knowledge-based economy.



VALUES

The NCRST strives to further value based behaviour, engaging and relating, decision making and action. Stakeholders interacting with the NCRST and its representatives should consistently experience these values in all interactions and decisions, and all staff members must consciously practise the values so as to develop a consistent values-based approach.

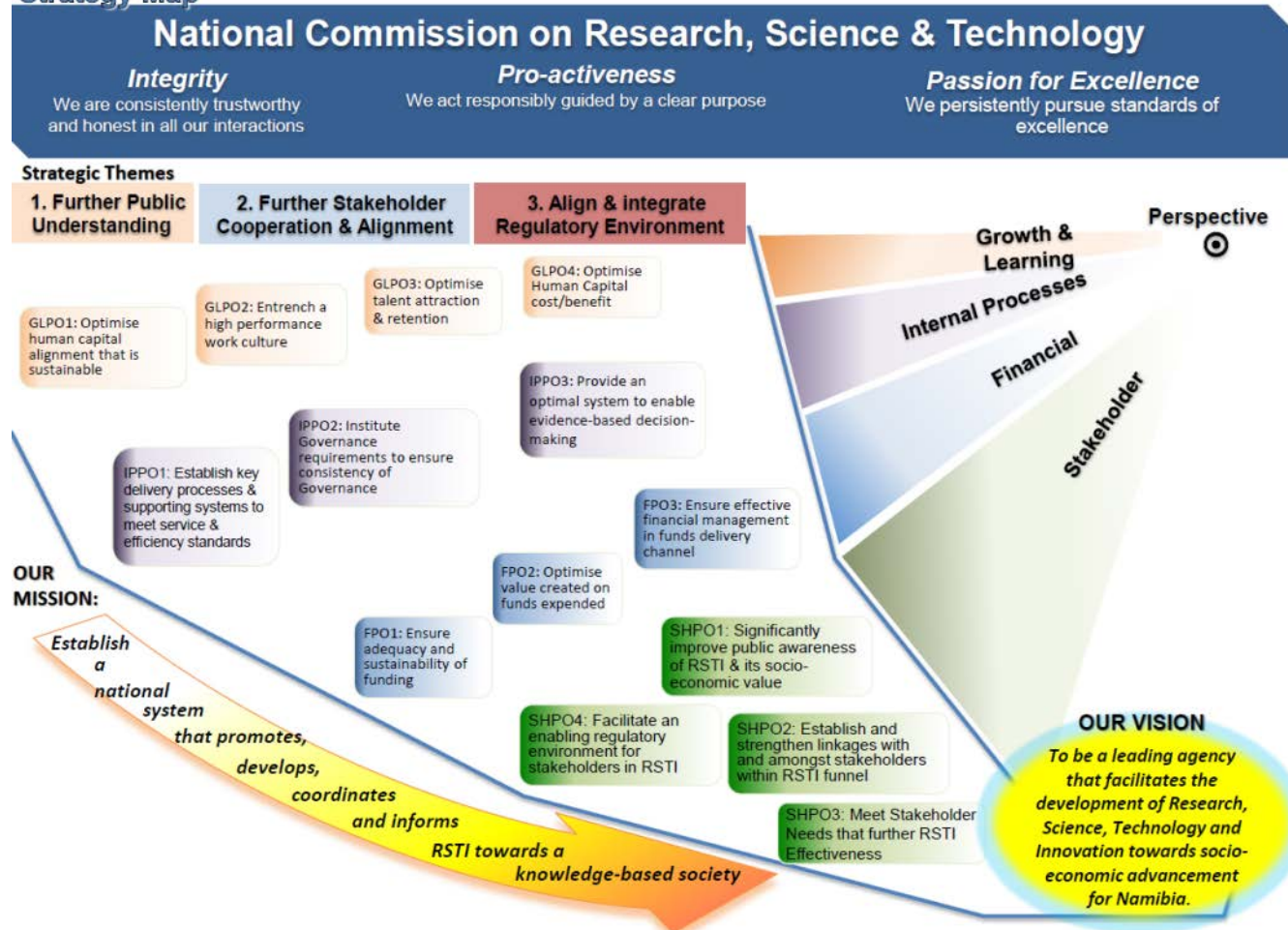
- Integrity - We are consistently trustworthy and honest in all our interactions.
- Pro-activeness - We act responsibly guided by a clear purpose.
- Passion for Excellence - We persistently pursue standards of excellence.

STRATEGIC THEMES

The following themes are of vital strategic importance over the next five years and create distinct focal clusters against which objectives can be defined:

1. Further Public Understanding – In order to create interest and a certain pull for RSTI in Namibia, public awareness and understanding will be vital. Here leverage should be sought by targeting segments of the population that will further RSTI progress most favourably (optimal effort-return ratio).
2. Further Stakeholder Cooperation & Alignment – to identify active and potentially active RSTI “players” and create linkages, networks and ventures that will further and optimise RSTI progress within the delivery funnel; and
3. Alignment and integration of Regulatory Environment – to establish a relevant and desirable operating environment underlying legislative and statutory frameworks aligned and integrated towards optimal mobilisation of RSTI in Namibia.

Strategy Map



BOARD OF COMMISSIONERS STRUCTURE

FUNCTIONS

The National Commission on Research Science and Technology (NCRST) is established in terms of section 4 of the Research Science and Technology Act, 2004 (Act No 23 of 2004). The NCRST is governed by the Commission consisting of 16 members appointed by the Minister and a five-member Executive committee which executes the decisions of the Commission.

The functions and powers of the Commission in terms of section 5 of the Act are:

- (a) to monitor and supervise the promotion, co-ordination, development and continuation of research, science and technology in all sectors in Namibia, and to minimise overlapping in the fields of research, science and technology;
- (b) to prepare and review a national programme in the manner referred to in section 18;
- (c) to co-ordinate and facilitate the development of research, science and technology at national, regional and local levels, and to provide direction and policy guidance to the research, science and technology innovation systems in Namibia;
- (d) to promote broad participation in research, science and technology activities with the aim of promoting designated groups or persons belonging to designated groups;
- (e) to promote the participation of Namibians and research institutes in regional and international research, science and technology projects and events, and, in co-operation with the Minister and Ministers responsible for foreign affairs and finance, to enter into agreements on co-operation and maintenance of relationships with similar foreign institutions in the fields of research, science and technology;
- (f) to promote awareness and national appreciation of the value of research, science and technology to social, cultural and economic development;
- (g) to promote, facilitate and organise seminars, conferences, lectures, workshops and similar events relating to research, science and technology;
- (h) to promote the application of research, science and technology to the development and improvement of industrial and commercial outputs, designs and productivity;
- (i) in co-ordination with the Minister responsible for foreign affairs, to participate in international research, science and technology events of national interest, and to represent Namibia at research, science and technology conferences, meetings, workshops or other similar events;
- (j) to participate, in co-operation with relevant bodies and institutes, in studies on human resources relating to research, science and technology activities, and where appropriate, to promote the growth and development of human resources for such activities;
- (k) to collect and distribute, in accordance with this Act, financial, human and other resources for the efficient management and promotion of councils and research institutes and to solicit and make priorities for funding in respect of-
 - (i) research, science and technology purposes;
 - (ii) a framework for expense on research, science and technology;
 - (iii) the building and maintenance of research, science and technology capacity by way of selective funding of training and development; and
 - (iv) national facilities for research, science and technology;
- (l) to co-ordinate the use of funds of the Fund and investments, and to facilitate, separately or in co-operation with the private sector, the use of public good research outputs, and to stimulate proposals of broad national interest for research;
- (m) to provide research grants, loans, bursaries and similar financial aid in research, science and technology;
- (n) to collect, disseminate and promote any research, science and technology results, statistics,



reports, literature, data, services or any other information, including the establishment and maintenance of information systems to support -

- (i) the monitoring and evaluation of the overall management and functioning of the science and technology system and the national system of innovation; and
- (ii) the continuous revision of science and technology policies to address changing and new circumstances;
- (o) to undertake, in co-operation with the appropriate institutions and other bodies, the development and exploitation of any research, science and technology invention, and to provide advice and assistance to innovators and inventors in the registration and protection of their innovations and inventions;
- (p) to identify and validate national research and development priorities in or relating to research, science and technology;
- (q) to identify and raise awareness with any authority, institution, body or person, of any need relating to the establishment, transformation or dissolution of any relevant research, science or technology body or policy or other relevant matter, including the co-ordination of any request for advice in this regard;
- (r) to build capacity, skills and know-how of the staff of the Commission and councils and Namibian people in general;
- (s) to advise the Minister on procedures of how to secure a sustained basis for the funding of research, science and technology;
- (t) to advise the Minister, the President, Parliament and any other authority or body on the functions and initiatives of the Commission and on any matter relating to research, science and technology;
- (u) to make recommendations to the Minister regarding the amendment of this Act or any other Acts which may contribute to the promotion of research, science and technology;
- (v) at the request of the Minister, or on its own accord, to enquire into, report on and make recommendations on any matter, or the performance of such other tasks, falling within the objects of this Act.

COMMISSIONERS



Prof. Andre du Pisani



Dr. Johannes D. Shoopala



Ms. Josephine J. /Haubas



Mr. Markus Von Jeney



Ms. Martha
Namundjebo-Tilahun



Mr. Johannes Aipanda



Ms. Antonia Kapia



Mr. Alfred Ilukena



Ms. Sharonice Busch



Mr. Uda Nakamhela



Ms. Hilma Nangombe



Ms. Elly Hamunyela



Ms. Graca D' Almeida



Mr. Frans Uirab



Dr. Vicky Do Cabo



Ms. Petrina N. Nakale



Dr. Martha
Kandawa - Schultz



Mr. Moses
Molatendi



Name	Representation	Role on the Commission
Prof. Andre Du Pisani	National Council of Higher Education	Chairperson
Dr. Johannes D. Shoopala	Ministry of Agriculture, Water and Forestry	Deputy Chairperson
Ms. Josephine J. /Haubas	Office of the President	Member
Mr. Markus Von Jeney	Engineering Council of Namibia	Member
Ms. Martha Namudjebo-Tilahun	Namibia Chamber of Commerce and Industry	Member
Mr. Johannes Aipanda	National Planning Commission	Member
Ms. Antonia Kapia	Ministry of Finance	Member
Mr. Alfred Ilukena	Ministry of Education	Member
Ms. Sharonice Busch	Namibia National Students Organisation	Member
Mr. Uda Nakamhela	The Law Society of Namibia	Member
Ms. Hilma Nangombe	Ministry of Health	Member
Ms. Elly Hamunyela	Ministry of Environment and Tourism	Member
Ms. Graca D' Almeida	Ministry of Fisheries and Marine Resources	Member
Mr. Franz Uirab	Ministry of Works and Transport	Member
Ms. Vicky Do Cabo	Ministry of Mines and Energy	Member
Ms. Petrina N. Nakale	Ministry of Trade and Industry	Member
Dr. Martha Kandawa-Schulz	Chairperson: Biosafety Council	Member
Mr. Moses Molatendi	Chairperson: Indigenous Knowledge Council	Member
Dr. Eino Mvula	NCRST: CEO	Ex Officio Member
Ms. Enid Keramen	Head: Company Secretariat & Legal Advice	Company Secretary & Legal Adviser

During the period under review, the Commission held four (4) ordinary meetings as indicated below.

Meeting Type	Date
Ordinary	23 April 2014
Ordinary	02 August 2014
Ordinary	01 November 2014
Ordinary	28 February 2015

The Commission approved the following matters during the year under review:

- (a) Revised Strategic Plan for the period 2014/15 to 2018/19 and Business Plan for 2014/15;
- (b) Risk Management Policy and Procedure;
- (c) Revised Policy for the development of NCRST Documents and its procedure;
- (d) Code of Conducts and Ethics Policy and Procedure;
- (e) Terms of Reference for the Biosafety and National Indigenous Knowledge Systems Councils and their Programme of Work; and
- (f) Proposals received under the 1st National Call for Research Proposals in line with Sections 5 (m) and 24 (3c) of the Research, Science and Technology Act, 2004 (Act No 23 of 2004)).



The Commission approved the following matters during the year under review:

- (a) Revised strategic Plan for the period 2014/15 to 2018/19 and Business Plan for 2014/15;
- (b) Risk Management Policy and Procedure;
- (c) Revised policy for the development of NCRST Documents and its procedure;
- (d) Code of Conducts and Ethics Policy and Procedure;
- (e) Terms of Reference for the Biosafety and National Indigenous Knowledge Systems Councils and their programme of work; and
- (f) Proposals received under the 1st National Call for Research Proposals in line with Sections 5 (m) and 24 (3c) of the Research, Science and Technology Act, 2004 (Act No 23 of 2004)).

NCRST COMMITTEES AND COUNCILS

The Commission shall, in terms of Sections 12, 13 and 14 read together with Section 31 of the Act, delegate certain functions to the Chairperson of the NCRST (“the Chairperson”), the CEO or any other statutory Committees established under the Act, without abdicating its own responsibilities. The functions may be delegated to the following committees:

- Executive Committee;
- Foundation for Research, Science and Technology (FRST);
- Finance, Investments, Audit and Risk Management Committee (FIARM);
- Human Resources and Remuneration Committee; and
- Tender Committee;

EXECUTIVE COMMITTEE (EXCO)

Section 12 (1) of Research Science and Technology Act, 2004 (Act No 23 of 2004) (“the Act”) establishes the Executive Committee (EXCO) whose functions is to execute decisions and manage the affairs and activities of the Commission. The EXCO shall consist of five members appointed by the Commission, comprising the following persons as listed in Section 12 (3) of the Act:

- Chairperson of the Commission (the “ Chairperson”);
- Vice-Chairperson of the Commission (the “Vice-Chairperson”);
- Three other Commissioners elected by the Commission;
- The Chairperson and Vice-Chairperson of the Commission shall be the Chairperson; and Vice-Chairperson of the EXCO, respectively.

During the period under review, the Executive Committee held two (2) ordinary meetings as indicated below.

Meeting Type	Date
Ordinary	08 April 2014
Special	18 February 2015

The EXCO duly considered matters from all the other committees for onwards submissions to the Commission. These included:

- (a) Revised Strategic Plan for the period 2014/15 to 2018/19 and Business Plan for 2014/15;
- (b) Revised policy for the development of NCRST Documents and its procedure; and,
- (c) Code of Conduct and Ethics Policy and Procedure.

FOUNDATION FOR RESEARCH, SCIENCE AND TECHNOLOGY

The Foundation for Research, Science and Technology (the “Foundation”) whose functions are as specified in the rules of the Commission is established in terms of section 13 (4) of the Research Science and Technology Act 23 of 2004 (the “Act”). The Foundation shall consist of seven members elected by the Commission from their number to serve on an annual basis, or such longer period as the Minister may determine on recommendation of the Commission..

The Foundation shall have the following powers and functions:

- To advise the Commission in formulating national policies and strategies on Research, Science, Technology and Innovation.
- To oversee the development of the National Research, Science, Technology and Innovation programme and monitor its implementation as provided for in Section 18 of the Act.
- To oversee and approve the allocation of resources necessary to advance and implement the National Research, Science, Technology and Innovation Programme.
- To guide the allocation of the resources necessary to advance strategic regional and international collaborations in the field of Research, Science, Technology and Innovation.
- To evaluate and approve grants for research and innovation.
- To actively pursue international collaboration and funding opportunities for collaborative research.
- To ensure that Intellectual Property Rights (IPR) issues emanating from publicly funded research are handled in a fair and equitable manner in line with Section 33 of the Act.

During the period under review, the Foundation on RST held no meeting, however some matters (Mainly the proposal received under the 1st National Call for Research Proposals in line with Sections 5 (m) and 24 (3c) of the Research, Science and Technology Act, 2004 (Act No 23 of 2004)) were recommended to the Commission for approval through a round robin process.

Meeting Type	Date
Ordinary	08 April 2014
Ordinary	09 October 2014
Ordinary	12 February 2015

FINANCE AND AUDIT COMMITTEE

The primary purpose of this committee is to assist the Commission in discharging its duties relating to the safeguarding of assets, the operation of adequate systems, control processes and the preparation of accurate financial reporting, state of compliance with all applicable legal requirements and accounting standards and risk management.

During the period under review, the Finance and Audit Committee held three (3) ordinary meetings as indicated below.

The following items were considered by the Finance and Audit Committee and recommended to the Full Commission for approval:

- Risk Management Policy and Procedure;
- Risk Register for 2014/15; and
- Audit Plan for 2014/15.

HUMAN RESOURCES AND REMUNERATION COMMITTEE

This Committee's major duties are:

- To oversee compliance with Human Resources (HR) related Policies and provide advice on such Policies to the Commission.
- To initiate and oversee the formulation and review of all HR related Policies and recommend to the Commission for approval with due consideration of guidelines contained in the Labour Act, 2007 and State Owned Enterprises Governance Act, 2006 (SOE Act) where appropriate.



During the period under review, the Human Resources Committee held three (3) meetings as indicated below.

Meeting Type	Date
Ordinary	02 July 2014
Ordinary	08 October 2014
Ordinary	16 February 2015

The HR Committee tasked management to commence with the exercise of Realignment of Organisational Structure to the Strategic Plan, and further ensure the development of a Performance Management Policy. During the period under review, the Committee duly recommended for cost of living related adjustment for all job categories at the NCRST.

TENDER COMMITTEE

The primary purpose of the Committee is to assist the Commission in discharging its duties in ensuring that an appropriate procurement system is established and maintained.

During the period under review, the Tender Committee held six (6) meetings, where three (3) were ordinary and three (3) were special as indicated below.

Meeting Type	Date
Ordinary	02 April 2014
Special	04 April 2014
Ordinary	15 October 2014
Ordinary	13 February 2015
Special	16 February 2015
Special	17 February 2015

The Tender Committee successfully finalised the evaluation and awards of various tenders including the following:

- a) Develop the Architectural Brief and Architectural Concept Design for the Research, Science, Technology and Innovation Valley in Windhoek;
- b) Planning and implementation of the Governance Framework, Strategic Alignment and ICT Policies and Procedures; and
- c) Procurement of 15 Office Air Conditions for the NCRST.

BIOSAFETY COUNCIL

During the period under review, the Commission established the Biosafety Council in terms of by Section 5 of the Biosafety Act, 2006 (Act No 7 of 2006) and Section 19 (1) of the Research, Science and Technology Act (Act No 23 of 2004). The objectives of the Biosafety Act are:

- (a) to introduce a systems-and-procedures approach for the regulation of Genetically Modified Organisms in Namibia, in order to provide an adequate level of protection to the conservation and sustainable use of biological diversity, taking into account
 - (i) potential risks to the health and safety of humans and potential harmful consequences to the environment that could be posed by genetically modified organisms or genetically modified products; and
 - (ii) social, cultural, ethical and economic considerations:
Provided that lack of scientific knowledge due to insufficient relevant scientific information or scientific consensus should not be interpreted as indicating a particular level of risk, or absence of risk, or an acceptable risk; and
- (b) to provide a framework for responsible research, development and the use of genetic engineering and to manage the potential risks posed by or as a result of gene technology by regulating activities

involving the development, production, use, import, export, transport, release into the environment, marketing and other uses of genetically modified organisms and genetically modified products.

The composition of the Biosafety Council is prescribed in terms of section 6 of the Biosafety Act:

- a) Environmental issues, including Environmental Assessment;
- b) Public health issues, including Food Hygiene and Food Safety;
- c) Animal Health and Welfare or other related Agricultural issues;
- d) Molecular Biology;
- e) Law;
- f) Research, Science and Technology; and
- g) Trade and Economy.

Name	Representation	Role on the Biosafety Council
Dr. Martha Kandawa-Schulz	Molecular Biology	Chairperson
Mr. Etuna Josua	Law	Deputy Chairperson
Dr. Herbert Schneider	Animal Health and Welfare or other related Agricultural issues	Member
Mr. Teofilus M Nghitila	Environmental issues, including Environmental assessment	Member
Dr. Ronnie A Bock	Public Health issues, including Food Hygiene and Food Safety	Member
Mr. Simana Chimana	Trade and Economy	Member
Ms. Caroline !Garus-Oas	Research, Science and Technology	Member

During the period under review, the Biosafety Council held one (1) ordinary meeting as indicated below.

Meeting Type	Date
Ordinary	10 October 2015

During the period under review, the Biosafety Council concluded its Terms of Reference and Annual Work Plan for 2014/15 and recommended to the Commission for approval. The Council has also been hard at work reviewing the draft regulations to the Biosafety Act, 2006.

NATIONAL INDIGENOUS KNOWLEDGE SYSTEMS COUNCIL

The establishment of the National Indigenous Knowledge Systems Council (NIKSC) draws its mandate from Section 19 of the Research, Science and Technology Act, 2004 (Act No 23 of 2004) which states that "the Commission, from time to time in the prescribed manner and after consultation with the Minister, may establish one or more councils in the Research, Science and Technology sector to perform such functions as prescribed and as may be assigned to it by the Commission. A council performs its functions under the supervision of the Commission."

The objective of the NIKSC is to facilitate the development of a National Agenda related to Indigenous Knowledge in all related sectors. This may include the development of National IKS policy in order to: provide a strategic direction on matters related to IK e.g. ethics in IK research, identify IK activities relevant to Namibia, promote IK research and development, and gather Namibian IK related material. The NIKSC consists of 5 members appointed by the Commissioners with prior approval by the Minister. The appointed members represent the following fields or sectors: (a) Culture, (b) Health, (c) Natural Sciences, (d) Social Sciences, (b) Law



Name	Representation	Role on the Commission
Mr. Moses Molatendi	Law	Chairperson
Prof. Jekura U. Kavari	Culture	Deputy Chairperson
Ms. Ivonne Mujoro	Natural Sciences	Member
Mr. Nyanyukweni P. Tshifugula	Health	Member
Dr. Michael U. Akuupa	Social Sciences	Member

During the period under review, the National Indigenous Knowledge Systems Council (NIKSC) held four (4) meetings, where three (3) were ordinary and one (1) was special as indicated below.

Meeting Type	Date
Ordinary	22 August 2014
Ordinary	24 October 2014
Ordinary	13 February 2015
Special	20 February 2015

During the period under review, the (NIKSC) concluded its terms of Reference and Annual Work Plan for 2014/15 and recommended to the Commission for approval. The Council is expected to assist with the formulation of the National IKS Policy.

NATIONAL SPACE SCIENCE COUNCIL

The establishment of the National Space Council (NSC) draws its mandate from Section 19 of the Research, Science and Technology Act No 23 of 2004 which states that “the Commission, from time to time in the prescribed manner and after consultation with the Minister, may establish one or more councils in the Research, Science and Technology sector to perform such functions as prescribed and as may be assigned to it by the Commission. A council performs its functions under the supervision of the Commission.” The major aim is to facilitate the development of a national agenda related to Space Science in all sectors. This may include national space policy development, provision of a strategic direction on matters related to Space Science (e.g. ethics in Space Science research), identification of space activities relevant to Namibia, and the promotion of space research and development.

Members expected to serve on NSC should be persons bringing skills or experience in the following fields:

- Astronomy and Astronautics;
- Engineering;
- Environmental Sciences;
- Information Technology;
- Law; and
- Defence Force.

Name	Representation	Role on the Commission
Dr. Riaan Steenkamp	Astronomy and Astronautics	Acting Chairperson
Mr. Laban Hiwilepo	Engineering	Member
Mr. Lisho Mundia	Environmental Science	Member
Mr. Emmanuel Tsihungileni Kikuyu	Defence	Member

Members to this Committee were appointed towards the end of the financial year. Due to this, no meeting was held during the period under review.

MANAGEMENT AND SUPPORT STRUCTURE

EXECUTIVE MANAGEMENT

The CEO and the Executive management members guide the strategic and policy direction of the NCRST.



OFFICE OF THE CEO

The CEO is responsible for implementing the strategy set by the Commission, while also exercising specific supervisory roles of the divisions within the CEO's Office, namely: Internal Audit and Risk, Legal Advice and Company Secretary, Quality Assurance and Corporate Communication and marketing function. These aforementioned divisions are managed by the Heads.

Position	Incumbent
CEO	Dr. Eino Mvula
GM: Research, Science, Technology and Innovation Coordination and Support	Dr. Diina Shuuluka
GM: Innovation and Technology Development (Management of National Facilities)	Mr. John Sifani
GM: Business Support	Ms. Albertina Ngurare
Head: Company Secretariat and Legal Advice	Ms. Enid Keramen
Head: Internal Audit	Mr. Metlem Kahona
Head: Corporate Communication and Marketing	Ms. Elzita E. Beukes
Head: Quality Assurance and Operational Excellence	Mr. Matheus Shikongo

INTERNAL AUDIT AND RISK

The Division provides a professional assurance and consultancy services that enables the effective, consistent and thorough review of all NCRST processes and systems, within the context of a risk and mitigations framework. In this cycle, the division's focus was to develop a common understanding of risk across functions and business units so that the NCRST can manage risk cost-effectively on an enterprise wide basis. The Division acts as an independent appraisal function, established to conduct reviews of operations and procedures, and to report findings and recommendations to management and the Board of Commissioners.

COMPANY SECRETARIAT AND LEGAL ADVICE

The Division provides a complete legal and company secretarial service, with bought-in specialist services managed to the NCRST requirements and standards. The emphasis in this cycle has been to establish the department and its support and services processes so that all requirements throughout the NCRST value chain can be satisfactorily met. Since all other departments are too in process of emergence and development, this function ties-in closely with all legal requirements in all other functional areas, assists in mitigating legal risk to provide an effective company secretarial service to the Board and Management.

QUALITY ASSURANCE AND OPERATION EXCELLENCE

The Division provides the quality and standards requirements throughout the NCRST; it also provides support and services to other functions in order to ensure superior organisational and quality standards consistency throughout the NCRST. The focus during this year has been on deriving quality practices and standards from other comparable and high standard institutions and the re-engineering of processes to fit in with quality and standards requirements.

CORPORATE COMMUNICATIONS AND MARKETING

The Corporate Communications and Marketing department is tasked with positioning the NCRST both internally and externally as an effective and valuable driver of RSTI in Namibia, a key factor in the RSTI delivery channel that has substance and ability to meaningfully further RSTI in Namibia. The focus in this cycle has been to establish key communications and marketing avenues that will positively position the image of the NCRST to the public and stakeholders.



RESEARCH, SCIENCE TECHNOLOGY AND INNOVATION COORDINATION AND SUPPORT

While interdependent and integrated within the NCRST value chain, the Department is concerned with the creation and deepening of RSTI awareness. In addition the development and alignment of the regulatory environment leveraging its possibilities to optimally serve RSTI, and the allocation of grants and support means to directly further the development climate of RSTI. In this cycle, the focus has been to establish tools/approaches/means of furthering RSTI within the delivery funnel, using both local and comparative insight gained from other relevant socio-economic systems. Furthermore, the other aim is to prioritise the approaches that are likely to have an optimal impact on RSTI development. Furthermore, the objective is to develop the awareness means/programmes that will create and further awareness of RSTI amongst high-leverage target groups in the delivery funnel. The Department has three divisions, namely, Policies and Programme Development; Resource Mobilisation and Grant Management; and Human, Institutional Development and Science Promotion.

Position	Incumbent
GM: Research, Science, Technology and Innovation Coordination and Support	Dr. Diina Shuuluka
Manager: Policies, Programmes and Council Services	Mr. Gernot Piepmeyer
Manager: Resource Mobilisation and Grant Management	Ms. Alushe Nditya
Manager: Resource Human, Institutional Development and Science Promotion	Ms. Angelique Philander

POLICIES AND PROGRAMME DEVELOPMENT

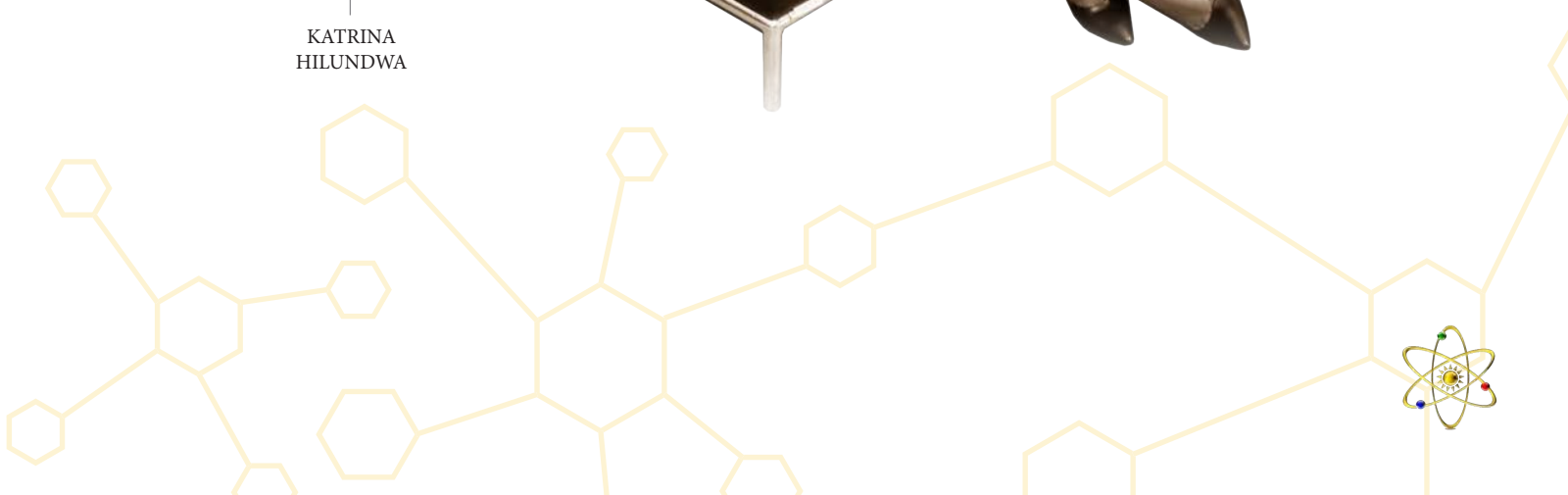
The Division's primary aims are to:

- Manage the development of research policy, and research and development strategy.
- Facilitate the development of national research programmes in the promotion of Science and Technology through projects or programmes.
- Coordinate research programmes undertaken by the different research institutes.
- Disseminate information to stakeholders, especially with respect to research policy development, findings and output.
- Conduct research on national RST and innovation Survey.
- Manage the development of S&T indicators.
- Monitor and evaluate R&ST Programme implementation.

RESOURCE MOBILISATION AND GRANT MANAGEMENT

The Division's primary objectives are to:

- Manage the development of Funding Mechanisms.
- Facilitate the development of projects for funding from national and international institutions.
- Manage the process of funding research and innovation projects.
- Disseminate information to stakeholders, especially with respect to research funding requirements.
- Conduct technical audit on the implementation of the funded projects and work closely with the Manager: Fund and Investment to develop reports for the National Research, Science and Technology Fund.
- Provide technical support function to the National Research, Science and Technology Fund.



HUMAN RESOURCE, INSTITUTIONAL DEVELOPMENT AND SCIENCE PROMOTION

The Division's primary aims are to:

- Manage the development and implementation of national research programs in the Science and Mathematics Education and for the Promotion of Science and Technology.
- Manage the development and execution of science and technology promotion programmes, conferences, S&T education and awareness week.
- Identify science development activities in other organisations or industry and institute links to enhance collaboration and communication.
- Coordinate and promote the development and improvement of Science education and capacity building.
- Manage the process of registration of researchers and research institutions.
- Develop and manage Researcher's Databases.

INNOVATION AND TECHNOLOGY DEVELOPMENT (MANAGEMENT OF NATIONAL FACILITIES)

While interdependence and integration within the NCRST value chain, the department is concerned with the furthering of innovation and technology within the RSTI funnel. Acting mostly as a catalyst in terms of bringing various partners together and furthering cooperation within Innovation and Technology development and application, there are instances where the Department will take a more direct role of involvement, but within a clearly defined time frame and criteria, until the venture can sustain itself. In this cycle, the focus has been on the assessment of the Namibian RSTI landscape, a comparative analysis of other comparable socio-economic systems, the development of effective approaches to innovation and technology development, and prioritisation through focus on high-leverage areas. The Department has three divisions, namely, Innovation and Industrial research; Natural Science Research; and Biotechnology.

Position	Incumbent
GM: Innovation and Technology Development (Management of National facilities)	Mr. John Sifani
Manager: Innovation and Industrial Research	Ms. Lovisa Kambonde
Manager: Natural Science Research	Ms. Hilya Shikongo
Manager: Biotechnology	Mr. Vincent Nowaseb



INNOVATION AND INDUSTRIAL RESEARCH

This Division’s primary function is to manage and develop innovation and value addition research facilities to achieve the objectives of the National Development Programmes, Industrial Policy and National Research Programmes. Some of its major functions include:

- The establishment of the Innovation Hub;
- The development platform for Stakeholders Linkage creation (Technology Transfer, Innovation day);
- Management of the research and development towards value addition to Pearl Millet (Mahangu); and
- Formulation of the National Innovation Strategy.

NATURAL SCIENCES

This Division’s primary functions are to develop and manage research facilities to support the implementation of the National Research Programme. Some of its major objectives include:

- Conducting of RSTI Infrastructure Survey and formulation of the national strategy for RSTI Infrastructure;
- Coordinating the formulation of the National Space Science Strategy and its implementation; and,
- Coordination of the development of Indigenous Knowledge Systems Strategy and its implementation.

BIOTECHNOLOGY AND BIOSAFETY

This Division’s primary functions are to manage the function of the biotechnology programme, to administer the Biosafety Act, 2006 (Act No 7 of 2006) and to serve as the Registrar to the Biosafety Council. The Division is tasked to::

- Establish and implement Biosafety regulatory framework; and
- Coordinate Biotechnology programmes and projects.

BUSINESS SUPPORT

The Department is tasked with the provision of superior services and support within mainly the internal value chain, but also with an acute awareness of the external aspects of the NCRST value chain. It further focuses on the development of service processes to stakeholders (mainly internal users) and the institutionalisation of these against efficiency standards, so that the various functional areas that make up the NCRST value chain are optimally supported in the areas of Financial, Human Resources and ICT Services and support. The Department also develops the services in high leverage areas (e.g. budgeting, performance management, systems and applications availability, talent management, work culture, etc.) that ensure a high favourable impact on the NCRST business plan deliverables. The services are provided through the three divisions, namely, Finance; Human Resources and Organisational Development; and Information and Communications Technology.

Position	Incumbent
GM: Business Support	Ms. Albertina Ngurare
Manager: Finance	Mr. Jeremiah Ntinda
Manager: Human Resources	Ms. Annel Endjala
Manager: ICT	Mr. Kevin Fisch



FINANCE

This Division is tasked to develop, manage, and establish the framework for the management of assets and cost in order to continuously monitor spending patterns, variances, ratios, and budgeting approaches and recommend and implement improvements in resource utilisation. The division's primary functions are to:

- enforce uniformity, standardisation and corporate governance principles and to enable efficient consolidation of finances;
- guide and coach colleagues and general managers in the best financial practices so that legal accountability is ensured; and
- produce, analyse and report/advise on monthly and annual consolidated financial statements and optimise financial resources (loans, assets, insurance, and cash flow) at organisational level.

HUMAN RESOURCES

The primary functions of this Division are to direct and coordinate all human resources strategies, policies and procedures, and to provide advice to all levels of management on all human resources services.

INFORMATION TECHNOLOGY

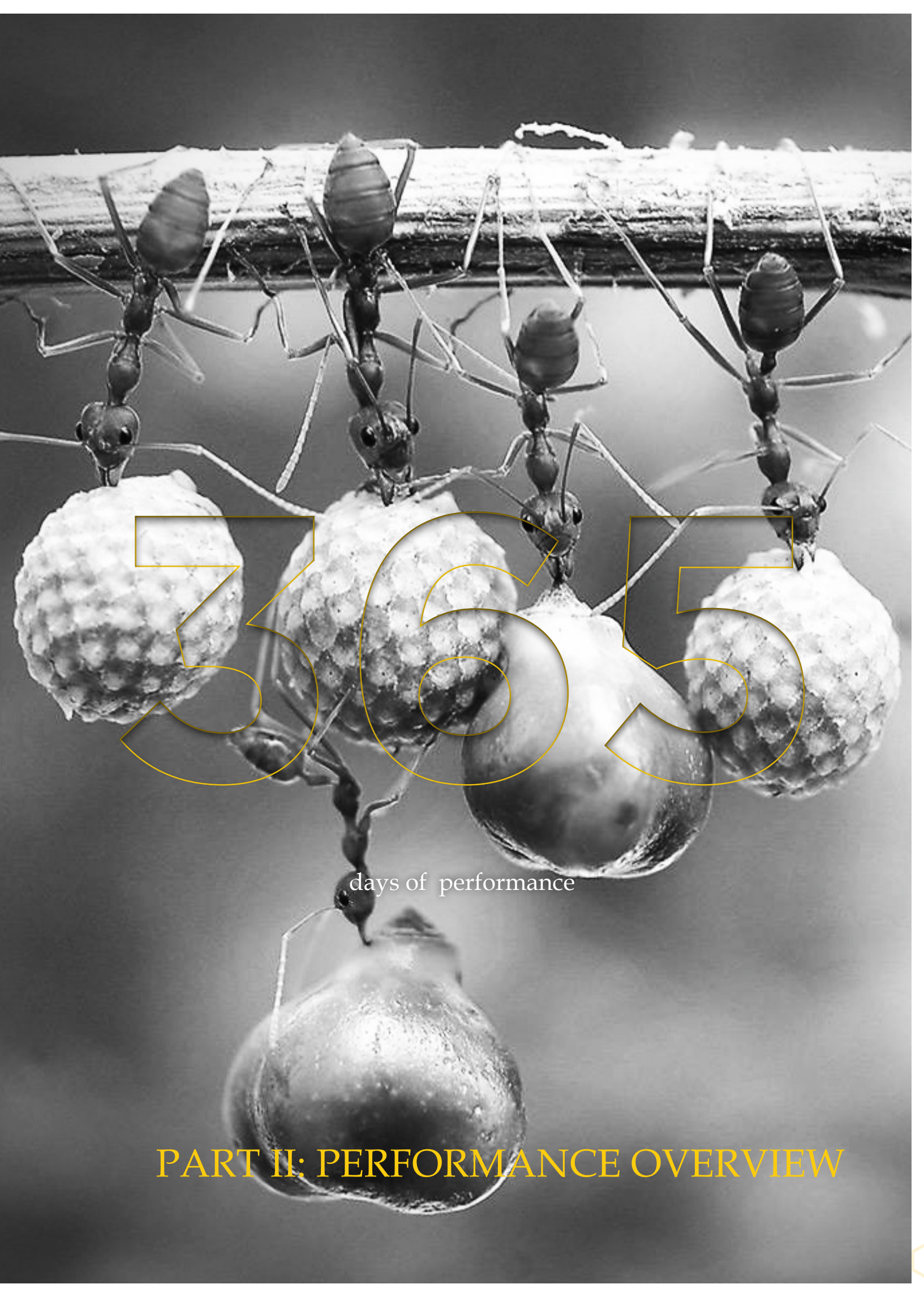
The primary functions of this division are to direct, control, and administer the Information and Communication Technology (ICT) affairs of the organisation and to contribute towards the attainment of short-, medium-, and long-term objectives of the organisation, and to formulate and recommend ICT policies, procedures and programmes for the organisation.



NCRST TEAM







365

days of performance

PART II: PERFORMANCE OVERVIEW

SUPPORT STRUCTURE

INTERNAL AUDIT

During the period under review, the Internal Audit Charter was developed and approved by the Finance and Audit Committee of the Commission. The Risk Management Framework and Policy was also developed and approved, followed by the development and implementation of the organisation wide Strategic Risk Register. Development of the Risk Management Framework (Policy/Procedure and Strategic Risk Register) was aimed at creating the required governance framework for the management of risk organisation wide and to ensure that risk management was entrenched across the organisation.

An audit plan was developed and approved by the Finance and Audit Committee of the Commission. All planned audit engagements were completed and presented with the exception of one engagement that was work in progress as at financial year end. The function was also tasked to co-ordinate the development of the Monitoring and Evaluation (M&E) Policy with key internal stakeholders. The M&E policy guide was developed with the view of ensuring value for money on all NCRST initiatives. The guide has since been handed to business for further development and implementation.

The inadequate staffing of the unit coupled with an under-developed audit file management system significantly impacts on service output, resulting in adequate audit coverage and risk management reviews. Additional resources have been proposed in the new budget and the co-sourcing option is being applied where possible. Possibility of automating the audit file management is also being considered.

COMPANY SECRETARIAT AND LEGAL ADVICE

The Division continues to provide a Company secretariat function to the Commission and its Committees and also to the Executive Management. The Division duly organised the meetings of the Commission and its Committees as outlined under the section on Board of Commissioners Structure and ensured that minutes are captured and certified accordingly. A number of Memorandum of Agreements and Service Level Agreements were vetted during the period under review. The division also facilitated the formulation of the Governance and Performance Agreements that would have to be signed by the Commissioners and the line Minister.

The understaffing of the Legal Advice and Company Secretariat Unit impacted on the delivery of some services. For this reason, a position of a Legal Clerk was identified and approved by the Commission. The position is expected to be filled in the next financial year

QUALITY ASSURANCE AND OPERATION EXCELLENCE

During the period under review, the Quality Assurance and Operational Excellence (QAOE) facilitated activities related to strategy review and performance measurements; and project management and quality assurance. With regards to strategy review and performance measurement, the measures for the organisation performance for 2014/2015 were completed. Next, the review of the Strategic Plan and



formulation of the Business Plan for the period 2015/2016 was done.

In order to ensure successful execution of its projects, the NCRST is in the process of implementing a project management implementation plan. This would ensure that a project management enabled environment is established. As part of this process, QAOE has facilitated the appointment of a consulting firm that is tasked to provide training to staff on project management, acquisition of the project management software and the formulation of the project management policy and procedure.

On quality management system development, staff members were trained on ISO 9001 and ISO 9004, and a Document Numbering System has been developed to enable unique identification of all NCRST documents.

The understaffing of the QAOE Unit makes it challenging for the unit to address the workload. For this reason, the following positions have been identified and recommended for recruitment within the Unit: Quality Assurance Officer; Programme and Processes Coordinator; and Interns are positions. The positions which are expected to be filled in the next financial year.

CORPORATE COMMUNICATIONS AND MARKETING

The Corporate Communication and Marketing (CC&M) division successfully completed various media campaigns and events to boost the NCRST media based awareness during this period. The following were done: the official launch of the NCRST, the website, and the National Programme on Research, Science, Technology and Innovation (NPRSTI).

The NCRST Corporate Identity Manual was developed and is currently being implemented. CC&M is effectively implementing a Media Monitoring System which tracks and benchmarks all NCRST public relations interventions in print, broadcast and social media. The Division also conducted a three-day Journalist Training on Science Reporting workshop. The aim of this project was to train Namibian journalists in effectively communicating and reporting on science related issues, which in turn would provide for greater coverage of science in the media, improved quality of science coverage, and create more science-literate citizens who can take part in and respond to development challenges.

The inadequate staffing of the unit and an ambiguous target audience have significantly impacted on service output, resulting in a very low percentage of the population covered with media based awareness on RSTI during this period. Additional resources have been proposed in the new budget to effectively roll-out a brand audit and implement a stakeholder's engagement strategy.

HUMAN RESOURCES

The Human Resources and Organisational Development Office (HR&OD) has a prime responsibility as an enabler of the Commission's Strategy, by ensuring availability of the right human capital at different levels. During the period under review, the HR and OD facilitated the realignment of organisational structure to the Strategic Plan, implementation of Performance Management and recruitment. These activities are elaborated in detailed in the sections below.

Realignment of Organisational Structure to the Strategic Plan. The Commission identified various teething problems. One of the key issues that were identified is the misalignment of the human resources capacity to the strategic plan, and there was the causal factor in the inability to effectively deliver on the mandate. The decision was therefore taken to embark on a strategic process which includes realignment of the structure to the strategic plan, and reformulation of job functions to ensure sustainability thereof. The process is currently underway, and it is envisaged to be completed in the next financial year. This will see the Commission gaining appropriate competencies to match organisational scorecards aligned to organisational strategy.

Implementation of Performance Management. The Commission prides itself on the application of its Performance Management framework through a robust strategic planning process, translated into work requirements and measured through performance management and closely aligning business planning

and budgeting within the strategic framework. Furthermore, to implement a mutually shared and practised approach to managing work that is systematic, proactive and based on strategic thinking and planning. The Performance Management System utilises the Balanced Scorecard principles. In order to ensure effective and efficient implementation, a policy is currently being devised to encompass these principles, and to provide a platform for continuous improvement in performance.

Recruitment and employee movement. While recognising the need for high performance, it is equally important to understand the nature of the specialised operations and complementary skills required to execute the functions. As a research Commission, the operations require highly skilled employees with diverse qualifications and expertise. The Commission strives to offer competitive remuneration packages commensurate with the market to attract suitable candidates to fulfil the mandate. The full staffing levels targeted for the year were reached, whereas an additional four (4) crucial positions were approved by the Board and added to the organisational structure. To date, the staff turnover rate remains very low, at an optimal target of lower than 5% per annum.

FINANCE

During the period under review, an online banking system was successfully implemented which has resulted in over 90% of the Commission's payments done via electronic fund transfer (EFT) as opposed to the traditional manual cheque payment system. This has enhanced the effectiveness and efficiency in the payment system in line with the NCRST's approved Strategic Plan.

The Commission adopted a Zero-Based Budgeting approach during its first three years of operations, i.e. 2012/13, 2013/14 and 2014/15 respectively. This approach promotes cost efficiency by justifying every dollar the Commission has planned to spend each fiscal year. This report further elaborates on achievements related to estate management, fleet management supply chain management and investments in the paragraphs below.

Estate Management. The Commission's assets are accumulating significantly from year to year. These assets are not only used to generate value in the research, science, technology and innovation funnel, but most importantly to meet the expectation of stakeholders. Risks associated with asset management are mitigated on an on-going basis in line with the NCRST Risk Framework and this includes a comprehensive insurance coverage by a reputable insurance broker in the country.

Fleet Management. The Commission has a reliable fleet management system in place to carry out its operations efficiently. During the year under review, one of the management initiatives was to brand the fleet vehicles in order to introduce our corporate image to a wide range of stakeholders as a public entity.

Supply and Chain Management. The Commission procures its goods and services from reputable suppliers as well as service providers in the country as per the approved financial policy. The Commission's tendering processes are transparent, underpinned by a stringent procurement policy in accordance with good corporate governance principles.

Research, Science and Technology Fund and Investment Division. The Fund account was opened during the year and the Fund rules and procedures will be set up during the next financial year. An open tender for the development of Fund rules and regulations was placed in the print media; however, the proposals received were not of the required level. An investment account was opened during the year under review and a total of N\$ 1,162,086 interest was realised as at 31 March 2015.



INFORMATION TECHNOLOGY

In accordance with the Internal Audit coverage plan for the 2014/15 financial year, an Information Communication Technology (ICT) audit was undertaken at the National Commission on Research, Science and Technology. Together with an internal ICT assessment which was carried out by the ICT division, sufficient and appropriate audit procedures were conducted and evidence gathered to support the accuracy of the conclusions reached. The conclusions were based on a comparison of the findings, as they existed at the time against the audit criteria. The conclusions are only applicable for the scope of audit work undertaken. The evidence gathered meets the standards for the professional practice of Internal Auditing and is sufficient to provide senior management with proof on the conclusions derived from the Internal Audit risk register. The following ICT related activities were performed during the period under review:

- Upgrade of Antivirus Licences.
- IT audit conducted and finalised.
- Design of terms of reference for Planning and implementation of the Governance framework, strategic alignment and ICT policies and procedures.
- Implementation password policy recommendations of the IT audit.
- Design of the bio-safety website/portal.
- Deployment of hardware and software to Gobabis and Ondangwa Plato centres.
- Installation of firewall and WI-FI equipment for the NCRST.
- Installation Man 3000 for the telephone management system.
- Installation of Network-attached storage (NAS) device for all NCRST backups.



RESEARCH, SCIENCE TECHNOLOGY AND INNOVATION COORDINATION AND SUPPORT

Some key activities under Research, Science, Technology and Innovation Coordination and Support are reported under specific divisions.

POLICIES AND PROGRAMME DEVELOPMENT

National Programme on Research, Science, Technology and Innovation (NPRSTI)

In terms of section 18 of the Research, Science and Technology Act, 2004 (Act 23 of 2004), subject to subsection (2), the National Commission on Research, Science and Technology (NCRST), once in every three years, or at such other intervals as the Minister may determine, must prepare a national programme for research, science and technology for the following three years, or such other period as the Minister may determine. As part of this process, the National Commission on Research, Science and Technology held a National Consultative Workshop on the Development of the National Programme on Research, Science, Technology and Innovation (NPRSTI). The NPRSTI identifies Namibia's priority areas for investment in research, science, technology and innovation and presents an implementation programme for the remainder of the fourth National Development Plan (NDP4). The Programme responds to research priority areas which address and contribute to solving the primary social and economic challenges of Namibia. The proposed areas of research cut across several sectors and include health; agriculture and fisheries; water; energy; geology and mining; indigenous knowledge; social sciences and humanities, logistics; environment and tourism; as well as the areas addressing enabling technologies which are manufacturing technologies, information and communication technology; biotechnology and space science. The NPRSTI also focuses on increasing science and technology financing; building research capacities and technical skills; strengthening research and development infrastructure; creating an enabling policy and regulatory environment; promoting public understanding of science and technology as well as establishing and strengthening national, regional and international cooperation between stakeholders in RSTI. The NPRSTI has been endorsed by Cabinet and Parliament in March and subsequently launched on 17 March 2015. The document is being widely disseminated to RSTI targeted stakeholders and the NPRSTI implementation and Monitoring and Evaluation plan is being developed during the next financial year.

National research and development survey and innovation surveys

The National Commission on Research Science and Technology (NCRST) in collaboration with the Namibia Statistics Agency (NSA) will be conducting two surveys during the next financial year: the Research and Development survey and the Innovation survey. Namibia has never produced Science, Technology and Innovation (STI) indicators, a challenge faced by many other Africa Countries. In order to tackle this challenge, African Ministerial Council on Science and Technology (AMCOST) adopted the Science and Technology Consolidated Plan of Action (CPA) in 2005. As a result, an initiative to develop STI indicators for African countries was launched in 2007 and Namibia joined this initiative in 2008. As part of this process, the NCRST and the New Economic Partnership for African Development - African Science, Technology and Innovation Initiative (NEPAD/ASTII), Centre of STI Indicators at the South African Human Sciences Research Council (CesTII/HSRC) have also co-organised training workshops since last year, on 11 – 14 August 2014 and again on the 2-4 December 2014. These workshops were aimed at imparting skills to support the national implementation of sustainable and coordinated data for the Research and Development (R&D), and Innovation (I) survey instruments.

A Memorandum of Understanding (MoU) was signed between NSA and NCRST which set out areas of responsibilities between the two institutions. The MoU provides for setting up of the Joint Technical Committee with the Namibia Statistic agency (NSA) for the collection of R&D and I indicators data.

RESOURCE MOBILIZATION AND GRANT MANAGEMENT

Establishment and Implementation of the National Research, Science and Technology Fund

Considering the need to advance research, technology and innovation, section 23 of the Research, Science and Technology Act No. 23 of 2004 creates the “National Research, Science and Technology Fund” and provides basic provisions. Article 24 of the Act defines that the fund is constituted by:

- Financial resources appropriated by Parliament on behalf of the Fund;
- Fees that are received under the Act for the benefit of the Fund ;
- Interests or dividends earned on any investment made in terms of subsection 5;
- Financial resources derived from the sale of any asset of the Commission;
- Money borrowed under section 5(2);
- Financial resources received by the way of donations or grants from any source in Namibia, and, subject to the approval of the Minister in agreement with the Minister responsible for finance, from any source outside Namibia;
- Financial resources obtained through the sale of (i) publications prepared by or for the Commission; ii) reference material, data and information; and
- Any other financial resources which may accrue to the Commission .

It is also defined that the Commission should manage the Fund in accordance with sound principles by observing the measures implemented to protect its liquidity.

The Act defines that the money available in the Fund should be used:

- To pay the administrative expenses of the Commission;
- To pay the administrative expenses of every council;
- To fund the costs of any project or other activity of the Commission undertaken by the Commission or by any research institute with the approval of the Commission; and
- To pay remunerations and allowances payable by the Commission and such other expenses incurred by the Commission in the performance of its functions.

The National Research, Science and Technology Fund has been duly established and three National Calls were issued during the Period under review as follows:



Call Number	Call Type	Call Closed	Call Awarded	Number of Projects	Period	Total Amount
Bilateral Call	Namibia-South Africa Bilateral Call	November 2012	October 2013	30	2014 to 2015	N\$ 6 million
National Call 1	Funding for Individuals with Capacity Building Component	March 2014	July 2014	28	2014 to 2016	N\$ 5 million
National Call 2	Funding for Research Groups with Capacity Building Component	November 2014	Next Financial Year	Not Determined	2015 to 2017	Not Determined
National Call 3	Funding for PhD Research	February 2015	Next Financial Year	Not Determined	2015 to 2017	Not Determined

The detailed report for the calls are outlined in the section dealing with NCRST funded Projects.

Stakeholders Engagement and Capacity Building

Reviewers' Training Workshop. The National Commission on Research, Science and Technology (NCRST) conducted a training workshop for academic reviewers on 31 October 2014. The overall goal of the Reviewers Training Workshop was to upgrade effective knowledge and skills to better streamline the NCRST evaluation process. One of the key activities of the training focused on the guidelines on reviewing the quality of research project proposals, review NCRST current guidelines for reviewers, as well as reviewers' incentives.

Academic reviewers play a significant role in the evaluation process of the NCRST grant management process, and the organisation depends on a team of reviewers to help assess the quality, scientific validity, authenticity, innovativeness, and usefulness of the research proposals received during each research call. During the workshop, 40 participants from various tertiary institutions engaged in practical exercises which provided skills, encouraged participation and the exchange of information.

Youth Innovator Information sharing Session: A Youth Information Sharing Session was held on 19 February 2015. The NCRST is intending on issuing a Call for proposals from Youth Innovators during the next financial year. However, prior to this, it was important for the NCRST to engage all Youth Stakeholders and Organisations in order to exchange views and information. This platform enabled Namibia's youth organisations to become familiar with the NCRST's mandate and likewise, the NCRST will familiarise itself with the activities of Namibia's Youth Organisations.

African Summit on Global Research and Scientific Breakthrough

The NCRST, in partnership with the South African National Research Foundation (NRF), has organised the African Summit of the Global Research Council in Stellenbosch, South Africa on 23 and 24 November 2014. The primary aim of the African Consultation is to facilitate and coordinate deliberations and inputs on the main themes identified by the Global Research Council Governing Board for 2015, namely, Research Funding for Scientific Breakthrough, and Building Research and Education Capacity in Africa. The meeting includes representatives from a large number of science granting councils and other important stakeholders. The Summit is dedicated and focused on high-level open panel discussions by African Heads of Research Councils, and an academic research symposium that encourages academic debate and aims at strengthening partnerships between African and other global scientists. The Global Research Council is a vital organisation comprising the Heads of science and engineering funding agencies from around the world, dedicated to promoting the sharing of data and best practices for high quality collaboration among funding agencies worldwide. The annually Global Research Council summit, a global summit which occurs after regional meetings across five regions, including Africa, was held.

HUMAN RESOURCE, INSTITUTIONAL DEVELOPMENT AND SCIENCE PROMOTION

Science, Technology and Innovation Festival

The NCRST successfully launched the Science, Technology and Innovation (STI) Festival Roadshow on 27 January 2015 aimed to promote the STI Festival in all the regions in Namibia. The STI Festival event took place from 29 June to 03 July 2015 at the Windhoek Country Club and Resort. The theme of the festival was "Light + Science = Future". The theme was designed with the aim of celebrating the International Year of Light. This event is one of many NCRST initiatives that are aimed at encouraging learners to take up careers in mathematics, science, technology and innovation and to promote public awareness of these fields. These endeavours are primary to the country's development. As part of the preparations, the NCRST embarked upon a road shows in all the regions of the country that started in February 2015 and ended in June 2015. The road shows were also to popularise and market the event.

Development of the Operational Guide of the Research, Science, Technology and Innovation Awards

The Operational Guide of the Research, Science, Technology and Innovation Awards was approved by the Commissioners. Recognising the need to attract, retain and motivate professionals in Science, Technology, Engineering and Innovation, the Cabinet of the Republic of Namibia adopted the Operational Guide for the National Research, Science, Technology, Engineering and Innovation (NRSTEI) Awards. The establishment of the National Research, Science, Technology, Engineering and Innovation Awards is aimed to promote and create awareness of the important role that Research, Science, Technology and Engineering play in the economic and social prosperity of countries, through valuing and appreciating contributions of individual scientists, researchers, technologists, engineers and science institutions while the guiding principles will be Fairness, Equity, Gender Sensitivity, Quality and Sustainability

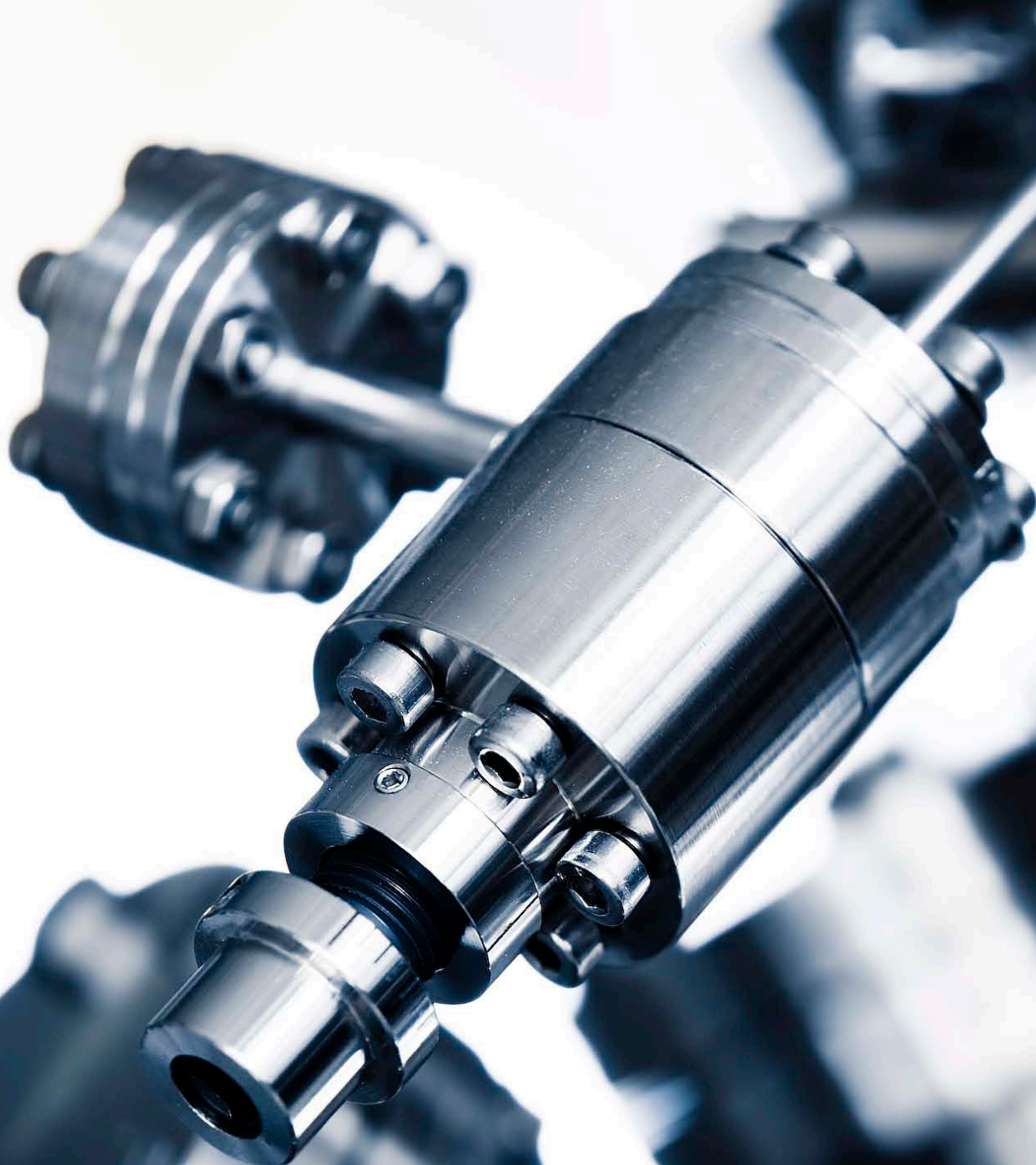
NamPower Annual National Science Fair:

The NCRST successfully hosted the NamPower Annual National Science Fair for 2014. This is an annual event that is organised in collaboration with the NamPower Foundation. The aim of the event was to popularise science and technology among students, the community and educators. It is a vehicle to encourage students, parents and teachers to take a more active interest in the study of science by providing an opportunity for students to conduct and publicly present an independent scientific inquiry. The event was hosted at the Sports Klub Windhoek from 9 to 12 September 2014. The five best students of the National Science Fair participated in the Eskom Expo for Young Scientists that was held in South Africa. Two students received silver medal awards for their projects and two others received bronze medal awards.



Mathematics and Science Computer-based Learning Centres

This project has been building capacity and upgrading the abilities of senior secondary school learners in order that they enter tertiary studies with a more advanced level of understanding Mathematics and Science fields. PLATO Centres are aimed at building capacity and upgrading the abilities of learners in Mathematics and Science fields. The following centres are currently operating: Rundu (Kavango East Region), Katima Mulilo (Zambezi Region), and Keetmanshoop (Karas Region). Centres in Ongwediva (Oshana Region), Gobabis (Omaheke region) Windhoek (Karas Region) and Khorixas (Karas Region) were being equipped to start functioning. The NCRST has successfully hosted the PLATO software training for all the PLATO administrators that took place from 16 to 20 March 2015 at Ongwediva PLATO Centre.



INNOVATION AND TECHNOLOGY DEVELOPMENT

This section highlights some key activities under Innovation and Technology Development as reported under the specific divisions.

INNOVATION AND INDUSTRIAL RESEARCH

The establishment of the Innovation Hub

In 2013, the NCRST through the Ministry of Education, Arts and Culture requested the University of Namibia (UNAM) to allocate a portion of land measuring 8 hectares (ha) for the development of the NRSTI Valley and facilitate the process of subdividing the land to provide the required size for the NRSTI Valley. The Council of the UNAM on 10 April 2014 duly considered the request and resolved in principle to grant permission to avail 7 ha to the NCRST to use in perpetuity. The NCRST management subsequently discussed with UNAM management, where UNAM management further reiterated that it has no mandate to alienate UNAM land, but was ready to accommodate the NCRST on another piece of land.

The NCRST also engaged the City of Windhoek in July 2014, after which the City of Windhoek indicated that it could allocate a piece of unserviced land from the South Western spatial development framework (P/1943/S) under Academes Township earmarked for research and development with a capacity of 10 to 11 ha. The land is located along the Western bypass, opposite UNAM. The NCRST continues to explore both possibilities regarding the land for the construction for the Innovation Valley.

The NCRST invited the Architects registered in terms of the National Council for Architects and Quantity Surveyors Act, 1979 (Act No. 13 of 1979) to submit proposals to assist NCRST in assessing the suitability of the site for the construction of the National Research, Science, Technology and Innovation (NRSTI) Valley and to develop an architectural brief and architectural designs for the NRSTI Valley. The tender evaluation and award is expected to be completed during the next financial year.

Technology adaptation programme

NCRST through the Technology Adaptation/Transfer Programme aims to assist the local community in terms of technology identification, adaptation, development and transfer. This is achieved through networking technology seekers and suppliers. The following activities are therefore carried out:

- Identification of technological inclined projects with potential value addition to the Namibian community.
- Advice on Intellectual Property arrangements
- Assist the identified projects with the prospect of commercialisation of the identified technologies and innovations.

So far 16 projects were identified that need to go through the selection and the validation process. The audit and validation of the technology needs will determine its viability and how it aims to improve the quality of goods and services produced in the country.

Management of the research and development towards value addition to Pearl Millet (Mahangu).

The Pearl Millet Project/Olute Foods and Research Development Centre housed at the Community Skills Development Centre (COSDEC) in Ondangwa were established in 2000. This project was managed by the then Directorate of Research, Science and Technology (DRST) within the Ministry of Education, Arts and Culture and was later transferred to the NCRST in 2013. The location of the project is ideal as it is located centrally in the Mahangu producing area. The Centre is divided into two categories - the Primary and Secondary processing units.

The overall purpose of the project was to introduce improved processing technologies of Mahangu in order to have an increased consumption and production of the staple commodity, thus contributing to enhanced food security and ensure generation of additional income for the rural people living in north central Namibia.

A Memorandum of Understanding (MoU) was signed between the National Commission on Research, Science and Technology and the Community Skills Development Foundation (COSDEF) in February 2015. The MoU covers aspects of value addition, promotion, research and development and marketing of products produced from Mahangu and cowpeas as well as calls for the establishment of the Joint Steering Committee to provide guidance to the operations of the project. In order to realize the scope of the MoU, NCRST has finalised a process of developing a Business Plan to provide guidance on the functional operations of the project.

NATURAL SCIENCES

Formulation of the national strategy for RSTI Infrastructure

In an effort to collect meaningful data that will inform the plans for the establishment of the envisaged National Research, Science, Technology and Innovation Valley, the NCRST has embarked on an initiative to conduct a national survey of all Research, Science, Technology and Innovation (RSTI) related infrastructures, better known as Research Infrastructures. The main aim of surveying the existing RSTI infrastructures is to ascertain the scope of different types of intra-disciplinary and inter-disciplinary infrastructures in use, in terms of major research equipment and services, different needs associated with the access and usage, required technical expertise and collaboration regarding these research facilities. The strategy is expected to be finalised during the next financial year.

National Space Science strategy and its implementation

The National Space Science Council was established during 2014/15 and it is expected to formulate its programme of work for the next financial year. One of its major deliverables is the formulation of the National Space Science Strategy that will guide the implementation of a national space science programme to enable the country to exploit its space resources in a more coordinated manner with the overarching objectives of contributing to the country's socio-economic development.

Cherenkov Telescope Array (CTA) - Namibia has been shortlisted alongside Chile to host the CTA southern hemisphere site. In 2014 Cabinet approved Namibia's candidature and authorised the NCRST to spearhead the technical negotiations with the Cherenkov Telescope Array Observatory (CTAO) Resource Board. Furthermore, Cabinet approved allocation of financial resources for the purchase of land and provision of services to the site. Site negotiation meetings are expected to take place between the CTAO Resource Board and the Namibian negotiation team leaders by the NCRST during the next financial year. Square Kilometre Array (SKA)-Namibia participated in the second Ministerial meeting of the SKA Africa Partner Countries which took place in Pretoria on 25 March 2015, where one of the resolutions of the meeting was for the partner countries to begin engagements with the African Union Commission on the development of the continental AVN initiative to be led by the Republic of South Africa. In addition, the partners agreed to take initiatives to establish a platform of linking each other via the African Very Large Baseline Interferometer Network (AVN) project as a precursor to the SKA Project.

China Tracking, Telemetry and Command (TT&C) station. In the year 2000, the Government of the Republic of Namibia and the Government of the Peoples' Republic of China entered into an agreement (11 October 2000), to establish and operate a Tracking, Telemetry and Command (TT&C) station in Namibia for a period of 15 years which will lapse on 11 October 2015. 2 staff members of the NCRST are seconded to the station on a three-month rotational basis. The NCRST will be participating in the negotiation for the renewal of the Agreement during the next financial year.

Indigenous Knowledge Systems strategy and its implementation

The National Commission on Research, Science and Technology (NCRST) established a National Council on Indigenous Knowledge (IKC) as mandated from Section 19 of the Research, Science and Technology Act No 23 of 2004. The IKC work will facilitate the developmental agenda related to IKS in all sectors, including policy development, providing strategic direction on matters related to the indigenous



knowledge system such as ethics in research. The Council will also perform functions such as enhancing, recognising, developing and promoting the value and the role of indigenous knowledge and technology for development. The Council will also advise on the integration of IKS into the education curriculum; facilitate and advise on the process of collecting and sharing of information on IKS practices in Namibia; and advise on intellectual property right issues pertaining to IKS.

BIOTECHNOLOGY

Establish and implement Biosafety regulatory framework

The NCRST is mandated to implement the Biosafety Act, 2006 (Act No. 7, 2006) which provides for measures to regulate activities that involve the research and development, production, marketing, importation, transportation, and trans-boundary movement of Genetically Modified Organisms (GMOs). Establishing a robust Biosafety Framework as provided for in the Biosafety Act requires a holistic approach which will ensure that the entire nation is protected against the potential threat that GMOs may pose.

Based on this, the NCRST held several consultations with stakeholders and the public at large in order to draft regulations that will govern the importation, propagation, sale and marketing of GMOs in Namibia. These regulations are currently undergoing final review.

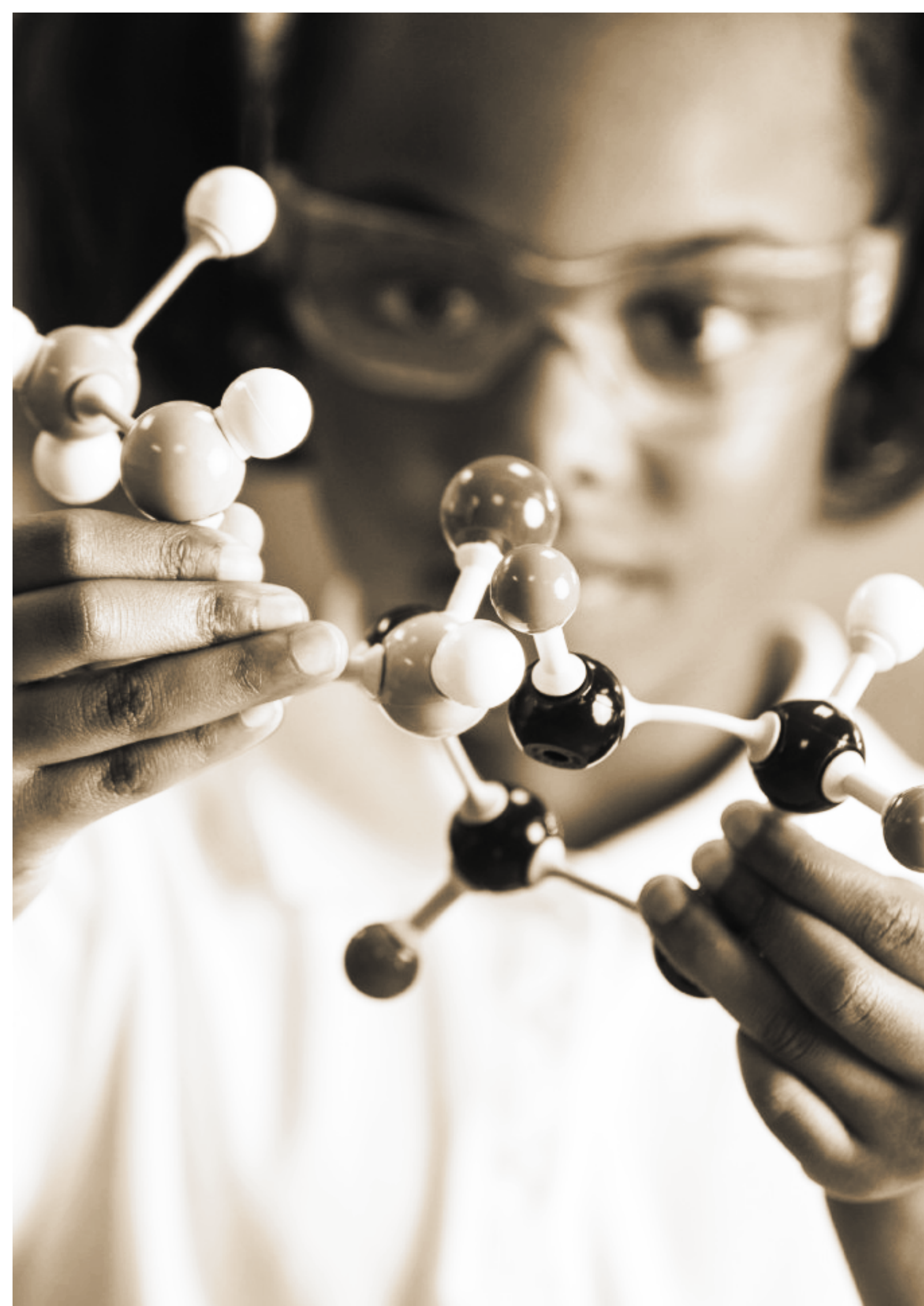
Additionally, the NCRST is currently undertaking a baseline study to determine the GMO content of maize and other products in the country. Samples for this study were sent to a reputable, accredited laboratory in South Africa.

Upon concluding this baseline study, we will be in a position to determine the impact that GMOs may have on our national biodiversity, human and animal health, also taking into account potential socio-economic impacts, including those on food security.

Coordinate Biotechnology programmes and projects

Since the adoption of the National Policy on Enabling the Safe Use of Biotechnology in 1999, little has been done to coordinate biotechnology programmes that will enable Namibia to reap the benefits that modern biotechnology offer. In order to effectively coordinate biotechnology programmes and projects, the NCRST found it necessary to embark on the development of a National Biotechnology Strategy as a way of devising a road map that will outline biotechnology programmes in the country.

A draft strategy has been developed through consultations with field experts. A roster of experts consisting of researchers and practitioners in fields related to biotechnology has been established. The NCRST will now establish a national Biotechnology Committee which will play an advisory role in finalisation of the strategy and facilitate the implementation thereof. The Committee will consist of local experts as well as experts from South Africa as part of the bilateral cooperation between the two countries on Biosciences.



NCRST FUNDED PROJECTS

RESEARCH FUNDING UNDER THE NAMIBIA/SOUTH AFRICA BILATERAL AGREEMENT

The Bilateral Namibia/South Africa Joint Technical Meeting held in Windhoek in October 2013 solidified previously agreed thematic areas of cooperation in research, science, technology and innovation between the two countries and took stock of a number of SADC-wide multilateral frameworks and projects. Out of a total of 60 peer-reviewed research proposals, the NCRST subsequently agreed in mid-January 2014 to fund 30 research proposals under the Joint Third Call (2013). These proposals represented a range of disciplines such as animal sciences, computer science, education, environmental sciences, food sciences, microbiology, molecular genetics, astronomy, Indigenous Knowledge Systems and Oceanography. The NCRST has disbursed close to N\$ 2.8 million for the approved research projects for recipients at the University of Namibia, Polytechnic of Namibia and Desert Research Foundation Namibia. All recipients and their research institutions have signed the agreements outlining the conditions of the grant and related reporting requirements. The NCRST will ensure adherence to the conditions through the reporting and monitoring mechanisms to be established and implemented for the current and future research grants under the Commission.

The grant recipients have provided reports which are summarised in the Table below. The grants awarded under the Bilateral Call are expected to make a meaningful contribution to the attainment of targets set out in the National Programme on Research, Science, Technology and Innovation in that approximately 41 scientific publications have been authored, 41 students enrolled for the Bachelor of Science degrees and 21 students enrolled for the MSc programme. The PhD programme has 5 students who are currently carrying out research work in the projects funded under this bilateral agreement.

Table 1: Funded Projects and their Output

The table below provides information for 20 out of the 30 funded projects. Of the 30 bilateral projects, 20 reports were received; 8 reports were not submitted in time for inclusion in the current reporting period and the principal investigators for 2 projects did not claim their awards. The 8 outstanding projects will be reported on in the 2015/2016 financial year.

No	Project Title	Priority Research Area	Institutions	Outputs
1	Testing climate change responses of fauna of a fog-dependent desert, using lizards as indicator species	Environment	University of the Witwatersrand / Gobabeb Research and Training Foundation	PhD (0); MSC (2); BSC/Hon (2); Publications (8); Patents (0)
2	Tracking impacts of climate change on the west coast of South Africa	Environment	University of South Africa/Gobabeb Research and Training Foundation	PhD (0); MSC (1); BSC/Hon (0); Publications (5); Patents (0)
3	Do environmental and anthropogenic stressors affect plant health in the Namib Desert?	Environment	Gobabeb Research and Training Centre/ North-West University South Africa	PhD (0); MSC (1); BSC/Hon (0); Publications (1); Patents (0)
4	Remote Sensing of the Upper Ionised and Lower Neutral Atmosphere using Signals from Global Navigation Satellite systems and satellite-borne Radio Beacons	Space Science	Polytechnic of Namibia/South African National Space Agency	PhD (0); MSC (0); BSC/Hon (2); Publications (1); Patents (0)
5	Geomagnetic disturbance monitoring in Namibia	Space Science	Polytechnic of Namibia/SANSA Space Science	PhD (0); MSC (0); BSC/Hon (5); Publications (10); Patents (0)
6	Evaluation of antibacterial properties of Moringa species found in South Africa and Namibia and the development of seeds biosand filters.	Water	Polytechnic of Namibia/University of Johannesburg	PhD (0); MSC (0); BSC/Hon (3); Publications (0); Patents (0)
7	An Evidence-based and Standardised Digital Forensic Framework for Cloud Computing and Solid State Drives (SSDs)	ICT	Polytechnic of Namibia/University of Pretoria	PhD (2); MSC (0); BSC/Hon (0); Publications (0); Patents (0)
8.	What works in HIV and AIDS and the World of work in the South African and Namibian Tourism Industry?	Tourism	Polytechnic of Namibia/Social Aspect of HIV/ AIDS Research Alliance	PhD (0); MSC (4); BSC/Hon (0); Publications (0); Patents (0)
9	Live Design, Transform Life: Mobile education and service design to promote gifted youth development for innovation.	ICT	Polytechnic of Namibia/Cape Peninsula University of Technology	PhD (0); MSC (1); BSC/Hon (6); Publications (3); Patents (0)

No	Project Title	Priority Research Area	Institutions	Outputs
10	Assessing ecological knowledge and adaptations to climate and environmental change amongst rural communities along an aridity gradient from Namibia to South Africa	Agriculture	University of Namibia/Agricultural Research Council	PhD (1); MSC (1); BSC/Hon (0); Publications (0); Patents (0)
11	Ethno botanical knowledge on medicinal plants uses by traditional healers in Kavango, Namibia and the Western Cape, South Africa (plants validation)	Indigenous Knowledge	University of Namibia/University of western Cape	PhD (0); MSC (0); BSC/Hon (5); Publications (5); Patents (0)
12	Capacity Development in NMR spectroscopy for molecular structure determination of indigenous plant extracts	Indigenous Knowledge and Health	University of Namibia/University of Pretoria	PhD (0); MSC (3); BSC/Hon (6); Publications (0); Patents (0)
13	Study on Namibia Dust Emission Hot Spots and the Processes	Environment	University of Namibia and University of Cape Town	PhD (0); MSC (0); BSC/Hon (1); Publications (0); Patents (0)
14	Indigenous knowledge in reproductive practices and health care: an intergenerational comparative study of Namibian and South African rural women	Indigenous Knowledge	University of Namibia/University of Johannesburg	PhD (1); MSC (1); BSC/Hon (0); Publications (1); Patents (0)
15	Genetic variability of the MHC class II in indigenous cattle breeds of Namibia and South Africa	Agriculture and Indigenous Knowledge	Polytechnic of Namibia/University of Pretoria	PhD (0); MSC (0); BSC/Hon (2); Publications (1); Patents (0)
16	Identification of toxic compounds in Helichrysum argyrosphaerum a plant responsible for livestock poisoning in Southern Africa	Agriculture	Stellenbosch University/University of Namibia	PhD (0); MSC (3); BSC/Hon (1); Publications (0); Patents (0)
17	Understanding the interdependence of water resources, climate change and biodiversity in arid to semi-arid regions of Namibia	Water	University of Namibia/University of Stellenbosch	PhD (0); MSC (2); BSC/Hon (0); Publications (1); Patents (0)
18	Mycorrhizal Fungal Interaction of Aloe Species and Commercial Propagation and Conservation	Health	University of Namibia and Rhodes University	PhD (0); MSC (1); BSC/Hon (0); Publications (1); Patents (0)

No	Project Title	Priority Research Area	Institutions	Outputs
19	Isolation and characterisation of starch from marama (<i>Tylosema esculentum</i>) tuber (root)	Agriculture	University of Namibia/University of Pretoria	PhD (1); MSC (1); BSC/Hon (0); Publications (4); Patents (0)
20	Throughput Optimisation of Broadband FSO networks under the Southern African Cloud Climatology	Environment and ICT	University of Namibia/Council for Scientific and Industrial Research	PhD (0); MSC (0); BSC/Hon (0); Publications (0); Patents (0)
Totals				PhD (5); MSC (21); BSC/Hon (33); Publications (41); Patents (0)



RESEARCH FUNDING UNDER 1ST NATIONAL CALL FOR INDIVIDUALS WITH CAPACITY BUILDING COMPONENT

The NCRST issued the 1st National Call for Research Proposals in line with Sections 5 (m) and 24 (3c) of the Research, Science and Technology Act, 2004 (Act No 23 of 2004). As part of this process, the NCRST advertised a Call for research proposals from Namibian Researchers based at Namibian Research Institutions in January 2014.

Proposals were invited in nine (9) research disciplines, namely, Biosciences, Energy, Information Communication Technology, Indigenous Knowledge Systems, Laser Sciences, Mineral Resources; Mathematical Sciences, and Space Sciences and Social Sciences.

The Call attracted over 83 research proposals worth an initial funding value of N\$ 49, 461, 801. Out of the 83 proposals, 12 were submitted by female Principal Investigators and 71 were by male Principal Investigators. Researchers represented a total of three (3) Namibian institutions - the University of Namibia (59% of total proposals received), the Polytechnic of Namibia (40% of total proposals received) and the Ministry of Education (1% of total proposals received).

The research proposals were subject to an external review process consisting of 30 reviewers from Namibian research institutions and the Namibian private sector. Out of the 83 research proposals received, and in line with available budget, 23 proposals were recommended for funding as listed in Table 2.

Table 2: Proposals Recommended for Funding

	Title of proposal	Priority Research Area	Institutions
1	Rehabilitation of Sand mining pits in North Central Namibia	Mining	University of Namibia
2	Profiling studies of Namibian indigenous seed oils	Agriculture	University of Namibia
3	Urban livelihoods, quality of life and health in informal settlements of Windhoek, Namibia	Health	University of Namibia
4	A botanical field guide of Omusati Region, central northern Namibia	Indigenous Knowledge Systems	University of Namibia
5	Potential of urea treated de-bushed biomass pellets as supplementary feed for cattle	Agriculture	University of Namibia
6	The Development and validation of high throughput screens for drug discovery from medicinal plants	Indigenous Knowledge Systems	University of Namibia
7	In search of innovative models of developing sustainable health policies and practices through linking indigenous knowledge to literacy	Health	University of Namibia
8	Monitoring of ocean acidification along the Namibian continental shelf and its impact on Namibian oyster culture industry	Fisheries	University of Namibia
9	Application of artificial devices to monitor levels of organic and metal pollutants along the Namibian coastline	Fisheries	University of Namibia
10	The microbiology of Eendjeke additive and their effect on fermented pearl millet flour	Indigenous Knowledge Systems	University of Namibia

	Title of proposal	Priority Research Area	Institutions
11	Aroma profiling, shelf life extension, starch, structure elucidation, sensory evaluation and meta-genomic analysis of Oshikundu: Cereal fermented beverage from Namibia	Indigenous Knowledge Systems and Biotechnology	University of Namibia
12	Development of high seed producing Marama bean: An arid adapted nutrition bean (DoHMB)	Biotechnology	Ministry of Education
13	Evaluation of ethnoveterinary medicinal plants of Namibia	Biotechnology and Indigenous Knowledge Systems	Polytechnic of Namibia
14	The development of a plant based toothbrush sanitizer	Indigenous Knowledge Systems	Polytechnic of Namibia
15	Identification of genetic markers associated with pelt quality traits in Swakara sheep breed	Biotechnology and Indigenous Knowledge Systems	Polytechnic of Namibia
16	Capturing and preservation of indigenous knowledge in Namibia	Indigenous Knowledge Systems	Polytechnic of Namibia
17	Farmer assisted mobile application	Information Communication Technology	Polytechnic of Namibia
18	Computer Science & Cultural Institutions	Indigenous Knowledge Systems & Information Communication Technology	Polytechnic of Namibia
19	Integrated agriculture technologies for small holding farming	Agriculture	Polytechnic of Namibia
20	Fabrication and optimisation on an electrolytic cell for the production of chemical products and fertilisers using brine solution	Manufacturing Technology	University of Namibia
21	Setting up of a point of care diagnostic testing and research centre of excellence for HIV and HIV related diseases in Namibia	Health	University of Namibia
22	Namibian communities Indigenous Knowledge Management System	Indigenous Knowledge Systems & Information Communication Technology	University of Namibia
23	An automated road quality assessment framework for Namibia	Logistics and Information Communication Technology	University of Namibia

RESEARCH FUNDING UNDER THE 2ND NATIONAL CALL FOR RESEARCH GROUPS WITH CAPACITY BUILDING COMPONENT

The NCRST issued the 2nd National Call for Research Proposals in line with Sections 5 (m) and 24 (3c) of the Research, Science and Technology Act, 2004 (Act No 23 of 2004).

As part of this process, the NCRST advertised a Call for research proposals inviting research groups affiliated to Namibian Research Institutions in October 2014.

The purpose of this call was to encourage collaboration between researchers by providing opportunities for research groups to conduct research and development related to the 15 Priority research areas as outlined in the National Programme for Research, Science, Technology and Innovation (NPRSTI), namely,

- Research Areas addressing social and economic challenges: Health; Agriculture; Fisheries; Water; Energy; Geosciences; Mining; Indigenous Knowledge Systems; Social Sciences & Humanities; Logistics; Environment & Tourism,
- Research Areas addressing social and economic challenges: Manufacturing Technologies; Information and Communication Technology; Biotechnology; Space Science

The Call attracted over 39 research proposals worth an initial funding value of N\$ 19 833 747. Of the 39 proposals, 14 were submitted by female Principal Investigators and 25 by male Principal Investigators. Researchers represented a total of fourteen Namibian institutions including the University of Namibia (43% of total proposals received) and the Polytechnic of Namibia (24% of total proposals received).

The research proposals were subject to an external review process consisting of reviewers from Namibian research institutions and the Namibian private sector. The outcome of the review process will be finalised during the next financial year.

RESEARCH FUNDING UNDER THE 3RD NATIONAL CALL FOR PHD PROPOSALS

The NCRST issued the 3rd National Call for Research Proposals in line with Sections 5 (m) and 24 (3c) of the Research, Science and Technology Act, 2004 (Act No 23 of 2004).

As part of this process, in January 2015, the NCRST advertised a Call for research proposals inviting researchers currently registered for PhD at accredited institutions to submit applications.

The purpose of this Call was to provide funding to students who are pursuing PhD studies in areas as outlined in National Programme for Research, Science, Technology and Innovation (NPRSTI), namely:

- **Research Areas addressing social and economic challenges:** Health; Agriculture; Fisheries; Water; Energy; Geosciences; Mining; Indigenous Knowledge Systems; Social Sciences & Humanities; Logistics; Environment & Tourism,
- **Research Areas addressing social and economic challenges:** Manufacturing Technologies; Information and Communication Technology; Biotechnology; Space Science

The Call attracted over 93 PhD research proposals. The decision of the awards will be made during the next financial year.



PART III: ORGANISATIONAL PERFORMANCE AND MONITORING

365

The overall performance for the organisation is indicated in the table on the next page. In some cases the actual target could not be determined, either due to the fact that the data could not be collected during the reporting period or instruments are being developed to allow for the determination of the achieved target.

Code	Objective & Targets for 2014/15	Actual Achieved 2014/15	Deviation from Planned to actual achieved	Comments on deviation
STAKEHOLDERS PERSPECTIVE				
SHPO1	To significantly improve public awareness in RSTI			
T1	40% of targeted population covered by RSTI awareness	14%	-26%	The target currently covers both direct contact as well as awareness through the media. This makes it challenging to measure, taking into consideration that a considerable amount of funding will be required to cover the targeted stakeholders through direct engagement. The strategic review recommends the splitting of this target as follows: T1 (i): % of targeted RSTI population covered by direct RSTI awareness and T1 (ii): % of targeted RSTI population covered by media based RSTI awareness
T2	60% rating of programme(s) by participants/ attendants	85%	+25	The NCRST received positive feedback from key stakeholders and received a score of 85% for this target. The NCRST will continue to seek regular stakeholder input at all levels via post review questionnaire and surveys
SHPO2	To establish & strengthen the necessary linkages amongst/ between stakeholders within RSTI delivery funnel			
T3	60% of agreed list of country co-operation agreements operative/ active	33%	-27%	The process of engaging countries to formalise agreement is lengthy and requires the involvement of other stakeholders, the line Ministry, the Office of the Attorney General has the lower achievement in target.
T4(i)	30% of specified firms linked through co-operation agreements within an identified/ listed spectrum of fields	31%	+1%	Performance is in line with the target.
SHPO3	To improve stakeholder's access to RSTI infrastructure			
T5	30% rating by stakeholders on specific access criteria	58%	+28%	The NCRST received positive feedback from key stakeholders on infrastructure access criteria. The NCRST will continue to seek regular stakeholder input at all levels via post review questionnaire and surveys.

Code	Objective & Targets for 2014/15	Actual Achieved 2014/15	Deviation from Planned to actual achieved	Comments on deviation
SHPO4	To facilitate an enabling regulatory environment for stakeholders in RSTI			
T6(i)	30% of legal instruments developed reviewed	24%	-6%	The regulations under the Biosafety Act are expected to be finalised in the next financial year. An extensive stakeholders' consultation has been carried out.
FINANCIAL PERSPECTIVE				
FPO1	To ensure adequacy and sustainability of funding cost			
T7	70% of funding level for the NPRSTI	Not Determined	Not Determined	The total investment target for research and development is 0.2% translating into N\$256 Million. The allocation to the NCRST is N\$ 63 Million (25% of the target). The current funding level for research and development in the country has not yet been established, as direct funding is also provided to line Ministries and Agencies.
T8	10% (significant) increase in spending towards RSTI - directly achieved by NCRST efforts	40%	+30%	This target has been achieved due to the Investment in Bilateral Research projects between Namibia and South Africa, funding from United Nations Environmental Programme/Global Environment Facility for the biosafety regulatory framework and other co-funding from contributions received from IST-Africa as well as Southern Africa Innovation Support.
FPO2	Optimise returns on funds expended			
T9	60% of funded value adding projects having achieved defined deliverables/outcomes	Not Determined	Not Determined	This target has not been measured as the NCRST is in the process of developing its Project Management Framework. The Project Management Framework together with Project Management Software will allow for tracking of progress in project implementation thereby accurately reporting on deliverables achieved during a period under review.
T10	75% vs 25% split of funds applied to project/value creation vs admin cost	Not Determined	Not Determined	This target has not been measured as definition of value creation vs admin is being developed for implementation and monitoring during the next financial year.
FPO3	Ensure effective financial management in total funds delivery channel			
T11	Clean Audit (I&TD) - 85% audit rating	98%	+13	The Commission received an unqualified Audit.
T12	60% of Cost associated with Value Creation	Not Determined	Not Determined	This target has not been measured as definition of value creation vs admin is being developed for implementation and monitoring during the next financial year.

Code	Objective & Targets for 2014/15	Actual Achieved 2014/15	Deviation from Planned to actual achieved	Comments on deviation
INTERNAL PROCESSES PERSPECTIVE				
IPPO1	Establish key delivery processes with supporting systems to meet benchmark efficiency standards			
T13	To meet benchmark standards to target 50% (Suggested criteria: service delivery, timely delivery, availability of service) across all I&T delivery processes	61%	+11%	Performance is in line with the target.
IPPO2	Provide an optimal system on RSTI and Knowledge Based Economy indicators for effective decision-making (in alignment with Innovation and Technology Development stakeholder and staff requirements)			
T14	50% of decision-making supported by RSTI & KBI indicators	68%	+18%	Performance is in line with the target.
IPPO3	Achieve optimal alignment of the regulatory environment in terms of legal, statutory and policy governance			
T15	Policy compliance (Audit rating) in NCRST- 50% (includes actual implementation vs total policy requirements calculation)	Not Determined	Not Determined	This measurement could not be performed as the audit rating assessment was still being developed.
T16	60% Up-dated P&P in existence to cover critical areas in NCRST	Not Determined	Not Determined	Although this measurement could not be performed, a number of Policies covering critical areas have been developed.
IPPO4	Ensure superior service accessibility and provision through appropriate mechanisms/ platforms			
T17	Ensure superior service accessibility and provision through appropriate mechanisms/ platforms at 50% average rating	60%	+10%	Performance is in line with the target.

Code	Objective & Targets for 2014/15	Actual Achieved 2014/15	Deviation from Planned to actual achieved	Comments on deviation
GROWTH AND LEARNING PERSPECTIVE				
GLPO1	Optimise Human Resources Capacity alignment that is sustainable			
T18	60 % Competence levels to threshold in NCRST	Not Determined	Not Determined	The NCRST competence framework is not yet developed; hence this measurement could not be performed.
GLPO2	Ensure superior Work Culture compliance and satisfaction			
T19	70% rating of employee satisfaction (average %age & then %age above threshold)	57%	-13%	This rating is slightly lower than the target and is receiving the highest priority in order to ensure effective employees' engagement.
T20	60% rating of performance	Not Determined	Not Determined	This could not be determined as the Performance Management System was not fully implemented during the period under review. The Performance Policy and Procedure is expected to be approved by the Board of Commissioners after which it will then be fully implemented during the next financial year.
GLPO3	Optimise Talent & Retention of Staff in I&TD			
21(a)	10% staff turnover rate in key jobs p.a.	2%	-8%	Performance is in line with the target.
21 (b)	5% % staff moving internally p.a.	12%	+7%	Performance is in line with the target.
T22	Remuneration adequacy against market as reflected in an average Compa Ratio of 0.85	CR 0.7	CR.-0.15	
GLPO4	Optimise Human Capital cost/benefit			
T23	Cost of competence in line with remuneration in market (as reflected in a CR of 0.85)	Not Determined	Not Determined	The NCRST competence framework is not yet developed, so this measurement could not be performed.
T24	Full Staffing Complement 90%Key Positions,	Not Determined	Not Determined	The NCRST is working on defining which of the positions in the Organisation could be referred to as Key position.
	85%General Positions	77%	-8%	With regard to all positions within the organisation, 77% of the positions were filled as per the HR Plan.



PART IV: FINANCIAL REPORT

365

National Research, Science and Technology Fund (Administered by National Commission on Research, Science and Technology) Financial Statements

For the year ended 31 March 2015

**AUDIT COMPLIANCE CERTIFICATE ON THE ACCOUNTS
OF THE NATIONAL COMMISSION ON RESEARCH, SCIENCE
AND TECHNOLOGY**

FOR THE YEAR ENDED 31 MARCH 2015

The documentation as compiled by the auditor registered in terms of the Public Accountant's and Auditor's Act, 1951, who was appointed by the National Commission on Research, Science and Technology, has been examined by officials of the Office of the Auditor-General.

In terms of Section 26 & 27 of the Research, Science and Technology Act, 2004 (Act 23 of 2004), I certify that the above-mentioned audit of the annual financial statements for the year ended 31 March 2014 has been carried out to my satisfaction.

WINDHOEK, October 2015



**JUNIAS ETUNA KANDJEKE
AUDITOR-GENERAL**



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

General Information

Country of incorporation and domicile	Namibia
Nature of business and principal activities	To coordinate, facilitate and develop research science and technology in Namibia.
Commissioners	<p>Professor Andre Du Pisani (Chairperson)</p> <p>Dr. Johannes Shoopala (Vice Chairperson)</p> <p>Mr. Markus Von Jeney</p> <p>Mr. Alfred Ilukena</p> <p>Ms. Martha Namundjebo-Tilahun</p> <p>Mr. Johannes Aipanda</p> <p>Ms Sharonice Busch</p> <p>Mr. Uda Nakamhela</p> <p>Ms. Hilma Nangombe</p> <p>Ms. Graça D`Almeida</p> <p>Dr. Vicky Do Cabo</p> <p>Ms. Petrina N. Nakale</p> <p>Ms. Elly Hamunyela</p> <p>Mr. Franz Uirab</p> <p>Ms. Antonia Kapia</p> <p>Ms. Josephine //Haubas</p> <p>Dr. Eino Mvula (CEO)</p> <p>Ms. Enid Keramen (Company Secretary)</p> <p>Dr. Martha Kandawa-Schulz</p> <p>Mr. Moses Molatendi Moses</p>
Business address	<p>Cnr. Louis Raymond & Grant Webster Street</p> <p>Olympia</p> <p>Windhoek</p>
Postal address	<p>Private Bag 13253</p> <p>Windhoek</p> <p>NAMIBIA</p>
Bankers	First National Bank of Namibia
Auditors	<p>Grand Namibia</p> <p>Registered Accountants and Auditors</p> <p>Chartered Accountants Namibia</p>



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

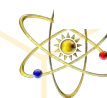
Index

The reports and statements set out below comprise the financial statements presented to the shareholder:

	Page
Commissioners` Responsibilities and Approval	72
Independent Auditor's Report	73
Commissioners` Report	74
Statement of Financial Position	75
Statement of Comprehensive Income	76
Statement of Changes in Equity	77
Statement of Cash Flows	78
Accounting Policies	79 - 80
Notes to the Financial Statements	81 - 85

The following supplementary information does not form part of the financial statements and is unaudited:

Detailed Income Statement	86
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National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Commissioners' Responsibilities and Approval

The directors are required in terms of the Research, Science and Technology Act (Act No. 23 of 2004) to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards. The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

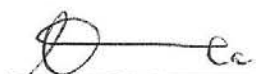
The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year to 31 March 2016 and, in the light of this review and the current financial position, they are satisfied that the company has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently reviewing and reporting on the company's financial statements. The financial statements have been examined by the company's external auditors and their report is presented on page 73.

The financial statements set out on pages 74 to 86, which have been prepared on the going concern basis, were approved by the on 05 September 2015 and were signed on its behalf by:



Dr. Eino Mvula
Chief Executive Officer



Sharonice Busch
Chairperson
Finance and Audit Committee



Prof. Andre du Pisani
Chairperson
Board of Commissioners: NCRST

Independent Auditor's Report

To the Commissioners of National Commission On Research, Science and Technology

We have audited the financial statements of National Research, Science and Technology Fund, as set out on pages 6 to 16, which comprise the statement of financial position as at 31 March 2015, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes, comprising a summary of significant accounting policies and other explanatory information.

Commissioners' Responsibility for the Financial Statements

The Institution's commissioners are responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards, and requirements of the Research, Science and Technology Act (Act No. 23 of 2004), and for such internal control as the commissioners determines is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' Responsibility

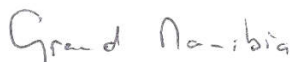
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of National Research, Science and Technology Fund as at 31 March 2015, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards, and the requirements of the Research, Science and Technology Act (Act No. 23 of 2004).



GRAND NAMIBIA
 Per: R Beukes (Partner)
 Registered Accountants and Auditors
 Chartered Accountants Namibia
 Windhoek
 05 September 2015

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 Windhoek
 Namibia
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National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Commissioners` Report

The commissioners submit their report for the year ended 31 March 2015.

1. Establishment of the National Research, Science and Technology Fund

The National Research, Science and Technology Fund was been established in terms of section 23 of the Research, Science and Technology Act (Act No. 23 of 2004).

The National Commission on Science, Research and Technology is responsible for the management of the Fund in terms of Section 24(2) of the said Act.

2. Review of activities

Main business and operations

Net profit of the fund was N\$ 24, 645, 156 (2014: N\$ 20, 154, 913 profit)

3. Events after the reporting period

The directors are not aware of any matter or circumstance arising since the end of the financial year that has a material impact on the financial statements.

4. Commissioners

The directors of the company during the year and to the date of this report are as follows:

Name

Professor Andre Du Pisani (Chairperson)

Dr. Johannes Shoopala (Vice Chairperson)

Mr. Markus Von Jeney

Mr. Alfred Ilukena

Ms. Martha Namundjebo-Tilahun

Mr. Johannes Aipanda

Ms. Sharonice Busch

Mr. Uda Nakamhela

Ms. Hilma Nangombe

Ms. Graça D`Almeida

Dr. Vicky Do Cabo

Ms. Petrina N. Nakale

Ms. Elly Hamunyela

Mr. Franz Uirab

Ms. Antonia Kapia

Ms. Josephine //Haubas

Dr. Eino Mvula (CEO)

Ms. Enid Keramen (Company Secretary)

Dr. Martha Kandawa-Schulz

Mr. Moses Molatendi Moses

5. Secretary

Ms Enid Keramen was appointed as secretary on 06 January 2014.

6. Auditors

Grand Namibia

Registered Accountants and Auditors

Chartered Accountants Namibia.

National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Statement of Financial Position

	Note(s)	2015 N\$	2014 N\$
Assets			
Non-Current Assets			
Property, plant and equipment	3	4,326,192	1,915,675
Intangible assets	4	111,918	193,527
		4,438,110	2,109,202
Current Assets			
Trade and other receivables	6	1,346,231	166,779
Cash and cash equivalents	5	54,833,677	32,183,463
		56,179,908	32,350,242
Total Assets		60,618,018	34,459,444
Equity and Liabilities			
Equity			
Retained income		53,797,999	29,152,842
Liabilities			
Non-Current Liabilities			
Deferred income	9	4,587,435	4,870,461
Current Liabilities			
Trade and other payables	7	1,626,604	243,201
Provisions	8	605,980	192,940
		2,232,584	436,141
Total Liabilities		6,820,019	5,306,602
Total Equity and Liabilities		60,618,018	34,459,444



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Statement of Comprehensive Income

	Note(s)	2015 N\$	2014 N\$
Other Income	11	63,093,845	33,037,178
Operating expenses		(39,612,934)	(13,018,134)
Operating surplus	10	23,480,911	20,019,044
Investment revenue	12	1,164,245	44,290
Surplus for the year		24,645,156	20,063,334



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Statement of Changes in Equity

	Retained income N\$	Total equity N\$
Balance at 1 April, 2013	9,089,509	9,089,509
Profit for the year	20,063,333	20,063,333
Other comprehensive income	-	-
Total comprehensive income for the year	20,063,333	20,063,333
Balance at 1 April 2014	29,152,842	29,152,842
Surplus for the year	24,645,157	24,645,157
Balance at 31 March 2015	53,797,999	53,797,999



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Statement of Cash Flows

	Note(s)	2015 N\$	2014 N\$
Cash flows from operating activities			
Cash receipts from Government		61,689,348	31,759,900
Cash paid to suppliers and employees		(36,963,642)	(11,317,926)
Cash generated from operations	14	24,725,706	20,441,974
Interest income		1,164,245	44,290
Net cash from operating activities		25,889,951	20,486,264
Cash flows from investing activities			
Purchase of property, plant and equipment	3	(3,239,737)	(943,480)
Purchase of other intangible assets	4	-	(244,830)
Net cash from investing activities		(3,239,737)	(1,188,310)
Proceeds for Government Grant-Ministry of Education		-	3,796,000
Net cash from financing activities		-	3,796,000
Total cash movement for the year		22,650,214	23,093,954
Cash at the beginning of the year		32,183,463	9,089,509
Total cash at end of the year	5	54,833,677	32,183,463



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Accounting Policies

1. Presentation of Financial Statements

The financial statements have been prepared in accordance with International Financial Reporting Standards, and the Research, Science and Technology Act (Act No. 23 of 2004). The financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies set out below. They are presented in Namibia Dollars.

1.1 Property, plant and equipment

The cost of an item of property, plant and equipment is recognised as an asset when:

- it is probable that future economic benefits associated with the item will flow to the company; and
- the cost of the item can be measured reliably.

Property, plant and equipment is initially measured at cost.

Property, plant and equipment is carried at cost less accumulated depreciation and any impairment loss. Property, plant and equipment are depreciated on the straight line basis over their expected useful lives to their estimated residual value.

The useful lives of items of property, plant and equipment have been assessed as follows:

Item	Average useful life
Furniture and fixtures	7 years
Motor vehicles	5 years
Office equipment	5 years
Computer equipment	3 years

The depreciation charge for each period is recognised in profit or loss unless it is included in the carrying amount of another asset.

1.2 Intangible assets

An intangible asset is recognised when:

- it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity; and
- the cost of the asset can be measured reliably.

Intangible assets are initially recognised at cost.

Amortisation is provided to write down the intangible assets, on a straight line basis, to their residual values as follows:

Item	Useful life
Computer Software	3 years

1.3 Financial instruments

Initial recognition and measurement

The commission classifies financial instruments, or their component parts, on initial recognition as a financial asset, a financial liability or an equity instrument in accordance with the substance of the contractual arrangement.



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Accounting Policies

Financial instruments are measured initially at fair value, except for equity investments for which a fair value is not determinable, which are measured at cost and are classified as available-for-sale financial assets.

For financial instruments which are not at fair value through profit or loss, transaction costs are included in the initial measurement of the instrument.

Subsequent measurement

Financial instruments at fair value through profit or loss are subsequently measured at fair value, with gains and losses arising from changes in fair value being included in profit or loss for the period.

1.3 Financial instruments (continued)

Trade and other receivables

Trade receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in profit or loss when there is objective evidence that the asset is impaired.

Trade and other receivables are classified as loans and receivables.

Trade and other payables

Trade payables are initially measured at fair value, and are subsequently measured at amortised cost, using the effective interest rate method.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. These are initially and subsequently recorded at fair value.

1.4 Share capital and equity

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities.

1.5 Provisions and contingencies

Provisions are recognised when:

- the company has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

1.6 Government grants

Government grants are recognised as income over the periods necessary to match them with the related costs that they are intended to compensate.

Government grants related to assets, including non-monetary grants at fair value, are presented in the statement of financial position by setting up the grant as deferred income or by deducting the grant in arriving at the carrying amount of the asset.

National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Notes to the Financial Statements

	2015 N\$	2014 N\$
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2. New Standards and Interpretations

2.1 Standards and interpretations not yet effective

The institution has chosen not to early adopt the following standards and interpretations, which have been published and are mandatory for the institution accounting periods beginning on or after 01 April 2014 or later periods:

IFRS 9 Financial Instruments

This new standard is the first phase of a three phase project to replace IAS 39 Financial Instruments: Recognition and Measurement. To date, the standard includes chapters for classification, measurement and derecognition of financial assets and liabilities. The following are main changes from IAS 39:

- Financial assets will be categorised as those subsequently measured at fair value or at amortised cost.
- Financial assets at amortised cost are those financial assets where the business model for managing the assets is to hold the assets to collect contractual cash flows (where the contractual cash flows represent payments of principal and interest only). All other financial assets are to be subsequently measured at fair value.
- Under certain circumstances, financial assets may be designated as at fair value.
- Voluntary reclassification of financial assets is prohibited. Financial assets shall be reclassified if the entity changes its business model for the management of financial assets. In such circumstances, reclassification takes place prospectively from the beginning of the first reporting period after the date of change of the business model.
- Financial liabilities shall not be reclassified.
- Investments in equity instruments may be measured at fair value through other comprehensive income. When such an election is made, it may not subsequently be revoked, and gains or losses accumulated in equity are not recycled to profit or loss on derecognition of the investment. The election may be made per individual investment.
- IFRS 9 does not allow for investments in equity instruments to be measured at cost.
- The classification categories for financial liabilities remains unchanged. However, where a financial liability is designated as at fair value through profit or loss, the change in fair value attributable to changes in the liabilities credit risk shall be presented in other comprehensive income. This excludes situations where such presentation will create or enlarge an accounting mismatch, in which case, the full fair value adjustment shall be recognised in profit or loss.



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Notes to the Financial Statements

3. Property, plant and equipment

	2015			2014		
	Cost / Valuation	Accumulated depreciation	Carrying value	Cost / Valuation	Accumulated depreciation	Carrying value
Furniture and fixtures	1,489,583	(192,231)	1,297,352	510,781	(51,629)	459,152
Motor vehicles	1,415,127	(623,691)	791,436	1,415,127	(340,666)	1,074,461
Office equipment	117,683	(29,247)	88,436	106,257	(6,704)	99,553
Computer Equipment	2,575,950	(426,982)	2,148,968	326,442	(43,933)	282,509
Total	5,598,343	(1,272,151)	4,326,192	2,358,607	(442,932)	1,915,675

Reconciliation of property, plant and equipment - 2015

	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	459,152	978,803	(140,603)	1,297,352
Motor vehicles	1,074,461	-	(283,025)	791,436
Office equipment	99,553	11,426	(22,543)	88,436
Computer software	282,509	2,249,508	(383,049)	2,148,968
	1,915,675	3,239,737	(829,220)	4,326,192

Reconciliation of property, plant and equipment - 2014

	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	-	510,781	(51,629)	459,152
Motor vehicles	746,171	586,048	(257,758)	1,074,461
Office equipment	-	106,257	(6,704)	99,553
Computer software	-	326,442	(43,933)	282,509
	746,171	1,529,528	(360,024)	1,915,675

4. Intangible assets

	2015			2014		
	Cost / Valuation	Accumulated amortisation	Carrying value	Cost / Valuation	Accumulated amortisation	Carrying value
Computer software, other	244,830	(132,912)	111,918	244,830	(51,303)	193,527

Reconciliation of intangible assets - 2015

	Opening balance	Amortisation	Total
Computer software, other	193,527	(81,609)	111,918

Reconciliation of intangible assets - 2014

	Opening balance	Additions	Amortisation	Total
Computer software, other	-	244,830	(51,303)	193,527

5. Cash and cash equivalents

Cash and cash equivalents consist of:

National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Notes to the Financial Statements

5. Cash and cash equivalents (continued)

Bank balances	54,833,677	32,183,463
---------------	------------	------------

6. Trade and other receivables

VAT Receivable	1,346,231	166,779
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7. Trade and other payables

Trade payables	946,006	-
Payroll Accruals	680,601	243,201
	1,626,607	243,201

8. Provisions

Reconciliation of provisions - 2015

	Opening balance	Additions	Total
Leave Provision	192,940	413,040	605,980

Leave pay is only paid out when the employee resigns. Leave pay is paid out based on the days accumulated.

9. Deferred income

Grants related to assets:

Motor vehicles financed by the Ministry of Education	-	1,074,461
--	---	-----------

Opening balance	4,870,461	746,171
Motor Vehicle and Funds from the Government	-	4,382,048
Release from deferred income	(283,025)	(257,758)
Closing balance	4,587,436	4,870,461

10. Operating surplus

Operating surplus for the year is stated after accounting for the following:

Operating lease charges

Premises		
• Contractual amounts	1,780,607	1,244,377

Amortisation on intangible assets	-	51,303
Depreciation on property, plant and equipment	910,829	360,024
Employee costs	19,341,646	4,454,246
Research and development	205,160	24,647

11. Other income

Government Grant	61,430,000	31,672,900
Sundry income	259,348	87,000
Deferred Income Recognised	283,025	257,758
Government Grant- Rental	1,121,472	1,019,520
Total other income	63,093,845	33,037,178



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Notes to the Financial Statements

12. Investment revenue

Interest revenue

Bank	1,164,245	44,290
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13. Related parties

Relationships

Related party transactions

Sitting Allowances

Commissioners	1,109,972	324,943
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Government Grant

Ministry of Education	61,430,000	31,672,900
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Key Management

Salaries	3,034,471	2,082,457
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14. Cash generated from operations

Profit before taxation	24,645,156	20,063,334
Adjustments for:		
Depreciation and amortisation	910,829	411,327
Interest received	(1,164,245)	(44,290)
Movements in provisions	413,040	192,940
Release to deferred Income	(283,025)	(257,758)
Trade and other receivables	(1,179,452)	(166,779)
Trade and other payables	1,383,402	243,201
	24,725,706	9,079,434

15. Risk management

Liquidity risk

The Commission's is not exposed to any liquidity risk.

Interest rate risk

The Commission is exposed to interest rate risk as a result of excess cash holdings invested at variable rates.

Credit risk

Credit risk consists mainly of cash deposits. The Institution only deposits cash with major banks with high quality credit standing.

16. Financial assets by category

The accounting policies for financial instruments have been applied to the line items below:

2015

	Loans and receivables	Total
Cash and cash equivalents	54,833,677	54,833,677

National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Notes to the Financial Statements

	2015 N\$	2014 N\$
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16. Financial assets by category (continued)

2014

	Loans and receivables	Total
Cash and cash equivalents	32,183,463	32,183,463

17. Financial liabilities by category

The accounting policies for financial instruments have been applied to the line items below:

2015

	Financial liabilities at amortised cost	Total
Trade and other payables	946,006	946,006

2014

	Financial liabilities at amortised cost	Total
Trade and other payables	243,201	243,201



National Research, Science and Technology Fund

(Administered by National Commission on Research, Science and Technology)

Financial Statements for the year ended 31 March, 2015

Detailed Income Statement

	Note(s)	2015 N\$	2014 N\$
Other income			
Sundry Income		259,348	87,000
Government Grant-Operating lease		1,121,472	1,019,520
Deferred Income Recognised		283,025	257,758
Interest received	12	1,164,245	44,290
Government grants		61,430,000	31,672,900
		64,258,090	33,081,468
Operating expenses			
Advertising		(856,938)	(279,552)
ICGEB Membership Fees		(79,429)	(56,987)
Auditors remuneration		(67,300)	-
Bank charges		(46,815)	(36,734)
Cleaning		(141,275)	(64,740)
Computer expenses		(158,586)	(23,049)
Space Science Project		(21,740)	(118,328)
National Biotechnology Programme		(184,400)	-
Depreciation, amortisation and impairments		(910,829)	(411,327)
Employee cost		(19,341,646)	(4,454,246)
Sundry Expense		(666,381)	(154,654)
Board and Councils Meetings		(308,639)	-
Catering Services		(9,280)	(18,260)
Sundry Expenses		(232,043)	(83,044)
Office Expenses		(133,449)	(64,054)
Bilateral and Multilateral		-	(2,924,012)
Leasing and Hiring		(68,632)	(61,388)
Insurance		(175,643)	(66,414)
Lease rentals on operating lease		(1,780,607)	(1,244,377)
Legal expenses		(1,715,308)	(192,375)
Magazines, books and periodicals		(7,241)	(13,678)
IST Africa		(54,159)	(11,080)
Vehicle repairs and Maintenance		(10,410)	(16,868)
National IKS and Plato Project		(188,970)	(8,040)
Grants on Requests		(4,294,041)	(10,000)
Petrol and oil		(69,068)	(85,693)
National Science Fair		(1,154,969)	(248,018)
Postage		(26,159)	(3,795)
Printing and stationery		(387,636)	(58,989)
Project Support		(133,428)	-
STI Capacity, legal and policy		(102,250)	(470)
Repairs and maintenance		(511,936)	(185,863)
Research and development costs		(205,160)	(24,647)
Security		(191,665)	(77,655)
Staff welfare		(132,931)	-
Telephone and fax		(372,466)	(236,064)
Trainings, Secretarial and Workshops		(1,018,692)	(277,018)
Air travel costs		(2,947,351)	(1,250,686)
Transport Costs		(744,421)	(124,192)
Electricity and Water		(161,041)	(40,258)
		(39,612,934)	(12,926,555)
Surplus for the year		24,645,156	20,154,913





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