From SWAPO website: www.swapopo.org

OPEN LETTER TO HER HONOUR

RACISM AT NBC MUST BE STOPPED IMMEDIATELY!

Racism is becoming rampant in Namibia and it must be stopped as soon as possible. Ms. Jantje Daun was brought into NBC by the current Chairman, Mr. Sven Thieme who was her school mate. Her arrival was not transparent. She was just head-hunted and given a salary of close to N$800 000.00, even though her position did not even exist on the NBC structure.

Only the Director General and the Chairman knew of this arrangement! Some board members, the current top managers and the Union representatives were kept totally in the dark. The surprise came the day some consultants came to do presentations on some business ventures and that's when the whole thing was dropped. A similar arrangement with regard to the management of the were wondering why she was asking questions if she was part of the consultants, just to be informed by the DG that Ms Jantje was the new Chief Financial Officer.

The current structure whose top positions are now being advertised, the NBC Board informed the current management that Ms Jantje was solely to work on the new strategic plan. But to the contrary, the entire management team, the union and some board members worked and revised the previous strategic plan (from the Mathew Gwawesha era) at a retreat at Midgard. In other words, no one knows what happened to the mention that her job was to solely "craft the" present strategic plan.

With the current structure whose top positions are now being advertised, the NBC Board informed the current management that everyone apart from Ms Jantje has to apply. Only after the management complained that they were being discriminated against by being made to apply while others that were brought into the company without a contract agreed upon with the NBC to make her to resign. Yet she already has a contract in place! What will happen to that contract if someone more deserving apply for that position?

One remains a fact is that – Ms Jantje was brought in without applying and someone created a very high position for her, earning, almost twice than some General Managers. In the meantime, Ms Jantje continues to earn her salary in that position which did not exist before. It appears that the new positions (read structure) were just created to justify Ms Jantje's placement on the NBC's pay-roll.

And this is going to be costly for the NBC as each of the five new positions will cost the same amount of about N$800 000.00, which in the end means a total amount of N$4 million a year added to the NBC budget! RACISM AT NBC MUST BE STOPPED IMMEDIATELY!

And you know what? All conditions are being made easier for Ms Jantje, whose skin color inciden- taly is the same as that of the NBC Chairman. For instance the Manager of Finance, who is an expatiate was supposed to end his term now, but since Jantje said she cannot absorb everything right away, she wants that manager to remain. But in other divisions, the managers have no right even to recruit the people they think will add value to the NBC based on their expertise, unless the DG who is doing this just gives the right to hire.

And mind you, all the management including those targeted will still have to keep their benefits as demanded by Namibian law. In fact, Ms Jantje is working alongside the General Manager of Finance, Mr. Alphues Gaweseb, who is still earning a salary today (two people heading the same division).

And you know what? All conditions are being made easier for Ms Jantje, whose skin color ince- dently is the same as that of the NBC Chairman. For instance the Manager of Finance, who is an expatiate was supposed to end his term now, but since Jantje said she cannot absorb everything right away, she wants that manager to remain. But in other divisions, the managers have no right even to recruit the people they think will add value to the NBC based on their expertise, unless the DG who is doing this just gives the right to hire.

And mind you, all the management including those targeted will still have to keep their benefits as demanded by Namibian law. In fact, Ms Jantje is working alongside the General Manager of Finance, Mr. Alphues Gaweseb, who is still earning a salary today (two people heading the same division).

RACISM AT NBC MUST BE STOPPED IMMEDIATELY!

Concerned members of the NBC family

Signed...