



Republika zaNamibia

**Uminisiteli woYinka yoMonda zoSirongo
Vatundayirongo, Epopero nEgamenno**

**MALIZUVHASANO GERUGANENO
LYOVARANDIYIRUGANA**

2024



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MASUPIPIKO

AFRIPOL	African Union Mechanism for Police Cooperation
AU	African Union
AUPE	Adult Upper Primary Education
DIG-Admin	Deputy Inspector General for Administration
DIG-Ops	Deputy Inspector General for Operations
DSA	Daily Subsistence Allowance
ED	Executive Director
GIPF	Government Institutions Pension Fund
GNR	Government Notice Regulations
HAI	Home Affairs and Immigration
HPCNA	Health Professionals Council of Namibia
TNA	Training Needs Assessments
ICAO	International Civil Aviation Organisation
ICT	Information Communication Technology
IGP	Inspector General of Police
ID	Identification Document
IDS	Identification System
INTERPOL	International Criminal Police Organization
IT	Information Technology
LA	Local Authority
MHAISS	Ministry of Home Affairs
Immigration	Safety and Security
MoU	Memorandum of Understanding
NamPol	Namibian Police Force



NCB	National Central Bureau
NCS	Namibian Correctional Service
NGOs	Non-Governmental Organizations
OMAs	Offices/Ministries/ Agencies
PC	Procurement Committee
PMS	Performance Management System
RC	Regional Council
RSD	Refugee Status Determination
SADC	Southern Africa Development Community
SARPCCO	Southern African Regional Police Chiefs Co-operation Organization
SOEs	State Owned Enterprises
SWA	South West Africa
TNA	Training Need Analysis
UN	United Nations
VIP	Very Important Person
VIPP	Very Important Person Protection
WIL	Work Integrated Learning



NKANGOHOVESO KWA MUFUMADEKWA MINISITERA

Mompepozokumonenenana, zokutompoka, nelituromo lyokuruganena vantu vetu, ose kuna kulizuvha mfumwa mokudivisa kabuke koMalizuvhasano gEruganeno Varandiyirugana koUminisiteli woYinka yoMonda zoSirongo, Vatundayirongo, Epopero nEgamenno.

Uzera wokupitisira mwankenye elipakerero lyokutompoka, unene po eli lina kuruganena nompumbwe dovantu valyo, kuna kara mulyo gomaruganeno (makwafo) aga ali gava. Eruganeno vanamvharerwa vetu novatungimo kapi lya hamena kokusikisamo kwelike, nye kwa hamena hena kokulikida epakerombili lyetu, ezuvhisoko, nediwo lyomarwamenno nomalimbiliro gowo tuna kuruganena. Kabuke aka koMalizuvhasano kuna kara ekareropo lyosili lyelituromo lyangoso. Mpangera zetu, “Kudivilisa egamenno lyomonda zosirongo kupitira megendesoo lyoyinka yomonda zosirongo, epopero nevatero lyovatundayirongo, ekaresopo lyoveta nompompa, etulisopo lyekungo lyepopero lyopantu, egawo uhakumwenyo netengwidiro mombunga lyovanzoni,” kuna kara yimwe patamununo. Ngontjimantjima, kuna kara vantu ava atu ruganene – va kare asi vanamvharerwa vetu, vadinguli, vatundayirongo vana kupapara eparu lyewa, ndi vantu tupu ngoso vana kara megamenno lyetu vana kupapara uhakumwenyo. Situmbukira setu kapi si sokusikisa mo tupu, nye nani kuruganena nokupopera.

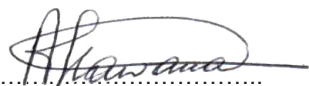
Sitambo setu sokuninka Namibia simwe soyirongo yegamenno lyenene mouzuni kwa si kwatakanesa patateko nonkarero zeruganeno eli atu gava. Egamenno

nepopero kapisi yitundwamo youporosi wouwa welike, ndi manomeno gonomurudi, nye nani kwa likwatakana momunene nehuguvaro lyombunga mevhuro lyetu lyokuruganena vantu palituromo, mouhunga nopagenderero.

Kabuke aka koMalizuvhasano gEruganeno Varandiyirugana kuna kara nye yoyinzi kupitakana dokumende tupu. Ako kuna kara ekwatakaneso pokatji koUminisiteli novantu vaNamibia. Ako kwa tura po mandindiro gokuzera kuhamena maruganeno/makwafo aga atu gava, nonkarero edi twa tamba kusikisa mo, nonongendeseso da kara po dokugava nkumbu newapukururo lyopatwikido. Kupitira moMalizuvhasano aga, tuna huguvara kupameka etumbwidiro lyetu lyokuvhura kutugwana, kuwapukurura nokulitura mo nkenye apa moukalinawa womuhoko gwetu.

Morugendo rwetu rokutunga Namibia gopapopero, ezwi nonkumbu zovantu vetu kuna kara mulyo unene. Malizuvhasano aga kapisi yiwo uhura, nye nani evareko lyongendeseso zokulitura mo, zokuruganena kumwe nokusikisa mo matumbukiro getu.

Mompepo ezi, ame kuna kumukorangeda namuvenye mu dive Malizuvhasano aga nokutudiworokesa nonkarero dokuzeruka edi twa litulira po nyamwetu. Ninkeni tu rугaneneni kumwe mokutulisa po muhoko ogu gwa sikama ndjikiti ponongundi demoneneno, uhungami, ehuguvaro, egameno neruganeno lyewa.



Dr. Albert Kawana

**Minisitera goYinka yoMonda zoSirongo, Vatundayirongo, Epopero
nEgamenno**





ETWAROMO LYOMUKURONAGENDESI

Ediviso lyokabuke ketu koMalizuvhasano gEruganeno Varandiyirugana kuna kudidilika etameko lyegaununo lyepe, kulidimbwilisira kontambo zomulyo merwameno lyetu lyokuzerura nokugamena muhoko. Dokumende ezi kاپisi etanto tupu lyomagazaro, azo kuna kara silikidiso somatokomeno nomalituromo getu.

Erwameno lyetu, “Kunkondopeka egameno lyomonda zosirongo kupitira megendeso lyoregista zanavenye zovatungimo, ererupiko lyovatundayirongo, uporosi wokusikilira mo noyirugana yewapukururo (yirugana younadorongo/ yezediliro),” tayi likida etokoro lyetu. Erwamenoe li lyontjimantjima kuna hepa epakerero lyenene lyelituromo, eruganenokumwe, nekovekedo lyouwa wounene una tamba kutura Namibia mokatji koyirongo yepopero lyenene mouzuni, kاپisi asi magazaro tupu; kuna kara etumbwidiro lyetu lyenene. Epopero kاپisi kunomena tupu nokugamena, amo kuna kara mo nkarero omu nkenye ogu na kara nomalizuvho gehameno, ehuguvaro nesilipiko. Malizuvhasano aga, siruwo oso gana kulikida matumbwidiro getu, kuna kara hena erekero lyokuzeguruka lyokugava nkumbu, eruganenokumwe nekuro. Ago kuna kara undipo welituromo lyetu, nye naga runduruka nokugatunga nomalinongweneno getu kumwe nomagano geni gomulyo.

Ame kuna kupamperekeda sankondonkondo nkenye Munamibia, novakwaawo vaNamibia, va dive Malizuvhasano aga. Ago kuna kara ngomalikwatakano pokatiji ketu, vagavimaruganeno, none, ntjimatnjima zekaropo lyetu. Tu ninkeni mokuruganena kumwe tu ture po nzira omu Namibia nasi divikwa kapisi tupu asi sirongo sepopero, nye hena elituromo lyaso lya hana kutuda movantu vaso.



Etienne Maritz
Mukuronagendsi





MADIVISO

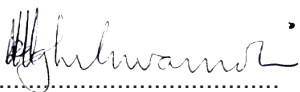
Etulisopo nekaresopo lyoMalizuvhasano gEruganeno Varandiyirugana kuna karere po epakerero lyonovili da hana kuvarura delituromo, elipomagano, neruganenokumwe, va gusa momaruha gokulisiga-siga govahamenimo, vadivi, ntani sosinene po unene, mazwi govarandiyirugana vetu. Pontijimantjima zoMalizuvhasano aga kuna kara po erwameno lyetu lyononkondo: “Kunkondopeka egameno lyomonda zosirongo kupitira megendeso lyoregista zanavenye zovatungimo, ererupiko lyovatundayirongo, uporosi wokusikilira mo noyirugana yewapukururo (yirugana younadorongo/yezediliro).” Eyi yina tumburwa oku keguru kapi tupu yina kupameka elituromo lyetu kepopero noukalinawa wankenye ogu monda zonomurudi detu, nye hena kuna kupameka nongendeseso dononene nomaruganenokumwe aga aga rerupike nkarero zangoso zepopero.

Ame kuna kugava mpandu zonene gougendesi wa ka hura ko woMufumadekwa Minisitera , Dr Albert Kawana, Mufumadekwa Minisiteragona noMukuronagendesi kombatero zawo za hana kutuda nevyukiso lyawo posiruwo setulisopo Malizuvhasano aga. Elituromo lyeni kwa kere rambapitisiro mwaza sirugana nasinye. Sitambo nelituromo lyeni komulyo gomalizuvhasano aga kwa kere mulyo unene mokuwapeka nokuvyukisa yikaramo yago. Nina hara hena kugava rupandu rwange koMberewa zaNkuruminisitera ezi za geve magano gokulisiga-siga gomulyo, pokudivilisa asi kabuki ketu koMalizuvhasano

ka singonone nonkarero edi nadi wapukurura egawo lyetu lyomaruganeno/ makwafo. Magano nediwo lyeni lyenene kwa divilisa asi malizuvhasano aga ga lize kumwe noyitambo nomarwameno gouminisiteli. Simpe hena, makwatesoko gombungagendesi nazinye kwa kwefe mokuwapukurura malizuvhasano aga. Nkumbu zeni zopatungo, elituromo lyeni, neruganenkumwe lyeni ya kwatesa ko mokuretesa po Malizuvhasano aga.

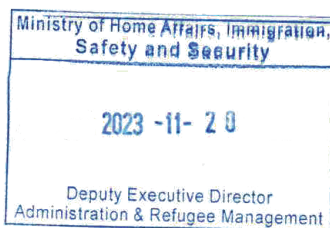
Mokuhulisa, nina hara kurugurura mpandu zange zokomutjima kovahameni woKomiti zokulitura mo zoMalizuvhasano gEruganeno Varandiyirugana nezi zEwapukururo Yirugana yoUnangeseza (*Customer Service Charter and Business Process Re-engineering Committee*) va kara moUminisiteli wene ava va rugene va hana kuroroka mokutoroka sitambo nomarwameno getu monontambo dokuvhura kutura moyirugana nomarwameno gana zere. Kuna kulizuvha mfumwa mokukara ruha rombunga zokulitura mo ngesi, nina huguvara hena asi nekwafo lyangosina, ose ngatu twikira kutompora meruganeno nawa vanamvharerwa vetu.

Malizuvhasano aga kuna karere po ngelituromo lyetu mokudivilisa asi nkenye ogu a lizuvhe ana poperwa, ana fumadekwa nokukara nomulyo. Dokumende ezi nazi pitisira yiviyauko yetu, kuyereka matomporo getu, nokulikida mavega gekuro newapukururo.



RACHEL NGHILWAMO

MUNASIPUNDI: KOMITI ZO-CSC NO- BPR



MATANTO GOPANTAMBO ZOKUZERUKA

Mpangera zetu

Kudivilisa egameno lyomonda zosirongo kupitira mougendesi woyinka yomonda zosirongo, epopero nekwatesoko lyovatundayirongo, ekaresopo lyoveta nompompa, egawo lyezediliro lyewa lyopantu, uhakumwenyo netengwidiro mombunga lyovanzoni.

Erwameno

Kunkondopeka egameno lyomonda zosirongo kupitira megendeso lyoregista zanavenye zovatumungimo, kurerupika utundayirongo, uporosi wokusikilira mo nomaruganeno gomawa gewapukururo (gezediliro).

Sitambo

Sirongo sopapopero mouzuni

Muse

Kuruganena netomporo

Nomulyo dontjimantjima

Elikwatokumwe	Mulyo gombunga, malizuvhasano gomawa, nekwatakaneso
Nonkedi donongwa:	Kugava makwafo/ maruganeno gomulyo nekuto, nouhungami, nehuguvareso noulimburukwi.
Usikisimo	Kukondjera kugwanesa po yoyinzi nomarunone aga gana kara po siruwo oso vana kuvhukisa yitundwamo.
Uhalisirongo	Kulikida eharo lyokupitakanena, nekwatesoko lyosirongo setu.
Kuvhura kugwana	Kutulisa po mpo zokuvhura kugwana mapukururo nomaruganeno/makwafo pwa hana etondororo.
Ewapukururo	Kutulisa po ewapukururo lyopatwikido kupitira momakonakono gezokomeho lyounongokonentu (utekinologi) noyirugana yokumononena
Murandiyirugana yige Ntjimantjima	Kurugana nombili, nehafo, nelinunupiko, nefumadeko, nekwafo



MALIZUVHASANO AGA

- Kwa fwaturura maruganeno aga atu gava (Eyi atu rugana)
- Kwa singonona wolye Varandiyirugana vetu
- Kwa likida matumbukiro getu
- Kwa Tulisa po nkarero zomaruganeno ezi muna kundindira kwetu yiruwu nayinye
- Kwa tanta eyi natu rugana nsene o gwanekera nose
- Kwa tanta asi magano goge mulyo
- Kwa likida eyi tuna kuhundira koge
- Kwa fwaturura omu no tu pa nkumbu hena ngapi omu no tura po esivano, nsene kapi ono hafere maruganeno/makwafo getu

Uminisiteli woYinka yoMonda zoSirongo, Vatundayirongo, Epopero nEgamenno kwa kara nonomberewa odo dina kukwama ko:

Mberewa zoMukuronagendesi

- Etjangeso IyoMvharerwa
- Enomeno IyoVatundayirongo noUnamvharerwa
- Egendesno noUgendesi woVatjwayuki

Mberewa zaSipektorantoni: Vaporosi vaNamibia

- Mberewa zaSipektoragonantoni goYiviyauko
- Mberewa zaSipektoragonantoni gEgendeso

Mberewa zaKamusarantoni: Yirugana yoMawapukururo (yoNodorongo)

- Mberewa zaKamusaragonantoni goYirugana yoMawapukururo
- Mberewa zaKamusaragonantoni gEgendeso lyElipakerero
- Mberewa zaKamusaragonantoni goUhakumwenyo nEtengwidiro moMbunga

A)

YINKA YOMONDA ZOSIRONGO NOVATUNDAYIRONGO



1. EYI ATU RUGANA

MBEREWA ZOMUKURONAGENDESI

- Kugava magano gopaveta nokurerupika masivano noyipangura yanavenye.
- Kugava yirugana yegameno konombumbura nadi nye domonda noponze donomberewa doYinka yoMonda zoSirongo noVatundayirongo nokukonakona yiponga yokuhamena ko.
- Kukwafa Uminisiteli woYinka yoMonda zoSirongo, Vatundayirongo, Epopero nEgameno mokusikisa mo yitambo yawo pokuretesa po ngendeseso zopapisuro zokukonakona nokuwapukurura esikiliromo lyougendesesi woUminisiteli, ugendesesi woyiponga nomanomeno gomonda.



RUHA: ETJANGESO LYOMVHARERWA

- Kugava Nodokumende doSirongo (Mafano goMutwe (no-ID), Nzapo zoNonkwara, Nzapo zoMvharerwa, noNzapo zoNomfa).
- Kugendesa Regista zaNavenye zoVatungimo (norekota (nondimbuli) dEhampuruko, doMafano goMutwe (no-ID), doNonkwara, noNomfa).

RUHA: ENOMENO LYOVATUNDAYIRONGO NOUNAMVHARERWA-

- Kurerupika etundoyirongo lyopaveta.
- Kurugana mahundiro gonombapira domorugendo (novisa), noperemeta, nopasporti nounamvharerwa.

RUHA: EGENDESO NOUGENDESI WOVATJWAYUKI

- Kugava mbatero zegendeso noyirugana yekwatesoko kuhamena koyinka yomarunone gopantu, edeuro nekuliko monda zoYinka yoMonda zoSirongo noVatundayirongo nokudivilisa asi nompango nonongendesoveta va di zuvhe pauhunga, kuditura moyirugana nokudikwama.
- Kugava yirugana younkurungukonentu wosinantani (ICT) monda zoYinka yoMonda zoSirongo noVatundayirongo.
- Kukaesa po egendeso lyewa lyoyimaliva monda zoYinka yoMonda zoSirongo noVatundayirongo (HAI), mukuliza kumwe noNoveta noNongendesoveta edi adi pangere Yimaliva yEpangero.
- Kugava yirugana yekwatesoko ngamoomu ugendero, egwano lyoyiruganeso, kunomena yipako, noyiruganakwafo yomonda.
- Kukara ngositwikakaneso pokatji koUminisiteli nomaruha gonombudi, varandiyirugana nombunga nazinye.
- Kugava epopero nombatero kovapapali-uvando novatjwayuki.

2. VARANDIYIRUGANA VETU

- Vantu navenye
- Ruha rokulikarera
- Vatenguli



- Vantu va hana oku va hamena
- Vatjwayuki novapapali-uvando
- Vanambudi
- Vanamberewa wo-MHAISS
- OMAs, RCs and SOEs
- Ruha roPambunga, ruha roKulikarera nova-NGO
- Vagaviyiruganeso
- Vahamenimo womonda nava woponze
- Vanayirongo
- Vadinguli

3. ETUMBWIDIRO LYETU KWEN/KOGE

Etumbwidiro lyetu kovarandiyirugana vetu kuna kara lyokugava maruganeno/makwafo gokusikilira mo, pasiruwo gomulyo, nokurwamena kusikisa mo yirugana yetu monda zonomulyo detu dontjimentjima ngwendi moomu vana howo kuyilikda modokumende ezi.

4. ETUMBWIDIRO/NKARERO ZOMAKWAFO GETU

4.1 MBEREWA ZOMUKURONAGENDESI

Ruhagona: Makwafo goMbatero zoPaveta

Ose ngatu:

- Gava magano gopaveta kovahamenimo navenye womonda noponze kuhamena yinka yopaveta yoUminisiteli monda zomazuva gatano (5) goyirugana.
- Tjanga malizuvhasano gonokondaraka, madiworokeso gomalizuvhasano (MOU) monda zokwedi kumwe (1) ano nodokumende dimwe dopaveta monda zomakwedi ntazimwe (6).
- Tarurura nokondaraka monda zomazuva murongo nagane (14) goyirugana.



- Tarurura noveta konyima zomaruveze aga va nangwira getarururo ndi nsene yina kara hepero; ntani
- Gava mbatero zokuwapera zegendeso lyoyipangura kukwama nompango doMpanguro zoNene (*High Court*).

Ngodi +264 81 951 0756

E-mail: legal@mha.gov.na

Ruhagona: Mavarurokonakono gomonda

Ose ngatu:

- Rugana mavarurokonakono gomonda mokuliza kumwe noNgendesovaruro zopaUzuni (International Professional Practices Framework), Ngendesovaruro zEpangero nononkedivaruro donongwa.
- Gava makwafo gegawomagano nsene vana tu pura nokulipulisa ko.
- Tuma mbilive zokugwanekera komeho zomazuva murongo (10) gokutameka noyirugana yevarurokonakono.
- Gava nondimbuli dokuhulilira devarurokonakono monda zomazuva murongo (10) konyima zokugwana elimbururo kovagendesesi.
- Sikura evarurokonakono lyegendeso lyomurandiyirugana kukwama nkarero zalyo moomu va yi nangwira komeho zosiruwo oso vana lizuvhu; ntani
- Tulisa po yigongi kumwe nomurandiyirugana gomavarurokonakono komeho ntani nokonyima zemaneso lyevarurokonakono.

Ngodi +264 81 951 0754

E-mail: InternalAudit@mha.gov.na



Ruhagona: Yirugana yEpopero nEgendeso Yimpagwa

Ose ngatu:

- Nomena nkenye ezuva maligumaguro ga hana divilisa momukunduruko gomberewa zetu.
- Tulisa po makonakono gomatjiliso noyimpagwa komatungo gomberewa nomaviyauko ngwendi moomu ya kara megano lyomakonakono.
- Gendesa nokunomena ewizo komatungo goUminisiteli nkenye ezuva.
- Tulisa po makonakono gokuhamena yipimpo yepopero noyimpagwa monda zomazuva ntambali (7) konyima zezuva lyosihoroka sangoso nokugava ndimbuli zokuzura koMberewa zoMukuronagendesi monda zokwedi kumwe (1).
- Limburura koyiponga yohararasi monda zonominate ntano (5).
- Tulisa po efunguro lyepopero kovakandidate wokuwapera (dogoro koMuhanguro 12) monda zomakwedi gatatu (3).
- Likwatakana kumwe nonombunga nonkwawo dokusikisa mo veta nkenye ezuva nokugava elimbururo monda zomazuva gavali (2) goyirugana.
- Kunga emona lyomberewa nokugava magano gepopero nkenye ezuva, ntani
- Tulisa po yigendo yokudivisa epopero noyimpagwa mokatji kombungarugani nsene pana kara hepero.

Ngodi +264 81 951 005

Email: Security.Risk@mha.gov.na



4.2 RUHA: ETJANGESO LYOMVHARERWA

Direktorata: Etjangeso IyaNavenye IyoMvharerwa

Ose ngatu:

- Tjangesa nokugava mbapira zomvharerwa monda zezuva limwe (1) lyoyirugana, nsene nodokumende dohepero nadinye po di li.
- Tjangesa mahampuruko gokuhulilira nokugava mbapira zomvharerwa monda zomazuva gatano (5) goyirugana, nsene nodokumende nadinye dohepero vana di kakadeke ko.
- Gava evalipiko lyombapira zomvharerwa monda zezuva limwe (1) lyoyirugana.
- Gava mafano gomutwe (no-ID) monda zomazuva gatano (5) goyirugana moRuhasingo Khomas, siruwo oso komaruhasingo gokuhupa ko monda zomazuva murongo (10) goyirugana.
- Rugana nokugava mahundiro gokurugana masinto ponodokumende dosirongo nkenye ezuva.
- Gava evalipiko lyononzapo dekwareko monda zezuva limwe (1) lyoyirugana.
- Tjangesa nomfa nokugava nzapo zonomfa monda zezuva limwe (1) lyoyirugana, ntani
- Tulisana po malikwamo gokupwaga (gokudingura nomukunda doponze) mokukagava nodokumende dosirongo mwankenye makwedi gane hena nsene pana kara hepero.



Magwanekeero: Nomberewa domoMaruhasirongo dEtjangeso IyoMvharerwa

Ruhasirongo	Ngodi: +264	Aderesi zo-Email
Oshana naOshikoto	+264 65 228800	oshana.oshikotocr@mha.gov.na
Ohangwena	+264 65-263022	ohangwena.cr@mha.gov.na
Kavango zoUtokero noUpumezuva	+264 66 255047	kavango.cr@mha.gov.na
Zambezi	+264 66 253350	zambezi.cr@mha.gov.na
Erongo naOtjozondjupa	+264 67 302184	erongo.otjozondjupacr@mha.gov.na
Khomas naOmaheke	+264 819510752	khomas.omahekecr@mha.gov.na
Kunene naOmusati	+264 65 251017	kunene.omusaticr@mha.gov.na
Hardap na/Karas	+264 63 242583	hardap.karascr@mha.gov.na

Ngodi +264 81951 0118

E-mail: National.CivilRegistration@mha.gov.na

Direktorata: Regista zaNavenye zoVatungimo, Edimbururo nEretesopo

Ose ngatu:

- **Sinta/wapeka mauzera gopomvharerwa:** madina, fani, evega lyehampuruko, esingonono lyorudivharwa, mauzera kovakurona monda zomazuva gatano (5) goyirugana siruwo oso mazuva gehampuruko monda zokwedi kumwe (1);
- **Sinta/wapeka mauzera pefano lyomutwe (ID):** madina, fani, evega lyehampuruko, esingonono lyorudivharwa, efano, esaino, unamvharerwa,



ruvara romeho nomusika monda zomazuva gatano (5) goyirugana, siruwo oso mazuva gehampuruko monda zokwedi kumwe (1).

- Esinto lyofani eli ali hepa kulidivisa monosaitunga dombudi nomosaitunga zepangero monda zomakwedi murongo-nambali (12).
- Didilika matamburoko monda zomazuva gatano (5) goyirugana konyima zokugwana mahundi gangoso.
- Tjangesa nonkwara monda zomazuva gatano (5) goyirugana konyima zokugwana nodokumende dokutunda komunamberewa gononkwara/gekwareko.
- Sinta marriage records within five (5) working days.
- Tjangesa etjangeso lyokuhulira lyonomfa monda zomazuva murongonane (14) goyirugana nsene kapi napa hena makonakono gongandi.
- Didilika matezo nonkwara monda zezuva limwe (1) pokugwana nompangera dokompanguro.
- Sinta mauzera gonomfa: mazuva gehampuruko, mazuva gonomfa, madina, fani, evega lyonomfa, esingonono lyorudivharwa, nkarero zononkwara monda zomazuva gatano (5) goyirugana.
- Gava evalipiko lyefano lyomutwe (ID) lyoSouth West Africa monda zomazuva gatano (5) goyirugana; ntani
- Gava nombilive depameko kuhamena nkarero zoyipimpo yomulyo noyidimbwiliso monda zomazuva gatano (5) goyirugana.

Ngodi: +264 81 951 0223 / 0009

E-mail: Civil.Registration@mha.gov.na / Civil.Register@mha.gov.na

Identity.Management@mha.gov.na



4.3 RUHA RWENOMENO VATUNDAYIRONGO NOUNAMVHARERWA

Direktorata: Enomeno lyoVatundayirongo noNomurudi

Ose ngatu:

- Nomena ehwiliro, ekaromo nepwagomo lyovantu poyiruwo nayinye.
- Konakona nonkango nkenye edi va rundurura ndi va hageka dokuhamena vanayirongo va hana asi paveta monda zomazuva gavalu (2) goyirugana konyima zokugwana ediviso lyangoso.
- Gava egwedereroko lyomazuva koNoperemeta doVadinguli doKuhwilira monda zomazuva gatano (5) goyirugana.
- Gava Nonzapo dEdimbwiliso monda zomakwedi gatatu (3).
- Kwata nokuzedilira vanayirongo ava va silika ngwendi moomu za yi singonona Vetagona zEnomeno Vatundayirongo, 1993 (Vetagona No.7 zomo-1993).
- Kwatakanesa yipangura yoMpanguro zoVatundayirongo nsene pa kara hepero.
- Tjida mosirongo vatundayirongo ava va silika monda zonovili nomurongo-ne nantantatu (48) ndi ngwendi moomu za yi nangwira Vetagona zoVatundayirongo, 1993 (Vetagona No.7 zomo-1993); ntani
- Tulisana po Yirugana yElipakerero kumwe noVakarelipo vamwe vEsikisomo Veta nsene pa kara hepero.

Ngodi: +264 81 9510357

E-mail: Namibia.Immigration@mha.gov.na

Magwanekero: Vanomeni noMurudi moMaruhasirongo

Ruhasirongo	Ngodi:	Aderesi zoEmail
Khomas, Omaheke naErongo	+264 81951 0200	central.imm@mha.gov.na



Omusati naKunene	+264 65- 251017	omusati.kuneneimm@mha.gov.na
Ohangwena, Oshikoto naOshana	+264 65- 2403193	North.imm@mha.gov.na
Karas naHardap	+264 63- 222115	karas.hardapimm@mha.gov.na
Otjozondjupa, Kavango zoUtokero noUpumezuva	+264 66- 255356	kavango.otjozoimm@mha.gov.na
Zambezi	+264 66-253350	Zambezi.imm@mha.gov.na

Direktorata: NoVisa, Noperemeta, Nopasporti noUnamvharerwa

Ose ngatu:

Gava novisa nonoperemeta ngomu yina kukwama ko:

- Novisa dokuhwilira mosirongo kovanamvharerwa woyirongo eyi va tambura pokuyasika mosirongo.
- Novisa dEpwizumuko/ noVadinguli ntani Novisa doKupita moSirongo monda zomazuva gatano (5) goyirugana.
- Visa zoyirugana (Peremeta zosiruwo sosisupi soyirugana) monda zomazuva gatano (5) goyirugana.
- Noperemeta doyirugana monda zomakwedi gavalali (2) ntani
- Noperemeta doKulironga monda zomakwedi gavalali (2).
- Kugava pasporti zaNamibia monda zomazuva gatano (5) goyirugana.
- Kugava unamvharerwa waNamibia:
- Pankoga (pantundiliro) monda zokwedi kumwe (1).
- Panonkwara, palitjangeso, nopapulisiro monda zomakwedi gatatu (3) konyima zokugwana mbilive zokunyoka unamvharerwa wosirongo peke; ntani



- Kugendesa ezumbaneso nenyoko lyounamvharerwa waNamibia monda zomakwedi gavalu (2) konyima zokugwana ediviso lyangoso, ntani etengwidiropo lyounamvharerwa waNamibia monda zomakwedi ntazimwe (6).

Ngodi +264 81 951 0071

E-mail: citizenship@mha.gov.na

4.4 RUHA: EGENDESO NOUGENDESI WOVATJWAYUKI

Direktorata: Marunone goPantu noYirugana yoMbatero

Ruhagona: Marunone goPantu.

Ose ngatu:

- Wapukurura nompunda dombungarugani monda zezuva limwe (1) lyoyirugana.
- Tulisa po ngendeseso zekuto moyirugana monda zomakwedi gatatu (3).
- Gava sinka komaudigu gononkedi donondona monda zokwedi kumwe (1) konyima zosihorokwa.
- Limburura komasivano gorunyegenyo monda zomazuva gatano (5) goyirugana konyima zokugwana rusivano rwangoso.
- Tulisa po nokurerupika edeuro lyokutameka yirugana kombungarugani zompe monda zokwedi kumwe (1) kutunda kezuba lyokutameka yirugana.
- Rugana mahundiro gekwafo lyopauhaku, egameno lyanavenye (*social security*), Mukuli gembo, no-GIPF monda zezuva limwe (1) lyoyirugana nsene nodokumende nadiye po di li.
- Rugana matondwedo gomauwa govarugani naga gEgameno lyaNavenye (*Social Security*) monda zezuva limwe (1) lyoyirugana nsene nodokumende nadiye vana di kakadeke ko.
- Tulisa po yigendo youkalinawa kukwama kalinda aka va pulisira.
- Pakera mbili ukalinawa wopamagano nopankarasano nsene pa kara hepero.



- Hagekesa po yirugana monda zezuva limwe (1) lyoyirugana konyima zokugwana ediviso lyangoso; ntani
- Toroka maganoveta kehundiro lyosilyo sombungarugani poopu ngoso ndi monda zomazuva gavalu goyirugana nsene kapi tuna kuvhura kugava elimburu poopu.
- Tulisana po Ehanguro lyoNompumbwe doMadeuro (TNA) konyima zankenye nomvhura ntatu (3) ntani/ndi nsene yi kara hepero.
- Tulisana po Eganokuliko lyoMarunone goPantu mwankenye nomvhura ntatu (3) ntani kalida kedueuro nkenye mvhura.
- Pakera mbili nokugava nkumbu komahundiro ga hana kuwapera gomadeuro monda zomazuva ntambali (7) goyirugana.
- Pakera mbili mahundiro gokuwapera gedueuro mwankenye sinanone nokugava nkumbu kuhamena nkarero zomahundiro monda zomazuva gatano (5) goyirugana konyima zosigongi sokomiti zomadeuro.
- Kuhanesa malizuvhasano gomadeurorongo gopavali monda zezuva limwe konyima zokugagwana

Ngodi +264 81 9510106/0105

E-mail: Human.Resources@mha.gov.na

Ruhagona: Mapukururo goPaunkurungukonentu

Ose ngatu.

- Gava yiruganeso nayinye yohepero yoMapukururo goPaunkurungukonentu (IT) mezuva lyokutameka yirugana.
- Limburura koyihorokwa nayinye nomahundiro gombatero monda zovili zimwe (1).
- Tulisana po mapunguro yirugana nkenye ezuva nankenye sivike ntani kunomena omu vana kurugana vamahina nkenye ezuva.
- Twikakana nokurongikida nomahina nadinye do-ICT momazuva gavalu (2) goyirugana konyima zokudigwana.



- Tulisa po yigendo yokudivisa eruganeso lyonomahina do-IT kombungarugani nsene pa kara hepero.
- Nomena erugano lyomakwatasano gopakonentu goUminisiteli nkenye.
- Gendesa nombapirapulisiro nadinye doyikwanokompiuta nkenye elima, makwedi gatatu (3) komeho zokupwa mulyo.
- Limburura koyinka yopaunkurungukonentu yokutunda komaruhasirongo mezuva limwe (1) lyoyirugana.
- Deura mbungarugani kuhamena yiruganeso yoyipe yonokompiuta monda zokwedi kumwe (1) kutunda kezuva lyeturomoyirugana ndi ehundiro lyangoso; ntani
- Nomena webusaiti nkenye ezuva nokuziwapukurura nkenye sivike ndi mezuva nsene pa kara hepero.

Ngodi: +264 81 9510007

E-mail: IT.Division@mha.gov.na

Direktorata: Yimaliva noYirugana yaNavenye

Ruhagona: Yimaliva

Ose ngatu:

- Rongikida eyerekoyimaliva lyouminisiteli monda zomazuva aga va gava.
- Gendesa nokunomena eruganeso yimaliva youminisiteli nkenye kwedi.
- Rongikida nondimbuli dankenye kwedi, mosinanone, nemelima kuhamena eruganeso lyeyerekoyimaliva.
- Divilisa esikisomo lyonomutungo dopaveta edi adi pitisire ndi kugendesa yimaliva negwano yiruganeso poyiruwo nayinye.
- Rugana Yimaliva yoMbatero zEmezuva (DSA) noyilipa yonzambi monda zomazuva gavali (2) goyirugana.
- Rugana mahundiro gorutayima monda zomazuva ronane (14) goyirugana.
- Rugana mauwa gomazuva gepwizumuko monda zomakwedi gavali (2) pokugwana ehundiro lyangoso.

- Divilisa epongeko, epunguro, netwarokombanga ntani edidiliko lyomarunone gokulisiga-siga goyiwizomo nkenye ezuva.
- Rongikida nokugava nondimbuli dopayimaliva/degwanesopo komuvarulikonakoni-ntoni kukwama momaruveze aga va nangwira; ntani
- Rongikida yifutwa yoyininke noyirugana; yifutwa yomosirongo monda zomazuva ronane (14) goyirugana ano yifutwa yoponze zosirongo monda zomazuva norombali nalimwe (21) goyirugana.

Ngodi: +264 81 9510068

E-mail: Finance@mha.gov.na

Ruhagona: Yirugana yaNavenye

Ose ngatu:

- Gava ugendero nepulisiro lyorugendo monda zezuva limwe (1) lyoyirugana.
- Pongeka nokugavera tumbapira tonolisensi domatuwa (*license disc*) monda zomazuva gatano (5) goyirugana konyima zokwedi kokupwa mulyo.
- Pinganesa tukarata domawoli twa zumbana monda zoyivike yivali (2).
- Divilisa ewapeko nepangero lyomatuwa monda zoyivike yivali (2) konyima zokugwana ehundiyo lyangoso.
- Tarurura nokutuma yilipa yokufuta (*invoices*) koruha royimaliva monda zomazuva gavali (2) goyirugana pokugwana ehundiyo lyangoso.
- Divilisa mahundiyo gomatuwa gopambunga (*pool vehicle*) kongarase zepangero nokomaruha gamwe kugarongikida monda zomazuva gane (4) goyirugana sinene tupu matuwa po ge li.
- Konakona matuwa komeho nokonyima zokugagava.
- Rugana nombapira domarandesio (*purchase order*) monda zomazuva gavali (2) koyirugana konyima zokugwana foroma zehundiyo eli va pulisira monda/momberewa.
- Konakona nodokumende donotendera monda zokwedi kumwe konyima zomazuva gehagero.



- Gavera yitundwamo yomoyigongi yokomiti zegwano yiruganeso (pc) mazuva gavali (2) komeho zosigongi sokomiti.
- Zereso nomberewa nkenye ezuva.
- Tulisira po mavaruro emona ngwendi moomu va yi nangwira monompangera depunguroyimaliva.
- Gava nokunomena emona nkenye ezuva.
- Tulisira po makonakono nkenye kwedi kuhamena ezokomeho lyoyirugana yetungo ntani
- Rerupika etungo lyomatungo gomape newapukururo lyomatungo aga ga kara po kukwama keganogendesolo lyouminisiteli neganokuliko lyonoprojeka dononene nokutulisira po yiruganawapukururo yoyisesu monda zokwedi kumwe (1).

Ngodi: +264 81 9510070

E-mail: General.Services@mha.gov.na

Ruhagona: Malitundakano goMbunga

Ose ngatu:

- Nomena yikwambudi nkenye ezuva.
- Hanesa mapukururo poopu tupu vana kugapulisira.
- Limburura komapuro govanambudi nombunga monda zomazuva gavali (2) goyirugana.
- Tunga nokukaresa po malitundakano kumwe novagusimbinga womonda nava woponze yiruwo nayinye.
- Zerura, popera, nokukaresa po Edina lyewa nefano lyewa lyouminisiteli poyiruwo nayinye; ntani
- Tulisira po malikwamo gokudingura goyiviyauko youminisiteli mwankenye sinanone.

Ngodi: +264 81 9510064

E-mail: Public.Relations@mha.gov.na



Direktorata: Ugendesi Vatiwayuki

Ose ngatu:

- Gava epopero nombatero kovapapali-uvando novatiwayuki pokuyasika mosirongo.
- Tjangesa vapapali-uvando navenye mezuva limwe (1) lyoyirugana pokuyasika mosirongo.
- Gava mapukururo goyivaro yovapapali-uvando novatiwayuki mezuva limwe (1) lyoyirugana nsene vana ga pura.
- Rerupika egawo lyomafano gomutwe (*id cards*) kovatiwayuki monda zomazuva ronane (14) goyirugana ano nodokumende domorugendo monda zomazuva gatano (5) goyirugana pokugwana mahundiro gayo.
- Twikira kugendesa edimbururo netjangeso lyovantu va hana nkarero (va hana unamvharerwa) nava va dirauka monda zosirongo (IDPS).
- Zerura makohononopo gatatu gokukarerera (epakerero novanamukunda, etengwido koyirongo lyopaharo lyavene, nokuvadirwira koyirongo yapeke) mwankenye sinanone.
- Rerupika etengwiro kosirongo lyovatenguli woVanamibia va tunde moyirongo peke monda zomazuva gavali (2) goyirugana kutunda kezua lyokugwana ediviso lyangoso.
- Rerupika etengwido lyovatiwayuki koyirongo yawo monda zokwedi kumwe (1) kutunda kezua lyokugwana ediviso lyangoso.
- Tulisira po mapuragero gokudivilisa nkarero zoutiwayuki (RSD) monda zokwedi kumwe kokuyasika mosirongo.
- Gava nkumbu zokuhamena nkarero zoutiwayuki monda zomazuva norontatu (30) goyirugana konyima zokugava ehundiro lyangoso.
- Gava nonzapo dopapali-uvando monda zomazuva ntambali (7) konyima zokuvadimbwira sirongo/mukunda.
- Gava noperemeta dokutunda mokamba zetambwiromo kovapapali-uvando novatiwayuki nkenye ezua.
- Gava mapukururo gokugwana mbatero zopaveta, ukanguki nerongo mezuva limwe (1) pokuhwilira mosirongo; ntani

- Twikira kugava mbatero zopagano nopankarasano kovapapali-uvando novatjwayuki.

Ngodi +264 81 951 0210 (Mberewankurona)

Ngodi +264 67 306 314 (Osire)

E-mail: Refugee.Headoffice@mha.gov.na / Osire@mha.gov.na



B) UPOROSI WANAMIBIA



1. EYI ATU RUGANA

Uporosi waNamibia kwa u tota po kukwama Artikeli 118 zEdiveta lyaNamibia ntani Vetagona zoUporosi zomo-1990, (Vetagona 19 zomo-1990) ngwendi moomu va zi sinta. Ruhagona 13 roVetagona kwa nangwira yirugana oyo yina kukwama ko:

MBEREWAZASIPEKTORANTONI GOVAPOROSI (IGP)

- Kupongaika, kutura kumwe, kukonakona, kuhangura nokuhanesa mapukururo/ukonentu.
- Kugava magano gopaveta nokurerupika masivano noyipangura yanavenye.
- Kugendesa Malitundakano goPauzuni, nokugava maruganenokwatesoko gopagendeso, pauhamutjanga nopasikisomoveta moyipimpo yopasirongo nopauzuni.



- Kukara ngosikwatakanesi pokatji kombunga noVaporosi Vanamibia pokuzerura nokupopera efanu lyElipakerero lyoUporosi; ntani
- Kukara ngositwagwanekedeso sopasirongo kumwe nomaudigu nagenye gElipakerero lyoVaporosi woKurwanesa po Ukorokotji moUzuni (INTERPOL).

MBEREWAZASIPEKTORAGONANTONI GOYIVIYAUKO (DIG OPS)

- Kukwatakanesa yiviyauko yokukandana po ukorokotji.
- Kugava makwafo goyirugana yomompepo/yonondira.
- Kukonakona nokukwatakanesa yiviyauko yokuhamena koukorokotji.
- Kupopera nokukunga nomurudi dosirongo, matungo gomulyo gepangero nomema gosirongo.
- Kupopera Vantu Vekuto lyEnene yomosirongo nava wopauzuni.
- Kugava maruganeno gombatero gokuhamena Mapukururo noMakwatasano goPaunkurungukonentu.
- Kugava makohononopo gopaukonentu komaudigu kupitira momakonakono goubangi nomavega goukorokotji.-
- Kudivilisa epopero lyomoyitaura.
- Kukonakona maudigu goukorokotji, magariro nononkareso donondona dovanamberewa wovaporosi.
- Kutulisa po yiviyauko yosiponga sosinene ntani
- Kunomena yicukisa kugusa ko komavega govakwayita.

MBEREWAZASIPEKTORAGONANTONI GEGENDESO (DIG ADMIN)

- Kugava mbatero zougendesesi noYirugana yEgawomagano kuhamena koyinka yEgendeso lyoMarunone goPantu, Eturopo Mafanaiko nEkuliko moNamPol nokudivilisa asi nompango nonongendesoveta va di zuvhe pauhunga, va di ture moyirugana nokudisongomena.
- Kugava Mbatero zEgendeso koVaporosi.
- Kukaresa po Egendeso lyouhunga lyoYimaliva mokuliza kumwe noNoveta noNongendesoveta edi adi Pangere Sikesa sEpangero.

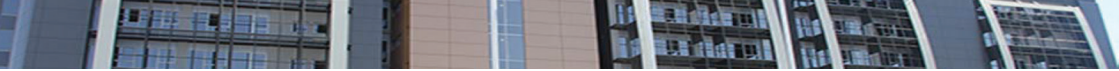
- Kutulisa po makonakono, kukwatakanesa maganoveta gekuliko, maganogendeso, kukonakona esikisomo yirugana nokugendesa noprojeka.
- Kugava nokukaresa po yininke noyirugana.
- Kugava yirugana yekwatesoko pagano nopankarasano, pampepo, paukanguki nokukohonona po mapirohetakano gorudivharwa mouporosi, ntani
- Kugava edeuro lyopatateko neli lyokuzeruka lyokuhamena kepopero noyirugana youporosi.

2. VARANDIYIRUGANA VETU

- Vakwetetu mekuliko noMalipakerero ga hana asi gEpangero
- Malipakerero goPauzuni, goPamukunda naga gomokatji koMapangero
- Vanambudi
- Vantuuntu
- Vazedilirwa vana kundindira epanguro
- Varugani wovaNamPol
- Numberewas, Mauminisiteli noMaukarelipopangero (OMAs)
- Nondango doParuhasirongo (RC) noMaugendeseni goNodoropa (LC)
- Malipakererongesefa gEpangero (SOE) naga goPaumwene/goKulikarera
- Vagaviyipako/Vagavimakwafo

3. ETUMBWIDIRO LYETU KWENI

Etumbwidiro lyetu kovarandiyirugana vetu kuna kara lyokugava makwafo gokusikilira mo, pasitambo gomulyo, an oose kurwamena kusikisa mo yitumbukira yetu monda zonomulyo detu dontjimantjima ngwendi moomu va hova kudilikida modokumende ezi..



4. ETUMBWIDIRO/NKARERO ZOMAKWAFO GETU

4.1 MBEREWA ZASIPEKTORANTONI GOVAPOROSI

Mberewa zoMunamberewakurona

Ose ngatu:

- Divilisa esikisomo lyoyiviyauko yopauzuni yokukwatesa ko mpora, (UN, AU no- SADC) poyiruwo nayinye nsene tuna gwana ediviso ndi ezigido lyangoso.
- Tameka neturopo magano, erongikido nekwatakaneso lyoyihepwa nayinye yoyipimpo yopasirongo ndi yopauzuni pokugwana ediviso lyangoso.
- Gava makwafo gonongendesesoveta kovanekuto woyirongo yoponze nava womosirongo ngwendi moomu va yi nangwira momavyukiso gonongendesesoveta.
- Tjanga yiuyungwa nomalizuvhasano nsene tuna gwana ehundiro lyangoso ndi va tu divide.
- Tjanga yitundwamo yoyigongi nokudivilisa egavero lyayo konomberewa dohepero monda zomazuva gavali (2) konyima zosigongi.
- Tjanga Ndimbuli zoVaporosi (zaNamPol) zElima nkenye elima nokudivilisa ehaneso lyazo patjangwa monda zosinanone saUvali nkenye elima lyoyimaliva, ntani
- Gava mbatero zopagendeso koMberewa zaSipektorantoni goVaporosi (IGP) yiruwo nayinye

Ngodi: +264 612093282/3876/3231 / Fax: +264 61 228533

E-mail: IGP@nampol.na



Direktorata: Vaporosi woMoyineya

Ose ngatu:

- Vareka kupongaika mauzera/mapukururo monda zezuva limwe tupu pokugwana ehundiro ndi ekonakono lyangoso.
- Tulisana po mahanguro goukorokotji womosirongo nkenye ezuva.
- Tameka nomakonakono gokulikarera mezuva limwe tupu pokugwana ehundiro lyangoso.
- Karesa po mpunguro zokuhamena vakorokotji, vakorokotji wokugazarera, vanzoni ava va hena, novanzoni ava va gwanena unzoni poyiruwo nayinye.
- Tulisana po nokugava makonakono gomatiliso nkenye kwedi.
- Ligavera mapukururo gokuhamena epopero kumwe novagusimbinga vakwetu poopu tuna gwana ehundiro lyayo.
- Kurongikida mahundiro nagenye gomakwafo nokutuma nkumbu zohepero koVaporosi vaNamibia ava va kara ngovakarelipo vaNamibia moyirongo yoponze monda zomazuva gatatu (3) goyirugana pokugwana ehundiro lyangoso; ntani
- Karesa po malitundakano kumwe novakarelipo vepopero ava va wiza moNamibia yiruwo nayinye.

Ngodi: +264 61 209 3391 / Fax +264 61 400617

E-mail: pid@nampol.na

Direktorata: Makwafo goPaveta

Ose ngatu:

- Divilisa asi matarururo gonondango noyipangura va yi manese monda zomazuva gavali (2) goyirugana.
- Zuvhisa ko vahameni wouporosi yininke yokuhamena veta mwankenye sinanone.
- Nkenye apa ngatu papara magano gokuhamena yinka yopaveta koMberewa zoMupangulintoni.

- Twikira kugava magano gopaveta koNamPol ndi nsene pa kara hepero.
- Fira sinka masivano govaporosi ngwendi moomu va yi nangwira mongendesoveta 31 va tura po kukwama vetagona zovaporosi, 1990 (vetagona no.19 zomo-1990).
- Tarurura yipangura yepisuro, mahagekeso gopokaruwo nonondango dewapero, ngwendi moomu va yi nangwira movetagona zovaporosi, 1990 (vetagona no.19 zomo-1990) ngwendi moomu va zi sinta monda zomazuva gatano (5) goyirugana pokugwana ehundiyo lyangoso.
- Tjanga malizuvhasano gonokondaraka, madiworokeso gomalizuvhasano (MOU) mokwedi kumwe ntani nodokumende dimwe dopaveta monda zomakwedi ntazimwe (6).
- Tarurura noveta konyima zosiruwo setarururo ndi nsene pa kara mpumbwe, ntani
- Rugana monondango edi da kara po, nokomiti nonombunga dopakaruwo nsene pa kara hepero.

Ngodi: +264 61 2093308 / Fax +264 61 220621

Email: legalservices@nampol.na

Ruhagona: Malitundakano goMbunga

Ose ngatu:

- Hanesa mapukururo ganavenye moomu tupu natu ga gwana.
- Tulisira po yiruganeso yopamakwatakano nopahanesotjango nkenye sinanone ndi nsene pa kara hepero.
- Kwateka yihorokwa yovaporosi nsene vana tu pura nokuyipungura nkenye apa.
- Tulisira po malikwamo gokupukurura mbunga nkenye sinanone ndi nsene pa kara hepero, ntani
- Twikira kunomena nondimbuli dovanambudi nokugava nkumbu kupitira moyikwanombudi yokulisiga-siga monda zomazuva gatano (05) goyirugana.



Ngodi: +264 61 209 3286 / 3470 / 3378/ 3894 / Fax: +264 61 22 0621

Email: PR@nampol.na

Ruhagona: Vaporosi woUzuni (*Interpol-NCB Windhoek*)

Ose ngatu:

- Ruganena kumwe nokukwatesa ko maudigu goukorokotji womosirongo nomouzuni gana hepa mbatero zopauzuni noMakonakono monda zomazuva ntambali (7) goyirugana.
- Rerupika elitambasano lyomapukururo nomaganogendeseso kumwe noVaporosi woUzuni (INTERPOL) moyirongo yousinda, Uhamutjanga waNavenye novahamenimo navenye kukwama konkarero zoMulyo 19 zo-INTERPOL monda zonovili 24.
- Tulisa po yigendo yokudivisa yiviyauko yovaporosi wo-INTERPOL kovahamenimo womonda nava woponze ruvali momvhura.
- Varera nokunomena vaheni nokutulisa po makwatakano gongendeseso zokuvatengwida koyirongo monda zonovili 24 konyima zokutambura ehundiyo lyangoso.
- Twikira kuhanesa mauzera goukonentu kovahamenimo monda zonovili 24.
- Gwanekedesa yigongi yopaveta yo-INTERPOL, AFRIPOL, SARPCCO no-SADC yikurugongi, yigongi yelipomagano noyiviyauko yomadeuro kukwama komarekero.
- Gwanekedesa nokutulisa po yiviyauko yopapakerero payirongo nopauzuni kumwe novahamenimo wopasirongo nsene tuna gwana ehundiyo lyayo; ntani
- Tulisa po madeuro gopayirongo nkenye kwedi.

Ngodi: +264 61 209 3269/3270 / Fax: +264 61 246 617

E-mail: ncbWindhoek@nampol.na

4.2 MBEREWA ZASIPEKTORAGONANTONI GOYIVIYAUKO (DIG-OPS)

Direktorata: Ekandanopo Ukorokotji

Ose ngatu:

- Rerupika yiviyauko yekandanopo ukorokotji nkenye sinanone ndi nsene pa kara hepero.
- Tarurura mahanguro gomatjiliso goukorokotji nkenye sinanone.
- Hangura nondimbuli doyirongo dokukandana po ukorokotji mezuva limwe tupu konyima zokudigwana nokugava magano monda zomazuva gavali (2) goyirugana.
- Divisira vantu navenye yip ova gave yirwisogona yawo nomauta gawo gomanunu nkenye elima ndi nsene pa kara hepero.
- Twikira kukaresa po mpunda zosivaro somauta mosirongo.
- Tjangesa mauta nokugava nombapirapulisiro (nolisensi) monda zomakwedi gatau (3) konyima zokugwana mahundiro.
- Kwatakanesa yiviyauko yonombunga dovaporosi wonkarapamwe yiruwo nayinye.
- Tulisira po yigendo yokudivisa uporosi wonkarapamwe nkenye apa nsene pa kara hepero.
- Rerupika ekuto moyirugana lyovaporosi wopokaruwo monda zomakwedi ntazimwe (6) konyima zokugwana mahundiro; ntani
- Divilisa asi vaporosi wopokaruwo va tameke nedeuro lyomoyirugana ure womakwedi ntazimwe (6) kutunda kezuva lyokuvakuta moyirugana nokunomena ezokomeho nkenye kwedi.

Ngodi: +264 61 209 3526 / Fax: +264 61 220621

E-mail: crimeprevention@nampol.na

Direktorata: Ekonakono IyoMaukorokotji

Ose ngatu:

- Tulisa po makonakono gomuhowo mezuva limwe nsene tuna gwana doketi (mpunda zomaheto).
- Manesa makonakono goukorokotji monda zomaruveze ogo gana kukwama ko:

Rudi roMpunda zoMaheto	Nkarero	Siruwo sokutura kumwe mpunda zomaheto
Maunzoni gomanunu	Musivani nomusimapekwa va divikwa kuvhura kuvagwana	Mazuva 7
	Musimapekwa kapi ga divikwa, ga divikwa nye nokuvhura si kumugwana	Mazuva 14
Maunzoni gopokatji	Musimapekwa nomusivani va divikwa kuvhura kuvagwana	Mazuva 14
	Musimapekwa kapi ga divikwa, ga divikwa nye nokuvhura si kumugwana	Mazuva 28
Maunzoni gomanene	Musivani nomusimapekwa va divikwa kuvhura kuvagwana	Makwedi 02
	Musimapekwa kapi ga divikwa, ga divikwa nye nokuvhura si kumugwana	Makwedi 04

- Tura kumwe yivaro yomaukorokotji nkenye kwedi, mosinanone nemelima.
- Hangura yivaro yomaukorokotji mosivike, kwedi, nemelima.

- Gava nkumbu komusivani kuhamena makonakono nkenye kwedi.
- Manesa egwano lyemona monda zomazuva gatano (5) goyirugana nokutwikira kunomena emona.
- Tarurura, kurayima nosinyetedo nokusindikira tuwe mezuva limwe tupu nsene tuna gwana ehundiro lyangoso.
- Tulisana po mazereso gopapopero gomavega gokawe aga va silika poyiruwo nayinye nsene vana tu hundire.
- Gava nonzapo doyininke yofandisa monda zokwedi kumwe, nonomora doindjina noyikwakwa yomatuwa nomatamba mezuva limwe (1) lyoyirugana.
- Tameka nepongaiko lyomapukururo/mauzerakonentu mezuva limwe nsene vat u hundira ndi tu yi lituntika; ntani
- Tulisana po makonakono govarandesi woyininke yofandisa nomavega va zugumina yikwavera nkenye kwedi.

Ngodi: +264 61 2093252 / Fax: +264 2093287

E-mail: cid@nampol.na

Direktorata: Elipakerero lyoMakonakono goPaunongononi lyoVaporosi vaNamibia

Ose ngatu:

- Ka gusa simpu pevega sina dogorokere monda zezuva limwe.
- Rerupika edimbururo lyosimpu nongendeseso zomadiviso gonomfa mezuva limwe tupu.
- Tulisana po makonakono getauro lyosimpu konomfa dopahansitwe monda zomazuva gatano (5) goyirugana.
- Pongaika yikonakonwa va ka yi hangure pakonentu monda zezuva limwe konyima zediviso.
- Kara mompanguro tu gave umbangi poyiruwo nayinye nsene vana tu hundire
- Hangura mafano gononyara monda zomazuva murongo (10) goyirugana.

- Gava nzapo zononkedi (*conduct certificate*) monda zomazuva gatano (5) goyirugana.
- Pongaika maumbangi pomavega goyihorokwa yiruwo nayinye.
- Tulisa po mahanguro gopaukonentu nokutjanga nondimbuli monda zomakwedi gatatu (3); Ntani
- Gava magano gopaukonentu nedeuro poyiruwo nayinye nsene vana tu pura ndi pa kara hepero zayo.

Ngodi: +264 61 209 4800 / Fax: +264 61 220621

Email: NPFSI@nampol.na

Direktorata: Yiruganakwafo yoNondira (yoMompepo)

Ose ngatu:

- Pakera sinka mahundiro goyiruganakwafo yomompepo/yonondira:
- Monda zovili zimwe (1) moVenduka
- Monda zonovili mbali (2), sinano sonokiometa 100 kutunda moVenduka
- Monda zonovili ntane (9), sinano sonokiometa 1000 kutunda moVenduka
- Gava yiruganakwafo yougendero womompepo poyiruwo nayinye nsene vana tu pura.

Ngodi: +264 61 209 3571 / Fax: +264 61 224288

E-mail: assd@nampol.na

Direktorata: Epopero IyoNomurudi noMatungo

Ose ngatu:

- Tulisa po ekungo lyonomurudi dosirongo poyiruwo nayinye.
- Tulisa po yiviyauko yokulipakerera nkenye sinanone ndi nsene pa kara hepero.
- Gava yiruganakwafo yepopero koMavega goNtjimatjima gEpangero yiruwo nayinye.

- Twikira kuhanesa mapukururo gokuhamena maukorokotji gokonomurudi nsenetuna ga gwana, tuna ga konakona ndi nsene pa kara hepero.
- Sikisa mo nongendeseso veta dopaUzuni nopaYirongo poyiruwo nayinye.
- Tulisa po uporosi womavega gomema nkenye ezuva.
- Twikira kutulisa po mahado gepopero kotupare tonondira; Ntani
- Tarurura nongendeseso depopero kotupare tonondira ruvali melima mokuliza kumwe nononkarero dElipakerero lyoNondira moUzuni (ICAO)

Ngodi: 061-209 4207 / Fax: 061 227069

Email: bipd@nampol.na

Direktorata: Epopero lyoVantu woMfumwa zoNene

Ose ngatu:

- Gava vakungi wopaumwene/vasingi koVantu woMfumwa zoNene yiruwo nayinye.
- Gava epopero lyoparutu/lyokukarerera poyiruwo nayinye; ntani
- Gava ekungo lyopayipangerapangera 24/7.

Ngodi: +264 61 209 4458 / Fax: +264 61 233908

Email: vipdp@nampol.na

Direktorata: Makonakono goNkareso zoVaporosi

Ose ngatu:

- Pakera sinka maudigu nagenye va rapotera vaporosi monda zonovili ne (4).
- Manesa kukonakona maudigu nagenye va rapotera vaporosi ngwendi omu yina kukwama ko:

Rudi roMpunda zoMaheto	Nkarero	Siruwo soKumanesa Mpunda zoMaheto
Maunzoni gomanunu	Nsene mugazarerwa ga divikwa	Mazuva 07
	Nsene mugazarerwa kapi ga divikwa	Makwedi 02
Maunzoni gopokatji	Nsene mugazarerwa ga divikwa	Mazuva 14
	Nsene mugazarerwa kapi ga divikwa	Makwedi 03
Maunzoni gomanene	Nsene mugazarerwa ga divikwa	Makwedi 03
	Nsene mugazarerwa kapi ga divikwa	Makwedi 06

- Pakera sinka maudigu gononkedi donondona ngwendi moomu va yi nagwira meganoveta lyomavyukiso gononkedi monda zomakwedi gatatu (3).
- Tulisa po yigendo yomadiviso nkenye sinanone; ntani
- Tulisa po mafukunyo kovahameni wo-NamPol ava vana kugazarera kurundurura, kuzerura, ndi kuvahanesa momatumo goponze zosirongo mezuva limwe tupu.

Ngodi: +264 61 2093266/3267 / Fax: +264 61 2093358

E-mail: pcid@nampol.na

Direktorata: Mapukururo noMalizuvhasano goPaunongononi /Paukonentu

Ose ngatu:

- Gava yiruganeso nayinye nomakwatasano nagenye gopaunkurungu wosinantani wo- ICT mezuva lyokutameka yirugana nsene asi direktorata vana zi divisa nomuzuva-zuva.
- Twikira kukaresa po yiruganeso nayinye yopaukonentu nomakwatasano gopaunkurungu.

- Gava nokugendesa mapopero nagenye gomapukururo gopaunkurungu poyiruwo nayinye.
- Gendesa nolisensi nkenye elima nokudiwapukurura nsene dina pu mulyo.
- Gava yiruganeso yo-ICT mezuva limwe nsene vana yi hundire.
- twikira kukaresa po webusaiti nomakwatasano gomonda (*intranet*).
- Gava mbatero zankenye ezuva poyitafuraruganeno.
- Limburura mazigido gopagenderera momazigido gongodi gatatu (3).
- Twikira kugava mbatero zo-ICT nkenye ezuva.
- Tulisira po yigendodiviso yeruganeso lyo-ICT monda zosivike ndi nsene pa kara hepero.
- Rongikidira varuganesi yiruganeso nayinye yo-ICT komeho zokuyiruganesa; ntani
- Gendesa nokunomena mafano ga-NamPol go-CCTV 24/7.

Ngodi: +264 61 209 3296 / Fax: 264 61 220621

E-mail: ictd@nampol.na

Direktorata: Eturomoyirugana lyoVeta zoNgendasano (Veta zomoYitaura

Ose ngatu:

- Twikira kutulisa po nopatorora domononkungwayirongo;
- Tulisira po nkenye ezuva makonakono gewapero mositaura nokukonakona eruganeso yikorwesa;
- Gava makwafo gomasindikiro poyiruwo nayinye nsene vana tu hundire;
- Tulisira po yiviyauko yokuyereka mugendo/siputa nkenye ezuva;
- Pakera sinka malimbwandakano gomatuwa noyitaura yokupatakana matuwa ngwendi omu yina kukwama ko:

Marudi goYitaura yoSirongo	Ruveze rwelimbururo
Monomukunda domonodoropa monda	Zonominute 30
Monomukunda doponze zodoropa (yitaura yanavenye) yoteya monda	Zonominute 60
Yitaura yogarawe	Nominute 120 (novili mbali)
Nomukunda dokomambo	Nominute 180 (novili ntatu)

- Tulisa po yigendo yokuronga epopero lyomononzira noyigongi yomadiviso nkenye sinanone; ntani
- Sikisa mo nonkarero dopauzuni depopero lyomononzira poyiruwo nayinye.

Ngodi: +264 61 209 3805 / 3809 / Fax: +264 61 231776

Email: traffic@nampol.na

Ruhagona: Enomeno lyoYicukisa

Ose ngatu:

- Sikisa mo noveta dokuhamena kerugano, epunguro, erandesio, etuto, eretomosirongo, epwagesomosirongo, ekaro monzira neruganeso lyoyicukisa poyiruwo nayinye.
- Tulisa po yiviyauko yomahado gepopero monda zonovili mbali (2) moRuhasingo Khomas ntani monda zomazuba gavali (2) momaruhasirongo gapeke pokugwana ehundiro lyangoso.
- Gava yirugana yosicukisa k9 poopu vana kuyipura.
- Pakera sinka yihoroka yonoboma, yicukisa va pira kucukisa, yiruhupwa yomoyita, yirwiso nomauta gomundiro kukwama kononkarero douzuni.
- Tjangesa, konakona nokupulisira varuganesi woyicukisa, varandesio woyininke yomundiro, varandesio woyininke youhungu, vacukisi, varugani nomanganzina novaruganesi yicukisa peke monda zomakwedi gatatu (3).
- Tura po makonakono gomavango goyicukisa noyigendero nkenye sinanone.

- Konakona yiponga noyihorokwa yokuhamena epunguro, etuto, epwagesomosirongo neretomosirongo, nerugano lyoyicukisa monda zomazuva gatano (5).
- Rugana matjilirokompanguro goyicukisa monda zomazuva ntambali (7).
- Gava nolisensi doycukisa, kuyirugana, nokuyipungura monda zomakwedi ntazimwe (6), ano doygendera monda zomazuva ntambali (7) goyirugana ano noperemeta monda zomazuva ntambali (7) goyirugana.
- Zeresa yicukisa eyi va pira kucukisa, yiruhupwa yomoyita noyirwiso monda zomakwedi gatatu (3) konyima zehundiro.
- Fira sinka maudigu nagenye gokuhamena yikwata yopamusi, yoparutjeno nayimwe ngoso monda zezuva limwe.
- Konakona yicukisa monda zomakwedi gatatu (3) komeho zokuyiruganesa; ntani
- Tulisa po yigendo yopambunga yokudivisa yicukisa nkenye sivike ano edeuro lyayo mezuva limwe tpu pokugwana ehundiro.

Ngodi: +264 61 2094213/ 2094250 / Fax: +264 61 301514

E-mail: windhoekexplosives@nampol.na

Ruhagona: Vaporosi woMbatero

Ose ngatu:

- Karesa po veta nompompa pomapongo ganavenye nsene pa kara nkohankohi poyiruwo nayinye ndi nsene pa kara hepero.
- Vareka kupapara vantu wokuzumbana nava wosiponga ndi vava vana kugazarera nsene tu gwana ediviso lyawo.
- Limburura komalikundo gounkwate wopasininiko nava wokuhara kuliponda, ekugo lyombatero, egwano yimpu nokugwana umbangi pokugwana ediviso lyangoso:
- Monda zovili zimwe (1) moVenduka
- Monda zonovili mbali (2), sinano sonokirometa 100 kutunda moVenduka
- Monda zonovili ntane (9), sinano sonokirometa 1000 kutunda moVenduka

- Sindikira marunone gosirongo aga va gamena novagazarerwa wosiponga pokugwana ehundiyo lyangoso.
- Gava egameno lyoyipangura posiruwo soyipangura yomaukorokotji gomanene novagazarerwa wosiponga poyiruwo nainye nsene vana tu hundire.
- Tura po madeuro govaporosi wombatero mwankenye sinanone ndi nsene pa kara hepero; ntani
- Tura po yiviyauko yokurwanesa uteroresme monda zovili zimwe.

Ngodi: +264 612093380/3446 / Fax: +264 61 255115

E-mail: specialreserveforce@nampol.na

Nosasiyona doVaporosi

Ose ngatu:

- Gava sinka komasivano nokoyihorokwa youkorokotji monodoropa nomomarukanda monda zonominute norontatu (30) ano konomukunda dokomambo monda zonovili ntatu (3) dediviso ndi dehundiyo.
- Tulisa po nopatorora nkenye ezuva.
- Paturura nokutjangesa yibofa/nonkango pangendeseso zouporosi wopaukonentu wosinantani nokutjangesa komake monda zovili zimwe (1) nsene tuna gwana ediviso lyangoso.
- Tarurura nokupameka nodokumende nkenye ezuva.
- Divilisa asi vagazarerwa ava va kwata nava va zedilira va horoke mompanguro monda zonovili norone nantantatu (48).
- Tjanga nondimbuli doyiponga mezuva limwe tupu nokugava evalipiko (kopi) monda zonominute norontatu (30) momazuva goyirugana nsene vana yi pura.
- Gava mbapira zezereso matuwa govarandiyirugana wokulikarera mezuva limwe tupu (1) lyoyirugana ano varandesi womatuwa monda zomazuva gavali (2) goyirugana ponosasiyona dimwe dovaporosi.

- Rugana mahundiro gononzapo domauta gomundiro nononzapo dononkedi donongwa monda zomazuva gatano (5) goyirugana.
- Gava nzapo zononkedi donongwa mezuva limwe (1) lyoyirugana pokugwana ehundiro lyazo.
- Twikira nokugombeka vanankarapamwe va lihamesere momaliyongo gokuhamena erwanesopo maukorokotji.
- Pungura mauta gomundiro mezuva limwe tupu nsene tu gwana ehundiro lyangoso ndi nsene pa kara hepero yipo va ga pungure mepoperoure wosiruwo esi va nangwira sokupira kupitakana pomazuva norontatu (30); ntani
- Pakera mbili ukalinawa wovagazarerwa vana kundindira mpanguro (nondya, epakerombili uhaku, esindikiro konompanguro, ukuhuki, ngo. ngo.) nkenye ezuva ano madinguro govanekoro nkenye Sondaha posiruwo sonovili edi va nangwira dokudingura.

Magwanekero: Vagavimpangera moMaruhasirongo

Ruhasirongo	NGODI: +264	FAKISI: +264	EMAIL
Erongo	064 219001	064 220621	erongo@nampol.na
Hardap	063 345036	063 242697	hardap@nampol.na
Karas	063 221814	063 222241	karas@nampol.na
Kavango zoUpumezuva	066 266301	066 255688	kavangoeast@nampol.na
Kavango zoUtokero	066 264101	066 264907	kavangowest@nampol.na
Khomas	061 2094217	061 2094407	khomas@nampol.na
Kunene	065 273185	065 273605	kunene@nampol.na
Ohangwena	065 264201	065 264208	ohangwena@nampol.na
Omaheke	062 566101	062 564830	omaheke@nampol.na
Omusati	061 209 3826	065 251862	omusati@nampol.na
Oshana	065 2235001	065 2236045	oshana@nampol.na

Oshikoto	065 2991000	065 246755	oshikoto@nampol.na
Otjozondjupa	067 3006001	067 302811	otjozondjupa@nampol.na
Zambezi	066 2627101	066 253895	Zambezi@nampol.na

4.3 MBEREWA ZASIPEKTORAGONANTONI GEGENDES (DIG-ADMIN)

Direktorata: Egendeso lyoMarunone goPantu-

Ose ngatu:

- Manesa ezeruro moyirugana lyovarugani wovanzi monda zomakwedi gane (4).
- Divilisa asi nomedaliye doyrugana va di rande nokudipa vagwani vado nkenye elima.
- Rugana marundururo govanayirugana monda zomazuva gatano (5) nsene nodokumende nadinye po di li.
- Rugana eteto ndi etjaruro po lyoyimaliva yokufutira uturo wopamberewa monda zomazuva ronantano (15) goyirugana kutunda kezuya lyokugwana mapamperekedo gangoso.
- Divilisa asi mavega gosiporongwa aga va divisa va kutire mo vantu monda zomakwedi gavali (2).
- Manesa ekutomoyirugana lyovaporosi wovape monda zomakwedi ntazimwe (6) konyima zediviso mavegarugana gangoso.
- Rugana mahundiro gokulivinduka kugwana nzambi komberewa zononzambi monda zomazuva gatano (5) goyirugana nsene nodokumende nadinye vana di kakadeke ko.
- Rugana mahundiro gokuhagekesa po kulivinduka kugwana nzambi monda zomazuva norombali (20) komeho zezuya lyokuhulilira lyoyirugana lyokuza mepwizumuko (mopensiyuni).
- Wapeka nompunda dopantu monda zomazuva gatatu (3) pokugwana ehundiro lyangoso ndi nsene hepero po.
- Kugava sinka komaudigu goyikara yoyidona monda zokwedi kumwe kutunda apa yina horoka;

- Limburura komarunyegenyo monda zomazuva gatano (5) goyirugana;
- Rugana mahundiro gomauwa govarugani monda zomazuva gavalali (2) goyirugana nsene nodokumende nadinye po di li.
- Rugana mahundiro gombatero zouhaku, egameno lyanavenye (*social security*) no-GIPF monda zomazuva murongo (10) goyirugana nsene nodokumende nadinye po di li.
- Gavera malikwamo aga va futira monda zezuva limwe lyokugagwana; ntani
- Rerupika edeuro lyokutameka yirugana kovarugani ava vana kutu/vana zerura/vana dirura monda zokwedi kumwe (1) kutunda kezuva lyetameko yirugana.

Ngodi: +264 61 2093289 / Fax +264 61 220621

Email: hcmd@nampol.na

Direktorata: Yimaliva

Ose ngatu:

- Rongikida nokutuma Eyerekoyimaliva lyo-NamPol monda zomazuva aga va tura po.
- Nomena nokugendesa eruganeso yimaliva yo-NamPol nkenye ezuva.
- Divilisa asi efutiro yoyininke noyirugana va li rugane monda zomazuva ronane (14) goyirugana.
- Rongikida nondimbuli nkenye kwedi, nkenye sinanone nankenye elima dokuhamena eruganeso lyeyerekoyimaliva.
- Divilisa esikisomo lyoVetagona zoYimaliva yEpangero noMavyukiso gEpungwisoyimaliva poyiruwo nayinye.
- Rugana ehundiro lyombatero zoyimaliva yezuva (DSA) noyilipa yonzambi monda zomazuva gavalali (2) goyirugana konyima zokuligwana.
- Rugana mahundiro gorutayima monda zomazuva gavalali (2) goyirugana.
- Rugana efuto lyomazuva gepwizumuko va pira kuruganesa monda zokwedi kumwe (1) kehageko yirugana; ntani

- Divilisa epongeko, epunguro netwarokombanga nediviso lyomaronone gokulisiga-siga goYiwizomo yo-NamPol nkenye ezuva.

Ngodi: +264 61 2093205/3473 / Fax: +264 61 228747

E-mail: finance@nampol.na

Direktorata: Efanaiko nEkuliko lyEganoveta

Ose ngatu:

- Tulisa po makonakono goyinka yovaporosi nsene pa kara hepero.
- Kwatakanesa ekuliko lyomaganoveta poyiruwo nayinye.
- Tarurura nobuke dovaporosi, noregista, noforomu nomaganoveta konyima zankenye nomvhura ntatu (3) ndi nsene pa kara hepero.
- Kwatakanesa etarururo lyomutungo gelipakerero konyima zankenye nomvhura ntano (5) ndi nsene hepero po.
- Rerupika etulisopo lyomaganogendeso makwedi ntazimwe (6) komeho zokupwa eganogendeso lina kara po kukwama komutungo ogu va pulisira.
- Rerupika etulisopo netarururo lyomafanaiko gelima kukwama kokalinda koNgendeseso zoUgendesi woYirugana (PMS).
- Twikira kurerupika eturomoyirugana lyomalizuvhasano geruganeno varandiyirugana nokuwapukurura nongendeseso dopangesefa.
- Nomena eturomoyirugana lyomafanaiko, malikwamo, noprojeka noyiviyauko mwankenye sinanone, ntani kutulisa po makonakono nsene pa kara hepero.
- Tura po makonakono gopayimaliva nopagendeso, kuhangura nondimbuli nokugava nkumbu nkenye sinanone ndi nsene pa kara hepero.
- Rerupika egawo netamburo mberewa ngwendi moomu va yi nangwira momavyukiso gepungwisoyimaliva, KA 12000 komeho zezuva lyokuhulilira lyoyirugana.
- Konakona elizokumwe lyelipakerero nomaganoveta, nongendesoveta, nonongendeseso poyiruwo nayinye.
- Kwatakanesa eturomoyirugana lyonoprojeka nsene pa kara hepero.

- Tura po madeuro gonoprojeka do-NamPol nkenye sinanone.
- Wapukurura mapukururo gonompunda domaheto nkenye ezuva.
- Paka kumwe ndimbuli kuhamena mapukururo gonoprojeka mokwedi nemelima; ntani
- Hangura nondimbuli kuhamena eruganeso lyoyimbangu yoyiturwapo nokugava nondimbuli donkumbu nkenye sinanone.

Ngodi: +264 61 2093250/3255 / Fax: +264 61 220621

Email: ppdd@nampol.na

Direktorata: Epaparo nEgwano lyoMarunone

Ose ngatu:

- Gava makwafo gomarunone monda zomazuva gatano (5) goyirugana.
- Gava yirugana yokuwapera monda zomazuva gatano (5) goyirugana.
- Gava ugendero nokugava epulisiro lyorugendo monda zezuva limwe tupu (1) lyoyirugana.
- Pongeka nokugavera nolisensi donompe domatuwa monda zomazuva gatano (5) goyirugana konyima zomazuva gehagero.
- Tuma mahundiro kombanga gokupinganesa tukarata tomawoli out twa zumbana monda zomazuva gavalu (2) goyirugana nokugava tukarata totupe monda zomazuva ntantatu (8) goyirugana.
- Rongikida nokugava yilipa yokurandesesa (*purchase orders*) yomawapaiko monda zomazuva gavalu (2) goyirugana konyima zokugwana ehundiro lyoyifutwa.
- Konakona yigendero komeho nokonyima zokuyigava.
- Rongikidira nondimbuli muvarulintoni nkenye sinanone nankenye elima.
- Tunga nokuwapukurura matungo govaporosi nsene pa kara hepero.
- Nomena nokukonakona ezokomeho lyonoprojeka dononene nkenye kwedi.
- Tura po mawapaiko gomanunu nkenye ezuva, mawapaiko gomanene mwankenye makwedi gatatu (3).

- Pakera sinka mawapeko gohararasi mezuva limwe/lyoolyo.
- Rongikida nondimbuli nkenye sinanone nankenye elima dokuhamena eruganeso lyeyerekoyimaliva.
- Pura yininke eyi va hepa kugwana mezaverero lyankenye elima nsene pa kara hepero komeho zehagero lyelima lyoyimaliva.
- Rongikida nondimbuli depaparo negwano lyomarunone nkenye sinanone.
- Karesa po emona nokurongikida nondimbuli nkenye elima.
- Rongikida magawo gomanzi gegwanomarunone melima monda zomakwedi ntazimwe (6) komeho zokuhaga mumvho goyimaliva.
- Gavera nodokumende domatjingiso noyitundwamo yoyigongi (*minutes*) mazuva gavali (2) komeho zosigongi sokomiti zokukonakona matjingiso.
- Konakona nodokumende domatjingiso monda zomazuva ronane (14) goyirugana konyima zomazuva gehagero.
- Pameka nokurugana nombapira domafutiro (*invoices*) monda zomazuva gatatu (3) goyirugana kutunda kezua lyokudigwana.
- Tulisira po nkenye apa moyinema nemelima evaruro lyemona; ntani
- Gava nokunomena emona nkenye ezuva.

Ngodi: +264 612093431/3311 / Fax: +264 61 220621

E-mail: procurement@nampol.na

Direktorata: Edeuro nEkuliko

Ose ngatu:

- Twikira kufanaika nokutulisira po ngendesesorongo zomadeuro nomalikhwamo nsene pa kara hepero.
- Konakona nokugava mulyo komalikhwamo gedeuro yiruwu nayinye konyima zokumana nkenye erongo.
- Tarurura ngendesesorongo konyima zankenye nomvhura ntano (5).
- Tura po nokurerupika madeuro gopatateko, gokuzeruka naga gokulikarera goupurori kukwama kokalinda komadeuro.

- Tura po yigongi kumwe novahamenimo kuhamena madeuro poyiruwo nayinye nsene pana kara hepero.
- Kwatakanesa yiviyauko yomaudano pasirongo nopauzuni kukwama kokalinda va tura po komaudano, ntani
- Rerupika madeuro goparutu kombungarugani nkenye sivike.

Ngodi: +264 61 209 3232 / Fax: +264 61 234250

E-mail: training@nampol.na

Direktorata: Rudivharwa noUkalinawa

Ose ngatu:

- Gava makwafo gouhakumwenyo moRuhasirongo Khomas monda zonovili 24 ano momaruhasirongo gamwe monda zomazuva gatatu (3).
- Gava mbatero zopampepo nekorangedo poyiruwo nayinye nsene hepero po.
- Tura po maruganeno gomadiworoko poyiruwo nayinye nsene vana tu pura.
- Tura po madinguro gokomambo nokosipangero moRuhasirongo Khomas monda zonovili 24 ntani monda zomazuva gatatu (3) momaruhasirongo gokukwama ko nsene vana hundire.
- Gava epakerombili lyouhaku noukalinawa wanavenye poyiruwo nayinye nsene vana tu pura.
- Tulisa po yigendo yokudivisa epakerero lyomarudivharwa nkenye sinanone ndi nsene pana kara hepero.
- Twikira kugavera nopamufurete dokuhamena ukalinawa.
- Kwatakanesa ehameno moyiviyauko yopasirongo nopauzuni poyiruwo nayinye nsene hepero po; ntani
- Divilisa elizokumwe noNdango zoYirugana yoUhaku moNamibia (HPCNA) poyiruwo nayinye.



Ngodi: +264-61-209 3890 / Fax: +264-61-220621

E-mail: gwd@nampol.na

Mberewa zoMunamberewakurona gEgendeso

Ose ngatu:

- Tulisa po nongendeseso doparugano dougendesi nomaganogendeseso nsene pa kara mpumbwe.
- Gendesa nondimbuli, ngendeseso zepunguro nkenye ezuva, ntani ngendeseso zepunguro yanare kukwama vetagona zepunguroyanare, 1992 (vetagona, 12 zomo-1992),
- Rerupika nokugavera malikundo gopatjango monda zomazuva gavali (2) goyirugana; ntani
- Karesa po ukuhuki wonkurumberewa zovaporosi nkenye ezuva.

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www.nampol.gov.na

C)

YIRUGANA YOMAWAPUKURURO (YOUNADORONGO)



1. EYI ATU RUGANA

Yirugana yoMawapukururo (yoUnadorongo) yaNamibia kwa yi Tulisa po kukwama Artikeli 121 zEdiveta lyaNambia ano kwa yi tota po noRuhagona 2 (1) roVetagona zoYirugana yoMawapukururo, 2012 (Vetagona No. 09 zomo-2012). Va rugane yirugana oyo yina kukwama ko:

MBEREWAZAKAMUSARANTONI

- Kugava makwatasano ganavenye noyikwambudi, makwatasano gopauzuni, nongendeseso veta nouhamutjanga yomalipakererongesefa.
- Kugazadara ezegururo/emangururo lyopayikara lyava va zedilira/vanadorongo.
- Kugava makwafo gopaveta naga gokupisura nonkedi koYirugana yaNamibia yoMawapukururo.

- Kupitisira, kukwatesa ko nokukwatakanesa Yirugana yoMawapukururo kuyivyukisa kesikisomo lyewa lyomaganogendeseso.

RUHAGONA: YIRUGANA YOMAWAPUKURURO

- Kugava egameno nepopero koYirugana yaNamibia yoMawapukururo.
- Kugava epakerombili lyouhaku kovanzoni, mbungarugani novanekoro vawo.
- Kuzangura nondya nokugava edeuro lyoyiviyauko younandima kovanzoni.
- Kukaresa po nokukulika matungo nomavegaruganeno.
- Kugava yirugana youkonentu wo-ICT momavega gEkuliko Nongendeseso, noNomutungo doMakwatasano goPaukonentu.

RUHAGONA: EGENDESO LYELIPAKERERO

- Kugava mbatero zougendesi nomakwafo gopagawomagano kuhamena yinka yegendeso lyomarunone gopantu monda zoYirugana yoMawapukururo (NCS) nokudivilisa asi nompango nonongendesoveta va di zuvhe ko mouhunga, kuditura moyirugana nokudisikisa mo.
- Kudivilisa ekuliko nedeuro lyombungarugani zoYirugana yoMawapukururo. Kukwatakanesa ekuliko lyomarunone gopantu nedeuro.
- Kukaresa po egendeso lyouhunga lyoyimaliva monda zoYirugana yoMawapukururo (NCS), mokuliza kumwe nonoveta nonongendesoveta da hamena koYimaliva yEpangero.
- Kukwatesa ko yiviyauko nekuliko lyo-NCS kupitira megawo lyomarunone noyirugana yekwatesoko.

RUHAGONA: UHAKUMWENYO NETENGWIDIRO MOMBUNGA

- Kukwatakanesa yiviyauko nayinye yokuhamena uhakumwenyo wovanadorongo.
- Kukwatakanesa yiviyauko nayinye yokuhamena kutengwidira mombunga vanzoni.

2. VARANDIYIRUGANA VETU

- Nombunga doUnamvharerwa
- Mbungarugani zomawapukururo
- Malipakerero gomapuliro
- Vantuuntu tupu
- Malipakerero goPauzuni
- Yipangura
- Yikwambudi
- Malipakerero ga hana asi gEpangero (NGO's)
- Vanzoni novazedilirwa/vanadorongo
- OMA's
- Nondango dopamaruhasirongo noNondango doNodoropa
- Malipakererongesefa gEpangero (SOE) noMalipakerero goKulikarera
- Vagavimarunone

3. ETUMBWIDIRO LYETU KWEN/KOGE

Etumbwidiro lyetu kovarandiyirugana vetu kuna kara lyokugava maruganeno gomawa gopasitambo, gomulyo; nokukondjera kusikisa mo yitumbukiro yetu monda zonomulyo detu dontjimentjima ngwendi moomu vana howo kuyilikida modokumende ezi.

4. ETUMBWIDIRO/NKARERO ZOMAKWAFO GETU

4.1 MBEREWA ZAKAMUSARANTONI

Direktorata: Mbungarugani zoNtjimentjima

Ose ngatu:

- Gava makwafo gonongendesoveta kovafumadekwa womosirongo nava wopauzuni ngwendi moomu va yi nangwira momavyukiso gonongendesoveta.

- Fanaika nokutulisa po yipimpo yo-NCS ngwendi moomu va yi nangwira momavyukiso gonongendesoveta.
- Tota po nokukulika pausesu Malizuvhasano goMakwatesoko (MOU) gane (4) monda zonomvhura mbali (2).
- Kara ngovakwatakanesi wo-NCS poyiruwo nayinye.
- Karesa po nodokumende domulyo delipakerero monda zomazuva gatatu (3) goyirugana.
- Retesa po nombilivembudi ruvali melima.
- Divisa mapukururo gokuhamena koupyakadi kovahamenimo womonda nava woponze monda zomazuva gavali (2) goyirugana; ntani
- Limburura komapuro goyifombudi monda zomazuva gatatu (3) goyirugana.

Ngodi: +264 61 284 6392 / +264 81 954 6010 / Fax +264 61 238 469

E-mail. central.staff@ncs.gov.na

Direktorata: Ndango zaNavenye zoKumangurura (Vazedilirwa)

Ose ngatu:

- Manesa makonakono, kutulisa po yipangura nokurugana mapamperekedo kwaKamusarantoni kuhamena vazedilirwa/vanadorongo vana wapere kuvamangurura pazaverero monda zomakwedi gavali (2) pokugwana mapukururo gokuhamena marongikido gangoso; ntani
- Manesa makonakono, kutulisa po yipangura nokupulisira vazedilirwa ava vana wapere ezaverero monda zomakwedi gavali (2) pokugwana mapukururo gomarongikido gangoso

Ngodi: +264 81 954 6204

E-mail. national.board@ncs.gov.na

Direktorata: Makwafo goPaveta noMavyukisonkedi

Ose ngatu:

- Gava magano gopaveta monda zomazuva gavali (2) goyirugana pokugwana ehundiro lyangoso.
- Limburura komasivano gomonda gopaveta monda zomazuva gatano (5) goyirugana.
- Limburura komasivano goponze gopaveta monda zomazuva murongo (10) goyirugana.
- Hangura nodokumendetjango domaganoveta monda zomazuva ronane (14) goyirugana.
- Hangura maudigu gomavyukisonkedi nomatjiliro kompanguro va ga gazudurure monda zomazuva gatano (5) goyirugana; ntani
- Twikira kurunga vanamberewa wodorongo kuhamena mavyukisonkedi.

Ngodi: +264 61 284 6249 / +264 81 954 6012

E-mail. legal.discipline@ncs.gov.na

Direktorata: Esilipikosikisomo, Enomeno nEkonakono

Ose ngatu:

- Rerupika etulisopo lyEganongendeso makwedi ntazimwe (6) komeho zokupwa mulyo Eganongendeso eli lina kara po kukwama komutungo ogu va pulisira.
- Rerupika etulisopo lyoMafanaiko gElima komeho zehagero lyokwedi kwaSitarara nkenye mumvho goyimaliva.
- Rerupika etulisopo lyoMalizuvhasano goYiviyaukosikisomo komeho zokwedi kokuho komumvho goyimaliva gokukwama ko.
- Divilisa asi etarururo lyoyiviyaukosikisomo li kare po monda zomazuva murongo (10) goyirugana kehagero lyankenye sinanone,

- Rerupika etulisopo lyoMalizuvhasano gEruganeno Varandiyirugana poyiruwo nayinye nsene pa kara hepero nokulitarurura konyima zankenye nomvhura mbali (2).
- Rerupika edimbururo lyonongendeseso donongesefa yipo pa wize marunduruko nsene hepero mokuliza kumwe nonomutungo edi va pulisira.
- Divilisa elizokumwe nononkarero do-NCS nonompango daMandela (Nompango doPausesu doNomuhoko doKulipakerera (UN) dokuhamena etekuro lyovanzoni) poyiruwo nayinye
- Tulisa po makonakono gomavega, nongendeseso noyirugana nkenye elima.
- Retesa po ndimbuli zomakonakono nokurugana mapamperekedo gomavyukiso gohepero monda zokwedi kumwe konyima zokumana makonakono.
- Tulisa po masikuroko gomakonakono mokutara komapamperekedo goyiviyauko monda zosivike simwe konyima zosiruwo esi va lizuvha.
- Rerupika etulisopo neturomoyirugana lyoyiruganeso nonongendeseso depongaiko lyomapukururo nkenye sivike, nkenye sinanone nankenye mumvho.
- Kwatakanesa eretesopo lyondimbuli zomavaraguro nkenye elima.
- Tura moyirugana nongendeseso dokugavera mapukururo kovahamenimo womonda nava woponze nsene pa kara hepero.
- Tarurura yiturwapo yomakonakono monda zomazuva murongo (10) goyirugana; ntani
- Hanesa mapamperekedo gomakonakono yipo pa kare mavuyukiso gohepero monda zokwedi kumwe.

Ngodi: +264 61 284 6102 / +264 81 954 6202

E-mail. performance.evaluation@ncs.gov.na

4.2 RUHAGONA: YIRUGANA YOMAWAPUKURURO

Direktorata: Egameno

Ose ngatu:

- Limburura komazigido goyimpagwa monda zonominate ntano (5).
- Fira sinka etjiliso nkenye eli vana rapota monda zonominate norontatu (30),
- Popera udimbwilisi worunone poyiruwo nayinye.
- Konakona mavega gomawapukwiliro (nodorongo) nkenye ezuva,
- Konakona mavega nkenye aga komeho zokugaruganesa vanzoni poyiruwo nayinye.
- Fukunya/hada nkenye muntu nomatuwa gana kuhwilira ndi kupwaga momavega gomawapukwiliro yiruwo nayinye.
- Tulisira po makonakono gegameno povahundili novagaviyiruganeso nsene pa kara hepero.
- Gamena vanzoni, vanamberewa woyirugana yomawapukururo novadinguli poyiruwo nayinye.
- Pakera mbili nokulimburura koyinka yovazedilirwa monda zomazuva gavalu (2) goyirugana.

Ngodi: +264 61 284 6364 / +264 81 954 6014

E-mail. security@ncs.gov.na

MAPUKURURO GOMAGWANEKERO GOVAGAVIMPANGERA WOMOMARUHASIRONGO

Ruhasirongo	Ngodi	Aderesi zoEmail
Katji noMbindakano	+264 61 284 6110/ +264 81 954 6208	central.southern@ncs.gov.na
Ruhasirongo Muzogopumezuva noMuzogotokero	+264 66 256 653 +264 81 954 7900	eastern.western@ncs.gov.na

MAPUKURURO GOMAGWANEKERO GOMAVEGA GOMAWAPUKURURO

Evegawapukururo	Ngodi	Aderesi zoEmail
Venduka	+264 61 284 6500 +264 81 954 6500	windhoek.cf@ncs.gov.na
Divundu	+264 66 259 500 +264 81 954 7800	divundu.cf@ncs.gov.na
Hardap	+264 63 341 1000 +264 81 954 6900	hardap.cf@ncs.gov.na
Evaristus Shikongo	+264 67 220 601 +264 81 954 7500	evaristusshikongo.cf@ncs.gov.na
Oluno	+264 65 283 600 +264 81 954 7600	oluno.cf@ncs.gov.na
Venduka Vakadi	+264 61 284 6737 +264 81 954 6700	Windhoekfemale.cf@ncs.gov.na
Mbaye	+264 64 283 900 +264 81 954 7300	walvisbay.cf@ncs.gov.na
Elizabeth Nepemba	+264 66-268 8300 +264 81 954 7700	nepemba.fc@ncs.gov.na
Lüderitz	+264 63 2082 00 +264 81 954 7150	luderitz.cf@ncs.gov.na
Gobabis	+264 62 577 700	gobabis.cf@ncs.gov.na
Omaruru	+264 64 573 200 +264 81 954 7450	omaruru.cf@ncs.gov.na
Swakopmund	+264 64 417 951 +264 81 954 7400	swakopmund.cf@ncs.gov.na
Keetmanshoop	+264 63-228 100 +264 81 954 7100	keetmanshoop.cf@ncs.gov.na
Grootfontein	+264 67 248 603 +264 81 954 7950	grootfontein.cf@ncs.gov.na
Evegadewiro IyaOmaruru	+264 64 573 300 +264 81 954 7200	ismahototrainingcollege@ncs.gov.na

Direktorata: Epakerombili uhaku

Ose ngatu:

- Gava epakerombili lyouhaku wopatateko novili 24.
- Tulisa po makonakono gomanene goukanguki wovanzoni wovape nava vana kurundurura tu tare mahamba getambasano naga gokupira kulitambasana nokukonakona uruvi/pagano monda zonovili norone nantantatu (48) pokuvatambura nokomeho zokuvamangurura.
- Gava erongo lyoukanguki womazego nomapukururo goukuhuki womazego pokuvatambura ntani rumwe melima.
- Gava erongo lyoukanguki monda zomakwedi gatatu (3) gokuvatambura pomavega gomawapukururo.
- Gava nokulikida mapukururo goyirongeseso pomavega gomawapukururo poyiruwo nayinye.
- Tulisa po malikwamo gokudivisa ukanguki ruvali melima ndi nsene pa kara hepero.
- Tulisa po makonakono gonondya noupungwiro nkenye ezuva.
- Tulisa po makonakono gankenye apa gombumbura gokuhameka koyinka youkanguki.
- Likaresera maudigu nagenye gomahamba poyiruwo nayinye.
- Gava makwafo gouhakumwenyo nomakonakono gopaharo lyamwene muntu monda zezuva limwe nsene varuganiuhaku po ve li.
- Gavera nomutji dokunangwira komavega nagenye gomawapukururo nkenye ezuva; ntani
- Tuma tukarata tonomutji edi va nangwira dina pili pomavega gomawapukururo nkenye ezuva.

Ngodi: +264 61 284 6113 / +264 81 954 6408 / Fax +264 61 223 606

E-mail: health@ncs.gov.na

Direktorata: Ezanguronondya

Ose ngatu:

- Sesupika mukosero gekaromodorongu pokuzangura nondya dongandi nkenye elima; ntani
- Gava maunongo gopakonentu kovanzoni moyiviyauko younandima nkenye ezuva.

Ngodi: +264 61 284 6914 / +264 81 954 6406

E-mail. food.production@ncs.gov.na

Ruhagona: Nofabilika doMavegawapukururo noNoprojeka doNonene

Ose ngatu:

- Rongikida nondimbuli dosinanone nedi domumvho kuhamena eruganeso lyoyimalivayereko.
- Rongikida mapongoroko gonotendera donoprojeka nsene pa kara hepero.
- Gava madeuro nkenye ezuva gomaunongokonentu gonompito dongandi doyrugana kovanzoni nsene vanava mangurura.
- Tulisa po makonakono gankenye kwedi gokuhamena ezokomeho lyomatungo gonoprojeka.
- Tulisa po makonakono gankenye sivike gewapeko lyomatungo.
- Fira sinka mawapeko gongandi gomanunu monda zomazuva gavalu ano mawapeko gomanene monda zokwedi kumwe.
- Rerupika etungo lyomatungo gomape nokuwapukurura aga ga kara po nkenye elima; ntani
- Divilisa erugano lyonongarase/mavegaruganeno nkenye ezuva.

Ngodi: +264 61 284 6909 / +264 81 954 6404

E-mail. correctional.industries@ncs.gov.na

Direktorata: Mapukururo noMazuvhasano goPaunongokonentu

Ose ngatu:

- Karesa po yiruganeso yomakwatasano gosinantani yopapopero yokuhuguvara poyiruwo nayinye.
- Gendesa nolisensi nokukaresa po malikwamo gopaukonentu nkenye apa.
- Pakera mbili mahundiro gekwafo govaruganesi monda zonominate norontatu (30).
- Vatera egwano lyomakwafo go-ICT monda zomazuva gavali (2) goyiruganakonyima zehundiro.
- Gendesa nokunomena erugano lyonongendeseso domakwatasano gopaukonentu poyiruwo nayinye.
- Tulisana po nongendeseso dononene monda zomalima gavali, ano nongendesesogona monda zomakwedi ntazimwe (6) nsene pa kara hepero ndi nsene va yi hundire.
- Hangura yihepwa yovaruganesi nkenye sinanone; ntani
- Deura mbungarugani zomawapukururo kuhamena nongendeseso donompe dopakonentu monda zomakwedi gatatu (3) kutunda kezuba lyeturomoyirugana.

Ngodi: +264 61 284 6132/ +264 81 954 6212

E-mail ict@ncs.gov.na

4.3 RUHAGONA: EGENDESO LYELIPAKERERO

Direktorata: Egendeso lyoMarunone goPantu (HRM)

Ose ngatu:

- Wapukurura Mpunda zoge zopaumwene kehundiro lyanyamoge monda zomazuva gatatu (3) goyirugana.

- Divilisa asi mavega goyirugana gomuporongwa aga va gava gombungarugani va ga zwide monda zomakwedi gavalali (2), ano aga va pira kugava va ga zwide monda zomakwedi gatatu (3).
- Manesa ekuto lyovarugani wovanzi wokudwara mudwarofano monda zomakwedi gane (4).
- Manesa yiviyauko yokuzerura varugani wokudwara mudwarofano gumwe monda zokwedi kumwe (1).
- Pakera sinka maudigu goyikara yoyidona govarugani monda zokwedi kumwe kutunda apa gana horoka.
- Limburura komarunyegenyo govarugani monda zomazuva gatano (5) goyirugana ano marunyegenyo govanamberewa ngwendi moomu va yi nangwira monongendeseso dokukohonona po marunyegenyo do-NCS.
- Divilisa ekuliko lyediwo lyovarugani wo-NCS kukwama kEganokuliko lyo-NCS lyoMarunone goPantu.
- Tulisa po madeuro getameko yirugana kovarugani wovape wo-NCS monda zokwedi kumwe (1) kutunda kezuya lyokutameka yirugana
- Rugana mahundiro gombatero zouhaku, epopero lyanavenye, mukuli gembo, no-GIPF mezuva limwe tupu (1) nsene nodokumende nadinye po di li.
- Rugana matondwedo gomauwa govarugani go- GIPF nEpopero lyaNavenye monda zezuva limwe (1) lyoyirugana nsene nodokumende nadinye po di li.
- Tulisa po marongo goukalinawa nkenye sinanone.
- Hagekesa po yirugana monda zezuva limwe (1) pokugwana ediviso lyayo.
- Toroka maganoveta kehundiro lyovarugani wo-NCS poopu ngoso ndi monda zomazuva gavalali (2) goyirugana nsene kapi tuna kuvhura kugava elimbururo posiruwo sooso; ntani
- Manesa ekuto lyovarugani wovanzi monda zomakwedi ntazimwe (6) konyima zetjingiso lyoyirugana.

Ngodi: +264 61 284 6364/ +264 81 954 6016

E-mail human.management@ncs.gov.na

Direktorata: Ekuliko nEpisuro lyoMarunone goPantu (HRDT)

Ose ngatu:

- Tulisana po Ehanguro lyoNompumbwe dEdeuro (TNA) konyima zonomvhura ntatu (3).
- Tulisana po Eganokuliko lyoMarunone goPantu lyonomvhura ntatu (3).
- Vatera nokutulisana po madeuro kukwama komanongonono gEhanguro lyoNompumbwe dEdeuro (TNA) monda zomukunduruko go-TNA.
- Kwatakanesa marongo gomasupi pamukunda, paruhasirongo nopauzuni monda zomazuva gatatu (3) pokugwana ezigido lyangoso.
- Gwana vadeuli ava va divikwa wokuvhura kufutira nsene pa kara mpumbwe.
- Tulisana po madeuro getameko yirugana kovarugani wovape wo-NCS mona zokwedi kumwe (1) kutunda kezuvana lyetameko yirugana.
- Gava mapukururo tuna gwana gokuhamena nompito dedeuro/derongo (Yimaliva yokulirongesesa/yigongi yelipomagano/Nosemina) kovarugani woMawapukururo monda zomazuva gatatu (3) goyirugana.
- Tuma mapamperekedo gepwizumuko yokulironga kwaKamusarantoni a ka pulisire kehagero yokwedi kwaMangundu (Novemba) nkenye elima.
- Gava nkumbu zomazuva gepwizumuko gokulironga kovahundili petameko lyankenye semesita.
- Vatera mahundiro gElirongo lyoKupakerera noYirugana (WIL) monda zomazuva gatatu (3) goyirugana.
- Divilisa ekuliko lyediwo lyovarugani wo-NCS kukwama kEganokuliko lyoMarunone goPantu lyo-NCS.
- Pakera sinka mahundiro gedeuro monda zomazuva murongo (10) goyirugana; ntani
- Gava Edeuro lyoPatateko koVadeurwa pokuvatambura kEvega lyEdewiro.
- Manesa madeuro gopambunga monda zomakwedi ntane (9).

Ngodi: +264 81 954 6240

E-mail human.training@ncs.gov.na

Direktorata: Yimaliva

Ose ngatu:

- Rongikida nokutuma Eyerekoyimaliva monda zomazuva aga ga kara po.
- Nomena nokugendesa eruganeso lyoyimaliva nkenye kwedi.
- Rongikida nondimbuli dokwedi, dosinanone nedi delima dokuhamena eruganeso lyoyimalivayereko.
- Divilisa esikisomo lyonomutungo dopaveta edi adi pangere yimaliva negwanomarunone.
- Rugana mbatero zekwafo lyoyimaliva yezuva (DSA) noyilipa yononzambi monda zomazuva gavali (2) goyirugana.
- Divilisa asi efuto lyoyininke noyirugana va li rugane monda zomazuva gatatu (3) goyirugana pokugwana mbapiratondwedo nsene asi awo vana limburukwa konompango nonongendesoveta.
- Zisa kumwe Mavaraguro goYimaliva yEmendindiliro neyi yEruganeso yo-NCS nkenye kwedi.
- Divilisa epongeko, epunguro, netwarokombanga ntani ediviso lyoyiwizomo yokutunda komarunone gokulisiga-siga za pongaika NCS nkenye ezuva.
- Hundira va mangurure yimaliva momazuva 20 gankenye kwedi yokuvhura kuruganesa; ntani
- Rongikida nokutuma Ndimbuli zElima koMuvarulintoni monda zosiruwo esi va nangwira.

Ngodi: +264 61 284 6289/ +264 81 954 6018

E-mail finance@ncs.gov.na

Direktorata: Egwanomarunone nEgendeso

Ose ngatu:

- Rongikida mapongoroko nomahundiro gegwanomarunone monda zomakwedi ntazimwe (6) komeho zomazuva gokuhulilira.
- Rugana mahundiro gokuranda monda zomazuva gavali (2) goyirugana nsene tuna gwana epulisiro lyoyimaliva yokuruganesa.

- Limburura komahundiro gomarunone monda zomazuva gatano (5) goyirugana.
- Divilisa asi mahundiro gomarunone ga limburukwe koyihepwa yopaveta.
- Tarurura nokutuma yimbapirafuto komberewa zoyimaliva monda zezuva limwe (1) lyoyirugana.
- Gava ugendero nepulisiro lyorugendo monda zezuva limwe (1).
- Pongeka nokugavera nolisensi domatuwa monda zomazuva gatano (5) goyirugana konyima zokwedi kwehagero.
- Rongikida nokugava nombapirampangera dokuwapekesa matuwa monda zoyivike yivali (2) nsene tuna gwana ehundiro lyayo.
- Konakona nokirometa domokwedi nomawoli gokuhupa mo.
- Konakona matuwa komeho nokonyima zokugagava.
- Divilisa asi nombilive domalikundo kudituma nokudigava nkenye ezuva.
- Tulisira po evaruro lyemona rumwe melima ndi nsene pa kara hepero.
- Gava nokunomena emona nkenye ezuva.
- Pa kare mulimburuli nongodi nkenye apa.
- Zeresira nombereka nkenye ezuva; ntani
- Gendesa nokuwapukurura nokondaraka dokugwana marunone nkenye sinanone.

Ngodi: +264 61 284 6933/ +264 81 954 6402

E-mail logistics.administration@ncs.gov.na

4.4 RUHAGONA: UHAKUMWENYO NETENGWIDIRO MOMBUNGA

Direktorata: Uhakumwenyo

Ose ngatu:

- Konakona yiponga/nompumbwe dovazedilirwa poyiruwo nayinye pokuvatambura.
- Hangura vanzoni mononkarero depopero kukwama komausili goyiponga yawo monda zomazuva norontane (90).

- Gava mavyukiso nouhakumwenyo nepitisiro patwikido ndi nsene pa kara mpumbwe.
- Twikira kurerupika nokukwatakanesa esikisomo lyeganotekuro lyomawapukururo.
- Gava epamperekedo lyovazedilirwa kondango zanavenye zemangururo makwedi gatatu (3) komeho zomazuva gokumangurura vazedilirwa pazaverero lyokuzura.
- Gava udivindanda woparugano kovazedilirwa posiruwo sawo sezediliro.
- Kwatakanesa nokurerupika elitjangeso lyovazedilirwa komavega gomalirongo nkenye elima posiruwo somalitjangeso.
- Twikira kugava Erongo lyoPatateko lyoKuzeruka lyoVakurona (AUPE) va wapukurure nompito dokuza komavega gomadeuro gounkurungu.
- Twikira kugava malikwamo gopasikwamo gedeuro lyomaunkurungu kovazedilirwa/vanadorongo.
- Kwatakanesa yirugana yerongo yokomaruha goponze nsene pa kara hepero.
- Twikira kukwatakanesa nokugava malikwamo goumbangi wokumonenena gouhakumwenyo kovazedilirwa mokusesupika siponga sawo nokuvawapaikira kemangururo lyawo.
- Kwatakanesa malikwamokwafo gouhakumwenyo gokutunda komaruha goponze nsene pa kara hepero.
- Twikira kugava uhakumwenyo woparutu nopankarapamwe kovazedilirwa.
- Twikira kugava makwafo gouhaku wopandunge nomakwafo gokulikarera gonompumbwe dovanzoni.
- Twikira kugava maruganeno gana kuliza nonongendesoveta dopasirongo nopauzuni kovazedilirwa wonompumbwe dokulikarera (vadinkantu novakadi).
- Gava makwafo gouhaku wopagano kovazedilirwa ngwendi moomu va yi nangwira meganoveta lyohaku lyo-NCS poyiruwo nayinye; ntani
- Kwatakanesa makwafo gouhaku wopagano/pauruvi gokutunda komaruha goponze nsene pa kara hepero.

Ngodi: +264 61 284 6205 / +264 81 954 6020

E-mail rehabilitation@ncs.gov.na

Direktorata: Etengwidiro moMbunga

Ose ngatu:

- Tulisa po malikwamo gomapukururo nkenye sivike.
- Dimburura nokutulisa po makonakono govanzoni ava vana wapere kukaruganena monkarapamwe nsene vana va gwana mazuva gatano (5) goyirugana.
- Tuma nondimbuli domakonakono gomalikwamo gewapero kompanguro monda zomazuva gatano (5) konyima zegwano unzoni.
- Dimburura vahamenimo monkarapamwe ava ngava kara ngovagavimakwafo gokuvatera etengwidiro mombunga lyokutompoka lyovanzoni nsene pa kara hepero.
- Divilisa asi vanzoni ava va tura mounomeni wonkarapamwe va sikise mo nonkarero dokuvamangurura nkenye ezuva.
- Tulisa po makonakono gokuhova kovanzoni navenye ava vana mangurura pazaverero ndi pasesupiko matengeko ngwendi moomu va yi nangwira mononkarero doparugano.
- Twikira kugava mbatero zohepero kovanzoni dogoro kemaso lyomatengeko gawo; ntani
- Gwanekedesa vanzoni komarunone gomonkarapamwe nsene pa kara hepero.

Ngodi: +264 61 284 6201 / +264 81 954 6022

E-mail reintegration@ncs.gov.na

NSENE TO GWANEKERE NOSE

Nsene to tu tonene ngodi

- Ose natu limburura ngodi zoge monda zomazigido 3;
- Ose ngatu ku tengwira pangodi monda zomazuva 2 nsene kapi tuna kuvhura kukupa elimbururo poopo.

Nsene to tu tjangere

- Ose ngatu ku limburura asi tuna gwana mbilive zoge monda zomazuva 2 goyirugana, kukupa efwatururo lyomu tuna lipyakidire noudigu woge, nokukudivisa asi siruwoke no ndindira elimbururo.

Nsene to tu dingura:

- Ose ngatu ku kwafa monda zonominate ntano (5) nsene ono livinduka kutudivisa.
- Ose ngatu limburura mapuro goge siruwo oso ono kara pwetu, nsene kapi tuna kuvhura, ose ngatu ku divisa asi morwasinke ntani siruwoke no vhura kundindira elimbururo lyokutunda kwetu.
- Nsene ono hara kukutuma kwapeke, ose ngatu yi ku rukanena pakutoona ngodi ndi pakutuma *email* nokukutumina evalipiko lyazo, nokukutumina edina lyomuntu ogu no gwanekera nendi, aderesi zendi nomauzera gomagwanekero gendi.

MAGANO GOGHE MULYO

- Ose kutwikira kurwamena kuwapukurura nonkarero detu. Mokuyirugana eyi, ose twa hepa kudiva asi rudi musinke romaruganeno/makwafo aga ono hepa;
- Ose kuna kutumbwidira kutura megano magano goge nsene tatu tura po nonkarero domaruganeno getu.
- Tu divisa nsene kapi ono hafere nkedi omu tuna kugava makwafo getu; ntani
- Tu pa mafwatururo goge yipo tu vhure kuwapukurura makwafo getu.

EYI TUNA KUHUNDIRA KOGE

Mulyo gomakwafo aga natu vhura kukupa kukwama koyininke yokulisiga-siga muna kwatere nomakwatesoko neruganenokumwe eli atu gwana kovarandiyirugana vetu.

Yipo nye ose kuna kukuhundira:

- kare mousili noporuveze mokugava mapukururo/mauzera goge koUminisiteli.
- sikise mo Noveta, Nongendesoveta noNongendeseso.
- tekure varugani vetu nefumadeko lyohepero.
- Tu pa mafwatururo goge yipo tu vhure kuwapukurura maruganeno getu.

Nsene to zogere nose, mepindi tuna kwata tu pa mauzera ogo gana kukwama ko:

- Madina goge nagenye, aderesi zoposa, nomora zongodi ndi zofakisi zoge noaderesi zoge zo-email.
- Gava esingonono lyokuzera lyosinka soge ndi lyonompumbwe doge.
- Kara nompunguro zokupungura udigu owo nomuntu ogu ko zogere nendi ntani mazuva novili omu muna yi zogere yipo tu vhure kuwapukurura maruganeno/makwafo getu.

NKUMBU, MAFWATURURO NOMASIVANO

Nsene ono kara nomafwatururo gongandi, yiturwapo ndi epuro kuhamena yiviyauko ndi makwafo goUminisiteli wa hepa kugwanekera no-:

YINKA YOMONDA ZOSIRONGO NOVATUNDAYIRONGO

Munamberewakurona goMalitundakano goMbunga

Ministry of Home Affairs, Immigration, Safety and Security
nEgamenno
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Manguruka kugwanekera nose momagwanekero getu goukonentu wosinantani:

<https://mhaiss.gov.na>

<https://www.facebook.com/MHAINamibia/>

<https://twitter.com/MHAINamibia>

<https://www.instagram.com/mhainamibia/>

VAPOROSI VANAMIBIA

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Public Relations Division
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C/O Jan Jonker and Galilei Street
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E-mail: PR@nampol.na

Manguruka kugwanekera nose momagwanekero getu goukonentu wosinantani:

<https://mhaiss.gov.na>

Facebook: @nampolforce

Instagram: @namibianpoliceforce

Twitter: @ForceNampol

YIRUGANA YOMAKWAFO GEWAPUKURURO

The Commissioner General
Namibian Correctional Service
Brendan Simbwaye Square
Private Bag 13281
Windhoek
Namibia

Ngodi: +264 61 284 6219

Fakisi: +264 61 238 469

E-mail: cg.office@ncs.gov.na

Website: www.ncs.gov.na

Ndi

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Nsene kapi ono hafere elimbururo lyokutunda koUminisiteli woYinka yoMonda zoSirongo, Vatundayirongo, Epopero nEgamenso kuvhura o hedere Mberewa zaNkuruminisitira

Nsene simpe kapi ono hafa, ove kuvhura kuhedera Mberewa za-Ombudsman.

NOKODE DOKULIGAVERA MAPUKURURO

TUNA KANDERERE TU PA NKUMBU



