

PUBLIC NOTICE

NATIONAL EMPLOYMENT AND SALARY PROTECTION SCHEME FOR COVID19

The National Employment and Salary Protection Scheme for COVID19 is an employment scheme designed in terms of section 37 of the Social Security Act No 34 of 1994. The scheme aims to combine the efforts of the Government of the Republic of Namibia (through the Ministry of Finance and the Social Security Commission (SSC)) firstly, to dissuade employers from retrenching employees in the short term and secondly to provide support for individuals who have suffered a loss of income as a result of the COVID-19 shock.

The Scheme consists of 2 Programs with the following objectives:

1. The **Employer Wage Subsidy Program**

Employers in selected hard hit industries under 3 sectors, namely Tourism & Hospitality, Construction and Aviation will be given support designed to **save jobs**. The program is driven by the following characteristics:

- a. Employers must be SSC registered members in good standing.
- b. Employers of affected industries will receive a subsidy based on their total wage bill, driven by an SSC contribution waiver and a cash injection from the state. The program will compensate staff relative to the actual wage bill.
- c. Prospective beneficiary employers should agree to not retrench staff for the 3 months in question (April, May and June) and should not be allowed to reduce staff salaries by more than 50%.
- d. Any benefits to be received will be netted against any claims the employer in question may have received from the state or other forms of compensation (FIDIC or insurance).
- e. Employers will be required to enter into agreements with the state to ensure compliance with conditions.

Some employers in selected additional sectors, namely manufacturing, Transport, Domestic and gardening workers, Retailers (non-food), Farming, Services and Entertainment are also eligible for the Contribution waiver and will be contacted directly by SSC to apply.

Employers who are outside of the selected sectors, but are affected by Covid-19 impacts and can provide proof in this regard can also apply for the contribution waiver, with applications to be considered on merit.

2. The **Affected Employees Program**

Low-income earners and employees in vulnerable employment are invited to apply for a grant designed to provide compensation for those who have lost income. This program is designed to provide a safety net for those who have been adversely impacted by COVID19.

Features include:

- a. Applicants should have been registered with the SSC as at 1 February 2020.
- b. Applicants should be able to prove loss of income related to COVID19.
- c. Applicants should earn less than N\$50,000 p.a.
- d. The benefit will be limited to 50% of monthly salary subject to a minimum of N\$1,000 per month for 3 months (April, May and June).
- e. Benefit will be net of other benefits received from the state (e.g. EIG)

Implementation

1. How will the registration process work?

- Applicants will apply to the SSC offices and provide information via electronic templates that will be available on SSC's website.
- Subject to qualification criteria, employers will be able to claim for either contribution waiver and/or cash injection and/ or on behalf of their affected employees.
- If for any reason employers cannot claim on behalf of their employees, such employees can submit an application at any SSC office countrywide with proof of loss of income.

2. What are the logistics of payment?

- Both Programs can start receiving applications within the first week of May 2020.
- Payments will depend on applicants' ability to provide required documentation on time.

NB. APPLICATIONS MUST BE SUBMITTED BY EMPLOYERS

For downloading of forms visit us at: www.ssc.org.na

For Enquiries call: 061-280 7080/ 7074/ 7077