



MUNICIPALITY OF WALVIS BAY

AGENDA

ORDINARY COUNCIL MEETING

To be held in the
Kuisebmond Council Chambers,
Nathaniel Maxuilili Avenue

**ON TUESDAY
06 FEBRUARY 2024
AT 18:00**



Municipality of Walvis Bay

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Date 30 January 2024

NOTICE

His Worship the Mayor and Councillors
General Managers

JANUARY 2024 – OPENING OF COUNCIL: ORDINARY COUNCIL MEETING OF THE LOCAL AUTHORITY COUNCIL OF WALVIS BAY

Notice is hereby given that the Ordinary Council meeting of the Local Authority Council of Walvis Bay will be held in the Kuisebmond Council Chamber, Nathaniel Maxuili Drive, Kuisebmond on: -

Tuesday 06 February 2024 18:00

Yours faithfully,

J Esterhuizen
Acting Chief Executive Officer

Date	Time
30/01/2024	17:00

Official	Date	Time	Signed off
Compiler	30/01/2024	13:43	Gwenneth Gaoses
AGM: HRCS	30/01/2024	14:25	



Agenda

1. **Opening by prayer** (File 3/1)

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2. **Adoption of agenda and declaration of interest**

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3. **Application for leave of absence by members of council** (File 3/3/1/4)

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4. **Confirmation of minutes of previous meeting/s** (File 3/3/2/3/1)

- 4.1 Minutes of the Ordinary Council meeting held on Monday 27 November 2023 to be confirmed and approved.
- 4.2 Minutes of the Special Council meeting – Election of office bearers for 2024, held on Tuesday 28 November 2023 to be confirmed and approved.
- 4.3 Minutes of the Special Council meeting held on Monday 22 January 2024, to be confirmed and approved.
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5. **Interviews with deputations or persons summoned or requested to attend meetings** (File 3/3/2/3/2)

Tuesday, 28 November 2023

- Narraville Elderly Home
 - Nathaniel Maxuilili Power Plant
 - Red Force Debt Management CC
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6. **Official announcements, statements, and communications**

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7. **Petitions** (File 3/2/1/6)

No petitions received.

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8. **Motions of members** (File 3/3/1/1)

- 8.1 Motion number 23: To cap all staff salaries and wages until the implementation and acceptance of the performance management system for the Walvis Bay Municipality, submitted by Councillor R Bramwell. See Page 2.
- 8.2 Motion number 24: To close the old cemetery in the industrial area, submitted by Councillor R Bramwell. See Page 3.
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MOTION FORM

To submit a motion for consideration by the Municipal Council of Walvis Bay, please complete and sign this form and submit it to the Chief Executive Officer at least 6 working days prior to the date of the next ensuing Council meeting as contemplated in Rule 13 of the Standing Rules of Order

Motion sequence number: 23
(to be completed by the administration)

MOTION: TO CAP ALL STAFF SALARIES AND WAGES UNTIL THE IMPLEMENTATION AND ACCEPTANCE OF THE PERFORMANCE MANAGEMENT SYSTEM FOR THE WALVIS BAY MUNICIPALITY.

Motion submitted by: Councillor R.N.Bramwell

Objective of Motion: The high cost of staff salaries and wages is a constant drain of the Walvis Bay Municipality revenue income for services rendered to the community and results in the non-filling of key management posts which leads to higher costs for personnel acting in higher grades and acts as a deterrent for the appointment of staff in permanent positions. This motion is a follow up on my motion tabled on the 27 November 2023 to implement a Performance Management system for the staff of the Walvis Bay Municipality as soon as possible which was un-opposed.

Rationale and motivation: For the past 30 years there has been no performance management system in the municipality of Walvis Bay. This has led to situation in which we find ourselves today where we can barely afford the staff which we presently have. This situation is aggravated by the inability to collect the monies owing to us by debtors who are in arrears with payments for services rendered. It has a direct impact on our cash flow which would otherwise have been used to develop land and infrastructure from which we can generate more income to spend on low income housing schemes , sewerage repairs and road infrastructure

Without a performance management system all staff have been receiving the same salary and wage increases across the board for the past 30 years.

In essence this means that if you work you will get an annual increase and if you don't work you will still get an annual increase. This has led to the position in this municipality where there is little motivation to do a day's work

Proposal to be considered by Council: The purpose of this proposal is to curb unnecessary expenditure on salary and wage increases until it is possible to measure the work rate and efficiency of all our staff and give recognition with it's just reward where it is due.

Chairperson of Council. I so move.


Cllr R.N.Bramwell



____3____/____1____/2024
Date



MOTION FORM

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Motion sequence number: 24
(to be completed by the administration)

MOTION: TO CLOSE THE OLD CEMETERY IN THE INDUSTRIAL AREA

Motion submitted by: Councillor R.N.Bramwell

Objective of Motion: To close the old unused cemetery in the industrial area so that the land can be used for industrial development.

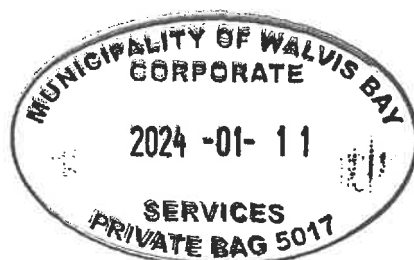
Rationale and motivation: The old cemetery in the industrial area is no longer in use and it is situated on prime property which is surrounded by thriving industries.

Proposal to be considered by Council: My proposal to Council is to 1. Obtain a register and list all the names of citizens of Walvis Bay who were interred there. 2. Exhume all the remains which are still in the ground and inter them in a single grave in the present cemetery. 3. Remove all surviving tombstones and place them in a line against the wall to the right of the entrance to the cemetery. 4. Erect a single tombstone with the names of all the deceased who were buried in the old cemetery and maintain it along with all the other tombstones in the present cemetery.

Chairperson of Council. I so move.

R.N. Bramwell
Cllr R.N.Bramwell

Date 3 / 1 / 2024



9. **Answers to questions of which notice has been given** (File 3/3/1/2)

None.

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10. **Reports of the Management Committee for January 2024**

None.

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11. **Recommendations of the Management Committee for January 2024**

None.

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12. **Reports and recommendations of Advisory Committees and the Chief Executive Officer**

None received.

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13. **Minutes of associations**

- 13.1 **Management Committee of the Association for Local Authorities (ALAN)** (File 12/1/2/1/2)

No minutes have been received.

- 13.2 **National Executive Committee of the Namibia Association of Local Authorities Officers (NALAO)** (File 12/1/2/1/11)

No minutes have been received.

- 13.3 **Namibia National Mayors' Forum** (File 12/1/2/1/17)

No minutes have been received.

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