



CRAN

Communications Regulatory Authority of Namibia

OPENING REMARKS

FOR

FESTUS K. MBANDEKA

CHIEF EXECUTIVE OFFICER

AT THE

**WAGE INCREMENT AGREEMENT SIGNING CEREMONY
BETWEEN CRAN AND NAPWU**

06 MARCH 2020

- **Director of Ceremonies,**
- **NAPWU General Secretary, Mr. Petrus Nevonga,**
- **NAPWU Management and team members ,**
- **CRAN Management and team members ,**
- **Members of the media,**

Good morning and welcome!

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

Director of Ceremonies

In 2019 CRAN and NAPWU signed a Recognition and Procedural Agreement 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 for the financial year 2020/2021 starting 01 April 2020.

I am delighted to sign this agreement today which demonstrates CRAN's commitment to the employees. Our employees remain key to the functionality of this organisation and it is with no doubt that

today's event demonstrates the value of our employees to the operations of CRAN.

After several months of negotiations, the parties agreed to the salary increment and alignments of CRAN employees in the Bargaining unit and this agreement is effective from 01 April 2020 notwithstanding date of signature.

Director of Ceremonies

With these few words, 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!