

CRAN AND NAPWU SIGN RECOGNITION AND PROCEDURAL AGREEMENT FOR IMMEDIATE RELEASE

12 JUNE 2019

The Communications Regulatory Authority of Namibia (CRAN) signed a Recognition and Procedural Agreement with the Namibia Public Workers Union (NAPWU) on 11 June 2019 in Windhoek.

The purpose of the Agreement is to effectively manage industrial relations between CRAN and NAPWU in order to develop and foster a fair and equitable relationship between the two parties. The Agreement enables the Parties to collectively uphold the principles of freedom of association, as provided for in the Labour Act (No. 11 of 2007) and the Namibian Constitution.

In terms of the Agreement, NAPWU's responsibility is to represent the interests of its members within the bargaining unit, for the purpose of improved terms and conditions as stipulated in the individual employment agreements. The Parties therefore recognise their common interest and joint purpose in furthering the aims and objectives of the Agreement.

The parties commit to abide by the procedures set out in the Agreement in a spirit of mutual understanding and respect. The Authority recognises NAPWU as the exclusive bargaining agent for CRAN employees in job grades A1 to D2. Both parties recognise the need for joint consultation and collective bargaining on matters of mutual interest pertaining to CRAN employees.

Speaking at the signing ceremony, Festus K. Mbandeka, Chief Executive Officer, CRAN states "If at any time during the life of this Agreement NAPWU fails to represent the majority of CRAN employees in the bargaining unit, the Authority may give NAPWU a 90 day notice in the prescribed form within which to acquire a majority. If NAPWU then fails to do so, the Authority shall be entitled to withdraw the recognition of the union and in that event the Agreement shall cease to be of force and effect".

The Agreement further provides for the Workplace Union Representative (WUR) to be elected within the bargaining unit subject to the provision of the Labour Act (No. 11 of 2007). The WUR shall amongst other things, represent any CRAN employees in any matter, including disciplinary or dismissal proceedings against such an employee subject to level of expertise. They shall further perform any other related function that may be provided for as per the Agreement, NAPWU's Constitution and the Labour Act (No. 11 of 2007).

The parties also agree to establish a Negotiation Committee, which shall consist of not more than five (5) representatives from each Party. The Committee shall then elect one of its members as the Chairperson.

“ENDS”

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