

# SPERRGEBIET GAZETTE

IN-HOUSE JOURNAL OF NAMDEB DIAMOND CORPORATION (PTY) LTD

## NAMDEB ACHIEVES RECORD CARAT CALL



FILE IMAGE: DIAMOND SORTING AT NDTC—WINDHOEK

Namdeb achieved a milestone carat call for the month of August 2008. Diamond Area 1 achieved 152 686 carats which is 30.4% above our original carat budget. This is a record breaking monthly carat call of all times for Diamond Area 1, the last one being in October 1991 (152 090 carats).

Namdeb achieved 231 240 carats which is 13.8% above the original carat budget. This carat call of 231 240 carats which includes Atlantic 1 (De Beers Marine Namibia), is the third highest ever recorded in the history of Namdeb.

In his congratulatory remarks sent minewide early this week, Namdeb General Manager, Mitford Mundell thanked

everyone for the achievement. He noted that the excellent accomplishments underlined everyone's commitment towards making the company profitable. "It should also be attributed to everyone living our values of Excellence, Integrity and Teamwork."

"If this positive trend continues, we will not only achieve our quarterly revised Sida TIBS target, but surpass our annual carat budget," he reiterated.

Mitford encouraged everyone to use the achievement as a motivation to continue working hard so that we achieve Namdeb's turn-around strategy and make the mine profitable.

### NEW NAMDEB GM FOCUSED ON THE BASICS OF BUSINESS

Namdeb's newly appointed General Manager, Mitford Mundell is educated in Mining and Business and started his professional career as a miner at Rand mines and rose through the levels to become Mine Manager for Doornkop mine (RSA) owned by Harmony Gold Mining Company Ltd.



NAMDEB NEW GM:  
MITFORD MUNDELL

Most of his professional career to date has been in the gold mining industry of which 12 years were at Harmony Gold Mining Company. His last assignment for Harmony was as General Manager responsible for amongst other things, the design and implementation of Harmony business improvement platform (HIP) and Services Transformation Project (STP).

During his 12 years stint with Harmony Gold Mining Company, he has achieved several successes which are of relevant application to the current challenges Namdeb's land operations are faced with.

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## TIME CHANGE

Please be reminded that the Namibian Summer Time will commence on Sunday morning, 7 September 2008. All time keeping devices should be put one hour forward.

 EXcellence

 Care

 Integrity

 TEAMwork

 Diversity



**EDITORS NOTE**

I would like to echo and amplify the GM's congratulatory remarks to the entire workforce and all other stakeholders for the record August month production milestones. This indeed epitomizes the resilience and commitment of Namdeb people towards optimizing our ore bodies and creating a sustainable and profitable organisation.

At the same time it is important to mention that these achievements will not make any desired impact if costs are not managed effectively in our various areas of responsibility. Profitability is economical efficiency, we don't have to wait for Management to apply this but as individual employees and in line with workplace accountability in contributing towards achieving profitability by curbing unnecessary costs.

*Editor*



**New books  
at the library**



**ENGLISH – FICTION**

- Breaking Point (L/P) - *Suzanne Brockmann*
- How We Buried Puso - *Morabo Morojele*
- Down into Darkness - *David Lawrence*
- Empire of Dragons - *Valerio M Manfredi*

**NON – FICTION**

- Ontsnap van Depressie - *Piet Oosthuizen*
- The Nelson Mandela Story - *Annè Mariè du Preez*
- One Hundred Philosophers - *Peter J King*
- Top 500 Wenresepte - *Carmen Niehaus*

**AFRIKAANS – FIKSIE**

- Weë van die hart - *Aletta Reitz*
- Keur 4 - *Schalkie van Wyk*

**25 YEARS WITH  
NAMDEB  
TATE FILLEMON JOINS  
THE 'ELITE TEAM'**



TATE FILLEMON KAUTONDOKWA FLANKED BY HIS TWO SONS, ONE OF THEM IS A NAMDEB EMPLOYEE (STANDING LEFT) AT DABERAS

Congratulations to Tate Filemon Kautondokwa who reached 25 years of unbroken service with Namdeb on 30 November 2007.

Tate Filemon hails from Oupumako village in the Oshana region. He joined Namdeb (CDM then) in 1971 as a Bedrock Cleaner. Two years later he joined Parks and Garden. In 1973 to 1974, he joined the team that built Uubvlei Engineering Complex and then Town Garage for 6 months and another 6 months they build the Mine Stores.

In 1980 he was involved in drilling at Baker's Bay and at Ariesdrift the following year.

Thereafter he worked as a Machine Operator, the position he has held until his last day with the company.

Tate Filemon is married to Meme Albertina and they have 14 children - 6 boys and 8 girls.

**NAMDEB BIDS FAREWELL TO VOLUNTARY SEPARATION EMPLOYEES**



TWELVE OF THE 79 VOLUNTARY SEPARATION EMPLOYEES AND SOME MEMBERS OF MANAGEMENT WHO ATTENDED A VS FAREWELL PARTY ON 27 AUGUST.

On the evening of 27 August 2008, Namdeb bade farewell to 12 of the 79 employees who left the company on early retirement under voluntary separation packages.

Delivering the keynote speech, Tony Bessinger, who was standing in for the General Manager, said that the function was to salute them for their unwavering contribution towards building the company and our country's economy over the years.

"As you may know that this year we are celebrating 100 years of diamond industry in Namibia, at Namdeb our focus is on people hence we believe that our biggest and the most precious asset we have is you, our people," he remarked.

He added that like many other businesses around the world, Namdeb's land operations was experiencing a profitability chal-

lenge due to factors such as the diminishing land resource, escalating fuel price and the exchange rate. "As we say goodbye to you, I believe that as experienced human assets armed with a wealth of experience, skills and wisdom, you have imparted all your juniors remaining so that as a team we can turn-around Namdeb." He urged those leaving to take up available business opportunities and become successful entrepreneurs. "Instead of being employees, some of you will now become employers!"

Tony urged the retirees not to go and sit around and do nothing but to plan their lives and live it with integrity and care.

"As we say goodbye to each other I wish each and everyone of you good health and many more to come, and lots of success in your new endeavours."

**New Namdeb GM: From page 1**

Asked about his immediate objectives, Mitford said that his instant goals were to understand the details of the operations so that he would be in a better position to add value to the realities of Namdeb.

The new GM also appealed to all employees to play value adding role towards optimizing "our ore bodies". "It is also imperative that we all focus on the basics of our business".

In his message to the workforce, Mitford stated that Namdeb has a rich history thus it was now time for everyone to focus on the future - creating and living the future we all dream about.

Mitford is married to Ilsa and they have three daughters.

The Mundell family are wished a happy Oranjemund stay.

# KARAS REGIONAL YOUTH EXPO 2008

## A SPECTACULAR STAKEHOLDER ENGAGEMENT SUCCESS



PATRON OF THE KARAS REGIONAL YOUTH EXPO 2008: MR HILIFA MBAKO

only in the interest of corporate image but most importantly essential to cerograph an entrepreneurial society whereby a wide range of entrepreneurial spin-offs are likely to benefit Namdeb directly – especially when it comes to in sourcing or outsourcing initiatives. Results may not be felt immediately, but there is no argument that can stand in the way of long-term opportunities these kinds of corporate investments are likely to bring.

The Prime Minister of the Republic of Namibia, in whose honour a birthday Gala Dinner was organised a night before, opened the 2008 Karas Regional Youth Expo. Like speaker, after speaker, he thanked Namdeb for its explicit and pragmatic social investment initiatives, especially for supporting Keetmanshoop-based Campus of the Namibia Institute of Mining Technology (NIMT). The Patron of the Expo, Mr Hilifa Mbako also gave a keynote address pointing out that since its inception, the Youth Expo initiatives have produced a number of successful young business personalities. He also invited young business personalities to approach Namdeb's credit facilities-such as Oshipe Development Fund for further support.

Some may see external stakeholder engagement as extending the invisible hand of benevolence. Some may see it as plain social responsibility. Some may see it as corporate fantasy. But when all these puzzles are pieced together, they add up to responsible corporate citizenship. While our sole existence is hinged on making profit from our diamond mining, this can only be done in a responsible manner – responsible to the local communities who give us the moral licence to operate. Not forgetting the hand that feeds us, we also have to always give back in small different ways as and when we can. The Change Management of Namdeb, particularly the Positive Legacy aspect, has so much to offer to the Karas Region. A clearly demonstrable way of doing this is the Public-Private partnership engagement of

As a gesture of appreciation and a tribute to the entrepreneurial hype of the moment, the Namdeb's Change Warriors (Industrial Theatre Group) performed to the ululation of the spectacle crowd – sending home the message that entrepreneurship is about continuous adaptation and taking advantage of emerging opportunities in a changing environment. Among others, the event was attended by the Minister of Youth, National Service, Sports and Culture - Hon. Willem Konjore, the NCCI local branch representative and the Luderitz Constituency Councillor - Hon. David Shoombe - the CEO of Luderitz Town Council - Ms Inge Ipinge, the country representative of the United Nations Educational, Scientific and Cultural Organisation (UNESCO) - Dr Claudia Harvey, Commissioner National Youth Service of Namibia - Mr Onesmus Upindi. So you can imagine the depth and scope of how far Namdeb's presence is being felt almost knows no boundaries.

Namdeb also had a stand to exhibit its corporate activities. We owe all of these to the Luderitz-based Namdeb's Change Ambassadors – Zenzi Awases, Ileni Mbangula, Tjikalepo Muatala, Jackie Karumbo, Rosetta Visagie, all under the stewardship of Christian Nissen.



RHT. HO. PRIME MINISTER OF THE REPUBLIC OF NAMIBIA RECEIVES A BIRTHDAY GIFT FROM NAMDEB'S GROUP CORPORATE AFFAIRS AND EXTERNAL COMMUNICATIONS MR HILIFA MBAKO

Namdeb with the Ministry of Youth, National Service, Sport and Culture, particularly the Karas Regional Youth Expo Organising Committee.

Namdeb has always been part of the youth expo country-wide, but with particular emphasis on the Karas region. We do this also to elevate the standard of living of all Namibians in the local communities where our employees hail from. Doing this is not



NAMDEB'S CHANGE WARRIORS ROCKED THE SHOW WITH THEIR FAMOUS STAR DUST PERFORMANCE

# HONOURING EMPLOYEES

## FOR LIVING THE NAMDEB VALUES



WILLIAM CLARKE (LEFT) A DMS OPERATOR AT PTF WAS AWARDED A PBA BY C.MAFWILA, A PROCESS CONTROLLER FOR GOING THE EXTRA MILE IN ASSISTING ALL OTHER SECTIONS OVER AND ABOVE HIS NORMAL RESPONSIBILITIES.



KAREL ENGELBRECHT (PTF SHIFT 1 FOREMAN) ON THE LEFT WAS AWARDED A PBA'S BY LUKAS KAVELA (SNR ENVIRONMENTALIST MA1) FOR BEING ACTIVE IN REPORTING ENVIRONMENTAL INCIDENTS AND PROPOSING AND/OR TAKING CORRECTIVE ACTIONS ON THE REPORTED INCIDENTS AROUND PTF PLANT.



THE FOLLOWING DABERAS ENGINEERING HUMAN GEMS ALFEUS LUCKY (LEFT) AND WILLIE (RIGHT) WERE AWARDED PBA'S BY L.HAMUKUJAJA (MIDDLE) - ACTING FOREMAN FOR GOING THE EXTRA MILE IN HELPING THE METALLURGY OPERATORS TO REMOVE A HUGE



THE FOLLOWING DABERAS METALLURGY HUMAN GEMS WERE AWARDED PBA'S FOR ALWAYS GOING THE EXTRA MILE IN WHAT EVER THEY DO AND LEADING BY EXAMPLE ON SAFETY. FROM LEFT: H.USEB, L.HAMUKUJAJA (PROCESS CONTROLLER) AND A.LOSPER.



C. MAFWILA (RIGHT) - ACTING PRODUCTION FOREMAN AT PTF, AWARDED A PBA TO P.ANDIMA FOR SINGLE HANDEDLY UNBLOCKING THE TIPPING BIN AREA IN A RECORD TIME.



### Eugene Bids Farewell

Gerhard Esterhuysen (left), W44 Foreman, handed over a farewell gift to Eugene Esterhuysen who has left the company for greener pastures. We wish him all of the best in his future endeavours and self development.

## 2<sup>ND</sup> ANNUAL ORGANISATIONAL CHANGE MANAGEMENT FORUM 2008

From 5<sup>th</sup> to 7<sup>th</sup> August 2008, the Africa Management Communications (AMC) hosted its second year running forum on organisational Change Management at Sandton, Gauteng. The AMC is a consulting company renowned for offering interactive business solutions through a diversity of research-based approaches.

The objective of this year's forum was, like the first one, to bring real-time change managers in one room to share and exchange the intricacies of transforming their organisations from underperformance to greater achievements, whatever means they employ. For the second year running, Namdeb was invited. Dr. Gurvy Kavei, Bakondja Muundjua (Change Ambassador), Jacqueline Kauluma (Change Ambassador) and Nathan Kamundjere (Change Ambassador) attended the forum with the aim to share our own experience, learn from others and make improvements to the way we execute change in our own organisation - Namdeb. Dr Kavei was not only one of the keynote speakers at this forum, he was also nominated to facilitate all the three day deliberations. Participants came from across a spectrum of SADC countries and represented a diversity of more than 30 companies in sectors such as mining, banking, telecommunications, manufacturing, and services.

According to the Namdeb team that attended, the lessons learnt are immeasur-

able, Namdeb is one step ahead of the game (as many were enthused by our experience) and yet has a couple of things to tighten up a few loose ends in the way we manage change at home.

In summary of all the presentations and deliberations, Dr Kavei pointed out at the closing of the forum that several organisations apply change management in many different ways, but the following forms what he termed the central pillars of any change management approach:

**Communication** [-Objectives -Building Blocks (Macro- and Micro-level Communication) -Philosophy & Principles -Strategies & Channels -Guidelines]

**Alignment** [-With IT -With Leadership - People -With Strategy, Values, Vision (To Balance Score Card)]

**Resistance** (Higher in Poorly Managed Change, Lower in Well Managed Change)

**Location of Change Management** (If not well Located, can be a source of conflict)

**Adapt Your Change Strategy As You Go** (Monitor & Evaluate)

**What's In For Me** (For Every Stakeholder) Complexity

**Valley of Tears/Death Valley Of Change/ Valley of Despair**

**Return On Investment (ROI)** [-Speed of Adoption -Proficiency -Ultimate Utilization]

**Leadership Judgement** [-Story line of leadership -Wavelength of Judgement -Speed of Judgement (world is changing fast) -

Workplace is Diverse and World is Complex -Beauty lies in the eye of the Beholder (judge appropriate)]

**Empower Employees** [-Make Change Real - Make It Work -Make it Last -Build Commitment -Minimise Risk of failure -Critical Success factors: (Executive Sponsorship, Need for Change, Management Support, Consistent Communication, compelling End State)]

**Seven-Step Change Model** [-Need for Change -Guiding Coalition -Create Vision & Values -Communicate & Engage -Empower Others -Create Short-Term Improvements - Consolidate & Produce More Change]

**Levels of Change** [-Individual -Teams/ Groups - Organisation - Communities - National - Global] All these levels interplay on each other. So one must understand how they are inter-connected.

**Structure Change Team Appropriately** (Headed By Sponsor)

**Stakeholders** [-Change Champions/Change Ambassadors/Change Agents

Transparent Selection Criteria

Link Performance to KPIs

Guideline/Manual

Regular Engagement Plan

Deploy Engagement Tracker Tools

Determine Required Skills

In the near future the Namdeb participants to the forum will be making presentations at the Knowledge Cafes as a way of sharing and extending their experiences to those who did not get the opportunity to attend.

### SAFETY FIRST

#### General Health and Safety Training Course



ORANGE RIVER MINES (DABERAS) EMPLOYEES WHO ATTENDED A GENERAL HEALTH AND SAFETY TRAINING COURSE CONDUCTED ON THE 11-13 AUGUST 2008. THE COURSE WAS PRESENTED BY TJOKKER NEPEMBE (3RD FROM LEFT).

### 25 YEARS WITH NAMDEB

#### Tate Paulus joins the 'Elite Team'



Tate Paulus Mwakondage joined the company 1972 as a domestic worker in town. In 1973 he moved to the mine as a Bedrock Cleaner at 3 Plant. In 1974 he was appointed to assist with building garages in town. A year later, in 1975, he moved to 4 Plant as a Machine

Operator. Thereafter, he moved to Auffernucken and returned to 4 Plant in the same capacity as a Machine Operator.

Paulus' last move was to 3 Plant in the same capacity - a position he still holds today.

Tate Paulus is married to Emilia Pinehas and they have three sons.

In his free time, he likes listening to the radio.

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**Black Diamond Clothing:** For all your famous brand names, formal & casual wear for men and ladies. Leather jackets, casual jackets, suits, extensive range of formal & casual footwear, belts, socks, jewellery, hair products, other accessories and many more. Phone 233668/233815.

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**Remington Restrings.** Contact Remi @ 237404.

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**Selfsorg akkomodasie - Panorama,** Kaapstad: Skoon netjies, pragtige uitsig oor Tafelberg en see. Vanaf N\$90 p/p p/n, vervoer toere ook beskikbaar. Skakel Elmarie 0835737020/021 9396471.

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**Durbanville Cape Town.** Self catering units, fully equipped. Easy access to N1, close to Durbanville Medi Clinic and Cape gate Shopping Mall. Tel: 0027 21 9883388 or 0828725122 or e-mail: [kbab@xsinet.co.za](mailto:kbab@xsinet.co.za)

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## COPING WITH SOMEONE WITH A DRUG PROBLEM

RAISING a "good" child doesn't necessarily mean he'll be immune from drugs.

### TEENS WHO EXPERIMENT

Of all the groups in our society, teenagers are probably the most likely to be seduced by drugs, peer pressure, a desire to fit in, curiosity & the wish to appear cool & grown-up are all reasons why they may start experimenting.

Despite all your efforts to bring up your kids drug-free, you may still one day discover that your child is using drugs. You may find a bulb in his/her room, or over hear a conversation with a friend, or you might discover an odd-looking pipe in the house.

### HOW TO TALK ABOUT IT

The most important thing is not to ignore it. Parents are the most important influence in their kid's lives & what you do now may mean the difference between life & death later.

First, try to learn as much as you can about drug abuse.

You'll get information from the internet, the library and organizations that deal with drug abuse or you could contact your closest community centre or social worker.

Make sure you have all the necessary information & evidence. Then sit down & talk to your child. Your first reaction may be to lash out with harsh words, but the trick is to keep your cool. You should have this conversation when you are calm & have plenty of time.

"Talk to your child only when he/she is sober." Be careful not to get angry or judge or accuse. But be very clear that you don't approve of the using. If you suspect the taking of drugs, you can start with a line such as "I'm worried about you because your behaviour has changed...."

Then explain the changes you've seen. Stick only to what you have noticed yourself, not what others have told you.

If your child continues to deny using drugs, figure out ways to gather evidence, such as letting her do a drug test. If you've caught your child with drugs, the American Academy of Pediatrics suggests a few phrases you could use to keep the conversation going:

"Let's talk about how you got these drugs & the impact of what you've done. 'I'm really disappointed. You know I don't approve of drug use."

"I'm going to stand by you and will always love and guide you, but I don't want you taking drugs. I don't want you to make the wrong choice & then have bad things happen in your life."

Explain again that drugs will keep him/her from being healthy & happy & that it may bring him/her into trouble with the law. If strict rules in the home about drugs don't work, it may assist to get outside help, such as a doctor, social worker, minister at the church, or an organization that deals with drug abuse.

### OTHER WAYS TO HELP USERS

Experts advice the "tough love" approaches. As punishment take away things that are valuable to the user, for instance you could ground a teenager for a week, forbidding him to visit friends or the mall or you could take his/her cell phone away for a week (or longer, depending on how badly he/she's behaved). A child could be forbidden from watching TV for a specific number of days. The punishment should not be longer than three weeks; otherwise the child forgets why he was punished.

Another effective treatment is to let them do volunteer work at an appropriate place, such as an institution where they will see the effects of drug abuse.

Take the user to an open Narcotics Anony-

mous (NA) meeting where former addicts explain how drugs destroyed their life. "Their stories are shocking and will really make a user think, but they're often also quite funky people who are now drug-free, so that the user can see it's possible to be cool without taking drugs".

Let him/her write down what he has (a loving family, a job, a flat, and a school or study career, good health, etc) and ask him which of these he's prepared to lose, because he will lose all of it if he doesn't stop. Once a drug addict realizes how much he can lose, he may be more motivated to stop using it.

Encourage him to do other enjoyable things that take him away from drugs, such as playing sport.

### STAY INVOLVED

Don't blame yourself if a loved one is using drugs. It isn't your fault, but it's important to stay involved - it's the only way to help him/her stop. He/she needs to know that there is someone who cares and won't leave her, even if you send him/her to rehab or hospital, be there for him/her.

Don't expect the professionals to do all the work, and don't even cut him/her loose - even while you're "treating" him/her with tough love, it's important to keep the communication channels between you open.

It takes a combined family effort to get help!

### WHERE TO GET HELP

Social Therapy Unit 063 - 238021  
Lifeline 061 - 232221  
Cape Town drug Counseling Centre  
002721-391-0216 & 002721-447-8026

**Acknowledgements:** DRUM MAGAZINE  
WHO Website

## SAFETY TOPIC

### Falling Material

Carelessness of people working at a height can be the cause of accidents or property loss.

The further an object falls, due to the increased velocity, even if it is a small object, can cause a serious if not fatal accident or big property loss.

At all times care must be taken to prevent such incidents / accidents by practising the following precautions: -

- Using the correct equipment and tools.

- The area underneath the workplace to be properly barricaded and necessary notices and symbolic signs displayed.

- Hand tools such as hammers, paintbrushes etc. to be fitted with proper wrist-sling to prevent it falling.

**NO MATERIAL OR TOOLS ARE TO BE THROWN TO THE GROUND FROM ANY HEIGHT.**

# INDUSTRY NEWS

## DE BEERS TO OPEN DIAMOND-TECHNOLOGY TREASURE CHEST TO WORLD FOR FIRST TIME

Diamond leader De Beers will next month open its treasure chest of proven diamond technology to the world for the first time in its 120-year history.

Nico van Zyl, Marketing Manager of De Beers technology arm, DebTech, tells *Mining Weekly Online* that the world's largest diamond producer, founded in 1888, has chosen to share its diamond sparkle at the upcoming Electra Mining Africa exhibition, which takes place in Johannesburg from September 8 to 12.

A record 35 000 people are expected to visit Electra Mining Africa, where 700 exhibitors have bought every inch of the 34 000 m<sup>2</sup> of exhibition space, at this time of global commodities boom.

Until now, the DebTech technology has been the preserve of the 50-million-carats-a-year De Beers group alone, but Van Zyl says it has been decided that a number of proprietary products be displayed, including diamond X-ray sorting technology, the Scannex low-dose X-ray body scanner, dense-medium controllers and the metallurgical service.

The dense-medium controllers and certain roll units can also be applied to non-diamond applications, such as in the iron-ore industry.

Key are X-ray sorters, some of the technology from which has already migrated to other sectors including the medical sector, and laser Raman diamond sorters, which took their name from Indian physicist Sir Chandrasekhara Venkata Raman, who won a Nobel Prize in 1930 for his discovery of the Raman effect, supplemented by magnetic sorters.

DebTech will market current, proven generation units, for which established after-sales service networks are already in place.

Several De Beers processes and equipment are known by zoological acronyms, such as Whale, Raven, Carp and Fish, some of which end up appropriately in a sophisticated hands-off edifice known as the Aquarium.

*Source: Mining Weekly*

### J.I.N. Garden Service



Oranjemund  
P.O. Box 975  
Cell: 081 275 1086

Grass cutting and trimming the edge and cleaning the grass - including sweeping the pavement is N\$80 2 x = N\$70 per cut 3X + N\$60 per cut 4 x = N\$55 per cut

Small Yards - N\$70

Cleaning service inside the yard is only N\$30 2 x = N\$25

Cleaning service outside the yard is N\$30 2 x = N\$25

Full house cleaning service inside and outside the yard N\$60

2 x = N\$50 3 x = N\$45

Cutting trees from N\$30 up

Pruning and trimming trees from N\$30 up

Digging out old grass

Planting the new grass

Sand service

Digging out illegal grass

### SIEGGIE CELEBRATES 70



Sieggie Volgenau celebrated his 70<sup>th</sup> birthday on Thursday, 21 August, with friends at Eloloo's. The Oranjemund community wishes to congratulate Sieggie on his special day and our prayers are that the Lord will keep him fit and healthy in the years to come.

Sieggie is one of those 'blessed' people who at seventy still gets up at 02:00 every morning to make his way to work where he is still involved in the catering business. Sieggie says that one of the biggest blessings that the Lord has provided for him is his ability to be able to work and the people who care for him by providing the work for him.

Congratulations Sieggie, we are proud of you!

### OPTOMETRIST VISIT

THE OPTOMETRIST, MRS L SHAETONHODI WILL BE VISITING ORANJEMUND FROM 15 TO 16 SEPTEMBER 2008.

FOR APPOINTMENTS PLEASE CALL 063 232 846 DURING WORKING HOURS.

NB: PLEASE BRING COPIES OF YOUR ID AND MEDICAL CARD - ONLY FOR NAMDEB MEDICAL AID MEMBERS.

J & P CALL-CENTRE  
NUMBER (24 HOURS)  
0800 234 789

**GAZETTE**

Phone 235583 /Fax 235230

**BOOK YOUR STALL NOW!!!**

Come and sell your wares  
At PADDOCKS Coffée Shoppe  
on Saturday, 13 September 2008  
It promises to be an exciting & well attended  
day!  
Contact: Chantelle on 233039 or 0812902637  
to book your stall as soon as possible.

**LOOKING FOR MANURE?**

A 50 kg Hessian bag for only N\$25 (N\$5  
refund on return of bag).  
Our horses eat organically – no steroids  
or preservatives!  
Please place your order with Chantelle on  
0812902637

**A GOSPEL SHOW BY:**

THE VESSELS OF HONOUR WITH  
GUEST APEARANCES BY:  
MN JOHNSON & IOUBASEN

WHERE: ZACHARIAS LEWALA HALL  
WHEN: 13 SEPTEMBER 2008  
DAMAGE: N\$50.00/ADULT  
N\$25.00/CHILD  
TIME : 18H00 SHARP UNTIL LATE

**OTMCO COMMUNITY NOTICE****ORANJEMUND TOWN ROADS RESEALING PROJECT**

OTMCO would like to inform the residents of Oranjemund that as part of the ongoing thrust to provide first class service to the community a few roads have been earmarked for resealing. The exercise will increase riding quality and extend the life of the roads. The project will commence on 15 August 2008. The contractor is Brink and Heath Civils Namibia.

We are appealing for your cooperation during project execution. Certain roads will be closed to facilitate resealing work and we regret the resultant inconvenience. Below are the roads to be resealed.

6th Avenue  
14th Avenue  
15th Avenue  
16th Avenue  
17th Avenue  
8th Street and  
Okawe roads

Enquiries please phone on 0811229630 or 0811229411

**ALL YOU OUTDOOR LOVERS – THIS IS FOR****YOU  
KEEP READING!  
BIBLE QUIZ AND BIG WALK!**

JOIN THE YOUTH OF THE  
FILADELPHIA INTERDENOMINATIONAL GROUP  
FOR A FUN-FILLED WEEKEND!

**BIBLE QUIZ**

DATE: 5 SEPTEMBER 2008

TIME: 18:00

VENUE: FILADELPHIA CHURCH BUILDING  
COST: \$10 PER TEAM OF 2 PARTICIPANTS  
POTJIEKOS FOR SALE!!!!

**BIG WALK FOR THE WHOLE FAMILY FROM  
THE BEACH**

DATE: 6 SEPTEMBER 2008

TIME: 07:00

VENUE: INFRONT OF INFOTECH/POST OFFICE  
COST: \$10 PER ENTRY

OUMA-SE-KOMBUIS" AVAILABLE AFTER-  
WARDS FOR REFRESHMENTS!!!!

FOR APPLICATIONS, PLEASE CONTACT:  
0812558227/0812201208

**Specializing in  
Residential Garden  
Maintenance**

- Lawn mowing & trimming of edges,
- Cutting & trimming of hedges and shrubs,
- Removal of refuse related to the service,
- Pruning & General garden clearance

**Our Rates:**

1x per month: mowing of lawn and trimming of edges: @N\$75 per cut  
2x per month: mowing of lawn and trimming of edges: @N\$65 per cut  
1x per month: cutting & trimming of hedges and shrubs: @N\$40 per job  
2x per month: cutting & trimming of hedges and shrubs: @N\$30 per job  
1x per month: removal of refuse related to the service: @N\$30 per job  
2x per month: removal of refuse related to the service: @N\$20 per job  
1x per month: general garden clearance @N\$40 per job  
2x per month: general garden clearance @N\$30 per job  
Weeding @N\$45/month  
Pruning @N\$50 per pruning

Call 081 2788535 or 233750



Keeping your premises in top condition year round at unbelievable competitive rates

# SHIPWRECK STAKEHOLDER MEETING



On 21 and 22 August 2008, a 2 day workshop on what is likely to be the finest marine archeological find in the sub-Saharan Africa, the discovery of the Shipwreck was held in Oranjemund. The meeting which was organized by the Ministry of Youth, National Service Sports and Culture under the leadership of Dr Peingeondjabi T Shipoh, was aimed at establishing a common understanding

involving all stakeholders, but most importantly the process being coordinated by the relevant Namibian Government authorities, on the way forward with regards to the shipwreck.

Attendants comprised of Government officials representing relevant ministries, archeology academicians on the Namdeb representatives and representatives of both the Portuguese and Spanish govern-

ments.

The shipwreck was first discovered on 1 April in Mining Area 1 at U60 about 12 kilometres north of the Orange River mouth – between 3 Plant and MDTP. It was discovered by tate Kaapanda Shatika, who is a Machine Operator.



THE MAN WHO FIRST SIGHTED THE SHIPWRECK, MR KAAPANDA SHATIKA (STANDING RIGHT), A MACHINE OPERATOR IN MA1. WITH HIM IS GULLY MUTEKA (LEFT), A MINING ENGINEER WHO WAS THE SITE MANAGER.

## JEN'S SLIMMING

**Lose weight, gain Health!**

Crazy special now on ( Aug – Oct)!

Buy 1 month and have as many sessions as you can on

**PASSIVE SLIMMER!**

Lose weight the healthy way, no fad diets.

Only N\$300. Save up to 30%

Terms and conditions apply.

Also available on order: famous RS K6 diet plan consisting of:

*Injections (twice a week)*

*Folic Acid- 30 tablets*

*Multi Vitamin – 30 tablets*

*Kel 6 – 30 tablets*

*Appetite suppressant – 30 tablets*

*3 diet plans to choose from.*

*Only N\$250 for a month's supply!*

Contact Janene @ 081 208 0351 or 234262 a/h

### Annual Papsmear and Breast Examination Clinic by Cancer Association of Namibia

Date: 16 – 17 September 2008

Time: 08h00 – 16h00

Venue: Namdeb Community Health Clinic

Cost: NS10

Enquiries contact Namdeb Clinic @ 238045



### Exhibition Stalls

The entire Oranjemund Community is hereby informed that the Oranjemund Cultural Festival will take place on the 28 November – 29 November 2008 venue to be announced.

All interested individuals, businesses and institutions are invited to apply for stalls or stands for exhibitions of their goods and services during the festival.

The fees are as follows

Retail Companies	N\$ 200.00 daily
Institutions	N\$ 100.00 daily
SME's, Kiosk, craft, food outlets etc	N\$ 100.00 daily

The application deadline is 15 October 2008, forms obtainable at OTMCo offices.

For more information contact;

Shalako McKay @ 063 – 239732/ 0811 229 412 [Shalako.mckay@namdeb.com](mailto:Shalako.mckay@namdeb.com)

# 2008 Orange River Mouth Tournament

Hosted by Oranjemund Netball club



**When:** 05<sup>th</sup> and 06<sup>th</sup> of September 2008  
**Where:** Oranjemund Netball Club

## CRICKET CLUB ANNUAL GENERAL MEETING

6 September 2008

Notice is hereby given of the AGM of the Oranjemund Cricket Club to be held on 6 September 2008 at 19:30 in the clubhouse of the Cricket Club.

All former, aspirant and interested players and members of the community are invited to attend.

The AGM will be preceded by three 10-over matches as launch of the new cricket season for 2008/9.

TONY TRIPODI      tripodj@mweb.com.na  
 MARTIN NEL      Martin.nel@namdeb.com

## Lewis Stores End of Month Gala



ON FRIDAY, 29 AUGUST 2008, THE LOCAL ORANJEMUND LEWIS STORES HELD THEIR END OF MONTH PROMOTIONAL GALA AIMED AT PROMOTING MERCHANDISE ON SPECIALS. DURING THE EVENT FAITHFUL HP CUSTOMERS ARE INVITED TO VISIT THE SHOP AND ENJOY SOME REFRESHMENT.

THIS TIME THE THEME WAS NAMDEB AND STAFF MEMBERS CAME TO WORK IN BORROWED NAMDEB ATTIRES.

FROM LEFT TO RIGHT: HETTIE (SHOP MANAGERESS), KARIN, SHARON, SIMON, SELMA, PAUL, PETRO, SAMUEL, GEORGE, MICHELLE, VIOLET AND MARTIN

## ORANJEMUND GOLF CLUB AGM

NOTICE IS HEREBY GIVEN  
 OF THE ANNUAL GENERAL MEETING OF  
 THE ORANJEMUND GOLF CLUB  
 TO BE HELD IN THE CLUBHOUSE ON  
 WEDNESDAY, 29 OCTOBER 2008  
 AT 19H00

## Oranjemund Riding Club 49ers Pony Lottery



WINNERS for:

August

2nd – Wendy MacMillan (3)  
 9th – B Beukes (37)  
 16th – A Burger (2)  
 23rd – F van Dyk (MRM) (46)  
 30th – A Darné (13)

The above are the winners of the Riding Club 49ers Pony Lottery. If you have not yet received your winnings you can contact Kellie on 233787 a/h.

CONGRATULATIONS!



## EXPRESSION OF INTEREST

The Oranjemund Cultural Festival is being organized to bring the community of Oranjemund together in order to celebrate the different cultures in Oranjemund.

The Aims and Objectives of the Oranjemund Cultural Festival is to:

To provide a platform of cultural and aesthetic awareness through commitment in quality cultural entertainment, business networks and show case talents.

This year the theme for the cultural festival is the "Convergence of Culture with Nature."

It is against this background that the business community and interested parties are hereby invited to tender for the following services during the Oranjemund Culture Festival taking place on the 28-29 November 2008:

Catering tender for the Gala dinner on Saturday 29, November 2008 for 250 people. Three course meals starting at 18H00 till late

Bar facilities during the Music concert at the Zakaria Lewalā Hall on Friday on the 28 November 2008.

Beer Tent at the Independence Park on the 29 November 2008 as from 08H00 until 17H00

Bar Facilities at the Gala Dinner on Saturday, 29 November 2008 as from 18H00 till late.

The Closing date is 30 October 2008

For more information please contact the following person:

Ms. Anjie Gebhard, Community Development Officer  
 OTMCo

Tel: 239373, Fax: 235115

# JOB FINDER

SKILLED, SEMI-SKILLED & CLERICAL POSITIONS



Applications are invited for the following positions in Namdeb. Preference will be given to current Namdeb employees who meet either the qualification or compensatory experience criteria. Employees in a redundant post or work areas where surplus labour is envisaged will also be given preference, but must apply. Cognisance shall be taken of progress on IDP and succession plans - where these are in place. All applicants are required to:

- \* Quote reference number to advertisement
- \* Furnish a comprehensive CV with supporting documentation, inclusive of a valid security cleared permit.
- \* Provide daytime telephone numbers
- \* Submit separate applications for each position applied for
- \* Original qualification certificates required

before sign-on

- \* Use P6 routing code for internal mail
  - \* Applications from Namdeb employees must be noted by Line Managers
  - \* Current Permanent employees who apply for positions advertised as Fixed Term Contract positions, if successful for the positions will remain on permanent conditions.
- All A- and B-band positions will be deemed Fixed Term
- \* Contracts unless otherwise advised during the interviews and candidates need to be Namibian citizens
- (PLEASE TAKE NOTE: ALL APPLICATIONS WITH REFERENCE NUMBER NP MUST BE FORWARDED TO P O BOX 45, LUDERITZ OR FAXED TO 063-203730) ALL APPLICATIONS FOR ORANJEMUND MUST BE FAXED TO

063-235283 OR POSTED TO P. O. BOX 35, ORANJEMUND

#### NOTE:

Should your CV not display the required minimum criteria, you will not be considered and you will not be contacted.

Should you not receive correspondence with regard to your application within four weeks after the closing date, please accept that your application was unsuccessful.

• ONLY SHORTLISTED CANDIDATES WILL BE NOTIFIED OF INTERVIEW RESULTS.

• PREFERENCE WILL BE GIVEN TO APPLICANTS FROM DESIGNATED GROUPS IN TERMS OF THE AFFIRMATIVE ACTION (EMPLOYMENT) ACT, 1998". PARTICULAR PREFERENCE WILL BE GIVEN TO APPLICANTS WHO ARE DISABLED.

## ORANJEMUND

PLEASE TAKE NOTE: ALL APPLICATIONS FOR ORANJEMUND MUST BE FORWARDED TO PO BOX 35, ORANJEMUND OR FAXED TO 063-235 283.

### GRADING: B-BAND

#### DIAMOND SORTERS – RECOVERY / SORHOUSE BUSINESS FUNCTION (BL) (REF. NO. P27/0224)

Applications are invited to fill the positions of Diamond Sorter to sort and recover diamonds from concentrates and perform other general duties. The successful incumbents must be in possession of a Grade 12 Certificate and have the ability to concentrate for long periods of time. Only current Namdeb employees will be considered.

*Closing date: 16 September 2008*

#### C&I OPERATIVE – RECOVERY / SORHOUSE / RTR / GSR (BU) (REF. NO. P26/0463)

Applications are invited for the position of Control & Instrumentation Operative in the Control and Instrumentation Section within the Recovery / RTR. Candidates must have a Grade 12 Certificate (compensatory experience may apply for Namdeb employees) with at least one year of experience in a technical environment, have the ability to work with his / her hands / dexterity, be security / safety conscious and have a Code 08 / B / BE driver's licence.

*Closing date: 16 September 2008*

#### SORHOUSE ASSISTANT VAULT – RECOVERY / SORHOUSE (BU) (REF. NO. P27/0225)

Applications are invited to fill the position of Sorthouse Assistant Vault in the Recovery Sorthouse. The successful incumbent must be in possession of a Grade 12 Certificate and have three (3) years experience as a Diamond Sorter. Computer literacy will be an advantage. Only current Namdeb employees will be considered.

Duties include:

To ensure the efficient and effective defalsification of all diamond concentrates delivered to the Diamond Preparation Room (DPR);

To clean, weigh, classify and count daily production of diamonds, and

To accurately record all diamonds recovered from concentrates and to perform duties required for the final preparation of diamonds for export.

*Closing date: 16 September 2008*



**NAMDEB**  
ON DIAMONDS WE BUILD

## Tender Enquiry Number E263-ND-2008

Invitation to tender for the interior paint maintenance of vacant accommodation units at Oranjemund

### 1. Specification of the Services

Namdeb hereby invites reputable and qualified Service Providers to submit tender bids for the interior re-painting of accommodation units.

The accumulative total of the areas to be painted is approximately ninety-five thousand (95 000) square meters.

The specification of the services shall without limitation include the provision by the successful Service Provider of suitably qualified personnel, consumables, paint material and equipment required for the interior paint maintenance, in compliance with the scope of the services

The tender proposal must demonstrate the Service Provider's capability and capacity in terms of business, financial, technical and operational competencies to provide the required services.

### 2. Instruction to Tenderers

Interested entities who have a proven track record for paint maintenance services, may request the tender documentation, inclusive of the "Supplier Questionnaire" from the following person:-

Ms Michelle Gouws  
Tel: 063 - 238 502  
Fax: 063 - 238 503  
e-mail: [michelle.gouws@namdeb.com](mailto:michelle.gouws@namdeb.com)

### 3. Enquiries:-

Mr. Leon Louw  
Tel: 063-238 490  
Fax: 063-238 503  
E-mail: [leon.louw@namdeb.com](mailto:leon.louw@namdeb.com)

### 4. Closing date

Tenders must be hand delivered at the following delivery address by not later than Friday, 17th September 2008 at 16h00:

Namdeb Diamond Corporation (Pty) Ltd  
C/o The Mine Secretary  
Main Office Block  
Records Office  
ORANJEMUND