



epa news brief

The Engineering Professions Association of Namibia

November 2011

FUN DAY—11 NOVEMBER 2011



*Teams of 4
players
needed*

The EPA invites you to a fun day:
Date: 11 November 2011
Time: 13h30
Venue: Indoor bowling range
SKW Sport Club, Windhoek
Confirm your attendance by
Email: epa@africaonline.com.na

Food catered for
CASH BAR

N\$100.00 per
person—payable
in advance

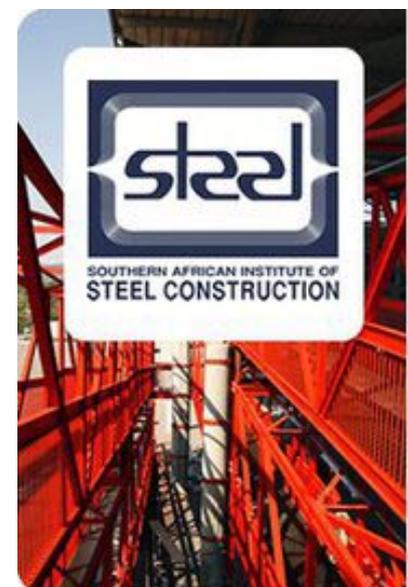
Course: Design of connections for structural steelwork - February 2012

"In steelwork the exciting things happen at the ends of members."

The SAISC has written a new handbook on connections, aimed at designers. At more than 350 pages it covers just about every type of connection and every related issue, including many subjects seldom if ever treated in handbooks. It contains practical information, design formulae, design aids and standardised connections.

During development of the book it became clear that, while many issues and situations demand more care than they usually get, there are also shortcuts, simplifications and standardised approaches that can save time in design.

This course is scheduled for February 2012 pending participants. Should you be interested in this course, please e-mail: epa@africaonline.com.na by 18 November 2011 to secure the booking. Costs would be approximately N\$5,000.00 per participant and will be offered by the SA Institute of Steel Construction.



ALTERNATIVE DISPUTE RESOLUTION IN THE LOCAL CONSTRUCTION INDUSTRY

The convention was held at the Safari Conference Centre on Thursday 20 October 2011 to discuss trends in alternative dispute resolution (ADR) in the construction industry locally, in the region and internationally, outlining the various forms of ADR available, and to highlight the latest developments in standard construction contract documents such as FIDIC. A primary goal was to take stock of ADR, and to ensure that the process stays abreast of international developments.

Adjudication as a means of dispute resolution on construction contracts was introduced in Namibia several years ago and has benefited both contractors and employer organisations by the facilitation of fast and cost effective resolution of disputes.

The speakers at the convention included experienced senior professionals involved in ADR locally, in the region and abroad.

The keynote address was given by Mr Gordon Jaynes, a lawyer in private practice, based in England and specialized in contractual aspects of international construction projects. He is Chairman Emeritus of the International Bar Association Committee on International Construction Projects and Founding Chairman of the Inter-Pacific Bar Association of the same name. He serves on the Editorial Boards of The International Construction Law Review and Construction Law International. Mr Jaynes spoke primarily of the growth trends of ADR internationally, and presented two papers on the subject.

Another speaker with much experience in dispute resolution is Mr Kevin Spence, a professional civil engineer specializing in the execution of major construction contracts in South Africa and the region. He is a fellow of the South African Association of Arbitrators.

Other presenters included Mr Peter F Koep, outlining the activities of the Professional Association of Mediators and Arbitrators of Namibia (PAMAN), and Mr Mbingee Hindjou explaining the role of the Association of Consulting Engineers of Namibia (ACEN) in the promotion of internationally recognised contract documentation such as FIDIC.

Mr Ako Al-Jaf of the Engineering Professions Association (EPA) explained the functioning of the National Adjudicator's List (NAL) that is managed by the EPA which acts as an independent nominating authority of accredited adjudicators.

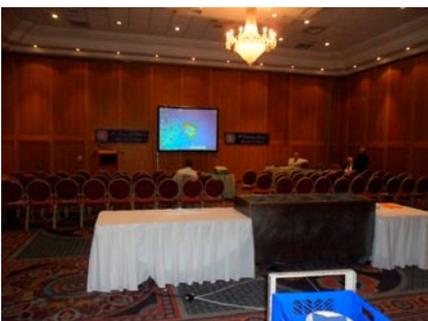
Participants included representatives of employer organizations, such as the roads Authority and the City of Windhoek as well as consulting engineers and members of the local construction industry.

The convention was hosted by the EPA and ACEN, with the support of Giz.

The following key points were noted:

- The local construction industry, although small compared with some of its neighbours, is adequately sophisticated to benefit from alternative dispute mechanisms
- Although the NAL was formally launched only several years ago, and has experienced steady growth through increased use by employer organizations, further skills development and exposure is necessary to ensure that the benefits of ADR can be fully utilized
- The various professional and contractor associations in Namibia will need to work closer together on matters such as ADR, to ensure all in the industry are made aware of its benefits
- A data base of all persons involved in the local construction industry must be generated, to ensure the dissemination of information
- This first convention should be repeated annually

This is some feedback on the seminar - First Annual Convention on Alternative Dispute Resolution. For copies of the presentation given by Gordon Jaynes, please e-mail: epa@africaonline.com.na and they will be sent to you.



Construction Industries Federation of Namibia

P O Box 1479, WINDHOEK, Namibia

Tel: (+264-61) 230028, Fax: (+264-61) 224534, Cnr Stein & Schwabe Streets, Klein Windhoek

PUBLIC HOLIDAYS DURING THE 2011 / 2012 RECESS: CALCULATION OF ANNUAL LEAVE / LEAVE PAY

The Namibian labour legislation does not officially make provision for so-called "Builders' Holidays". However, the Labour Act, 2007 (Act No.11 of 2007) does make provision in Chapter 3, Part D, Clause 23 that the employer determines the date when leave is granted. The annual recess over the Christmas / New Year period is regarded as a custom / tradition in the construction industry. The following examples shown below serve as a GUIDELINE for granting employees' annual leave during the recess period over Christmas / New Year.

1. In terms of the provisions of Chapter 3, Part C, Clause 22 of the Labour Act, 2007, all public holidays falling on a day that would otherwise be an ordinary working day for the employees concerned are deemed paid public holidays. Employees shall not be required to work on such a day, but shall receive normal remuneration for the day, nonetheless. Employees who do work are entitled to double remuneration for the actual hours worked on such public holiday.

2. In terms of Chapter 3, Part D, Clause 23 of the Act an employee shall be granted at least 4 (four) consecutive weeks' leave of absence on full remuneration in respect of each period of 12 consecutive months of employment (this translates into 20 working days annual leave for an employee working a 5-day week and 24 working days annual leave for an employee working a 6-day week). The annual leave of employees shall, for each public holiday which falls on a day that would otherwise have been an ordinary working day for such employees and falls within the leave period, be extended by one working day with full remuneration.

3. Public holidays in the 2011 / 2012 festive season are:

Saturday 10 December 2011 (International Human Rights Day)
Sunday 25 December 2011 (Christmas Day)
Monday 26 December 2011 (Family Day)
Sunday 1 January 2012 (New Year's Day)
Monday 2 January 2012 (New Year's Day – day in lieu)

It follows by illustration that:

CLOSING (last day of work) on 09 December 2011 (5 or 6-day week)
OPEN (first day of work) on 09 January 2012, employees are entitled to the following leave pay:

5-DAY WEEK: 18 working days + 2 days (public holidays) . 20 days leave pay
6-DAY WEEK: 22 working days + 3 days (public holidays) . 25 days leave pay

OR

CLOSING (last day of work) on 16 December 2011 (5-day week) or on 17 December 2011 (6-day week)
OPEN (first day of work), on 16 January 2012 employees are entitled to the following leave pay

5-DAY WEEK: 18 working days + 2 days (public holidays) . 20 days leave pay
6-DAY WEEK: 22 working days + 2 days (public holidays) . 24 days leave pay

NOTES:

Only the working days illustrated in both examples above may be deducted from the employee's accrued annual leave and not the listed extra/additional days.

Any leave days of the employee's accrued annual leave not used for the recess period as shown above may be used as casual leave days in the next year.

In terms of Government Gazette No. 4271 of 1 June 2009 (CIF / MANWU agreement on employment conditions in the construction industry) a service allowance equal to 120 hours of an employee's wage calculated pro-rata to the portion of the year that the employee was in service is payable as part of the December remuneration, except in case of a fair dismissal.



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The Saflok™ concealed fix profile is available in Saflok 700 (ideal for inland conditions) and the new Saflok 410 for challenging wind load conditions on the coast.

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ZINCAL® AND COLORPLUS® – world class coated steel

Safintra recommends that it supplies you with aluminium zinc coated steel, the world’s leading metal coating technology for enhanced service life. ZincAL® is a classic un-painted AZ coated steel, and Colorplus® is factory pre-painted onto a ZincAL® substrate.

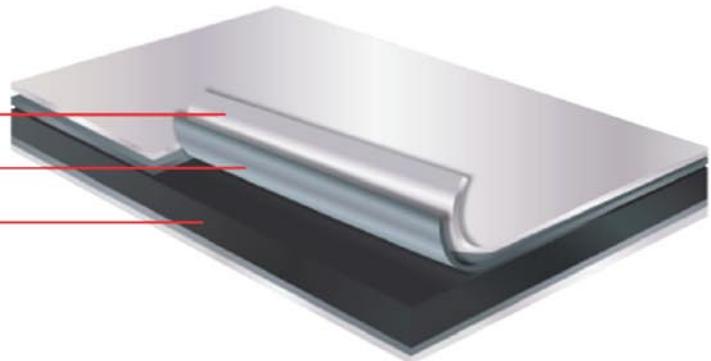
When used in the correct application, you can be assured of the following benefits:

- Considerable increase in service life
- Superior thermal performance
- Added aesthetic value
- All the eco-friendly credentials of steel



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AZ Coating
Low Carbon Steel

• Cross section of ZincAL®



The coating technology used on ZincAL® and Colorplus® is accepted worldwide as the most advanced coating formula available, supported by global research which has established that it’s proven performance considerably surpasses that of traditional galvanised steel, extending the service life of the steel core with enhanced corrosion protection.

The coating protects the steel base in two ways; firstly, the aluminium component of the coating provides a tough physical barrier protecting the inner steel core against extreme atmospheric conditions and moisture. The zinc component works in a galvanic action and builds up on cut edges, to further increase corrosion protection. The combination of these two types of protection increases the life of the steel core by up to 4 times that of traditional galvanised steel with the same depth of coating.

Warranties on material are available from Safal Steel on request, subject to terms and conditions. Ask Safintra for further details.

Colorplus® is available in the following standard colours:



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www.safintra.co.za



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N\$125,000
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 Cell: 081 124 0540

Land Rover Discovery 2, Td5, ES for Sale:

Specifications:

- 1.) 2001 Land Rover Discovery 2 ES, Td5 Diesel, Manual Transmission. This is the luxury version, i.e. Leather Electric Seats, 2 front facing leather back jump seats (7-Seater), 2 full sun-roofs, active rear air-suspension, Dual Air-Conditioners/Evaporators, original Harmon Kardon Land Rover Radio, seat heaters and 6-disc shuttle, arm rests, etc.
- 2.) Land Rover Rubber Mats for all foot areas and the luggage compartment (all new);
- 3.) Land Rover Black Running-boards;
- 4.) New Off-road winch-compatible bull-bar with indicators, spot-lights and fog lights (all new and high quality) – The original colour coated bumper comes with the Landy;
- 5.) New full length Front Runner Aluminium Roof-Rack;
- 6.) New 1.4 meter wide Eezy-Awn Roof-top tent;
- 7.) New Side Eezy-Awn pull-out side awning canvas canopy (2.5 x 2.2 meters);
- 8.) New Gas-bottle holders;
- 9.) New can opener and antennae brackets;
- 10.) New back working light;
- 11.) New 40 litre Extra Diesel Tank;
- 12.) Rear Land Rover back light guards;
- 13.) New back door mounted Land Rover ladder;
- 14.) 5x Brand new 265/70/16 BFGoodrich All-Terrain Tyres (Valued = N\$ 11,500).

Body External Colour:	Silver Gold Metallic;
Interior Leather Colour:	Dark Grey
Km:	177 000 km
Condition:	Excellent.
Price:	N\$ 125000.00 (Accessories New valued = N\$ 50000)
Contact:	Hendrik Smith (Windhoek), Tel.: 081 122 1689.



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