



**CRAN**

Communications Regulatory Authority of Namibia

**OPENING REMARKS**

**FOR**

**FESTUS K. MBANDEKA**

**CHIEF EXECUTIVE OFFICER**

**AT THE**

**RECOGNITION AND PROCEDURAL AGREEMENT  
SIGNING CEREMONY BETWEEN CRAN AND NAPWU**

**11 JUNE 2019**

- **Director of Ceremonies, Mrs Katrina Sikeni,**
- **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 Recognition and Procedural Agreement between the Communications Regulatory Authority of Namibia (**CRAN**) and the Namibia Public Workers Union (**NAPWU**).

The **purpose** of this 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 Parties hereby agree to collectively uphold the principles of freedom of association,** as provided for in the **Labour Act** (No. 11 of 2007) and the **Namibian Constitution.**

Therefore, the **parties commit to abide by the procedures set out in the Agreement** in a spirit of mutual understanding and respect. In light thereof, CRAN duly **recognises NAPWU** as the **exclusive bargaining agent for CRAN employees in job grades A1 to D2.**

**Director of Ceremonies,**

**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.

Moreover, both parties recognise the need for joint consultation and collective bargaining on matters of mutual interest pertaining to CRAN employees.

**In the event of any disputes** between the Parties, the **Parties commit to abide** by the procedures set out in this agreement and further **negotiate in good faith**.

Furthermore, **if at any time during the life of this Agreement**, NAPWU fails to represent the majority of CRAN employees, which consists of **50% +1 in the bargaining unit**, the **CRAN may give NAPWU a 90 day notice** in the prescribed form within which to acquire a majority. If NAPWU then fails to do so, CRAN 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** hereby 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.

#### **Director of Ceremonies,**

In conclusion, allow me to highlight that the CRAN has also entered into various smart partnership initiatives and or memoranda of understanding with numerous institutions such as:

- Namibia Statistics Agency (**NSA**),
- National Commission on Research, Science and Technology (**NCRST**),
- Ministry of Finance: Directorate of Customs and Excise,
- Bank of Namibia (**BON**),
- Namibia Competition Commission (**NACC**),
- Namibian Police Force (**NAMPOL**),
- University of Namibia (**UNAM**),
- University of Science and Technology (**NUST**)

- International University of Management (**IUM**) and
- United Nations Educational, Scientific and Cultural Organisation (**UNESCO**).

In conclusion, **CRAN looks forward to a healthy, fruitful and constructive relationship with NAPWU for the sake of strengthening a sound labour/industrial relations and equitable working conditions for its employees.**

I thank you!