



**Police Labour Relations in Namibia:  
Time for a New Beginning?**

**Consultative Workshop**  
Windhoek, Safari Court Hotel, 23.-24. September 2008

**Programme**

**DAY 1; TUESDAY, September 23, 2008**

CHAIR: Cde. E.M. Manga, NUNW 2<sup>nd</sup> Vice-President

08h00- 08h30 Arrival and Registration

**08h30-08h45 *Introductions and Opening Remarks***  
*Cde Evilastus Kaaronda*, Secretary General: NUNW  
*Cde Hubert René Schillinger*, Resident Representative: FES Namibia  
*Cde Walter Don*, Chief Executive Officer: Nammic Financial Solutions

**08h45-09h15 *Keynote Address and Official Opening***  
*The Hon. Dr Nicky Iyambo, MP*, Minister for Safety & Security

**Session 1: International Experience**

CHAIR: Cde E. Dingara, NAPWU President

**09h15-09h45 *International Norms and Standards and Good Practices for Representation and Collective Bargaining in the Police and Prisons Services***  
*Mrs Amri-Maketha*, International Labour Organisation (ILO), Pretoria

09h45-10h10 Discussion, Question & Answers

10h10-10h30 TEA Break

**Session 2: Police Labour Relations in the Region: The Case of South Africa**

CHAIR: Cde Bobby Kandjala, NUNW Regional Co-ordinator

**10h30-10h45 *Police Labour Relations in South Africa – A Trade Union View***  
*Mr Abbey Witbooi*, General Secretary, Police and Prisons Civil Rights Union (POPCRU)

**10h45-11h00 *Police Labour Relations in South Africa – A Police Management View***  
*Mr M. Magwenstshu* Representative, South African Police Services (SAPS),

**11h00-11h15 *Collective Bargaining in the South African Police Service***  
*Ms K Mosoane*, Representative, Safety & Security Special Bargaining Council (SSSB)

11h15-11h45 Discussion, Question & Answers

**Session 3: Police Labour Relations in the Region: The Case of Swaziland & Lesotho**

- CHAIR: Cde David Namalenga, NUNW 1<sup>st</sup> Vice President
- 11h45-12h00**    **Police Labour Relations in Swaziland – A Trade Union View**  
*Mr K. Mhlanga, Representative, Swaziland Police Union*
- 12h00-12h15**    **Correctional Service Labour Relations in Swaziland – A Trade Union View**  
*Mr. B. Gumede, Representative, SWACU*
- 12h15-12h30**    **Police Labour Relations in Lesotho – A Police Staff Association View**  
*Mr N. Rantjanyana, Representative, Lesotho Mounted Police Staff Association*
- 12h30 – 13h00    Discussion, Question & Answers

-----  
**LUNCH: 13h00 – 14h00**  
-----

**Session 4: Police & Correctional Services Labour Relations in Namibia**

- CHAIR: Mr. P. Teek, Retired Judge of Appeal
- 14h00-14h20**    **Police and Correctional Services Labour Relations in Namibia – Introduction and Overview**  
*Mr M. Jatamunua, Deputy Secretary General, PSUN*
- 14h20-15h10**    **Panel Discussion – Police and Correction Services Labour Relations in Namibia: Current State and Current challenges**
- *Cde S. Ndeitunga, Inspector General, Namibian Police*
  - *Cde E. Kaaronda, NUNW Secretary General*
  - *Cde BM. Shinguadja, Labour Commissioner*
  - *Cde N. Tjombe, Directore – Legal Assistance Centre*
  - *Cde F. Nghishillwa, University of Namibia Law Faculty*
- 15h10-16h00    Discussion, Question & Answers
- 16h00-16h20    TEA Break
- 16h20–17h20**    **Working Groups**
- Group I: Legal framework for better representation*
  - Group II: Grievance procedures & avoidance of victimisation*
  - Group III: Collective bargaining structures*
  - Group IV: Organising in the police and prison services*

-----  
**Cocktail Reception: 17h30 – 18h30**  
-----

**DAY 2; WEDNESDAY, September 24, 2008**

- CHAIR: Cde Abel Kazondunge, NAFAU President
- 09h00-09h20** **Summary of Proceedings of Day 1**  
*Mr P. Teek, Retired Judge of Appeal (Workshop Rapporteur)*
- 09h20-10h00** **Reports from the 4 working groups (10 min/group)**  
*Rapporteurs from WG 1 to WG 4*
- 10h00-10h30 Discussion of the working group reports
- 10h30-11h00 TEA Break

**Session 5: The Way Forward**

- CHAIR: Cde Connie Pandeni, NUNW National Treasurer
- 11h00–12h00** **Panel Discussion – Police and Correctional Service Labour Relations in Namibia: Time for a New Beginning**
- *Cde S. Ndeitunga*, Inspector General, Namibian Police
  - *Cde C. Mutjavikua*, Managing Director, Labour Investment Holding (Pty) Ltd.
  - Regional Trade Union Representative (POPCRU: Cde A. Witbooi)
  - Mrs Amri-Maktetha, Director ILO, Pretoria
- 12h00-12h15 Discussion, Questions and Answers on the WAY FORWARD
- 12h15-12h30 Adoption of the Summary and Way Forward
- 12h30-13h00** **Official Closing**  
*Honorable I. Ngatjizeko, MP Minister of Labour and Social Welfare*

-----  
**LUNCH: 13h00-14h00**  
-----

Departure of Delegates

+++++