

President's Report

ACEN AGM May 2025

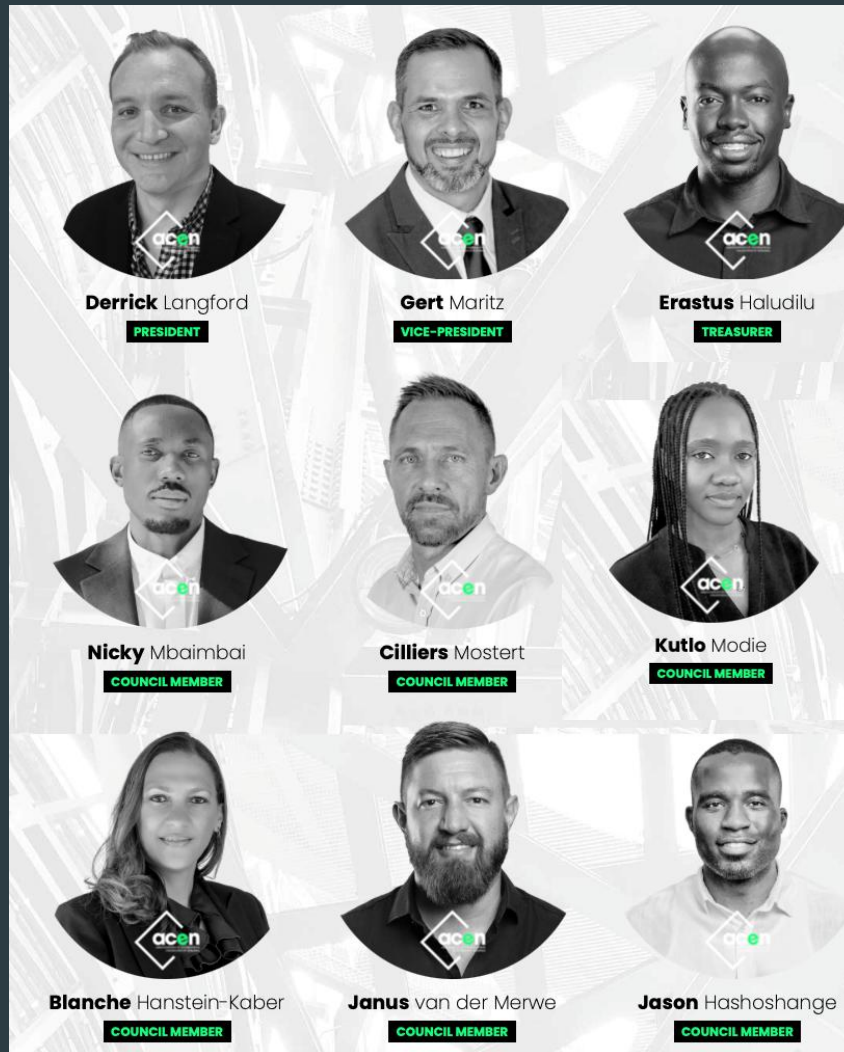
by Derrick Langford



Introduction



- ▶ Good Afternoon Ladies and Gentlemen and welcome to the 45th AGM of ACEN.
- ▶ Our council:



Day to day operations

- ▶ Ms Deoné Nel, Executive Secretary, takes care of all day-to-day operations and correspondence.
- ▶ I would like to thank **all Council Members** for donating their time, energy and expertise for the benefit of the association.
- ▶ **Special thanks to Deoné for her continued commitment and effort over the past years.**

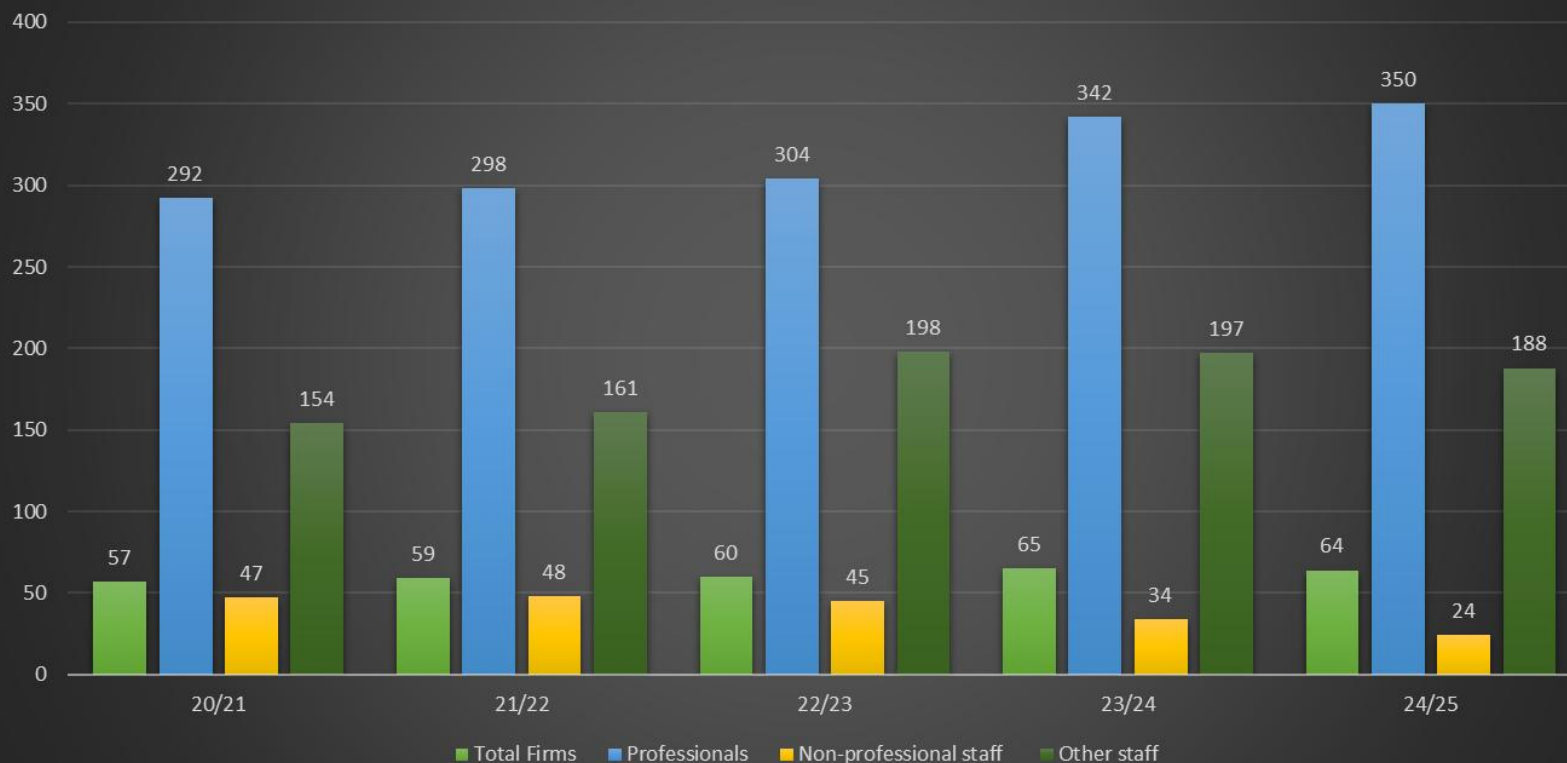
Day to day operations



- ▶ Continuous engagement with Ministry of Works on fee accounts, fee scales and other member concerns.
- ▶ Council meetings were held every month as far as possible to address ordinary business and to attend to matters as required.
- ▶ YCEN has been ramping up activities
- ▶ Instagram & Facebook pages are running smoothly with regular updates.
- ▶ ACEN newsletters are posted on these platforms as well as the website
- ▶ ACEN Members are requested to forward a post or post something themselves on the ACEN social media platforms regularly!
- ▶ ACEN Fee calculation constants and disbursements were updated.

Membership Information

ACEN Memembs Data



Year	20/21	21/22	22/23	23/24	24/25
Total Firms	57	59	60	65	64
Professionals	292	298	304	342	350
Non-professional staff	47	48	45	34	24
Other staff	154	161	198	197	188
Total Staff	493	507	547	573	562
Variance YoY	-11%	2.84%	8%	5%	-2%

Member Information



Members Changes

- Collection of Membership Fees 2025/2026 has been slow due to the new renewal process still in progress, payment for 20 firms are still outstanding.
- Nine (9) Firms made use of the ACEN Internship Incentive program in 2025 versus (7) in 2024. Please do your part in providing experience to future Namibian Engineers and make use of this benefit.
- One (1) Members voluntarily terminated membership.
- Two (2) firms are in the process of registration

Noteworthy activities

➤ Salary Survey was completed.



SURVEY RESULTS: A SUMMARY

MARKET AND ECONOMIC LANDSCAPE		SALARY TRENDS	FACTORS INFLUENCING SALARY CHANGES
DATA			
<p>The inflation rate is projected to decrease from 5.90% in 2023 to 4.90% in 2024.</p>	<p>GDP growth is expected to slow down from 4.20% in 2023 to 3.20% in 2024.</p>	<p>The overall salary increase for 2024 was 6.2% (excluding salary freezes), with a planned increase of 5.6% for 2025.</p>	<p>Executive management and professional staff saw a 5.3% increase in 2024, while support staff saw a 5.1% increase.</p>
			<p>The data shows that the main influencing factors on salary changes are:</p> <ol style="list-style-type: none"> 1. Stronger financial results, 2. Tighter labour market and inflationary pressures, 3. Changes in compensation strategy, and 4. Cost management concern.

Country	Description	Hourly Rate	Source
Botswana	Level 1	N\$ 1953.23	ERB Recommended Rates
Lesotho	Category D	N\$ 2 388	Government Recommended Rates – Uses SA Recommended rates
Namibia	Principal	N\$ 1 577.23	Government Gazetted Rate (capped)
		N\$ 3,373.00	WTW Salary Survey Nov. '24 (Survey done by ACEN Member firms). *Rate at 01 April 2025
South Africa	Category D	N\$ 2 388	Government Recommended Rates
Zambia	Category A	N\$ 3 790.64	ACEZ Recommended Rates

PARTICIPANTS



Noteworthy activities



➤ New ACEN Corporate Identity Launched

ASSOCIATION OF CONSULTING ENGINEERS OF NAMIBIA **CORPORATE IDENTITY**



COLORS

Black

■ #000000
R 0
G 0
B 0

Spring Green

■ #00ff7f
R 0
G 255
B 127

FONT

ITC Avant Garde Gothic Pro - Book

FONT VARIANTS

ITC Avant Garde Gothic Pro - Medium

ITC Avant Garde Gothic Pro - Bold

LOGO BACKGROUND APPLICATIONS



Image background



Black background



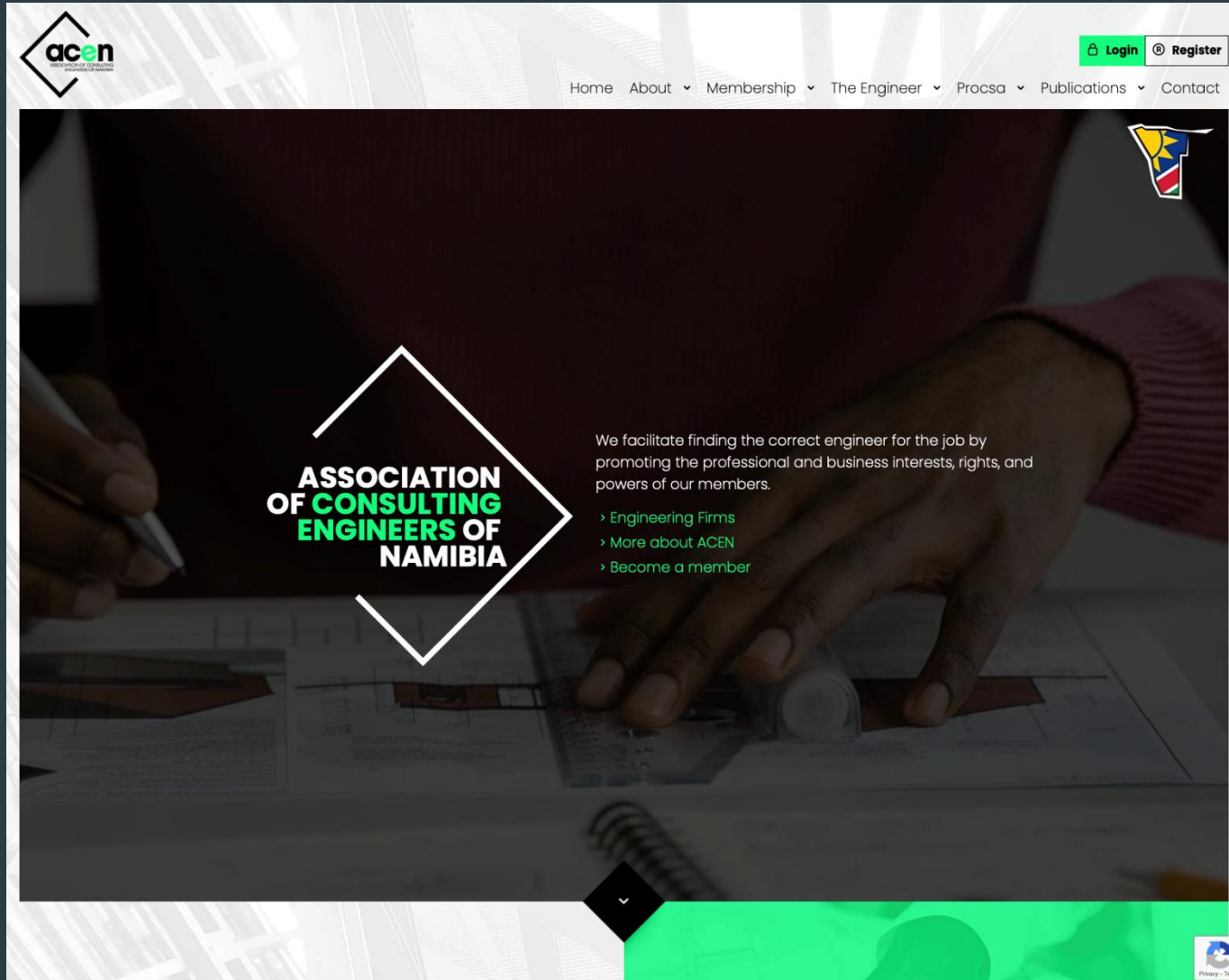
Spring Green background



White / Light background

Noteworthy activities

- New Website launched with **Annual Submission & Registration**



Noteworthy activities



- Second Strategic Planning Session was held

Goals 25/26 and beyond.



Strategic Goals –

Second Strategic Planning Session was held

1	OBJECTIVE: To promote the professional and business interest, rights, and powers of Members of the Association
	KEY RESULT 1: <i>Have contact with Chamber of Mines and Ministry of Mines to Promote the Consulting industry in the mining sector</i>

2	OBJECTIVE: To build influence in national and international affairs which affect members of the Association
	KEY RESULT 1: <i>Make contact with at least two comparable Associations</i>
	KEY RESULT 2: <i>Have contact with Ministry of Works to influence the importance of the Consulting industry in Namibia</i>
	KEY RESULT 3: <i>Engage relevant Authorities drafting the local content policies in Namibia to influence from ACEN perspective</i>

Goals 25/26 and beyond.

Strategic Goals

2	OBJECTIVE: To promote the advancement of Consulting Engineers and allied Professions
	<i>KEY RESULT 1: Engage EPA to understand the CPD drive</i>
	<i>KEY RESULT 2: Send out quaterly awareness e-mails to ACEN members to promote the importance of continious development of their professionals</i>
	<i>KEY RESULT 3: Promote mentorship programmes among our member firms</i>

3	OBJECTIVE: To enhance the collective reputation and economic viability of the Members of the Association
	<i>KEY RESULT 1: Make members aware of the benefits of the salary survey prior to the AGM</i>
	<i>KEY RESULT 2: Inform ECN and MoW on the outcome of the salary survey by the end of Q1</i>

Goals 25/26 and beyond.



Strategic Goals

1	OBJECTIVE: To encourage members to serve clients with professionalism, integrity, and independence of judgment
	KEY RESULT 1: <i>Conduct 3 sessions (webinar etc) through ACEN to promote ethics, professionalism and integrity within the fraternity</i>

2	OBJECTIVE: To promote a high standard for the conduct of Consulting Engineers and allied Professionals
	KEY RESULT 1: <i>Have the proposed changes of the Constitution adopted at the AGM by the member firms</i>

Was sent out for comments. None received.

Would like to put forward for adoption.....

Goals 25/26 and beyond.



Strategic Goals

1	OBJECTIVE: To assist Members to associate for the purposes of cooperation, mutual advantage, and consultation
	KEY RESULT 1: <i>Put a networking plan in place to enhance networking and collaboration</i>

2	OBJECTIVE: To promote Membership, ensuring that it is inclusive and representative of Consulting Engineers and Allied Professionals
	KEY RESULT 1: <i>Have 4500 followers on LinkedIn by end of 2025</i>
	KEY RESULT 2: <i>Have 9 LinkedIn posts per quarter</i>
	KEY RESULT 3: <i>Launch website and CI for ACEN by end of Q1</i>

Vacancies on council



- ▶ There is currently 1 vacancy on Council.
- ▶ Outgoing members are:
 - Janus v/d Merwe– We will miss you
- ▶ We are however very excited to announce new nominations:
 - Barnabas Mukaru – Electrical Engineer – Emcon
 - Jan A Swiegers – Civil Engineer – WCE (Co-op member)



Welcome to the ACEN Council!

Conclusion



- ▶ ACEN Council would like to express their appreciation for the support received from our Members and the **constructive participation** of some Members in critical issues and debate.
- ▶ Please keep on **supporting Council** for them to jointly keep on making a difference in our industry.

“Consulting engineering is more than technical expertise — it's about turning complexity into clarity, ideas into infrastructure, and ambition into action.”.

-ChatGBT

Thank you.

Questions?