



MICT Update

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IN-HOUSE NEWSLETTER



Mathe reappointed MICT Executive Director

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FROM THE EDITORS DESK

Quarterly greetings MICT Family,

As the first quarter of the 2025/2026 financial year draws to a close, the MICT Update team takes this opportunity to reflect on the ministry's journey over the past few months of a period marked by strategic realignment, capacity building and renewed collaboration, all aimed at strengthening the ministry's efforts to effectively communicate government programmes, policies and initiatives to the Namibian people.

One of the most significant celebratory moments this quarter was the reappointment of Audrin Mathe as the Executive Director (ED) of the Ministry of Information and Communication Technology. We extend our heartfelt congratulations to ED Mathe on his well-deserved reappointment.

As part of this transformation agenda, the Ministry undertook a comprehensive review of its organisational structure. This exercise was designed to better align our operations with the current communication demands, clarify roles and improve workflow efficiency.

Strengthening access to information remains a cornerstone of the ministry's mandate. In this regard, the decentralisation of the Government Information Centre (GIC) services signifies a strategic step towards bringing public communication and a platform for amplifying government programmes, policies and activities. Well done to the team involved.

On the digital front, the Ministry convened a high-level engagement with ICT industry stakeholders in May to discuss the proposed increase in national broadband speeds, specifically, raising the minimum download speed to 25 Mbps and the upload speed to 3 Mbps. This initiative highlights MICT's commitment to ensuring reasonable and high-speed internet access for all.

Additionally, the Ministry hosted a Government Communicators' Retreat in June, which brought together Public Relations Officers from various Offices, Ministries and Agencies (OMAs). The retreat provided a platform to reflect on current communication challenges, share best practices and realign communication strategies for greater impact.

In support of employee wellbeing, the Ministry's Wellness Committee, in collaboration with Prosperity Life (PSEMAS Complimed), hosted a wellness day offering free health screenings, wellness talks and information on wellness products.

This quarter also saw the successful induction of 19 newly appointed, promoted and transferred staff members during a three-day programme held at Swakopmund. The induction aimed to familiarise new colleagues with the ministry's mandate, structure, values and strategic direction. Congratulations to all our new team members!

As we look ahead to the remainder of the year, the Publications team encourages all staff members to actively support the editorial team by sharing in-house stories and updates from your respective regions. Your contributions are vital in enriching and amplifying our newsletter.

Let us continue to inform, engage and empower.

Asteria Ndjendja
Editor



Mathe reappointed MICT Executive Director



REAPPOINTED - Audrin Mathe pictured with the President Netumbo Nandi-Ndaitwah and Information and Communication Technology Minister Emma Theofelus in Windhoek earlier this year.

Photo by Emmency Nuukala

By **Rachel Nghimulitete**

The Executive Director of the Ministry of Information and Communication Technology (MICT), Audrin Mathe, has been reappointed to his position for a further five-year term.

His reappointment, effective from 1 November 2025, was announced by the Secretary to the Cabinet, Emilia Mkusa, following a recommendation by the Public Service Commission in accordance with the Public Service Act, 1995.

A seasoned public servant and communicator, Mathe's reappointment reinforces his strong and strategic leadership he

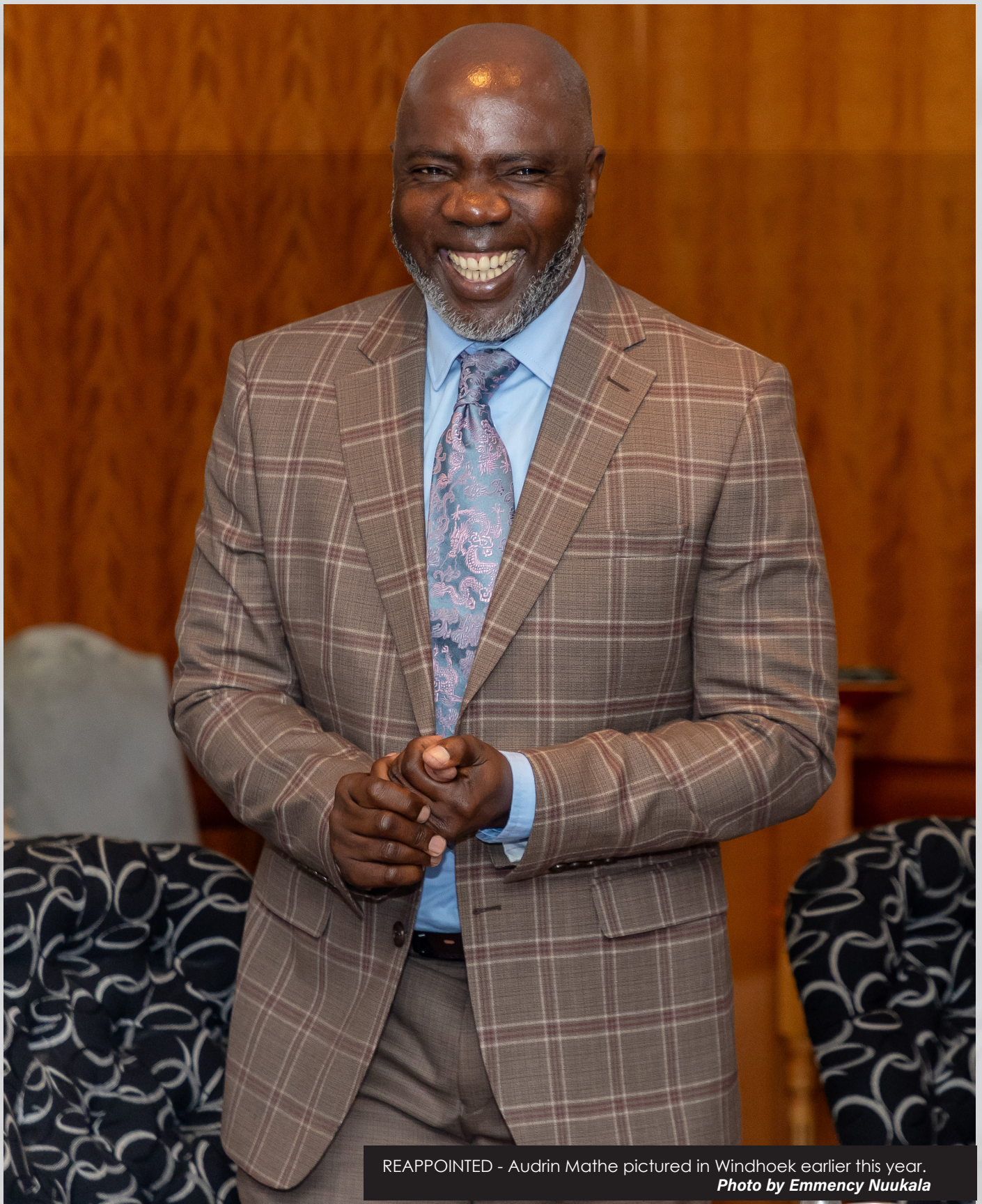
continues to provide at the Ministry. His tenure has been marked by significant achievements, including the swift implementation of the Government Communication Strategy and the landmark Regional Roaming Agreement with Botswana.

Born in Namibia's Zambezi Region, Mathe's rise to executive leadership is a testament to perseverance and a lifelong commitment to excellence. He began his professional journey at the Namibian Broadcasting Corporation (NBC) where he entered the media sector as a trainee. Through hard work and determination, he rose through the ranks, later transitioning into

government communication and eventually serving as spokesperson to the then Prime Minister, the late President Hage Geingob.

Mathe holds several academic qualifications, including a PhD in Public Rhetoric from the University of Cape Town. He is widely recognised for his dynamic leadership style, which is characterised by calculated risk-taking, adaptability and continuous learning.

Beyond his professional accomplishments, Mathe is also a committed community builder. In 2015, he founded the Zambezi Education Foundation to support underprivileged students, reflecting his deep



REAPPOINTED - Audrin Mathe pictured in Windhoek earlier this year.
Photo by Emmency Nuukala

belief in giving back and the transformative power of education.

While balancing a demanding career, he

remains committed to his personal well-being and maintains an active lifestyle through football, karate and travel.

His message to MICT staff is clear and inspiring: "Let's make MICT the benchmark of excellence in government. When MICT takes action, we do it right."



GLC services to be decentralised to regions

FOR THE REGIONS - ICT Minister Emma Theofelus viewing the streaming kits before being dispatched to the regional offices.
Photo by Emmency Nuukala

By  *Memory Mutenda*

In April 2020, at the peak of the COVID-19 pandemic, the Ministry of Information and Communication Technology (MICT), in collaboration with the Ministry of Health and Social Services, established the COVID-19 Centre to disseminate pandemic-related information to the public.

Following Cabinet approval, the Centre evolved into

a broader platform, the Government Information Centre (GIC), to continue sharing information on government programmes, policies, projects and activities. This ensured consistent public access to government information. The Centre has served and continues to serve, as an information and communication hub, hosting discussions involving both public and private sector stakeholders and engaging

the public on various topical issues.

Since then, the Centre has expanded its reach across Namibia by decentralising government services and bringing both services and information closer to the people.

To support this decentralisation, the Ministry has procured streaming kits for all 14 Regional Offices. At present, seven of the 14 offices are operational and

capable of livestreaming. Once all are fully functional, regional GIC sessions, known as the Regional Development Dialogue, will be introduced in regional studios. These sessions will enable regional leadership to provide updates and engage the public on developments within their respective regions and constituencies.

“The decentralisation of GIC services to the regions allows for proactive information dissemination, enabling the public to receive timely updates rather than having to enquire,” said Reagan Malumo, Deputy Director for Video Production and Regional Offices. “The GIC centres in the regions provide regional leadership with a platform to engage directly with the public and share relevant information.”

According to Malumo, the GICs will also serve as a platform for sharing constituency-level information, including the delivery of Governors’ State of the Region Addresses across all regions. Mainstream media outlets will have access to the information shared at these centres and will be able to report accordingly.

Through the GIC, the Ministry has strengthened communication and improved public access to relevant government information. GIC sessions are streamed live via the Ministry’s social media platforms and broadcast on



FOR THE REGIONS - ICT Minister Emma Theofelus viewing the streaming kits before being dispatched to the regional offices.
Photo by Emmency Nuukala



STRUCTURE REVIEW: MICT Management and support staff during the organisational structure review at Otjiwarongo.

Photos by Mercia Windwaai

MICT REVIEWS STRUCTURE TO SUPPORT NEW STRATEGIC DIRECTION

By  Asteria Ndjendja

The Ministry of Information and Communication Technology (MICT) management held a strategic retreat at Otjiwarongo from 9 to 10 June 2025 to review the Ministry's organisational structure. The aim was to address gaps within the current setup and realign the structure to the Ministry's renewed mandate, vision and mission.

The existing structure, which dates back to 2008, no longer supports the ministry's evolving responsibilities, particularly in light of rapid digital transformation and shifting national priorities. The proposed changes are intended to ensure



Emma Theofelus, Minister

that the ministry has the necessary staff complement and skills base to deliver its mandate more effectively and efficiently. The revised structure will be submitted to the Secretary to Cabinet and subsequently to the Public Service Commission for consideration and approval.

The review culminates from the Ministry's recently developed 2025-2029 five-year strategic plan, which will guide its operations and priorities until 2030. The strategic plan has already been translated into annual work plans and individual performance agreements for all MICT staff members.

During the review session, ICT Minister Emma Theofelus encouraged management to adopt innovative approaches and address inefficiencies. She emphasised the importance of adapting to change by improving processes, adopting new tools and acquiring the right skills to enhance productivity and ensure better outcomes.

The MICT Executive Director Audrin Mathe also presented the draft revised Government Communication Strategy, which aims to modernise public sector communication and improve transparency, responsiveness and effectiveness in the digital era.



Frans Nghitila, Director: PMA.



Shasimana Uugulu, Deputy Director: Production



Mervin Kazapua, Senior Media Officer: MICT //Kharas Regional Office



Edward Ndjamba, Chief Human Resource Practitioner



Elizbeth Amagola, Deputy Director: Media Liaison



Asteria Ndjendja, Chief Media Officer: Publications

New MICT staff undergo induction at Swakopmund



By **Magdalena Ndumba**

A total of 19 staff members below management level, newly appointed, promoted or transferred into the Ministry of Information and Communication Technology (MICT) between September 2024 and May 2025, underwent a three-day induction and orientation programme. The training was held from 4 to 6 June 2025 at The Plaza Hotel in Swakopmund.

The purpose of the induction was to familiarise new staff members with the Ministry's rules, values and

expectations. This forms part of a standard practice across all Offices, Ministries and Agencies (O/M/As) as well as Regional Councils (RCs), to ensure that employees are well-equipped to perform their duties confidently and effectively.

The main facilitator was the Ministry's Chief Human Resource Practitioner, Edward Ndjamba, supported by officials from various directorates, including Mariam Hamana (Control Administrative Officer), Jane Kambato (Accountant), Lucy Shilimela (Systems Administrator)

and Mberii Kapuku (Deputy Director for Security and Risk Management Services).

Ndjamba explained that a proper induction process helps new employees to settle in, reduces uncertainty and enhances performance. He reminded staff that failure to comply with rules, such as arriving late for work, not signing the attendance register or leaving the office without notifying a supervisor could have serious consequences.

He also encouraged teamwork, conflict resolution and fairness in supervisory

roles. "If one person does not perform, it affects the whole Ministry," he said.

He urged staff to maintain a professional appearance at all times, including on Fridays or when visiting the office while on leave. "There is no such thing as casual Fridays," he stated. Ndjamba further emphasised that staff represent the Ministry both inside and outside the workplace and must therefore uphold a professional image at all times.

Mariam Hamana addressed asset management, urging staff to take responsibility for government property. She advised that any lost or damaged items must be reported within 24 hours, regardless of how minor the issue may seem. Lucy

Shilimela gave a presentation on basic Information Technology (IT) practices, advising staff not to install applications independently and to contact the IT team instead. She also stressed the importance of screen privacy, strong passwords and reporting IT-related issues through the official email: itsection@mict.gov.na.

Mberii Kapuku discussed security and risk management, emphasising that any suspicious items or behaviour should be reported immediately to supervisors or the Security Directorate. He also called on staff to take ownership of government assets and to help safeguard sensitive data. "Don't say, 'It's just government property,'

because if it gets lost, you, the user, will be affected. Always cooperate with security personnel and stay alert in your daily tasks. Together, we can build a strong and secure Ministry," he said.

Jane Kambato outlined financial procedures, reminding staff to only work overtime if it has been officially approved and to return any unspent travel funds in cases where trips are cancelled. She also highlighted the importance of completing subsistence and travel allowance claim forms after official travel.

The induction programme also served to foster a positive workplace culture in which employees feel informed, supported and proud to represent the Ministry.



FIRST THINGS FIRST – MICT's new and promoted staff members attending an induction retreat at Swakopmund
Photo contributed



OMAs wellness workshop held at Swakopmund

WELLNESS AMBASSADORS - Wellness workshop held at Swakopmund to build capacity among focal persons within various OMAs.

Photo contributed

By **Moses Haufiku**

Focal persons from various Offices, Ministries and Agencies (O/M/As), including the Ministry of Information and Communication Technology, completed a one-week quarterly wellness workshop held in Swakopmund from June 9–13, 2025. Facilitated by the Office of the Prime Minister, the workshop aimed to build capacity among focal persons and wellness committees; equip OMAs to promote a safe, inclusive and respectful work environment; present progress reports on the implementation of their wellness programmes for the 2024/2025 financial year; strengthen understanding of the draft Public Service Staff Rule on Gender-Based Violence (GBV) and clarify the staff rule regarding long service recognition and farewell gifts across the public sector, among other objectives. The Deputy Director in the Office of the Prime Minister, Hilde Kafidi, emphasised the importance of employee well-being in the workplace as a means to increase productivity and reduce absenteeism.

She noted that prioritising staff wellness can improve morale and enhance an organisation's reputation. "Employee well-being is crucial for a thriving workplace. When employees feel healthy, happy, and supported, they are more productive, engaged, and loyal, leading to increased service delivery and a positive organisational culture," she said.

Recognising long-serving employees is also a key aspect of promoting wellness in the workplace. It contributes to a positive work environment, enhances job satisfaction and fosters a sense of belonging and appreciation. By acknowledging employees' dedication and commitment, organisations can boost morale, reduce staff turnover and improve overall performance. As such, the workshop deliberated on the draft staff rule for long service awards and farewell gifts, aiming to ensure a consistent and formal approach across all OMAs. Once adopted, all Offices, Ministries and Agencies will be required to comply with

this rule. It seeks to establish a clear framework for honouring and rewarding public servants for their long and dedicated service as well as providing guidance on farewell gifts.

In addition, the draft staff rule on gender-based violence was discussed with the goal of reducing GBV incidents in the workplace. OMAs will be required to implement the measures outlined in this rule. According to Beata Mvula, Chief Policy Analyst in the Office of the Prime Minister, failure to do so could undermine ongoing efforts to ensure a work environment free from all forms of gender-based violence.

The workshop also addressed the implementation of the Social Contracting Policy within OMAs to improve access to and affordability of healthcare services. This policy enables the government to contract civil society organisations and other entities to deliver essential health services to the public.

Throughout the week, various OMAs presented their past and current annual wellness plans to the Office of the Prime Minister.



MICT proposes increase of minimum broadband speed

By **Moses Haufiku**

Ministry of Information and Communication Technology (MICT) Executive Director, Audrin Mathe, met with ICT industry players and stakeholders on 21 May 2025 at the Windhoek Country Club to discuss the implementation of

the proposed broadband speed increase. This engagement follows a decision by the Southern African Development Community (SADC) ICT Ministers to consider raising the minimum download speed to 25 megabits per second (Mbps) and the upload speed to 3 Mbps. Currently, Namibia's broadband

stands at a minimum speed of 2 Mbps.

The stakeholders' meeting served as a decisive call to action, a platform to align strategic objectives, share insights and explore practical, cost-effective strategies to redefine the standards of connectivity in the country,

without increasing the financial burden on consumers.

"I am fully cognisant of the challenges posed by legacy technologies such as 2G, 3G, and WiMAX, and acknowledge the technical and geographical limitations they present. However, I remain confident that we can leverage more capable technologies such as 4G, 5G, Wi-Fi 6, fibre optics, and high-throughput satellites that can not only meet but exceed the 25 Mbps policy directive," said Mathe.

He noted that while Namibia has made significant progress in expanding its digital infrastructure, a considerable gap remains between the broadband speeds currently available and the growing demands of businesses, educational institutions, government services and citizens across the country.

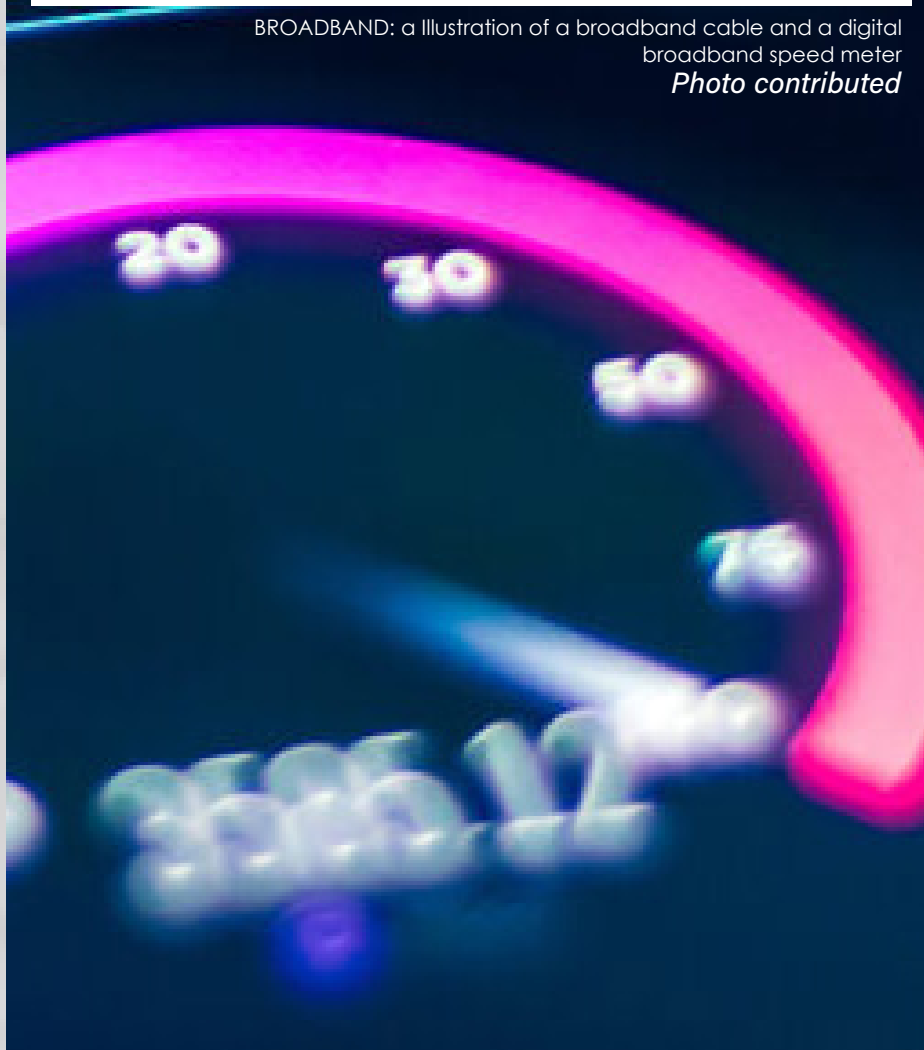
"In this rapidly evolving digital landscape, reliable and high-speed internet connectivity is no longer a luxury, it has become the essential foundation of information and entertainment, education, healthcare, innovation, commerce, governance, and virtually every aspect of modern life," Mathe added.

He urged stakeholders to approach the dialogue with open minds, a sense of shared responsibility and a collective commitment to ensuring that no Namibian is left behind in the digital revolution. Mathe stressed that the decisions made should shape the digital experiences of students in remote classrooms, entrepreneurs launching new ventures, healthcare providers serving rural communities and families seeking to stay connected across distances.



BROADBAND: a illustration of a broadband cable and a digital broadband speed meter

Photo contributed





MICT hosts PRO retreat to strengthen transparent government communication

HARMONISED COMMUNICATION - Public communicators convened at Rundu to harmonise government communications.
Photo by Petrus Katonyala

By **Rachel Nghimulitete**

The Ministry of Information and Communication Technology (MICT) held a retreat for Government Communications Officers in Rundu, Kavango East region, on 18 June 2025. The engagement aimed to strengthen transparency, enhance coordination and increase the overall impact of government communication. The event brought together Public Relations Officers (PROs) from various Offices, Ministries and Agencies, providing a platform to reflect on current challenges, share best practices and align communication strategies across government. The retreat was led by MICT Executive Director, Audrin Mathe, who delivered a keynote address calling on officers to shift their approach and adopt modern, citizen-focused communication practices. "Transparency is not

merely an ethical obligation it is a strategic imperative that enhances effectiveness, builds trust and strengthens democracy," he said.

Mathe emphasised that government communication must evolve to meet the expectations of an increasingly digital and information-hungry public. He noted that while Namibia has strong legal frameworks, such as the Access to Information Act, these must be supported by proactive communication practices that engage the public in decision-making processes and policy understanding.

The Executive Director also highlighted the importance of embracing digital tools and platforms, including mobile apps, social media and Namibia's Single Gateway Portal under the National Digital Strategy. He cautioned, however, that

digital transformation must be inclusive, addressing existing digital divides to ensure no segment of the population is left behind.

Another key focus of the retreat was the need for collaboration across government entities to ensure consistency in messaging, particularly during crises, when clear communication can save lives. PROs were urged to shift from output-based to outcome-based communication, measuring real impact through citizen feedback, improved awareness and strengthen public trust.

The retreat concluded with a renewed call to action, encouraging communication officers to be proactive, responsive and innovative in their efforts to make government communication more transparent and impactful.



MICT holds information sessions and wellness screening

EMPLOYEE WELL-BEING - A large number of staff attended information session and free wellness screening day.
Photo contributed

By  Moses Haufiku

The Ministry's Wellness Committee, in collaboration with Prosperity Life (PSEMAS Complimed), held an information session and free wellness screening for staff members, aimed at promoting well-being and fostering a healthier, more productive work environment. The event featured motivational talks and free wellness checks, including BMI assessments, cholesterol and glucose testing, blood pressure monitoring and information on PSEMAS Complimed products. The initiative aimed to encourage healthier lifestyles among the Ministry staff.

Desire Kahiha, Deputy Chairperson of the Ministry's Occupational Safety, Health and Employee Wellness Committee, highlighted the importance of prioritising employee health to enhance workplace productivity.

"Healthy employees are more productive, engaged, and less likely to take sick leave, leading to increased output and reduced costs for the organisation," she said.

Liseli Kamona, a psychological counsellor from Let's Talk Psychologists, delivered a presentation on mental well-being in the workplace. She stressed that prioritising mental health is crucial for creating a positive and productive work environment, as it affects everything from staff morale and engagement to work-life balance and overall organisational health. Kamona highlighted contributing factors to mental health challenges in the workplace and proposed solutions such as practising self-care, seeking social support and obtaining professional treatment when necessary.

According to the Ministry of Health and Social Services, mental health is an increasing

concern in Namibia, marked by a high prevalence of mental disorders, high suicide rates and challenges related to stigma and access to care. It is estimated that 25.6% of the population experiences some form of mental illness.

The event was well attended, with a significant number of staff members participating in the medical examinations, a strong indication of their commitment to personal well-being.

The Prosperity Life team also showcased a wide range of PSEMAS Complimed products, including Complimed Gap, Doc Gap and others. Antonette Taaru, Group Marketing and Communications Administrator, explained that Prosperity Life's Complimed Gap is specifically designed to cover the shortfall between what doctors or specialists charge for treatment in private hospitals and what PSEMAS (the Government Medical Aid Fund) reimburses.

HR CORNER

We warmly welcome the new colleagues who joined the MICT team this quarter and wish them continuous productivity in their respective roles.



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regional Office**



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**Senior Information
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Matty Kaminzi

**Information Officer,
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Evelina Shikongeni

**Hygiene Officer,
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Martha Indongo

**Chief Accountant,
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Iingo Vistoria Mwaalwa

**Senior Hygiene
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Joseph Kaula

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Photographs by Petrus Katonyala



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