

Enquiries: Petra Mayumbelo  
Email: Petra.Mayumbelo@namra.org.na  
Contact no: +264 811 62 3334

18 July 2023

Dear Prospective bidders

**SUBJECT: CLARIFICATIONS ON THE PROCUREMENT OF CONSULTANCY SERVICES FOR NAMRA PROVIDENT FUND – PROCUREMENT REF NO: CS/RB/NAMRA/01-3/2023**

This communique serves to provide clarification sought by prospective bidders pertaining to the services required by NamRA on the subject matter. The information below consolidates enquiries received from all prospective consultants in response to the bid invitation advertised on NamRA website and in various local newspapers.

1. please provide with the current total annual pensionable payroll for NAMRA employees.

**Answer 1: Remuneration Total Cost to Company for NAMRA employees N\$ 162,793,910.50**

2. In the document it stated that the rules of the Provident has already been approved by the board of trustees, can you please confirm the approved contribution rates towards the provident fund?

**Answer 2:**

Cost To Company effective provident fund contribution percentage

	Basic % of CTC	Total Fund Contribution %	Effective Provident Fund Contribution as% of CTC
Year 1	61%	10%	6.10%
Year 2	61%	18%	10.98%
Year 3	61%	25%	14.95%

Regards

**NB: The due date for bid submission is Friday, 21 July 2023 @11h00am Namibian Time. Due to the urgency of this service required, there is no extension to the due date. Shortlisted prospective bidders will have an opportunity to provide face to face presentations to the Board of Trustees and the Bid Evaluation Committee.**

Thank you once again.

Yours Sincerely,

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**MS. PETRA LISHO- MAYUMBELO  
MANAGER: PROCUREMENT**