

## NAMIBIA MATHEMATICS OLYMPIAD 2021



*The Namibia Mathematics Olympiads winners with their prizes*

The National Commission on Research, Science & Technology (NCRST) in collaboration with the Namibian Ports Authority (NAMPORT), the Embassy of Italy, in Pretoria, South Africa, the Petroleum Training and Education Fund (PETROFUND), the London Mathematics Society (LMS), the Ministry of Education Arts and Culture (MoEAC), the University of Namibia (UNAM), and the Namibia University of Science and Technology (NUST), successfully hosted the first ever Namibia Mathematics Olympiad (NMO)

This is envisaged to continue as an annual event where all high school learners compete against each other to solve mathematical problems. The purpose of the NMO is to promote mathematics in general, and popularise science and technology among our students, educators, and community. It is a vehicle to encourage and challenge mathematically gifted young people to take a more active interest in the study of science by providing an opportunity for students to showcase their knowledge.

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#### Namibia Mathematics Olympiad 2021



*Top Male Performer: Fillipus Amakali*

#### Best Performing Learners:

- Fillipus Amakali – Ohangwena Region
- Diana Nathingé – Khomas Region



*Top Female Performer: Diana Nathingé*



Employee Profile:  
Ms. Maria Sheya

This competition is conducted in 3 rounds: At the School level (round 1), Regional level (round 2), and the National Level (round 3). The NMO 2021 lasted more than 8 months before the hosting of the award ceremony on 17 March 2022. The NMO 2021 witnessed the participation of 98 schools and 2026 secondary learners countrywide.

**Winners were awarded as follow:**

### Regional Performance

**Winning Region: Khomas Region**

- St. Paul's College and,
- Windhoek Gymnasium Private School

### Runner up region:

**Ohangwena Region**

- Epembe Combined School,
- PH Muandingi Junior Secondary School
- Ponthofi Secondary School.

### Team Performance

**Winning team (Scholars): Khomas region**

- Ivan du Plooy,
- Brittany van Rooyen and
- Diana Nathingé

### Runner up team:

**Ohangwena region**

- Sylvia Mwangingi,
- Nsala Effendi Muluti,
- Peneyambeko Haufiku,
- Mikael Shiweda,
- Fabian Gabriel,
- Phillipus Amakali

### Individual Performance

**Best Performing Female Learner:**

- Diana Nathingé - **Khomas region**

**Best Performing Male Learner:**

- Phillipus Amakali - **Ohangwena region**

### Top 10 awards:

1. Nsala Effendi Muluti - Ohangwena region
2. Sylvia Mwangingi - Ohangwena region
3. Fabian Gabriel - Ohangwena region
4. Ivan du Plooy - Khomas region
5. Porcha Goliath - Hardap region
6. Mischa Ndafimana - Otjozondjupa region
7. Micrielle Manga - Otjozondjupa region
8. William Thaub - Omaheke region
9. Mieke Tjizetjita - Omaheke region
10. Lukas Geelbooi - Omaheke region
11. Leonard Aimanya - Otjozondjupa region
12. Brittany van Rooyen - Khomas region
13. Charlvic Isaacks - //Kharas region

The NCRST would like to extend our sincere gratitude and appreciation towards our sponsors namely, NAMPORT, PETROFUND, Embassy of Italy - Pretoria, South Africa as well as the London Mathematics Society for their invaluable contribution and support towards the development and promotion of Mathematics education in the country.

# Internal Audit – Misconceptions and Myths

Over the years, Internal Audit has faced resistance from employees within the organisations, due to negative perception about its roles and potential value addition to the progression and subsequent growth of the organisations. According to previous studies (e.g., Chambers & Odar, 2015, Obert & Munyunguma, 2014, Gona et al., 2014). The employees' resistance towards Internal Audit, is mainly due to myths and misunderstandings, which has resulted in toxic and hostile working environments for both employees and Internal Auditors. The outlook of Internal Audit from employees is largely visible from the organisational culture of that specific organisation.

*“This article aims to give a background and clarity on the role of Internal Audit, and how it adds value to the organisation. Further, this article hopes to debunk some of the myths associated with Internal Audit and its role in organisations”.*

## What is the role of Internal Audit in an organisation?

The roles of Internal Audit are broad, but some of the functions of Internal Audit, include assessing the effectiveness and efficiency of internal control processes, ensuring compliance with statutory, company and regulatory acts. In addition, Internal Audit also advises management on the risks and weaknesses in the control processes and recommend best possible controls to best counter risks that are inherent to the processes and functions within the organisation. The Board of Directors places some level of reliance on Internal Audit, to report back to them on the status of the management of risks, and effectiveness and efficiency of the control processes.

## What are the common myths surrounding Internal Audit?

- *Aggrieved employees have over the years accused internal audit of personal vendettas and have taken some of the audit findings personally.* Although many employees feel that Internal Audit is out to get them, they should understand that Internal Audit does not audit people, but rather the functions in the control process, which the people hold, despite who is holding that position at the time of the audit engagement.
- *Internal Audit is policing employees* – Although, many employees feel that they are mostly monitored and that their work is scrutinised, that is not the case, as Internal Audit, is required to test and evaluate processes to determine if the control process is in fact effective and efficient. Through adequate and efficient business processes, organisations have been able to cut down on wastage and losses, reduce risks and deliver improved output and results to their clients, customers, and stakeholders.
- *Some believe that Internal Audit is a useless function that is just costing the organisations money, and they do not see their value addition.* Although Internal Audit, is a cost centre to the organisation, in a sense that they do not generate any income, the value in risk identification, recommendations of remedies to mitigate risks and subsequent improvements to controls, adds so much value to the organisation.
- *Internal Audit should detect and prevent all fraud in an organisation.* Although Internal Audits, through their tests highlight risks and recommend remedies, the possibility of residual risk is still there that can be used as a loophole for fraud and thievery.

- The Internal Audit department should adopt a rather broad sales and marketing techniques, through meetings, inhouse workshops with clients and management to sensitize them on the role of the function in the department. It is important that two-way communication channels between the audit clients and Internal Audit are established, so that any concerns are cleared up, to allow for good working relations and value addition within the value chain process of the organisation.

### References

Chambers, A.D., & Odar, M. (2015). A new vision for internal audit'. *Managerial Auditing Journal*, 30(1), 34-55.

Gona, S., Mutero, S., & Mazani, B. (2014). Costs and benefits of an internal audit department: A case study of the Zimbabwean banking sector. *International Journal of Innovative Research & Development*, 3(13), 119- 128.

Obert, S., & Munyunguma, N. (2014). Internal audit perceptions and their impact on performance of the internal audit function. *IOSR Journal of Business and Management*, 16(5), 81-85.



*NCRST staff during the team building that recently took place at Droombos Vineyard Lodge*

# Employee Profile



**Full Name:** Maria N. Sheya

**Job Title:** Programmes and Processes Coordinator

**Brief description of your job responsibilities/duties:**

Primary purpose I am responsible for mapping and improving all the NCRST’s business processes.

Developing detailed project schedules, plans projects and facilitates tracking of progress while contributing to the development, implementation and monitoring of the entire NCRST’s quality management system.

**Qualification (s):**

- Bachelor of Science (*Honours*) in Computer Science &IT- University of Namibia (2016)
- Master of Informatics - Namibia University of Science and Technology (2018)
- PhD in Informatics - Namibia University of Science and Technology (*ongoing*)

**How long have you been employed at NCRST?**

- 1 Month

**What are your interests?**

- I love reading, travelling with family & friends and I enjoy cooking, understanding the philosophy of life.

Family status (Married, single, children, siblings etc):

- Unmarried, I have a 3-year-old son. I have 5 brothers and 1 sister

*Any other information you wish to share with your colleagues?*

- I am an advocate for mental health awareness.