



CRAN

Communications Regulatory Authority of Namibia

REMARKS BY

**EMILIA NGHIKEMBUA,
CHIEF EXECUTIVE OFFICER**

AT THE

**COMMUNICATIONS REGULATORY AUTHORITY OF
NAMIBIA (CRAN) AND NAMIBIA PUBLIC WORKERS
UNION (NAPWU) WAGE INCREASE AGREEMENT
SIGNING CEREMONY**

Date: Wednesday, 03 November 2021

Venue: CRAN Moth Centre, Unit 21

Time: 15h30

- Mr. Petrus Nevonga, NAPWU General Secretary,
- Mr. Sam lilonga, NAPWU Central Regional Coordinator,
- NAPWU Management and team members,
- CRAN Management and team members,
- Invited guests,
- Director of Ceremonies,

Good afternoon and a very warm welcome!

Thank you for joining us to witness the signing of the wage increase agreement between the Communications Regulatory Authority of Namibia (CRAN) and the Namibia Public Workers Union (NAPWU).

As you might all be aware, CRAN and NAPWU signed a Recognition and Procedural Agreement in June 2019 with the purpose of managing industrial relations between the two parties in order to develop and foster a fair and equitable relationship. Therefore, it is because of the signed Recognition and Procedural Agreement that we are all gathered here today to sign a wage increase agreement.

Director of Ceremonies,

Allow me to use this opportunity to sincerely congratulate the Management Negotiations Team and the Bargaining Unit for successfully completing the negotiations for the financial year 2021/2022. This agreement demonstrates CRAN's commitment to the

employees and they remain key to the functionality of this organisation. It is with no doubt that today's event demonstrates the value of our employees to the operations of CRAN.

I am well aware that the negotiation process was long with many challenges and also cognizant of the fact that towards the end, many diverging views ensued. I am however, particularly proud that we reverted to our values of teamwork and accountability for guidance, which as always have now landed us at a place of victory. Victory primarily for our employees, in a manner that ensures the sustainability of our organisation.

Director of Ceremonies,

In conclusion, I would like to extend my gratitude to all parties involved in the negotiation process for running it with maturity and cooperation. I would like to further urge all employees to join forces in the spirit of camaraderie to execute CRAN's operational objectives to success.

I thank you!