



181 Gathemann Building, Independence Avenue, Private Bag 13378, Windhoek, Namibia  
☎ +264 61 285 7196 📠 + 264 61 256 715 Enquiries: Mufaro Nesongano @ MNesongano@nwr.com.na  
🌐 www.nwr.com.na

---

## OFFICE OF THE MANAGING DIRECTOR

### MEDIA RELEASE

## NWR embarks on voluntary separation exercise

**Windhoek, 18 October 2020** – One of Namibia's foremost tourism organisation Namibia Wildlife Resorts Limited (NWR) began a voluntary separation exercise to align its staff numbers in light of the impact that Covid-19 has had on the tourism sector. From 22 September 2020 up until 22 October 2020 NWR has provided its staff with an opportunity to separate from the organisation voluntarily.

The voluntary separation exercise comes on the backdrop of its Board of Directors and Senior management team, taking a 25% reduction in earnings. However, these efforts alone have not been sufficient to place the organisation in a better financial position. Therefore the NWR EXCO submitted a cost-cutting plan to its Board of which they approved. One of the measures in the plan was voluntary separation with the view of ensuring the sustainability of the organisation.

### **NWR is offering its employees who would like to separate voluntarily the following:**

- Two week's salary for every year of uninterrupted service as a severance pay-out.
- Any leave balances as at 30 September 2020, subject to a maximum of 60 days will be paid-out.
- Any accrued leave days above 60 days will be paid at 50% or half of the excess days.
- Any employee entitled to an annual birthday bonus, a proportion equal to the months since the last bonus will be paid out.
- One month's salary in lieu of notice.
- Total Pension Fund credit in line with the Pension / Provident Fund Rules / Laws
- Transport to the place of normal residence (within the borders of Namibia) for them and their belongings.

“Based on worldwide experiences, we are aware that it would be difficult for us to have the same staff profile pre-Covid. Most companies around the world have begun following the same trend to find ways of reducing their wage bill and other operational costs,” says Dr Matthias Ngwangwama, NWR Managing Director.

**//ENDS**



Mufaro Nesongano

Manager: Corporate Communications, Online Media and Sponsorships

Namibia Wildlife Resorts