



# THE LAW SOCIETY

O F N A M I B I A

Newsletter: January to August 2021



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## Foreword

*This newsletter follows on the newsletter issued in December 2020.*

*Last year brought unique challenges to the table, which affected not only the Namibian economy, but also our lives and livelihood.*

*In 2020, the Law Society of Namibia, as a fused profession established in September 1995, would have celebrated its quarter centenary anniversary. The Society of Advocates' centenary was also in 2020. Both the above-mentioned events could not be properly celebrated in 2020, partly due to the uncertainties and restrictions surrounding the Covid-19 pandemic.*

*LSN's Centenary: The next important anniversary of the LSN is its 100th anniversary, due this year.*

*Various events and projects (inter alia, public legal education / continuing professional development / law conference / dinner & dance / commemorative book) would have been part of the 2021 celebrations. These plans and events have been placed on hold due to the rapid deterioration in the overall Covid-19 situation.*

*However, if possible, the LSN will attempt to arrange a celebration of sorts (cocktail reception and / or mini law conference on Thursday, 25 November 2021) to coincide with the annual general meeting.*

*Annual General Meeting: The 2021 AGM of the LSN will probably take place on Friday, 26 November 2021. We hope that attendee numbers will not be restricted. Please diarise the date.*

*What follows highlights some of the events and experiences thus far:*

*The term of Council, since the AGM held on 4 December 2020, was a challenging one, to say the least.*

*The sad reality is that many family members, friends, colleagues (legal practitioners and colleagues from the Ministry of Justice) succumbed during the past two years, in addition to the despair, uncertainty and anxiety caused by the continued pandemic.*

*The following legal practitioners passed away:*

*Arnold Mtopa - October 2020.*

*Shakespeare Vuyo Masiza - 15 February 2021*

*Wilfred Paul Abrens - 27 April 2021*

*Irene Visser - 16 May 2021*

*Timothy Walter Probart - 12 June 2021*

*Reinhard Vekui Rukoro - 18 June 2021*

*Deon Bernard Patrick Bagan - 20 June 2021*

*Willem Johannes Stefanus Bekker - 20 June 2021*

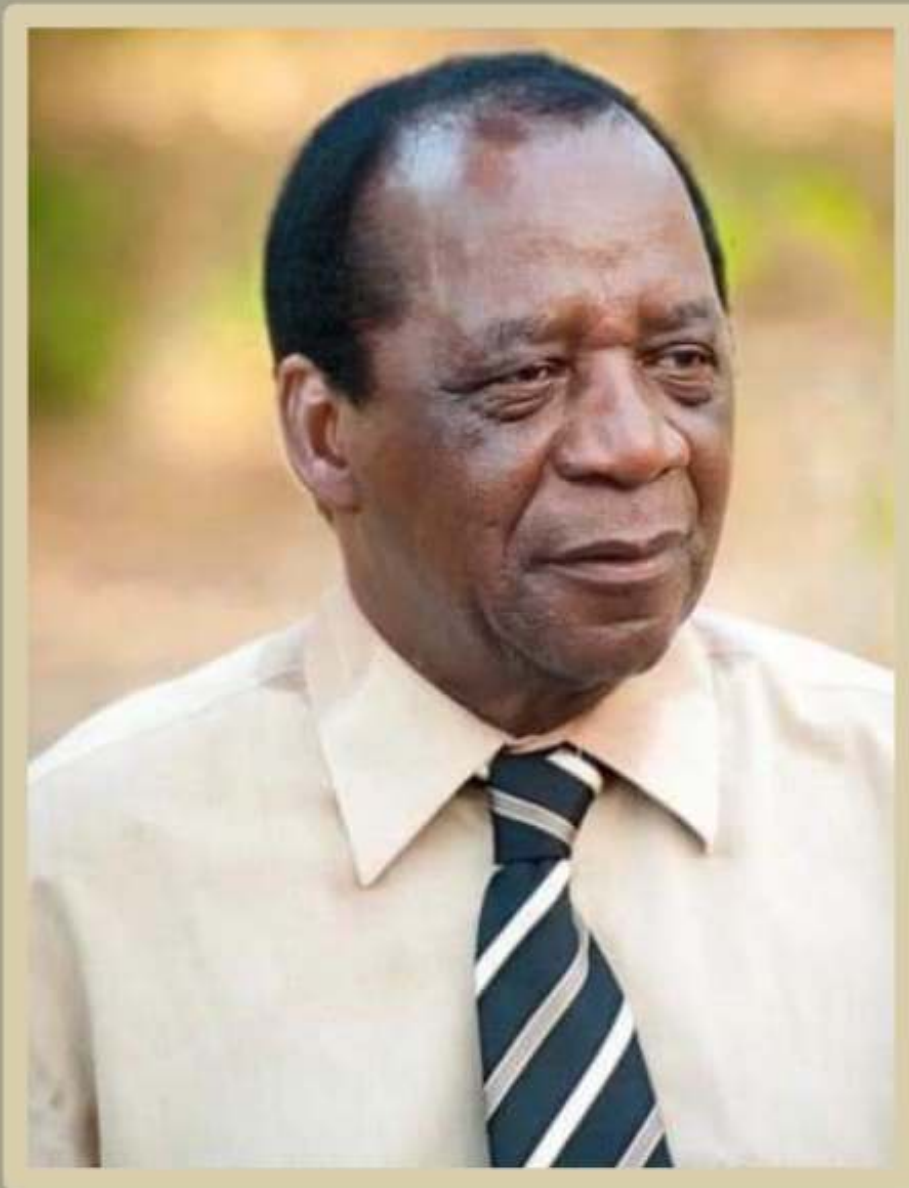
*Emmanuel Tamani Ndauendapo - 2 July 2021*

*Zacharias Johannes Grobler - 3 July 2021*

*Gerhard Stephanus Gouws van den Heever - 12 July 2021*

*Jacob Schalk Steyn - 12 July 2021*

*Foibe Namene - 1 August 2021*



## Arnold Misiya Mtopa

*Born:*  
25 November 1935

*Admitted:*  
28 June 2004

*Deceased:* October 2020





## Shakespeare Vuyo Masiza

*Born:*  
31 January 1971

*Admitted:*  
14 October 1994

*Deceased:*  
15 February 2021

# Wilfred Paul Ahrens

*Born:*  
25 February 1952

*Admitted:*  
28 October 1983

*Deceased:*  
27 April 2021





## Irene Visser

*Born:*  
*23 August 1971*

*Admitted:*  
*4 September 2006*

*Deceased:*  
*16 May 2021*



## Timothy Walter Probart

*Born:*  
9 May 1952

*Admitted:*  
6 October 1976

*Deceased:*  
12 June 2021



## Reinhard Vekuii Rukoro

*Born:*

*11 November 1954*

*Admitted:*

*26 March 1992*

*Deceased:*

*18 June 2021*





## Deon Bernard Patrick Bagan

*Born:*  
7 January 1969

*Admitted:*  
7 March 2005

*Deceased:*  
20 June 2021



## Willem Johannes Stefanus Bekker

*Born:*  
5 August 1959

*Admitted:*  
14 February 1986

*Deceased:*  
20 June 2021

# Emmanuel Tamani Ndauendapo

*Born:*  
13 May 1974

*Admitted:*  
7 April 2000

*Deceased:*  
2 July 2021







## Zacharias Johannes Grobler

*Born:*  
18 October 1943

*Admitted:*  
25 March 1983

*Deceased:*  
3 July 2021



## Gerhard Stephanus Gouws van den Heever

*Born:*  
*16 June 1955*

*Admitted:*  
*17 October 1980*

*Deceased:*  
*12 July 2021*

## Jacob Schalk Steyn

*Born:*  
10 February 1975

*Admitted:*  
31 March 2000

*Deceased:*  
12 July 2021



*Schalk Steyn*



## Foibe Louise Namene

*Born:*  
29 September 1963

*Admitted:*  
11 June 1993

*Deceased:*  
1 August 2021



*Also on a sad note:*

*The beautiful wife of Councillor Gilroy Kasper, Werveley Kasper (on photograph), sadly passed away on 13 December 2020, a short while after giving birth to precious twins.*

*Councillor Jo-mari Koekemoer's family suffered the loss of both her brother-in-law and her father this year.*

*Many of us worked closely with the former Minister of Justice, Ngarikutuke Tjirirange (photograph of Page 17) at the time of independence and when the Legal Practitioners Act was promulgated. He passed away on 23 June 2021 at the age of 77.*

*The former Judge of the Supreme and High Court and former Judge President, Pio Teek (photograph on page 17) passed away at the age of 74 on 11 August 2021.*

*Vincent Faris passed away on 12 June 2021 (photograph on page 17) He was a friend of the Namibian legal profession for many years and will be remembered by many legal practitioners and their support staff as being instrumental in teaching them practice management and bookkeeping for law firms.*

*The President, Council and Directorate of the Law Society of Namibia extend their deepest condolences and heartfelt sympathy to the bereaved family, relatives and friends of this who lost colleagues and loved ones. We wish you strength and guidance during this period of bereavement. May their souls rest in peace.*





*The late Vincent Faris \* Former Minister of Justice, Ngarikutuke Tjiriange \* Former Judge of the Supreme and High Court and Judge President, Pio Teek.*



## Foreword (Continues)

*However, not all deaths were due to Covid-19 and by the grace of God many also recovered after their battles with Covid-19, for which we are grateful.*

*On a happier note, Councillor Appolos Shimakeleni married his beautiful bride Ndapandula Tipumbu on 11 December 2020 (on photograph).*

*The Councillors serving from 2020 to 2022 are:*

*Ester Kuugongelwa (Chairperson);  
Pius Likwambi;  
Heinrich Jansen van Vuuren; and  
Matti Mwandigi.*

*Councillors serving from 2019 to 2021 are:*

*Jo-mari Koekemoer (Vice Chairperson);  
Vanessa Boesak (insert);  
Gilroy Kasper; and  
Appolos Shimakeleni.*

*(Photograph on page 19)*

*The LSN Council should meet 11 times during its term. Thus far, since December 2020, approximately 11 Council meetings have already taken place. Council meetings were mostly conducted virtually, which in itself creates challenges, especially with connectivity.*



*FLTR: Jo-mari Koekemoer, Appolos Shimakeleni, Ester Kuugongelwa, Gilroy Kasper & Insert: Vanessa Boesak.  
BLTR: Matti Mwadingi, Pius Ikwambi, Retba Steinmann (Director) & Heinrich Jansen van Vuuren.*



## Foreword (Continues)

*The LSN Directorate remains understaffed, with the result that especially the Director and the Manager Finance must take on additional responsibilities. The Directorate is in the process to filling vacant and newly established positions.*

*Circle Meetings & Free Legal Advice (FLAD): Due to Covid-19 travel and attendee restrictions the LSN could not arrange circle meetings or free legal advice days in Windhoek and the regions.*

*Standing Committees: The standing committees have also not yet been able to meet as often as required.*

*The value of expert committees / experts serving on the committees is that they can keep the LSN Council and Directorate informed of developments and / or identify matters, in their fields of practice, that need urgent attention; or provide the necessary input on legislative changes and draft press statements.*

*This greatly assists the LSN to be more pro-active or at least to react promptly to serious matters affecting the administration of justice / the independence of the judiciary and the legal practitioners, etc.*

*Standing committees report to Council, i.e., all recommendations should be approved by Council before implementation and all letters must be signed off the Director / Chairperson of the LSN Council.*

*We therefore invite more members to make themselves available to serve on the following committees from March 2021 to February 2022:*

- 1 Civil Litigation
- 2 Commercial Law
- 3 Criminal Litigation
- 4 Guidelines
- 5 Child, Gender and Family Law Committee
- 6 Labour
- 7 Legal Education and Professional Development
- 8 Liquidations, Trusts and Estates
- 9 Property Law and Notarial Practice
- 10 Access to the Law and Social Responsibility
- 11 Bursaries and Sponsorship
- 12 Human Rights
- 13 Legal Ethics and Investigatory
- 14 LSN Law Reform
- 15 Taxation
- 16 Candidate Legal Practitioners
- 17 Non-Practicing Legal Practitioner
- 18 SADC
- 19 Ad Hoc Security of Title
- 20 Ad Hoc Membership Fees

*and newly established:*

- 21 Ad Hoc Insolvency

## Foreword (continues)

*Continuing professional development (CPD): CPD will in the meantime be presented virtually or links will be provided to training videos for easy access by members and their staff.*

*Briefing List: The LSN again invited legal practitioners to indicate willingness to accept instructions from the LSN. The names are placed on the briefing list for the period 2021 - 2023 to ensure fair and equitable distribution of work. Legal practitioners interested to take instructions should advise the LSN accordingly.*

*Appointments by the Chairperson or Director of Receivers / Liquidations / Arbitrators / Mediators:*

*Either the LSN Chairperson or Director must attend to these appointments, in line with the agreements or court orders. A number of appointments have been made thus far.*

*Updates via E-mail / Newsletters / Circulars: The LSN continues to provide members, inter alia, with information of job and tender opportunities; updates on Covid-19 regulations; matters relating to the courts; Deputy Sheriffs and Messengers of the Court; Namlex updates; circulars by the directorate on moves in the professionalisms and various other matters relevant to the profession.*

*LSN Renovations: The LSN's office renovation, which commenced last year, is ongoing and the boardroom will soon be refurbished, whereafter the LSN will be able to rent it out for meetings and training events.*

*Change Project Steering Committee: The Change Project Steering Committee submitted a draft Legal Practice / Practitioners Bill to the former Minister of Justice in 2018.*

*Subsequently, at a meeting with Hon Y Dausab, Minister of Justice at the end of 2020, the LSN Council identified additional amendments, which should be considered before the Act is promulgated. In line with the suggestion of Hon Dausab the LSN Council and Directorate reconsidered the draft Legal Practice / Practitioners' Bill and submitted the suggested amendments / additions to the Steering Committee for consideration and discussion.*

*Investigations against legal practitioners: The LSN is still busy with the various investigations into the allegations of corruptions, money laundering and misuse of trust accounts by legal practitioners, practising with trust accounts, of which some are related to the 'fishrot scandal'.*

*Feedback will be provided in due course on the progress and developments.*

*We hope that this newsletter will give you a glimpse of the LSN's activities thus far.*





## International Bar Association (IBA)

*Sternford Moyo, Chairman and Senior Partner at the law firm Scanlen & Holderness is the new President of the International Bar Association.*

*He is the first IBA President of African descent in the history of the 74-year-old organisation.*

*The LSN Chairperson, Council and the Director of the Law Society of Namibia (LSN) congratulated him and wished him a successful two-year tenure through to 31 December 2022.*



## Legal Practitioners' Fidelity Fund (LPFF): Board of Control

*Section 53 of the Legal Practitioners Act, Act No. 15 of 1995 establishes the Board of Control of the Legal Practitioners Fidelity Fund.*

*The Board of Control up to 31 January 2021 consisted of: Ramon Maasdorp, Elize Angula, Marvin Katuvesirauina and Meyer van den Berg (ex officio). Eliaser Nekwaya served as alternate member.*

*Council, at its 27 January 2021 meeting, resolved to appoint the following legal practitioner to serve on the Board of Control:*

*Ramon Maasdorp;  
Tiaan Baziun; and  
Meyer van den Berg.*

*Council also appointed Heinrich Jansen van Vuuren to serve as alternate member, while Ester Kuugongelwa serves as ex officio member in terms of section 56(1)(a).*

*Subsequently, Meyer van den Berg was elected as the chairperson.*

*The LSN and the LPFF are in the process to revisit the terms of reference of the Audit & Risk Committee and furthermore to consult Minet on the professional indemnity insurance claims procedure.*

*Council wishes to thank the past and current members for their efforts and willingness to serve on the LPFF Board of Control.*



*Clockwise from top left: Meyer van den Berg, Ramon Maasdorp, Tiaan Bazuin, Esther Kuugongelwa & Heinrich Jansen van Vuuren.*



## Statutory Disciplinary Committee (DC)

*Section 34 of the Legal Practitioners Act, Act No. 15 of 1995 establishes the Disciplinary Committee for the purpose of exercising disciplinary control over legal practitioners and candidate legal practitioners in accordance with the provisions of the Act.*

*The members of the Disciplinary Committee, appointed on 4 February 2019 for a two year term were: Ruth Herunga, Grace Mugaviri, Matilda Jankie-Sbakwa and Bryan Eiseb.*

*Council, at its meeting held on 27 January 2021, resolved to appoint:*

*Matilda Jankie-Sbakwa & Grace Mugaviri.*

*Council, at its meeting of 29 January 2021, resolved to appoint:*

*Carli Schickerling & Ankie Delpont.*

*Amber Coerecius was appointed by the Hon Minister of Justice as the 5th member of the Disciplinary Committee, also serving as its Secretary.*

*Matilda Jankie-Sbakwa was subsequently elected as the chairperson.*

*These members will serve on the DC for a two-year period.*

*The DC is dealing with a number of disciplinary hearings and will report in due course on the progress made with said hearings; its findings and court applications for suspension and to strike legal practitioners from the roll.*

*The LSN Council thanks the current and former members of the DC for their efforts and willingness to serve on the DC.*





*Clockwise from top left: Matilda Jankie-Shakwa, Grace Mugaviri, Ankia Delpont, Carli Schickerling and Amber Coerecius.*



## Judicial Service Commission (JSC)

*In accordance with section 2(2)(a) of the Judicial Service Commission Act, No. 18 of 1995, the LSN was invited by HE President Geingob to submit the names of two legal practitioners to be considered for appointment on the JSC.*

*Council, at its meeting held on 27 January 2021, resolved to re-nominate Uno Katjipuka-Sibolile (her term came to an end on 31 January 2021) and to nominate Sakeus Akweenda.*

*On 09 February 2021, the Honourable President of Namibia confirmed the appointment of Sakeus Akweenda as a member of the JSC for a term of 3 years commencing on 1 February 2021.*

*The LSN congratulates Sakeus Akweenda with his appointment.*

*The LSN also expresses its sincere thanks and gratitude to U Katjipuka for her service and commitment.*



February 2021





OFFICE OF THE JUDICIARY

# 2021 VIRTUAL OPENING OF THE LEGAL YEAR

Director of Ceremonies:

Hon. Mr. Justice Petrus T. Damaseb

Deputy Chief Justice

10 February 2021 at 10H00

<https://www.judiciary.na/pages/livestream>

-Livestream on all NBC platforms-







*Financial Intelligence Centre (FIC) Enforcement Committee: The LSN's Director participated in a virtual Financial Intelligence Centre (FIC) Enforcement Committee meeting on 9 and 16 February 2021.*

*Commonwealth Lawyers Association (CLA): The CLA and the International Academy of Family Lawyers presented a virtual meeting on 5 February 2021 on Hot Topics in Family Law in Africa.*

*The CLA, in association with LAWASIA, Law Council of Australia and South Pacific Lawyers Association presented the Constitutional & Rule of Law Webinar Series, which started on 25 February 2021.*

*SADC Lawyers Association (SADCLA): The SADCLA Council meeting took place on 25 February 2021.*

*Vincia Cloete, who is serving on the SADC LA executive committee as the LSN's representative, participated in the virtual meeting. The Director was unable to attend this session due to another engagement.*

*Ministry of Industrialisation and Trade: The agreement establishing the African Continental Free Trade Area (AfCFTA), signed on 21 March 2018 in Kigali Rwanda, is a key milestone in Africa's integration agenda.*

*The Agreement includes, the Protocol on Trade in Goods; the Protocol on Trade in Services; Protocol on Rules and Procedures for Settlement Disputes.*

*As part of the implementation process, State Parties including Namibia, are expected to develop National AfCFTA Implementation Strategies and Action Plans.*

*The national strategies will enable Member States to identify key value addition and trade opportunities and attendant constraints of optimally benefiting from the AfCFTA.*

*Furthermore, the strategy will ascertain the measures and capacities required to take full advantage of markets within the context of the Agreement.*

*The Ministry requested input through questionnaire, which were circulated, in developing an inclusive implementation strategy and action plans, which were shared with the members.*

## Councillors' Farewell & Welcoming Dinner

*The dinner was held at Hotel Heinitzburg on 19 February 2021.*

*J Koekemoer welcomed the newly elected Councillors and wished them a successful term of office and bid the following Councillors farewell:*

*Etuna Josua: (He could not attend the event)*

*He was elected as a Councillor at the AGM held in 2018 and served for a period of 2 years. During his term, he represented the LSN at the China Africa Exchange Programme and at a meeting of NADEL in South Africa. He is currently serving as the Acting Chairperson of the Law Reform and Development Commission. He would listen patiently to discussions and then on occasion would provide Council with an alternative solution and angle to approach a matter or the Ministries (when we dealt with the Ministry of Land issue and the Ministry of Justice). The LSN hugely benefited from these alternative angles.*

*Eliaser Nekwaya:*

*He was elected as a Councillor at the AGM held in 2018 and he served for a period of 2 years. Having been practising as an advocate his input on litigations provided the Council with valuable information. He represented the LSN at the SADC Lawyers Association meeting and the INSOL round table discussions. He also served as the alternate member on ARC and he is a member of the Board for Legal Education. He is currently busy drafting a Contingency Bill for the LSN, which will be a huge benefit to the profession once it can be promulgated.*

*Eldorette Harmse:*

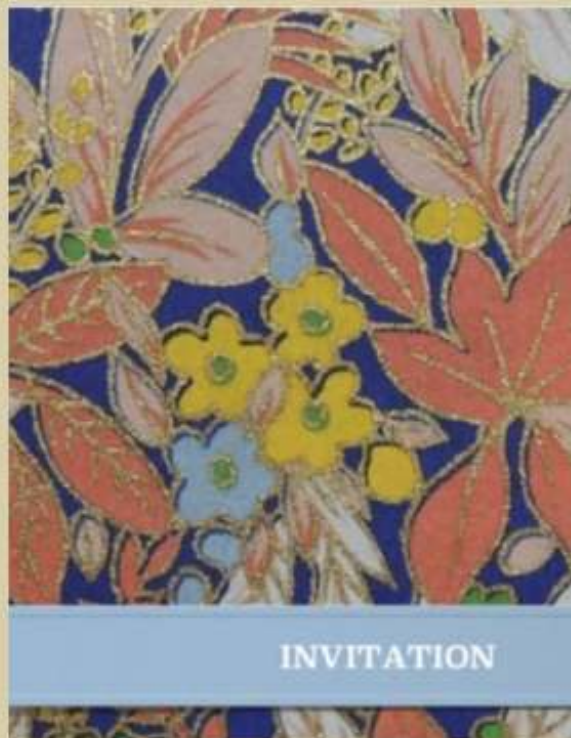
*She was elected as Councillor at the AGM held on 2016 and she served on Council for a period of 4 years. Before her election on Council, she also represented the LSN on the DC and served as the Chairperson of said DC. Eldorette's corporate experience on many occasions guided the LSN through muddy waters and she presented Council with solid advice and had strong views on matters. She may not be aware, but Meyer volunteered her services in matters relating to the ARC and the LPFF.*

*Meyer van den Berg:*

*He was elected as a Councillor at the AGM held on 2016 and he served for a period of 4 years. During this time, he duly represented the LSN as its IBA Councillor and represented the LSN at various other conferences, such as the LSSA and SADC LA. He also made various presentations on behalf of the LSN in his capacity as Chairperson at training and other events. He served on the Audit and Risk Committee and is currently serving on the Board of Control of the LPFF. During Meyer's terms, he served twice as the Vice Chairperson of Council and twice as Chairperson. He is always willing to lend a helping hand and has taken up a lot of extra responsibilities during his terms, serving on Council. The Council and Directorate specifically thanked Meyer for his commitment, dedication and contributions to the achievements of the LSN.*

*Gilroy Kasper and Matti Mwandangi were unable to attend the dinner.*





*Eliaser Nekwaya, Eldorette Harmse & Meyer van den Berg*







*Meyer van den Berg \* Eldorette & Mel Harmse \* Ester Kuugonglewa & Chrisna Jansen van Vuuren \* Chasanarien & Jeremy Cloete \* Appolos Sbiakeleni \* Chrisna & Heinrich Jansen van Vuuren \* Daniel Steinmann \* Eliaser Nekwaya & Retba Steinmann \* Pius Iikwambi. \* Jo-mari Koekemoer & Vanessa Boesak.*



*Council Retreat / Strategic Planning Session: Saturday, 20 February 2021,  
held at River Crossing, facilitated by Eben de Klerk.*



March 2021



*Commonwealth Lawyers Association (CLA):* Stacey Bock participated in the virtual CLA Council meeting held on 1 March 2021.

*The CLA, in association with LAWASIA, the Law Council of Australia and the South Pacific Lawyers Association presented, as part of the constitutional & Rule of Law Webinar Series, a zoom session on 4 March 2021 on the topic: 'Constitutional Breakdowns, Coups, Crises and Disruptions: Experiences from the Commonwealth'.*

*The online inaugural Commonwealth Lawyers Association Africa Hub Public Lecture with Chief Justice Emertus, David Marage of Kenya took place on 17 March 2021.*

*Financial Intelligence Centre (FIC):* A virtual meeting took place on 4 March 2021.

*Disciplinary Committee (DC):* The Director and Manager Finance & HR testified in a disciplinary hearing of which the outcome will soon be available.

*Law Society of South Africa (LSSA):* The LSSA's meeting and conference was done virtually on 8 and 9 April 2021. The LSN did not participate in the event and is awaiting the information.

*Conveyancing Workshop and Seminars:* The LSN shared information on the workshop and seminars, presented by Jacobs Amupolo, on dates in March and April 2021 in Windhoek and Ongwediva.

*International Commission:* The LSN, on the request of the Hon Chief Justice P Shikute, shared a call from the Ministry of International Relations and Cooperation inviting members states of the United Nations to submit nominations of candidates, with recognised competence in international law, to be elected to the International Commission, for the terms of office starting 1 January 2023.

*BIPA: Registration of Defensive Names:* The registration of a defensive name is permitted by the Companies Act of 2004, for the purpose of defending a name for a certain period of time to prevent the registration of another business name or a name as nearly resembling it. A defensive name is not a business entity, hence cannot be used for the purpose of trading.

*It is also of paramount importance to note that a sole proprietorship is a business owned and operated by one person, which is not a corporation or a limited liability company. There is no provision in any of the legislations regulating business entities for the registration and regulation of sole proprietorship.*

*In the past, the Ministry of Industrialization and Trade has allowed sole traders to use a defensive name to trade under, however, the law does not allow for this and therefore this practice cannot continue.*

*In light of the above, please note that BIPA no longer allows the registration of defensive names for the purpose of trading and has engaged and continues to engage other stakeholders that require defensive names of registration for sole traders on current status quo.*

*Amendment to the High Court Rules: The LSN shared letters received from the Judge President, dated 2 December 2020 and 17 February 2021, with the membership. The letter of 02 December 2020, was already circulated to the members on 01 February 2021.*

*In March 2021, the LSN has not yet received the required feedback from the profession and the Standing Committee on Civil Litigation has also not been able to meet to consider the matter and make recommendations to Council.*

*The Rules Advisory Committee considered the views expressed by the legal profession and it was agreed that the best way forward is for the organised legal profession to reflect carefully on the Law Society's Memorandum.*

*A suggestion was made that the organised legal profession conducts a comparative research on the issue before making a studied response.*

*In paragraph 4 of the letter of 02 December 2020 reference was made to some examples of possible situations where the content of a case file might merit exclusion of public access under the supervision of the court.*

*SADC Administrative Tribunal (SADCAT): On request of the Hon Chief Justice P Shivute, the LSN advised the members that six judge vacancies have arisen in the SADC Administrative Tribunal (SADCAT), based in Gaborone, Republic of Botswana. The Namibian Government is in search of candidates for possible nomination to serve as SADCAT Judges.*

*The SADCAT is an administrative Tribunal handling SADC staff labour disputes. Judges of the SADCAT are appointed for a two-year period renewable once, in accordance with Article 5 of the SADCAT Statute.*

*Interested candidates, who are Namibian citizens and who possess the qualifications required for appointment to the highest judicial offices in Member States or they should be jurists of recognised competence, were invited to apply.*

*There is a need to have adequate gender representation in the nomination process and therefore, appropriately qualified female candidates were encouraged to apply.*

*Member States have been requested to submit two (2) names to the SADC Secretariat by the end of 30 April 2021. No names have been forwarded to Council.*





#### International Bar Association (IBA):

*The IBA Council meeting took place on 4 March 2021. The Chairperson Ester Kuugongelwa and designated representative, Meyer van den Berg, were entitled to participate in the virtual session.*

*Participating on photograph: Sternford Moyo, Alexandra Arpen de Mendivil and Rowan Paterson.*



## Appointment of Judge of the High Court of Namibia

*His Excellency, President Hage Geingob, in terms of the powers vested in him by Article 32(4)(a)(aa), read with Article 82(1) of the Namibian Constitution, as well as the recommendation of the JSC of Namibia at its meeting held on 19 March 2021, appointed Esi M Schimming-Chase as a Judge of the High Court of Namibia, with effect from 1 April 2021.*

*She previously served on the Council of the LSN in the positions of Councillor, Vice Chairperson and Chairperson.*

*The LSN sincerely congratulates Hon E Schimming-Chase with her appointment.*





*Mediation Session: The Hon. Judge President Petrus Damaseb has given the following directions pertaining to mediation sessions effective 1 April 2021.*

*Any party who requires the services of an interpreter during a mediation session must make their own arrangements to that effect and will be responsible for any cost involved in making use of such interpreting services;*

*Court connected mediations conducted at any place other than the main building of the division of the High Court who holds jurisdiction over the particular matter will no longer be allowed. Court connected mediations at the coast or elsewhere will therefore no longer be allowed.*

*The High Court (Office of the Judiciary) will only pay for court connected mediators who conducted the court connected mediation at one of the designated mediation facilities of the High Court, namely the Mediation Centre, Main Division, Windhoek and the Northern Local Division, court building.*

*Any Court order contrary to the above, but issued before 1 April 2021, will remain valid and will be treated as such.*

*Joint visit to the Oshakati Division: 20 - 23 April 2021: The Hon Chief Justice P Shivute advised of the visit to the Oshakati Division with the Honourable Minister of Justice and Chief Lower Courts and they would be accompanied by officials of the Office of the Judiciary and the Ministry of Justice. The purpose of this joint visit was to provide a platform for engagement with stakeholders following receipt of complaints and concerns regarding the administration of justice in the Division. Legal practitioners in the Oshakati Division were advised of the proposed visit and informed that they have been invited to attend the meetings at the magistrates' courts nearest to them.*

*Input from the Sectional Titles Regulation Board: Section 55(1) (a) of the Sectional Titles Act, Act No. 2 of 2009 provides that "There is established a board to be known as the Sectional Titles Regulation Board (in this section referred to as the Regulation Board) which must - (a) make recommendations to the Minister concerning the making of regulations relating to any matter specified in section 56 and the making of rules under section 37". Council, at its meeting held on 24 July 2020, considered and resolved the request from the Registrar of Deeds to re-nominate Paul Botha as member and Matilda Jankie-Shakwa as alternate member of the Sectional Titles Regulation Board, in line with Section 2(c)(1). The Sectional Titles Regulation Board invited all stakeholders to submit any comments/suggestions/input that they may have, for consideration by the Board by 30 April 2021.*

*UNAM Faculty of Law: The Faculty of Law of the University of Namibia was busy restructuring the LLB programme and invited input from the stakeholders on how the faculty could improve the LLB programme. A questionnaire was provided to the members.*

*The International Center for Not-for-Profit Law (ICNL): The ICNL invited applications from local consultants, inter alia, Namibia, to conduct research on the legal and policy frameworks for registration and regulation of non-profit organisations in the specified countries. The grant recipient's responsibility would be all desk and field research, and for drafting and submitting the Country Report to ICNL at the end of the research grant, based on the ICNL questionnaire, which the researchers will use to guide information-gathering. ICNL will work with the researcher to review and finalise the Country Report, with a deadline - July 15, 2021.*





*International Bar Association (IBA): The virtual IBA mid-year meeting took place in May 2021.*

*The Bar Leaders' Forum was held on 19 May 2021. This was an opportunity for member organisation representatives to be updated on the status of ongoing projects in which the IBA is involved and what work is planned for the future.*

*The IBA Open Forum took place on 25 May 2021.*

*The IBA Council meeting took place on 27 May 2021.*

*Meyer van den Berg is currently representing the LSN on the Bar Issues Commission.*

*The Director was registered for the IBA Bar Executives Committee virtual mid-year meeting but could not attend it on 28 May 2021, due to a LSN Council meeting continuing at the same time.*



 Commonwealth Lawyers Association

Commonwealth Lawyers Association Africa Hub Public Lecture with the First Lady of the Republic of Namibia, Mrs Monica Geingos

**Beyond barriers: opportunities for women in positions of influence**

Thursday 6th May at 2.30 pm CAT/1.30 pm BST



*SADC Lawyers' Association (SADCLA): R Steinmann and J Cloete participated in a Zoom meeting with the SADC Lawyers Association on 18 May 2021. The meeting focused on financial matters and projects.*

*Meeting Legal Assistance Centre (LAC): R Steinmann met with Toni Hancox of the LAC on 27 May 2021, to discuss joint project options / issuing of a pamphlet.*

*Professional Conduct Committee: Section 12(2)(a) of the Medical and Dental Act, Act 10 of 2004, requires the Council to establish the Professional Conduct Committee to exercise disciplinary powers of the Council. The Committee is tasked to conduct professional conduct inquiries on behalf of the Council. Section 12(2)(c)(iii) dictates that one of the members must be a legal practitioner having not less than ten years experience in the practising of law. The LSN Council, at its meeting held on 28 May 2021, considered the nomination of two legal practitioners to serve on the Professional Conduct Committee, and resolved to nominate Garoy September and Willem Greyling. (Photograph on page 50).*

*Namibia Standards Council (NSC): The Ministry of Industrialisation and Trade is mandated with the responsibility to develop and manage Namibia's economic regulatory framework, promote economic growth and development through the formulation and implementation of appropriate policies with the view to attract investment, increase trade that enhance the country's industrial basis.*

*In terms of section 6(3)(ii) of the Standards Act, the Minister is required to appoint four persons to each represent a different stakeholder in the private sector and who have a particular knowledge of or experience in the fields of commercial standards, commerce, industry, and consumer and labour matters. Expertise Areas Required – Legal – A practicing legal expert (registered in the High Court) with commercial or company experience with at least five (5) years' experience at senior management or executive level.*

*Council, at its meeting held on 28 May 2021, considered the nomination of a legal practitioner to serve on the Namibian Standards Council, and resolved to nominate Grace Mugaviri. (Photograph on page 50).*

*Permanent deletion of draft cases: The LSN shared the letters, dated 7 and 14 May 2021, received from E Schickerling, the Registrar Directorate Supreme and High Courts, dealing with the permanent deletion of cases:*

*Cases created and saved in draft during the period 1 July 2016 to 31 December 2017, still in draft on 21 May 2021, will be deleted from the eJustice data base on 21 May 2021 without further notification.*

*Cases created and saved in draft during the period 1 January 2018 – 31 December 2019, still in draft on 4 June 2021 will be deleted from the eJustice data base on 4 June 2021 without any further notification.*







June 2021

*Judge President's Advisory Panel on the training for aspirant judges: R Steinmann was appointed by the Hon Judge President to serve on this advisory panel. The meeting, which was scheduled for 23 June 2021, was cancelled, to be rescheduled.*

*Judge President's Advisory Panel on the High Court Rules: 24 June 2021 - JP Advisory Panel on the High Court Rules, which R Steinmann had to attend on invitation of the JP, was cancelled and will be rescheduled.*

*Legal Practitioners Fidelity Fund (LPFF) Board of Control: The LPFF met on 3 June 2021.*

*Directorate: Interviews for appointments: The Director and Manager Finance & HR held interviews on 4 June 2021, for the appointment of the Manager Regulatory & Compliance.*

*Commonwealth Lawyers Association (CLA): The CLA virtual Council meeting took place on 7 June 2021. Stacey Bock participated in the meeting.*

*Webinar for Directorate: Managing your minutes: A practical guide", presented by Pat Mabony: Two Legal Officers and the newly appointed Manager Regulatory & Compliance at the LSN managed to attend the webinar held on 22 July 2021, arranged by the Chartered Governance Institute of Southern Africa.*

*Amendment of the Rules of the High Court: Various requests were made to the legal practitioners to submit comments to obtain input from the LSN members on the letters received from the Judge President dated 2 December 2021.*

*The Rules Advisory Committee considered the views expressed by the legal profession and it was agreed that the best way forward is for the organised legal profession to reflect carefully on the Law Society's Memorandum.*

*A suggestion was made that the organised legal profession conducts a comparative research on the issue before making a studied response.*

*Reference was made in said letter to some examples of possible situations where the content of a case file might merit exclusion of public access under the supervision of the court.*

*The LSN considered the recommendations made by the committee and submitted its comments in June 2021.*

*International Institute of Law Association Chief Executives (IILACE): The Director participated in a IILACE Zoom webinar, held on 10 June 2021 on Change Management: What happens when you initiate an organizational change and it does not evolve as planned? Do you roll it back, do you move forward or do you panic and quit?*

*The presenters were Paul Møllerup of the Association of Danish Law Firms and Michael Anderson and seasoned association CEO now working for a US-based consulting firm that focuses on associations and not-for-profit organisations. To accommodate all the members of IILACE the webinar was presented in two time zone slots: Eastern Canada, Europe & Africa and thereafter for Western Canada, Asia and Australia. (Photograph on page 54)*

*ESAAMLG pre-mutual evaluation workshop: Some LSN members participated in the virtual workshop, presented by the FIC on 7 June 2021 (Photograph on page 54).*

*International Bar Association (IBA): Webinar: Burning Down the House: The Role of Lawyer Regulators in Addressing Climate Change for Domestic and International Legal Services: The webinar took place on 14 June 2021. The Director was registered but could only attend part-time due to other urgent matters. The LSN also circulated information on various upcoming IBA webinars, which legal practitioners may find of interest.*

*Continuing Professional Development (CPD) session on stress awareness and practical strategies: The LSN requested Sabine Kownatzki Rüegg of Thalestris Coaching at the end of last year to pre-record two sessions for publication to our members on the LSN's website. (Photograph on page 54).*

*Sabine is a counselling psychologist, Swiss certified advanced Neuro Coach and recently accredited as specialist in Burnout prevention by the Republic of Germany/amtsärztliche Prüfung.*

*As a Neuro Coach, her findings, recommendations and strategies are based on the latest neurological research thus science.*

*The first presentation addresses our awareness towards stress that can lead to moderate to severe burnout; the symptoms and realities of stress situations and the dangers of suffering from prolonged exposure to negative.*

*The second presentation deals with strategies which are easy and practical, without taking up hours of our busy life schedules and which do not even cost money.*

*A link was provided for member to watch it at their own convenience.*



Financial Intelligence Centre  
Republic of Namibia

## NAMIBIA - ESAAMLG MUTUAL EVALUATION PREPARATION





## Covid-19

*Rapid deterioration in the overall Covid-19 situation in Namibia: The LSN invited various stakeholders, representing the LPFF, NLPT, NLA, NWLA, SoA, LAC, to an urgent brain storming session on Tuesday, 22 June 2021, to discuss possible solutions and strategies, inter alia on the following:*

*Providing the legal profession with guidance on best practices in a pandemic;  
Funding of projects; and  
The social and corporate responsibility of the legal profession.*

*Due to the short notice, not all the stakeholders could attend the brainstorming session, but those present raised various concerns.*

*Due to the importance and urgency of the situation it was agreed that each of the bodies / organisations:*

*Be given a short period to ponder on the matter.*

*The person, representing each of the bodies / organisations, is tasked to consult with their boards / councils / voluntary associations in order to provide possible solutions, suggestions and programmes to be considered for implementation by the profession.*

*The proposals should be accompanied by cost estimates / quotations. Each of the boards / councils / voluntary associations should indicate the type of assistance they would be able to provide in a particular programme / project.*

*The proposals should specifically deal with the following two matters, separately:*

- *Social Responsibility*
- *Assistance to the members / profession*

*Another aspect on the table was celebrating the LSN's centenary and that various events were planned for 2021, which the LSN may not be able to drive this year. However, there further seems to be agreement, by those who attended the meeting, that for 2021 the LSN should address the Covid-19 situation, instead of celebrating the 100th anniversary.*

*The next Zoom / MS Teams meeting, to consider the various proposals from the various bodies / organisations, was supposed to be scheduled in the week of 28 June 2021. However, only a few members responded to the email.*

*Initiative for Strategic Litigation in Africa (ISLA):*

*ISLA is a Pan-African and feminist led organisation that seeks to use the rule of law and the African domestic and regional courts to advance women's human rights and sexual rights, through strategic litigation. ISLA indicated that it would like to recruit experts throughout Africa to work with and share knowledge, skills and opportunities. Such collaborations may include concluding a memorandum of understanding to undertake litigation, research and/ or advocacy or being added to our database. Remuneration will be discussed on a case-by-case basis. The database will take the form of a portal whereby partners will be able to engage with ISLA and with other partners across the continent. Further, the portal will be used to launch calls of interest in consultancies and any other types of projects whether litigation or campaigning. The LSN shared the information with its members.*

**PROFESSIONAL INDEMNITY INSURANCE FOR PRACTISING MEMBERS OF  
THE LAW SOCIETY OF NAMIBIA**

As from 01 January 2021 to 31 December 2021, the following policy schedule of Limits of Indemnity/Liability is applicable:

Sections	Limit of Liability		Excess
	Per Claim	Per Policy Period	
Professional Indemnity	N\$ 3,000,000 per member per claim	N\$ 9,000,000 per member	N\$ 20,000
General Public Liability	N\$ 1,000,000 per member per claim	N\$ 1,000,000 per member	N\$ 5,000
Misappropriation of Trust Funds	N\$ 500,000 per member per claim	N\$ 500,000 per member	N\$ 20,000
Extensions	Limit of Liability		Excess
	Per Claim	Per Policy Period	
Sub-contracted Duties	N\$ 3,000,000 per member per claim	N\$ 9,000,000 per member	N\$ 20,000
Liability following Employee Dishonesty	N\$ 3,000,000 per member per claim	N\$ 9,000,000 per member	N\$ 20,000
Defamation	N\$ 3,000,000 per member per claim	N\$ 9,000,000 per member	N\$ 20,000
Loss of Documents	N\$ 50 000 per member per claim	N\$ 150 000 per member	N\$ 250
Claims Preparation Costs	N\$ 50 000 per member per claim	N\$ 150 000 per member	N\$ 2,500
Defence Costs to appear before a Regulatory/ Statutory Body	N\$ 50 000 per member per claim	N\$ 150 000 per member	N\$ 2,500

Attached please find the PI Insurance Certificate for 2021.

The current cover of the Professional Indemnity Insurance, taken out on behalf of practising legal practitioners by the Fidelity Fund, is provided voluntarily and at no cost to the legal practitioners.

The policy limit is N\$3 million and there are options to increase limit of indemnity up to N\$10 million. Please make sure that the above PI cover is adequate. If not, you should purchase the additional and sufficient PI cover for the period ending 31 December 2021.

Please contact Minet to obtain the rates:



July 2021



YEL & RED RIBBON IN  
REMEMBRANCE OF A  
COLLEAGUE, FRIEND OR FAMILY  
MEMBER WHO DIED OF  
COVID-19  
DURING 2021.



Please tie a red ribbon to commemorate a  
colleague, friend or family member who died of  
COVID-19 during 2021. Attach a small white card  
with the name of the deceased to the ribbon.



### Ribbon of Remembrance

*A special initiative from the High Court during July 2021:*

*In remembrance of those who passed away from Covid-19 - red ribbon.*

*In thankfulness of those who recovered - pink ribbon.*

*In prayer for those in recovery - white ribbon.*



*Circular: Audit Reports 2021: The LSN issued a Circular on 7 July 2021, dealing with Audit reports 2021:*

- *Deadline for submission of 2021 audit reports*
- *Request for extension to submit 2021 audit reports*
- *Firms with year-ends other than 28 February*
- *Audit report 2021 observations and qualifications*
- *Compliance with the Legal Practitioners Act and the*

*Rules of the LSN*

*Circular: Membership fees payable to the LSN: The LSN issued a Circular on 8 July 2021, dealing with the following:*

*Background*

*Motions adopted at the AGM held on 4 December 2020*

*Invoices 1 July 2021 to 30 June 2022*

*Payment in instalment*

*Acknowledgement of debt*

*Applications for exemption*

*Temporary exemption to pay membership fees*

*No longer eligible for membership*

*No longer interested in being a member of the LSN.*

*Rule 15 of the Rules of the LSN provides as follows:*

*15. (1) Every member shall pay to the Society an annual subscription in such amount as may from time to time be fixed by the Society at an annual general meeting on the recommendation of the Council.*

*15. (2) Different amounts may be fixed in respect of the annual subscription for different categories of legal practitioners as may be determined by the Society.*

*15. (3) The annual subscription shall be paid by each member not later than within one (1) month of the financial year-end of the Society each year.*

*15. (4) The Council may upon application in writing, in its discretion, waive any subscription payable by a member in whole or in part or allow payment by way of instalments.*

*15. (5) If a member fails to pay the annual subscription within one (1) month after it has become due, the Director shall by written notice draw his or her attention to the fact, and if the subscription is not paid within twenty-one (21) days from the date of such notice or within such further time as the Council may allow -*

*(i) the subscription payable shall be double the annual subscription payable; and*  
*(ii) proceedings for the recovery thereof may be taken by the Council.*

*15. (6) A non-paying member or member whose subscription is in arrears for more than sixty (60) days shall not - (a) be entitled to attend any general meeting of the Society or to vote thereat personally or by proxy; and (b) be eligible for nomination as a candidate for election as a Councillor; and (c) be entitled to nominate a candidate for election as a Councillor.*

*Members who are no longer interested to be members / members who are no longer eligible for membership of the LSN:*

*Since membership in the Law Society is a statutory requirement imposed by the Legal Practitioners Act, members cannot terminate their membership in the LSN, by writing a letter, without changing their status as admitted legal practitioners.*

*The only way of doing this, would be to apply for their removal from the roll of legal practitioners (essentially reversing their admission status). Should practitioners decide to apply for their removal from the roll (reverse their admission status) they would still be liable for their outstanding membership fees up to the date of removal. Only once a member is removed from the roll, will s/he no longer be regarded as a member of the Law Society of Namibia.*

*The Law Society would be entitled, in terms of section 32 of the Legal Practitioners Act, to bring an application to Court if a legal practitioner no longer conforms with section 4(c)(i) - (iii) of the Legal Practitioners Act, for such legal practitioner to be struck from the Roll.*

*The Law Society should be informed by way of affidavit when a legal practitioner no longer complies with section 4(c)(i) - (iii) of the Legal Practitioners Act and be provided with the necessary affidavits and documentary proof.*

*Circular: 2022 Fidelity Fund Certificate (FFC) Application and Lawful Requirements: The LSN issued a circular on 8 July 2021 dealing with the applications for FFC and lawful requirements for 2022.*

*The following attachments were shared:*

*2022 Lawful requirements to be issued with a fidelity fund certificate for 1 January 2022 to 31 December 2022  
2022 Fidelity fund application form  
Consultants at firms – circulars with annexures*

*A few firms are currently testing the electronic FFC submissions.*

*Proposals for the RCE hearings during the Covid-19 crisis: The Judge President shared a proposal made by C Williams and requested the LSN to provide comments and input. This request was shared with the members on 9 July 2021, and the LSN subsequently submitted its comments.*

*Trust Account Interest: The LSN advised the firms of the requirements regarding monthly submission of trust interest payments and sheets.*

*In future, trust interest sheets will be submitted on the LSN's website portbole. A few firms are currently testing the electronic submissions.*

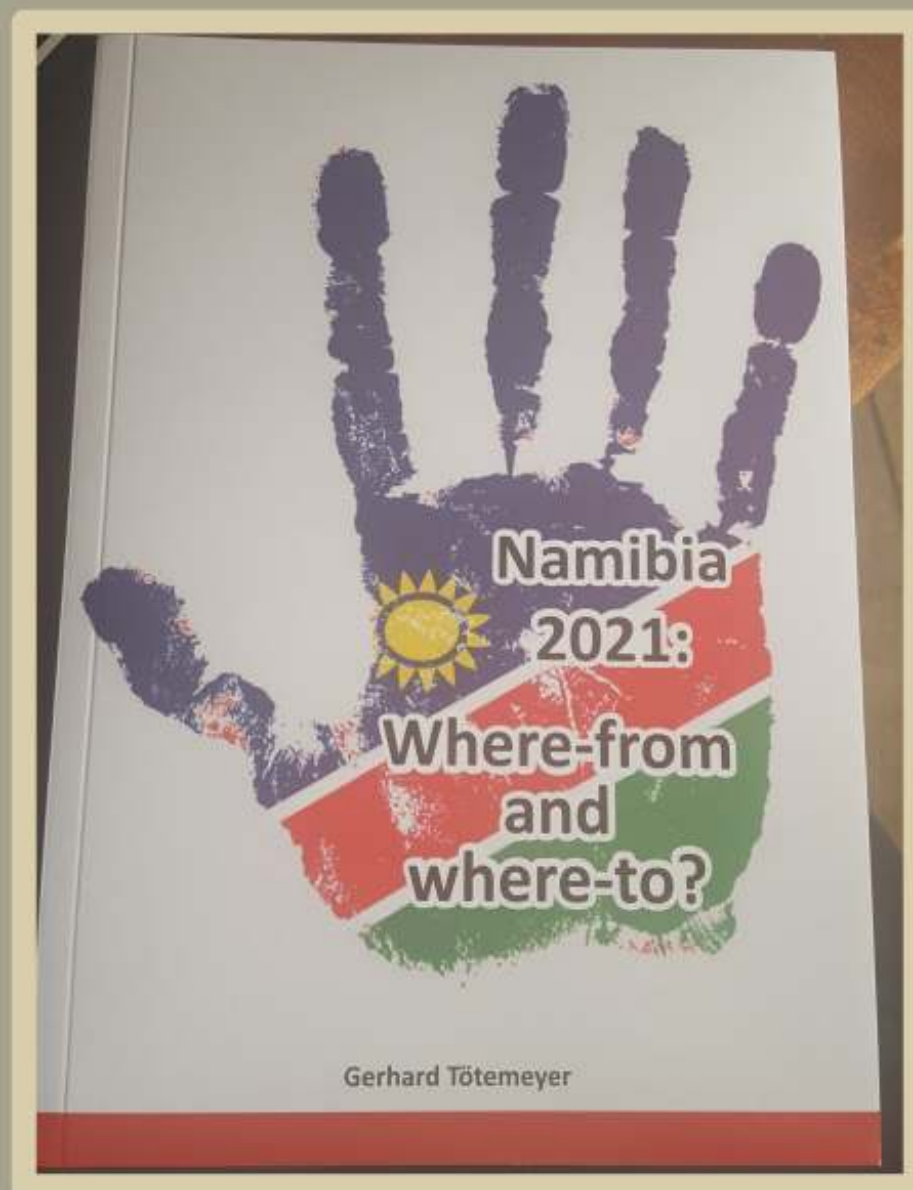
*Virtual book launch Dr Gerhard Totemeyer / Hans Siedel Foundation: Professor Dr Gerhard Töttemeyer and the Hanns Seidel Foundation Namibia held the virtual book launch of "Namibia 2021: Where from and where to", including a subsequent panel discussion covering Namibia's democratic development since obtaining independence.*

*The panel, moderated by IPPR Executive Director Graham Hopwood, includes the following speakers:*

- *Dr Job Amupanda: Mayor of the City of Windhoek*
- *Adv. Bience Gawanas: Former UN Under-Secretary General and Special Adviser on Africa*
- *Toivo Ndjobela: Editor of The Namibian Sun*
- *Gwen Lister: Chairperson of the Board of Trustees: Namibia Media Trust*

*The virtual event took place on Monday, 26 July 2021.*

*The LSN received a few complimentary books which were distributed via the LSN's librarian to regular library users.*





ISRCL webinar on Covid-19 and criminal justice systems: challenges and legacy: The International Society for the Reform of Criminal Law (ISRCL) with the British Columbia Courthouse Library Society hosted a 2-hour webinar on July 14th and invited criminal justice practitioners and scholars to join the group of distinguished panelists as they discuss the challenges presented by Covid-19 to criminal justice systems in Africa and Europe, as well as the legacy this might leave in the future. The webinar was a unique opportunity to observe and learn, across a wide range of jurisdictions, involving the full spectrum of participants in criminal justice systems, from the police, through courts to corrections. The LSN shared the following information with its members.

*Presenters and presentations included:*

*Police service:* Kate Mulkerrins, Executive Director Legal of An Garda Síochána (Police Force), Ireland. "The 4 E's – Policing Ireland in the Pandemic and the Legacy."

*Prosecution services:* Andrew Laing, Crown Office and Procurator Fiscal Service. (COPFS), Scotland. "Technology changes in the Justice system for Covid-19 – Scotland's experience."

*Courts:* Justice Mary Rose Gearty, Judge of the High Court of Ireland. "Never let a Global Crisis go to waste – coping with covid in Ireland's Criminal Courts."

Jakkie Weisels, Regional Court President, Limpopo, South Africa. "The impact of Covid-19 on the criminal justice system in South Africa: finding solutions for the challenges".

*Corrections:*

Josh Ounsted & Dennis Mungo, Raoul Wallenberg Institute, Sweden

"Covid-19: Challenges and Opportunities for Correctional Services in East Africa."

Prince Kunaka & Patricia Mavhembu, Zimbabwe Prisons and Correctional Services. "A reflection on Covid-19 and Corrections".

*Survey: Trust in the Judiciary to Uphold the Rule of*

*Law: An independent, well-functioning, judicial system is one of the necessary institutional components of any democracy. A competent, independent, and impartial judiciary is vital and absolutely necessary to uphold the Constitution; preserve the rule of law; safeguard democracy; protect property rights and foreign investment; sustain the division of the powers of State; protect human rights; dispense justice to all; and ultimately, to preserve public confidence in the judicial system and in the moral authority and integrity of the judiciary. It is thus crucial that the courts be held in highest esteem by all.*

The Legal Practitioners' Fidelity Fund approved funding to ISG Risk Services, in partnership with Christie Keulder from Survey Warehouse, to conduct a survey amongst legal practitioners to assess the current level of trust in the Judiciary and perceived strength of the rule of law.

The survey was conducted amongst admitted legal practitioners and participation was anonymous and will remain confidential.

Only statistical data will be reported on, which report will be available to the Law Society of Namibia and the Legal Practitioners' Fidelity Fund.



*Motor Vehicle Accident Fund (MVA) Board (Board of the Fund): On 01 July 2021, the Honourable Minister of Finance requested the LSN to endorse the nomination of Namene Shejavali to serve on the Board for the next 3 years, in line with section 12(v)(d) of the MVA Fund Act, 2007 (Act No. 10 of 2007), which Council formally endorsed on 07 July 2021.*

*8th China-Africa Legal Professionals Exchange Program: The China Law Society hosted the online programme from 21 June to 2 July 2021. The LSN was not yet advised by the China Law Society how many Namibian legal practitioners participated in the programme and is at this stage only aware of the participation of Katja Klein.*

*FAFT/ESAAMLG Mutual Evaluation: The LSN members were advised of the evaluation that will take place on 7 July 2021. However, this evaluation was postponed to a date to be confirmed.*

*PricewaterhouseCoopers (PwC): The unconflicted Councillors of the LSN met with PwC to discuss the investigation report of a firm related in the 'Fisbrot matter'.*



*Namibia Investment Promotion and Development Board (NIPDB): Accreditation of service providers for recommendation to investors:*

*The Namibia Investment Promotion and Development Board (NIPDB) is a non-profit Investment Promotion Agency (IPA) incorporated under Section 21 of the Companies Act (28 of 2004).*

*The Board was established by His excellency, the President of the Republic of Namibia, Dr. Hage G Geingob, as an independent entity within the Presidency, mandated to promote, attract and retain both domestic and foreign investments.*

*In addition, NIPDB has the directive to oversee Small Medium Enterprise (SME) operations with the objective to create and stimulate new ventures that will meaningfully contribute to Namibia's economic development. The Board is also tasked to develop new investment strategies and explore synergies with the public and private sectors in order to create a conducive investment environment in Namibia.*

*Due to the nature and scope of NIPDB's mandate, the Board may, on occasion, be required to recommend service providers to investors.*

*As such, they are committed to employing fair and transparent processes to ensure that investors get quality work, and that all qualified members of professional bodies in Namibia are afforded an equal opportunity to serve investors.*

*Thus, a list of accredited service providers will be collated and published on their website.*

*However, the selection of a service provider for any particular project will be at the sole discretion of the investor.*

*They invited all professional bodies in Namibia to inform their members that detailed information on how to become an NIPDB accredited service provider and getting an opportunity to serve investors can be found on our website @ [www.nipdb.com](http://www.nipdb.com) .*



*Business Rescue Task Force (BRTF): The President HE Dr. Hage Geingob has appointed a business rescue task force (BRTF) to review business and insolvency legislation, laws, regulations and policies and to make recommendations for legislative amendments in order to rescue businesses in financial distress.*

*Several meetings of the BRTF have since taken place and the LSN has been identified as a stakeholder to be consulted.*

*Hans-Bruno Gerdes, one of the BRTF members, is heading the legal stream and has been delegated to consult the LSN members.*

*Legal practitioners were required to urgently identify themselves if they wish to make proposals or submissions, whereafter he can then gauge the numbers and arrange an appropriate forum to consult.*

*Subsequently, Hans Gerdes also addressed the LSN Council at its meeting held on 30 July 2021.*







*Continuing Professional Development (CPD): Dr Gustav Gous (on photograph) made the following four links to training recordings available to the LSN, which were shared on 18 August 2021:*

*How to Master your Emotions*

*Turn Stress into Success - Part 1*

*Turn Stress into Success - Part 2 – Ten New Reactions*

*Are you a Victim? Or a Victor?*

*Members are welcome to watch these recordings at their own convenience.*

*About Dr Gous:*

*PhD: University of Pretoria (after research in Geneva, Switzerland); Ecumenical Studies: International Relations.*

*Pre-studies: Degrees in: Philosophy, Psychology, Theology.*

*Specialises in the intra and interpersonal aspects of business and human functioning.*

*In-house Executive Coach for the petro-chemical company Sasol 1995 – 2004.*

*Life coach for senior executives and private individuals (local and international).*

*International inspirational and motivational speaker*

*Certified Speaking Professional (CSP): Professional Speaker on five continents*

*Inducted into the Speaker Hall of Fame (HoF) Namibia*

*Past President PSASA: Professional Speakers Association of Southern Africa 2009/10*

*Past President PSAN: Professional Speakers Association of Namibia 2006/17*

*Corporate consultant on Diversity Intelligence: Short and long term interventions.*

*Founder President: Diversity Intelligence Institute. "War to Adore" Method®*

*Radio life coach: National radio: South Africa: RSG FM100-104 Program: 'Eks vir die Lewe'*

*Developed the Diamond Profiling® technique for Executive formation;*

*- the "Get-a-Life"® method for life/work integration (Life planning program);*

*- the unique Gustav Gous Coaching Method®, and*

*- the "Short Walk to Freedom"® method for leadership transformation.*

*Presents MBA and DBA modules and courses for the European Business schools and Universities.*

*MD: Short Walk Seminars (Pty) Ltd*

*Married to Annelize. Three daughters: Jana, Nandi, and Mila.*



*Establishment of ad-hoc committee on Insolvency re Business Rescue Task Force (BRTF): Based on the LSN Council's recent discussion with H Gerdes, the need was identified to establish a standing committee / ad-hoc committee on Insolvency to prepare on the matter. This report should be ready before the end of September 2021.*

*The LSN thanks all the legal practitioners who responded to the invitations to either serve on the ad-hoc committee or who indicated interest to provide input and recommendations. The first meeting of the ad-hoc committee took place on 24 August 2021 and Habo Gerdes addressed the committee on the requirements. The next meeting will be held on 7 September 2021.*

*Property Practitioners Bill: The Property Practitioners Bill was presented to the Cabinet Committee on Legislation on the 14th July 2021. As part of the recommendations made by the aforementioned committee, the Namibia Estate Agents Board (NEAB) has to engage stakeholders in order to obtain their comments on the Bill hence our email to you. Legal practitioners were requested to provide comments and input on the Bill before the 31st August 2021.*

*Advisory Panel for the Training and Mentoring of Aspirant Judges: R Steinmann was appointed by the Hon Judge President as a member of this Advisory Panel. The meeting was scheduled to take place on 31 August 2021 at the Judges' Boardroom at the High Court. However, will be rescheduled.*

*LSN Website:*

*The revamped website will be launched in September 2021.*

*Implementation of M-Files: The full implementation of M-Files will be completed in September 2021.*

*Exemption from holding a fidelity fund certificate: The link to the FFC application will be provided in in September 2021.*

*Namibia Estate Agents Board: Meyer van den Berg represented the LSN at the NEAB induction training for new estate agents held on 5 August 2021. His presentation dealt with: "Estate Agent Trust Accounts. The presentation dealt, inter alia, with the following:*

*The estate agent / client relationship.*

*What are trust accounts?*

*Examples of trust account abuses.*

*Regulation on trust accounts.*

*Possible consequences for trust account abuses.*

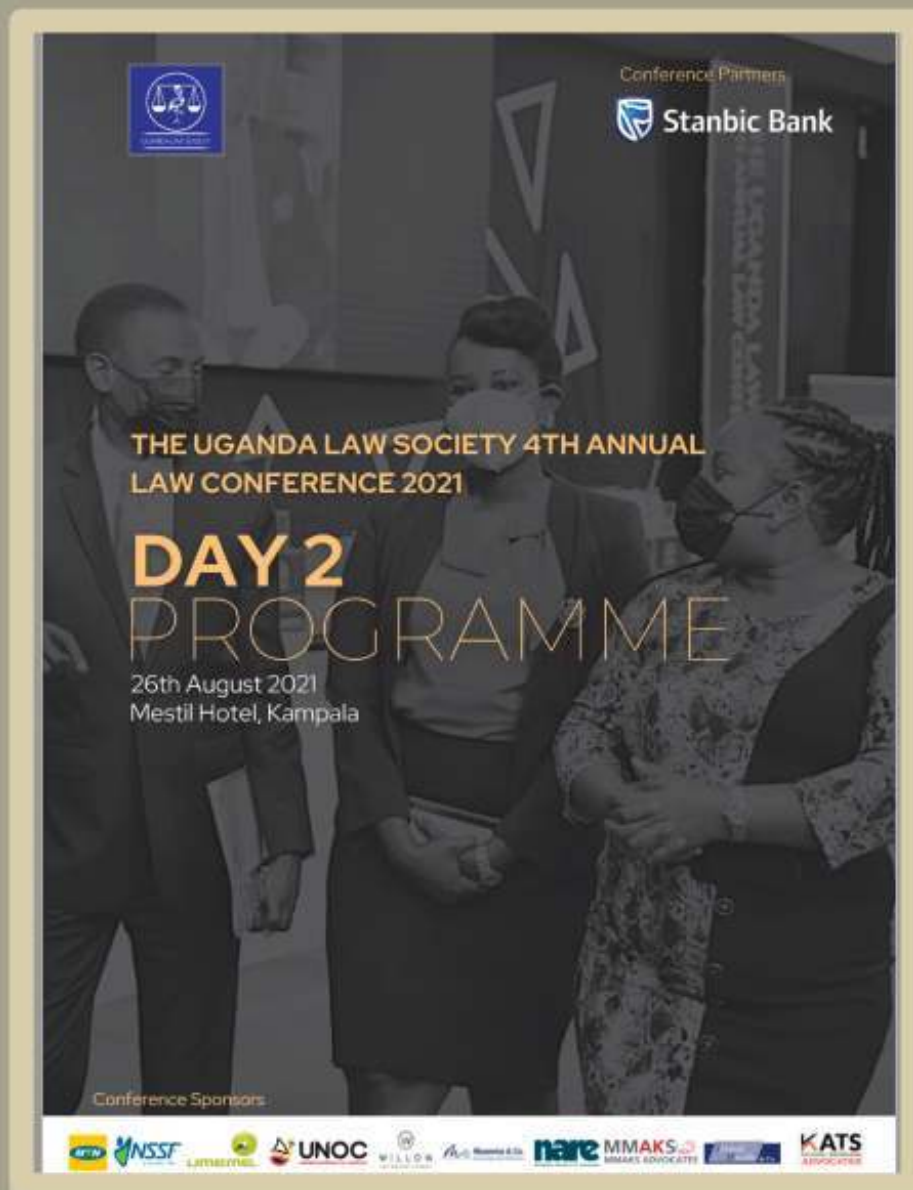
*Continuing Professional Development (CPD): Cyber security: Melanie Harrison, Director / Risk Advisory of Deloitte (on photograph) pre-recorded two sessions on Cyber Security on 23 August 2021, which were published on the LSN's website and a link was provided:*

*Importance of cyber security  
Different forms of cybersecurity threats  
Email, internet, and social media policies  
Examples of recent cyber attacks  
Namibian cyber threat landscape  
How can you secure client's confidential information*

*About Melanie Harrison: Sbe has 16 years of experience in IT audit, internal audit, information security and risk management industries. She started her career at Deloitte as an IT audit consultant in 2005 and moved up through the ranks to Manager. In 2010 she joined De Beers Marine Namibia as Senior Internal Auditor where she was involved in numerous internal audits and IT audits at Namdeb Diamond Corporation, De Beers Marine Namibia and Namibia Diamond Trading Company. During her time in the internal audit department she was also the chairman of the IT audit forum for the De Beers Group of Companies. She then became the Information Security Manager for the Namibian De Beers Group of Companies where she was responsible for the development and implementation of an information security management system for the Namibian De Beers Group of Companies. Melanie re-joined Deloitte as Associate Director in June 2015. She was appointed as a Director in June 2017.*







*Uganda Law Society: The Uganda Law Society held its 4th Annual Law Conference 2021 on 25 and 26 August 2021.*

*The CEOs of SADC law societies were invited to participate virtually.*

*The LSN Director managed to partly participate on the 2nd day of the programme, held on 26 August 2021 for the following sessions:*

*Session 3: Stream 2: Breakaway groups: Transnational Crime, Technology and Money Laundering: The legal practitioners role in curbing trafficking in persons.*

*Session 4: The law firm of the future: How lawyers / law firms can position themselves for regional and international practice.*

*Session 5: Stream 1: Breakaway groups: From the Court room to the Boardroom: Positioning Female Lawyers for Business and International Trade.*

*Session 6: The Bar Association of the Future, East Africa Law Society Presidents.*



## International & Regional Representation:

*Commonwealth Lawyers Association (CLA): The 22nd Commonwealth Law Conference will be held in Nassau, The Bahamas from 5 - 9 September 2021 under the theme: Sustainable Justice - The future role of the law. The LSN has not registered for the conference this year due to the effect that Covid-19 had on international travel.*

*The LSN is currently represented on the CLA Council by Stacey Bock. The Director will participate in the CEO programme, which will be an online event. The LSN Chairperson may attend the Bar Leaders programme via Zoom.*

*The CLA membership voted overwhelming in favour of constitution change, when it was agreed to expand the current CLA governing council to have representation from each of the 54 countries who are members of the Commonwealth. This has been done to make the geographic diversity of the Commonwealth a keystone of the Association. The Council is the governing body of the CLA. The LSN is invited to nominate a potential candidate for a seat on the expanded Council to represent our jurisdiction for the period 1 February 2022 - 31 January 2024. Potential candidates nominated should embody the gender, age and geographic breadth of the Commonwealth. Nomination does not guarantee election as the full CLA membership will participate in an e-vote to select the final composition of Council. Both the proposer and seconder must also be CLA members. The deadline to submit nominations is 17h00 on Wednesday, 15 September 2021.*

*International Bar Association (IBA): Each member organisation is entitled to appoint, free of charge, 3 representatives to the BIC who should be the Chairperson of the organisation, an individual who can represent and attend meetings and CEO of the organisation.*

*All 3 receive association member privileges including IBA member rates to attend conferences and being invited to take part in BIC working groups and committees.*

*The 2021 annual conference of the IBA was supposed to take place in Paris, France in October 2021, however, will now consist of virtual sessions during the week 25 to 29 October 2021. The virtual IBA Council meeting will be held on 21 October 2021.*

*The next IBA Annual Conferences will be held in:  
Miami, USA from 30 October to 4 November 2022  
Paris, France from 29 October to 3 November 2023*

## International & Regional Representation (continues)

*SADC Lawyers' Association Escalates Regional Advocacy to promote independence of the judiciary in the SADC Region. (Supported by OSISA):*

*The SADCLA convened a two-day (10 and 11 June 2021) Regional Roundtable to present a research report and recommendations on the state of independence of the judiciary and impartiality in the SADC region. The report focused on Eswatini, Zambia and Zimbabwe to build on a recent report compiled on the Kingdom of Lesotho. With the support of the Open Society Initiative for Southern Africa (OSISA) an impactful two days with robust rule of law contribution from a comprehensive spectrum of key stakeholders to the regional justice delivery system was carried out. The keynote was delivered by the UN Rapporteur on the Independence of Judges and Lawyers, Dr. Diego Garcia Sayan on day one, and on day two the keynote address was delivered by IBA President Mr Sternford Moyo. Mr Sipho Malunga the Executive Director of OSISA joined the panel and together with other eminent jurists. The gender balance of the panel was informed by the presence of Justice Sanji Monageng (Herself a founder member of SADC-LA) and Ms. Linda Chishimba Kasonde (Executive Director of Chapter One Zambia, Commonwealth Africa Chapter Vice President). Miss Patience Masua from Namibia who is the youngest Parliamentarian in SADC was joined by the Minister of Justice Namibia and the representative of the AG in Malawi, Miss Kabaki Jere. Other key partners were the ICJ, AJJF, Lesotho Council of NGOs, SADC Parliamentary Forum and HURISA amongst others.*

*The panel presented and assessed the state of judicial independence in the named countries based on a criterion of other core indicators as follows;*

- 1. Insidious threats to judicial independence sometimes are caused by judges themselves and their attitude to their own professionalism, capacity building and ultimate independence. It was, however, acknowledged that there are also judges inside the judiciary who are fiercely opposed to any interference to their own Independence by fellow judges.*
- 2. The method of selecting Judges; the method of who is picked and how they are picked affects judicial independence. Therefore, the important element of the fight to protect the Independence of Judges is to invest in protecting the how and the who is selected for judicial office.*
- 3. Administrative controls i.e. it is absolutely important that the judiciary has an Independent way with how to manage itself and society should be able to keep an eye on the extent to which the judiciary is able to govern and manage itself.*

## International & Regional Representation: (continues)

4. *Working conditions also matter a lot. It is important that a judge needs to feel safe and secure that he or she can make a decision without any threat to himself or his family nor should they worry about money.*
5. *Security of tenure of office. It is absolutely critical that a judge knows that they can make decisions without worrying that their term of office will be impacted by the decision he makes.*
6. *Judicialisation of politics was another key risk factor – Here the pre-mature presentation of political disputes before the judiciary was depicted as inherently presenting the danger that the judiciary would be politically attacked.*
7. *Exposure to networking and other judges - The extent to which judges are exposed to other eminent judges and jurists of their time determines their level of networking confidence and awareness of contemporary issues. The result is that an exposed and well connected judiciary has resources for asserting its independence when under attack.*

*In assessing and addressing the indicators, the contribution of Sipho Malunga from the panel was incisive in his message, making it clear that the effort to convene advocacy to promote judicial independence would be most effective when centered on a broad based coalition of regional partners. In that regard there is a responsibility on the legal profession to work with other state and non state actors to materialize systemic and coordinated response to imminent threats to independence of the judiciary. He gave the example of judicial capture couched in the issuance of USD150 000 loans to Senior Judges in Zimbabwe wherein there is no evident demand or structure to facilitate repayment from the beneficiaries with the result that this becomes perceivable as inducement.*

*The UN Rapporteur, Dr. Diego Garcia Sayan, emphasised that independence of the judiciary and consistent respect for the legal profession are fundamental pillars of a democratic Society. Mr. Garcia said that the independence of the judiciary is not provided for the benefit or for the protection of judges or lawyers nor is it intended to shield them from being held accountable in the performance of their professional duties, instead its purpose is for the protection of the ordinary people. He said that according people an independent and effective legal profession is important for a free and democratic society.*

*As part of his presentation, Mr Garcia highlighted that that in different countries, lawyers continue to be threatened, harassed, stigmatized, denied of their right to practice freely, imprisoned and even killed for doing their job. He also outlined the challenges and threats which the legal profession faces as follows:*



## International & Regional Representation: (continues)

1. *Governmental control on the judiciary which has the effect to weaken the judiciary;*
2. *Public attacks by political players against the judiciary;*
3. *Judicial persecution or intimidation which does not only undermine judicial independence but also undermines a lawyer's ability or willingness to undertake certain cases or represent certain clients.*

*The Covid-19 pandemic which has hampered access to Justice and in the functioning of the legal profession in several parts of the world.*

*Mr. Sternford Moyo – Must be people of integrity and competence without fail, criticism from the legal profession and review on appeal are the only factors that the judiciary should consider when performing their duty. Any evidence that they fear factors extrinsic to these warrant the position that a judge has lost independence. Mr Moyo declared that by the nature of politics, no Executive would ever cede power to another arm of government, let alone the judiciary, as a result it is the duty of strong and independent bar associations to support the realization judicial independence.*

*The key recommendations of the meeting were as follows;*

*It was recommended to constitute the convergence platform for broad based evaluation of the state of judicial independence as an annual event. To support the advocacy with evidence, it was recommended to deepen the assessment of the indicators and ensure they are available and updated always. The institution of measures to enhance continuing judicial education for capacity building purposes was called upon.*

*Lastly, the constitution of a panel of eminent jurists was deemed critical to direct strategic thrust of regional advocacy and pre-emptive diplomacy in a move that would espouse an African mechanism on independence of the judiciary.*

*Please find below a link to resources so far developed by SADC-LA with the invaluable support of OSISA:*

*Regional Report on the state of Independence of the Judiciary in Eswatini, Zambia and Zimbabwe.*

*Day one of Round table - <https://www.youtube.com/watch?v=UBed05aCgN8>*

*Day two of round table - <https://www.youtube.com/watch?v=tfUtEuA3UG>*



## International & Regional Representation (Continues)

### *Other areas of regional Advocacy:*

*SADC-LA has also joined the campaign for Decriminalization of Petty Offences. This aims at advocating for the reform of colonial vagrancy laws that criminalize the life of vulnerable groups in society under the guise of peace and security.*

*There has also been a drive to promote the domestication and implementation of the African Commission on Human and People's Rights Guidelines on freedom of Association and Assembly (FoAA). This is done as part of SADC-LA's objective to harmonise the interpretation, implementation and application of laws across the region.*

*Under the harmonisation of Laws, SADC-LA has also participated in the drafting of the SADC Model Law on Gender Based Violence. A regional tool aimed at enhancing gender equity and providing a standard legal framework to define minimum standards to end GBV. This was done in collaboration with the SADC Parliamentary Forum (SADC PF).*

*Presently, the Association is leading impact research to draft a regional bill to regulate cross border trade in legal services. This will facilitate transformation of the legal profession into an entity with capacity to support the regional integration agenda and promote the Africa Continental Free Trade Area.*

*Advocacy for the restoration of the SADC Tribunal continues and to this end, the SADC-LA will be engaging policy makers on the occasion of the SAC Summit of Heads of State & Government to foster new strategies for engendering regional justice mechanisms.*

*Vincia Cloete is representing the LSN on the SADC LA Executive Committee.*





## SADC LAWYERS ASSOCIATION ROUNDTABLE ON THE STATE OF THE INDEPENDENCE OF THE JUDICIARY IN THE SADC REGION.

In Partnership with:



**JUDGE SANJI MONAGENG**  
Former judge of the International Criminal Court (ICC)



**LINDA KASONDE**  
Founder of LCK Chambers and Founder of Chapter One Foundation



**DIEGO SAYAN GARCIA**  
UN Rapporteur on the Independence of the Judiciary and Legal Profession; former Justice and Foreign Affairs Minister of Peru and a sitting judge on the Inter-American Court of Human Rights.



**HON. YVONNE DAUSAB**  
Minister of Justice, Namibia



**HON. PATIENCE MASUA**  
Member of Parliament, Namibia, Member of SADC LA Young Lawyers Forum



**STERNFORD MOYO**  
President, International Bar Association (IBA)



**MARTIN MASIGA**  
Secretary General, Africa Judges and Jurists Forum (AJJF)



**HON. JUSTICE WILLY MUTUNGA**  
Retired Chief Justice of Kenya and President of the Supreme Court of Kenya



**ARNOLD TSUNGA**  
Director of the Africa Regional Programme of the International Commission of Jurists

**DAY ONE: ZOOM MEETING DATE:** 10 June 2021 | **TIME:** 10h00

<https://us02web.zoom.us/j/89270127872?pwd=a2NSUjBqTys3THU1UWdUdD>

**Meeting ID:** 892 7012 7872 || **Passcode:** 321870

**DAY TWO: ZOOM MEETING DATE:** 11 June 2021 | **TIME:** 10h00

<https://us02web.zoom.us/j/86151101978?pwd=VU55L2t3OEhmTkR2cEkyVWxyVFdnUT09>

**Meeting ID:** 861 5110 1978 || **Passcode:** 842021

## Statistics

*A membership number is allocated to all legal practitioners upon admission, and at 20 August 2021, the LSN has recorded 1109 members.*

*All recorded members            1109*

*Less: Deceased:*

*Less: Removed from roll*

*Less: Judges*

*Less: Retired*

*=*

*Active members                991*

*Male members - 477*

*Female members - 514*

*The following legal practitioners (photographs on pages 78 - 81) were admitted from January to August 2021:*







**Row 1:**

Gregory Pule – LSN No. 1067  
 Wana Chinsebu – LSN No. 1068  
 Jacques Oosthuizen – LSN No. 1069  
 Chara Steyn – LSN No. 1070

**Row 2:**

Leoni Roberts – LSN No. 1071  
 Vilen Hifindaka – LSN No. 1072  
 Immanuel Udjombala – LSN No. 1073  
 Donovan Hanmer – LSN No. 1074

**Row 3:**

Bernhard Tjatjara – LSN No. 1075  
 Shafimana Shimakeleni – LSN No. 1076  
 Vistorina Namene – LSN No. 1077  
 Karel Gaeb – LSN No. 1078



**Row 4:**

Pilisano Masake – LSN No. 1079  
 Roberto Avila – LSN No. 1080  
 Mercy Kemp – LSN No. 1081  
 Carol-Lee Pick – LSN No.1082

**Row 5:**

Shadile Alcock – LSN No. 1083  
 Ndatega Asheela-Shikalepo –  
 LSN No. 1084  
 Sandosca van Wyk – LSN No. 1085  
 Rewaldo Quest – LSN No. 1086



**Row 6:**

Saima Povanhu – LSN No. 1087  
 Marthino Olivier – LSN No. 1088  
 Heloise Izaaks – LSN No. 1089  
 Normadine Cloete – LSN No. 1090

**Row 7:**

Marta Awala – LSN No. 1091  
 Colin Omalu – LSN No. 1092  
 Wilhelm Amukoto – LSN No. 1093  
 Elizabeth Max – LSN No. 1094

**Row 8:**

Precious Matali – LSN No. 1095  
 Helena Nepembe – LSN No. 1096  
 Johan Lombaard – LSN No. 1097  
 Bregitha Coetzee – LSN No. 1098





**Row 9:**

Julian Kavejandja – LSN No. 1099  
Pafnutia Booysen – LSN No. 1100  
Freda Asheelo – LSN No. 1101  
Amalia Shikongo – LSN No. 1102



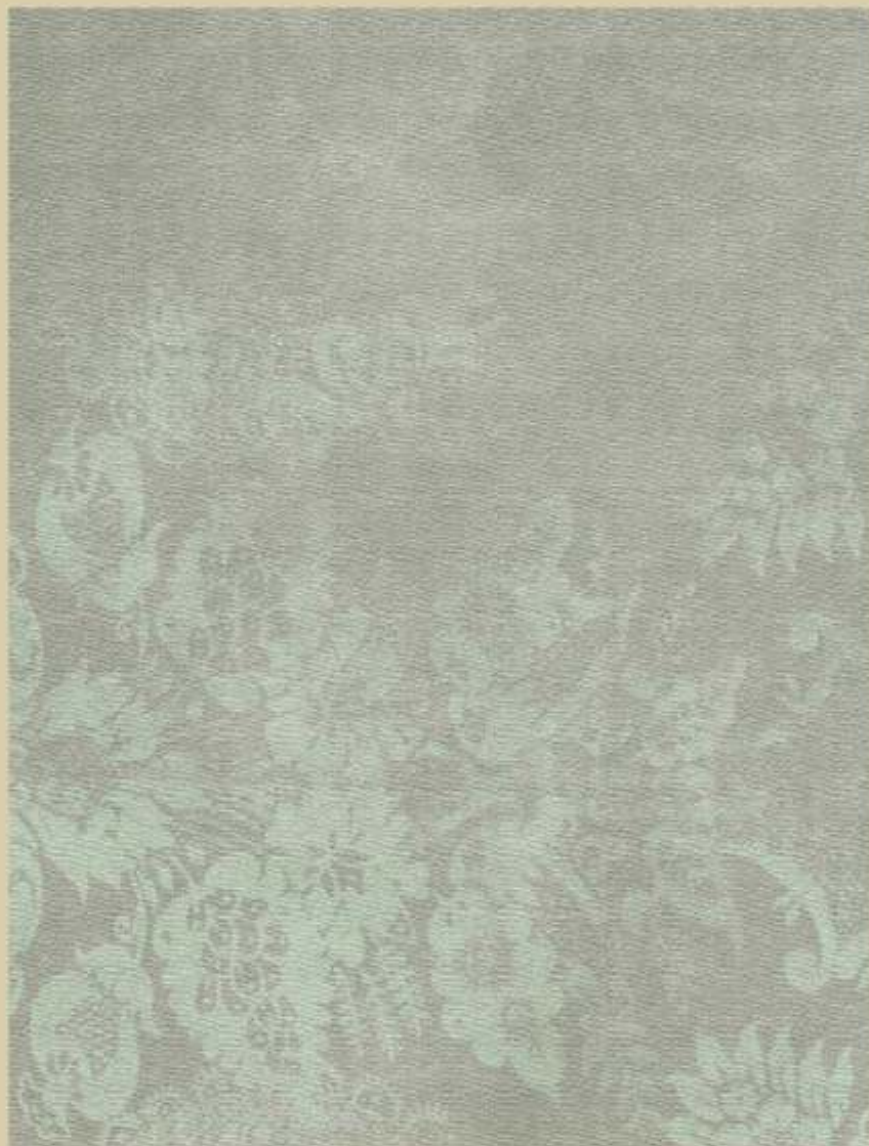
**Row 10:**

Cliff Simataa – LSN No. 1103  
Mechtilde Eginus – LSN No. 1104  
Abraham Abraham – LSN No. 1105  
Bernedine Kubersky – LSN No. 1106



**Row 11:**

Steffi Strauss – LSN No. 1107  
Allenushcka Henckert – LSN No. 1108  
Johannes Shangadi – LSN No. 1109



## LSN Directorate

*Position of the LSN Director: The Director was originally appointed in 1997 for an indefinite term.*

*Under Rule 12 of the Rules of the Law Society of Namibia:*

*12. (1) The Council may appoint a Director and may employ such other persons as it considers necessary to assist the Council in the performance of its functions.*

*12. (2) All appointments by the Council in terms of Rule 12 (1) shall be upon such terms and conditions as the Council may determine.*

*Prior to the 2017 annual general meeting, the NLA submitted a motion which sought for the position of the Director to be restructured into a five-year position, based on a contract to be signed between the incumbent and the Council, which change would be more in keeping with a contemporary understanding that a CEO / Director should have a fixed term contract. The restructuring should have taken place as from 1 January 2019.*

*Council's interpretation of Rule 12 was that staff matters should not have to serve before the AGM, and therefore this motion was not included by Council in the 2017 AGM agenda.*

*Discussions did, however, take place under the point which dealt with 'matters allowed by the Chairperson for discussion, provided that no such matter shall be voted upon at the meeting'. Therefore, no decision was made by the AGM.*

## LSN Directorate (continues)

*At the said 2017 AGM the Chairperson, R Maasdorp, indicated that at the time of the 2017 AGM the Director had already agreed to re-negotiate her employment contract. However, the details of such fixed term contract had not been yet considered by the parties*

*After negotiations, Retba Steinman opted for a two-year contract to come to an end in November 2020, to coincide with the expiry of her role as President of the International Institute of Law Association Chief Executives (IILACE).*

*The Council of the LSN, in April 2020, appointed an employment agency to facilitate the process of recruiting a successor for the Director of the Law Society.*

*This process took much longer than anticipated. The position was advertised for the first time on the 20th of July 2020, with a deadline of 03 August 2020. Seven applications were received on this occasion.*

*Six of these applicants did not meet the minimum requirements and the seventh applicant, at the age of 68, was not considered as a suitable candidate.*

*Council, therefore, decided to change the minimum requirements and the position was advertised for a second time, with a closing date of 28 August 2020. On this occasion the agency received two applications. One of the applicants however withdrew.*

*The employment agency briefed Council on the remaining applicant based on their preliminary interview with the applicant.*

*After due consideration of the agency feedback, Council resolved not to continue with any interviews.*

*As the successor could not be appointed by the end of November 2020, Council further resolved to negotiate and subsequently entered into a new 2-year fixed contract (from 1 December 2020 to 30 November 2022), with the incumbent Director, in order to allow more time to implement the succession plan and make the necessary appointment.*

*Acting Director: On 29 March 2021, Council advised the membership that the Director, Retba Steinmann, underwent surgery on 29 March 2021 and that she would be on sick leave. As a result of the aforementioned, Council took a round robin decision, on 29 March 2021, to appoint Jeremy Patrick Cloete (Manager: Finance & HR) as Acting Director of the LSN until 30 April 2021 / further notice.*

*Immediate Past President of the International Institute of Law Association Chief Executives (IILACE): The Director continues to serve on the IILACE Executive Committee as its immediate past President and participates in monthly virtual meetings. The next conference of IILACE will be held from 31 October to 4 November 2021 in Denmark.*





### LSN Directorate

*Pre-independence  
celebrations:*

*Julia Gideon,  
Lorraine Barnes,  
Hennie Mauyoma,  
Patresia Afrikaner,  
Emillie Konstantin,  
Granny Paulus,  
Lorraine Naris &  
Jeremy Cloete*

*Absent:*

*Retba Steinmann & Ivy  
Pretorius*

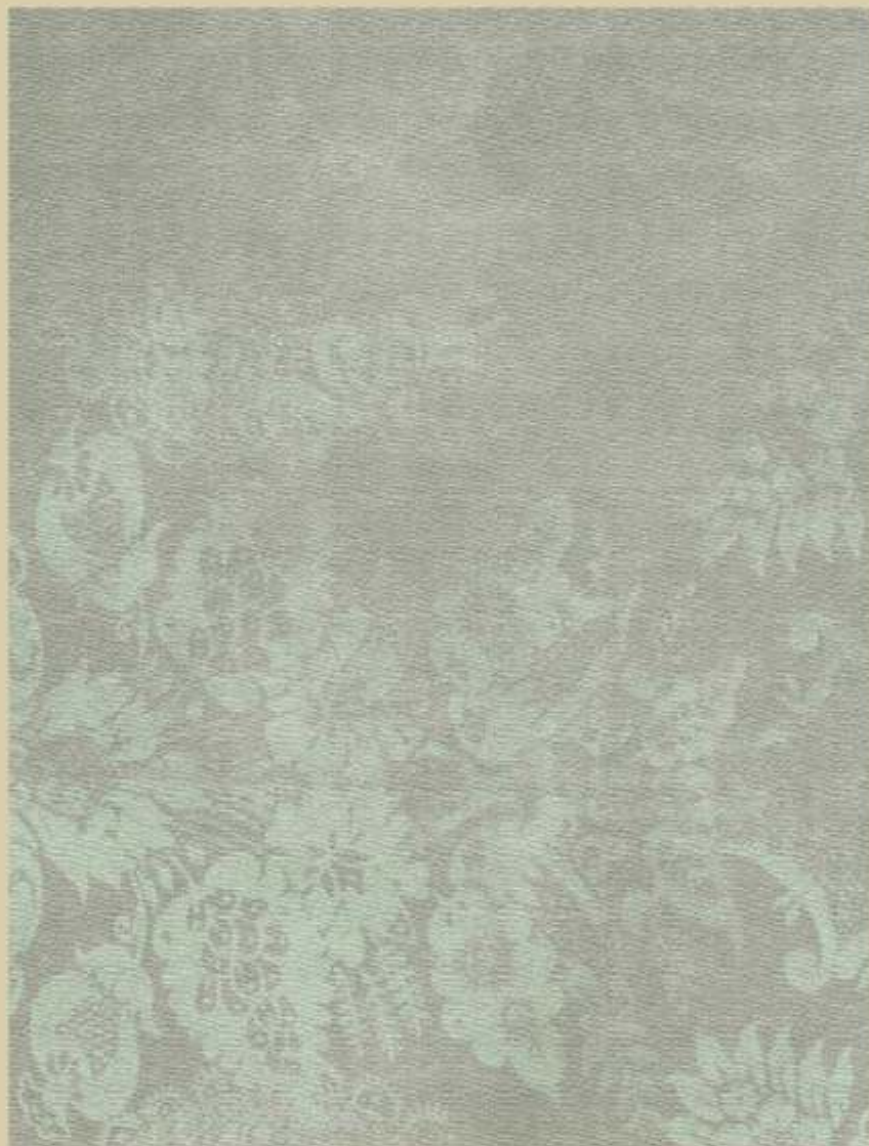
*(Photographs top row next  
page).*



*Bottom Row:*

*Hennie Mauyoma (Senior Legal Officer) resigned at the end of March 2021 and Julia Gideon (Junior Legal Officer) resigned at the end of July 2021. Elsa Porfirio commenced employment at the LSN on 16 July 2021 in the position of Manager Regulatory & Compliance. We wish them all success with their new ventures.*





## Bursary Recipients 2021

*As part of its policy to promote the education of candidates to gain entry to the profession, the Law Society, on recommendation of its Standing Committee on Bursaries & Sponsorships, granted bursaries to a number of students.*

### *Bursaries re-allocated:*

1. William Brockerhoff LLB North West University – RSA
2. Charmandy Kandjima LLB University of Namibia
3. Winnie Katjiuongua LLB University of Namibia
4. Sepiso Victor Kamwi LLB University of Namibia
5. Tjiunavio Kambako LLB University of Namibia
6. Zinedine Maritsbane LLB University of Namibia

### *New Bursaries:*

7. Benjamin Iiyambo LLB University of Namibia
8. Mbakumua Mbuere LLB University of Cape Town – RSA
9. Ngundauno Murorua LLB University of Namibia
10. Verikutisa Tjiposa LLB University of Namibia

*The amount spent on bursaries for 2021 amounts to N\$228,000.00. It would not have been possible for the LSN to award these bursaries if not for the continued financial contributions of the Legal Practitioners' Fidelity Fund (LPFF) and the Namibian Legal Practitioners' Trust (NLPT). The LPFF contributed 2/3rd of the bursary funds in the amount of N\$152,000.00 and the NLPT contributed 1/3rd of the bursary funds in the amount of N\$76,000.00.*

*The LSN sincerely thanks the NLPT and the LPFF for their continued commitment in investing in the future of our legal profession.*





*Benjamin Iiyambo \* Mbakumua Mbuere \**  
*Ngundauno Murorua \* Verikutisa Tjiposa*



Top Row: William Brockerboff \* Charmandy Kandjima \* Winnie Katjiuongua  
Bottom Row: Sepiso Victor Kamwi \* Tjiunavio Kambako \* Zinedine Maritzbane

## Acknowledgements

*The document is electronically distributed by June 21 Internet Marketing.*

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*Proofreading: Retha Steinmann, Ivy Pretorius, Granny Paulus, Ester Kuugongelwa & Jo-mari Koekemoer.*

*Disclaimer: Although reasonable effort has been taken to verify the accuracy of the information to ensure that the information published in this work is accurate, the compiler takes no responsibility for any loss or damage suffered by any person as a result of the reliance upon the information contained herein.*

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