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MASISI FACES SOE REVOLT

- Prominent Gaborone rallies against SoE on social media
- Domkrag MPs say the SoE has become an irritant
- Sec Gen says the courts will arbitrate
- UDC says it is on the side of transparency

FULL STORY ON PAGE 2



SECHABA LOSES P604M WITHIN A YEAR

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RISING DEATHS MOUNT PRESSURE FOR VACCINES ON GOV'T

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Masisi faces SoE revolt

- Prominent Gaborone rallies against SoE on social media
- Domkrag MPs say the SoE has become an irritant
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TEFO PHEAGE

Even before he can declare whether he will seek another extension of the State of

Emergency (SoE), President Mokgweetsi Masisi faces the possibility of an internal revolt.

Some MPs of the ruling Botswana Democratic Party (BDP)

say the SoE is increasingly becoming an irritant. Under hashtag “NO-TOSOE,” prominent Gaborone attorney Kgosietsile Ngakaagae has taken to social media to mobilise support to oppose another extension of the State of Emergency, should the President seek it.

“Let’s join hands and resist the arrogance and the contempt for democracy by President Masisi’s cabinet,” Ngakaagae rallies Batswana in his campaign. “Let’s be ready to receive the SSG sjamboks, and to lie down on the roads.”

“Let’s be ready for the water cannons and trucks. Without physical violence, let’s rise for the defence of our democracy and our constitution. Our MPs are... watery stools. There is no hope they can do anything.”

The lone activist says the country must begin a dialogue on passive resistance to the SoE: “We must discuss how this tyranny can be resisted and defeated, through non-violent means,” he presses on. “This government must not rest until constitutional order is restored.”

Ngakaagae accuses Masisi of turning into a dictator and urges the nation to refuse to be ruled by one man by decree for two years.

At the opposition Umbrella for Democratic Change (UDC), spokesman Moeti Mohwasa says they are aware of growing public calls for demonstrations. “Natu-

rally, the UDC is on the side of any initiative that is for justice, democracy, transparency and good governance” he told *The Botswana Gazette*.

“It is therefore a given that we will associate ourselves with such a call. Yes, in principle we are in support of the calls. To us public demonstrations are important because they allow for mass participation and freedom of expression.”

Meanwhile, the Secretary General of the BDP, Mpho Balopi, says he cannot say whether the President will seek another extension or not. “Such a matter has not yet been discussed or suggested by the health workers,” Balopi said in an interview.

Asked about mobilization for demonstrations on social media, he answered: “That is very unfortunate. Our belief is that the COVID-19 pandemic has imposed unfavourable conditions on us all. We must unite in this fight rather than against each other. We do take advice and reflect on suggestions, but the President makes decisions on the circumstances before him, some of which we may not be privy to.”

In the end, Balopi added, the judiciary remains the final arbiter in protests under a State of Emergency.

Rising deaths mount pressure for vaccines on Gov’t

- So far 1190 deaths registered
- Batswana perturbed by slow vaccination pace
- Gov’t blames vaccine hoarding by rich countries

TEFO PHEAGE

As families continue to lose their loved ones to COVID-19, pressure is increasingly mounting on the government to fast-track vaccinations. As at 28 June, a total of 157 288 individuals were vaccinated, 84 280 fully vaccinated. The Ministry of Health and Wellness anticipated that it would have vaccinated 80 percent of people aged 55 and above by end of July 2021.

After that the roll-out programme will transition to Phase Two, which is inclusive of adults aged between 30 and 54 years. There are 765 754 people in this category.

But the rise in deaths is fuelling criticism of the government and accusations that it is dragging its feet from many quarters, including MPs. The government’s response is that the greatest challenge facing the country is vaccine hoarding by rich countries and gaps in access and delivery of doses. More than 1,190 lives have been claimed by the pandemic.

The Minister of Basic Education, Fidelis Molao, yesterday revealed that teachers are dying in alarming numbers and should therefore be prioritised. Even so, he told Parliament that there are not enough vaccines for the purpose.

As Botswana’s desperation grew, the Minister of Foreign Affairs and International Cooperation, Dr Lemogang Kwape, last week pleaded with the Secretary General of the Commonwealth, Patricia Scotland to advocate



for fair and transparent distribution of COVID vaccines.

Scotland, who was in Botswana on a three-day-official visit, disclosed that 0.5 percent of life-saving vaccine doses have been administered in Africa while about 84 percent of shots were in high and upper-middle income countries.

Vaccination has been described as the only sustainable route out of the COVID-19 pandemic but sizeable numbers of people have not been vaccinated, especially the youth who now form part of COVID-19 victim statistics.

"The Sisiboy Magic is Dead," MPs warn President

- MPs want gov't to deliver on election promises
- Say a few development projects would make a difference
- Want regular interaction with Masisi

LETLHOGILE MPUANG

MPs of the Botswana Democratic Party (BDP) are concerned that President Mokgweetsi Masisi is losing popularity among Batswana to a point where the party's electability could be harmed in 2024, *The Botswana Gazette* has gathered.

In the 2019 national elections, the BDP's popular vote increased from the 47 percent in 2014 to 52 percent in a performance attributed mainly to Masisi's personal charm and appeal across all sections of the population.

However, MPs are said to have reportedly warned Masisi at a recent BDP retreat in Gaborone that declaration of the first State of Emergence (SoE) and the slow pace of implementing election promises have changed enthusiasm for the President.

Most MPs are reportedly worried that the President has grown out of touch with the situation in their respective constituencies. "He has admitted that he is not aware of some of our challenges," said one MP. "Because of this, we have agreed that we will meet with him every month to brief him on what is happening on the ground."

A key reprise is that the party has not done enough to implement its election promises. "It is almost two years since we won the elections but we have not done much to implement promises in our manifesto. We do understand the challenge of COVID-19 but we cannot always raise that as an excuse."

The Chief Whip of the BDP, Liakat Kablay, has confirmed that most MPs' concerns are centred on lack of development projects in their constituencies. "Our biggest concern is lack of development projects," Kablay, who is the MP for Letlhakeng-Lephephe, said.

"We promised our voters that development projects were coming and they voted for us in large numbers for that reason. We are aware that there is no money due to COVID-19 but some progress can still be made. The government could raise loans to fund some of the development projects that we promised Batswana."

Meanwhile, information reaching *The Botswana Gazette* is that MPs of the ruling party are not keen to extend of the SoE again and will oppose the motion if it reaches Parliament during this current sitting.

The IEC is Perfectly Independent - Mthimkhulu

Says IEC's link to OP is only administrative

SESUPO RANTSIMAKO

There is no need to temper with the current form of the Independent Electoral Commission (IEC) because it derives its independence from the Constitution of the Republic, the Assistant Minister of Presidential Affairs and Public Administration, Dumezweni Mthimkhulu, has said.

Responding to a question from the MP for Bobonong, Taolo Lucas, about whether there are plans to make the IEC a truly independent entity by detaching it from the Office of the President (OP), Mthimkhulu described the current status of the IEC as "unquestionable," adding that the link to the OP is only an administrative arrangement that has no bearing on the institution's independence.

Quizzed by Taolo if he is aware of the IEC's efforts to draft a bill aimed at making the institution "truly independent", the assistant minister answered that the draft bill of 2009 does not question the independence of the IEC. "This bill was not saying that IEC is not independent but was only saying that the independence should be looked at for enhancement," he said.

"The IEC independence is constitutionally guaranteed. Just because its staff is recruited by the Directorate of Public Service Management does not necessarily mean that it is not independent. The responsibilities of the IEC are as set out under Section 65(a) of the constitution."

Mthimkhulu added that perceptions that the IEC is not independent will be addressed during consultations for finalisation of the draft bill.

Interest Rates for July 2021



FNB

First National Bank Savings and Investments Rates

The following standard Savings and Investment rates will apply

Type of Deposit Account	Nominal Interest Rates(%)	Actual Interest Rates(%)	Minimum Opening Balance
	(Lowest - Highest)	(Lowest - Highest)	(Pula)
Current (Individual)	Nil	Nil	Nil
Call	0.025% to 0.025%	0.025% to 0.025%	1,000.00
Savings (Poloko)	0.10% to 0.75%	0.10% to 0.75%	500.00
Flexi Fixed (3 Months)	1.50%	1.51%	100.00
Flexi Fixed (6 Months)	2.50%	2.53%	100.00
Flexi Fixed (12 Months)	3.15%	3.20%	100.00
91-Days Fixed Deposit	0.75%	0.75%	1,000.00
6 Months	1.25% to 1.30%	1.26% to 1.31%	1,000.00
12 Months	1.30% to 1.90%	1.31% to 1.92%	1,000.00
24 Months	2.00% to 2.25%	2.02% to 2.27%	1,000.00
Over 24 Months	3.37%	3.42%	1,000.00
Prime Lending Rate	5.25%		

For term deposits the minimum amount is BWP 1 million to qualify for a special rate.

For more information please enquire at your nearest FNB branch or visit www.fnbbotswana.co.bw



PUBLIC NOTICE

The BANK OF BOTSWANA wishes to invite prospective bidders to tender for the following goods and services:

TENDER NO.	CONTRACT TITLE	SUBMISSION CLOSING DATE
BOB/2021/06/25	EXPRESSION OF INTEREST: CONSULTANCY FOR MODERNISATION OF THE BANKING HALL AND DIGITALISATION OF PROCESSES	July 23, 2021

Interested bidders may view the detailed requirements for Expressions of Interest on the Bank's website (www.bankofbotswana.bw) under "Current Tenders" from June 28, 2021. Those who wish to tender must pay a non-refundable fee of P350.00 (Three Hundred and Fifty Pula VAT inclusive). Payment modalities may be found in the detailed requirements on the website.

The Expressions of Interest submissions will be used to pre-qualify and short-list consultants to be invited for the full tender, in due course.

The Bank of Botswana supports a "Domestic Preference" procurement policy.

For specific inquiries in relation to the aforesaid tenders, bidders are advised to liaise with Project Officers listed under each tender and general inquiries should be forwarded to:

Mr Tshepo Matsila
Tel : +267 360 6117
Fax : +267 395 2349
E-mail : Matsilat@bob.bw

Ms Goitseone Onalepelo
+267 360 6321
Fax +267 395 2349
E-mail Onalepelog@bob.bw



President Dr Mokgweetsi Masisi paying homage to the founding president Sir Seretse Khama Statue at the Parliament garden in Gaborone. (Pic:PRESS PHOTO)

Truckers Park Their Vehicles After Alcohol Ban

50 employees of Paithal Group sent home

MPHO MATSHEDISO

The ban on alcohol will sink a lot of families into poverty, the Vice Chairman of the Kgalagadi Brewers Association Truckers Association, Michael Sefako, has said.

Speaking in an interview, he told *The Botswana Gazette* this week: "There is

going to be a lot of poverty and theft in our country because people will no longer be in a position to maintain their families. This is because everything we do in our daily lives requires money."

Sefako, who is the Managing Director of Paithal Group, said more than 50 employees of his company have already been sent home following the ban that

was imposed on 28 June 2021. "The ban on alcohol affects the whole value chain, from servicing trucks, paying for licence disks and employees servicing their funeral schemes," he noted.

He added that most of the more than 50 members of the truckers association have parked their trucks. Meanwhile, the president of Botswana Transport and General Workers Union (BTGWU), Gaebepe Molaodi, says the ban will result in the closure of the maker of opaque beer, Chibuku, which has 336 permanent employees and 112 temporary employees. Molaodi disclosed that 158 workers at Chibuku Tap have been compelled to go on forced leave following the closure of the facility.

She told *The Gazette* that the union is still considering what action to take following the ban. "We are still surprised

by the sudden ban on alcohol and we wonder how government wants to work with us," she said.

At the Botswana Alcohol Industry Association (BAIA), Acting Chairman Masegonyana Madisa says they will continue to engage the government through appropriate forums. "We hope to influence the government to adopt a more balanced approach," Madisa told this publication. He added that the alcohol industry is disproportionately targeted in the government's efforts to control the spread of the COVID-19 virus.

"We hope to influence the government to adopt a more balanced approach," Madisa told this publication."

The MP for Sefhare-Ramokgonami and Vice President of the Botswana Congress Party, Dr. Kesitigile Gobotswang, has slammed the ban on alcohol as ill-advised. "There is no scientific basis for it and it is killing an already limping economy," he said. "It is based on emotion and is not backed by facts on the ground."

Dr Gobotswang said the facts are that schools, not beer halls, are the worst affected. "The government must close schools, not bars and bottle stores," he asserted. "Delinquent liquor traders who do not comply with COVID-19 protocols are generally known and must be dealt with instead of painting everyone with the same brush."

"The government frequently closes the liquor sector because it is a soft target and they do it without proper consultation with industry actors."



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DEPOSIT INTEREST RATES as at 1st July 2021

TAX FREE Interest Rates



Type of Deposit Account	Nominal Interest Rates(%)	Actual Interest Rates(%)	Minimum Opening Balance (Pula)
	(Lowest - Highest)	(Lowest - Highest)	
Current (Individual)	NIL	NIL	NIL
Savings			
Sesigo	1.75% to 2.75%	1.75% to 2.75%	200
Ordinary	1.75%	1.75%	50
SAYE	1.25% to 2.00%	1.25% to 2.00%	200
Fixed Deposit			
3 Months	0.80% to 1.00%	0.80% to 1.00%	1,000
6 Months	1.40% to 1.75%	1.40% to 1.75%	1,000
12 Months	1.85% to 2.20%	1.85% to 2.20%	1,000
18 Months	2.25% to 2.55%	2.25% to 2.55%	1,000
24 Months	3.35% to 3.80%	3.35% to 3.80%	1,000
Prime Lending Rate	5.25%		

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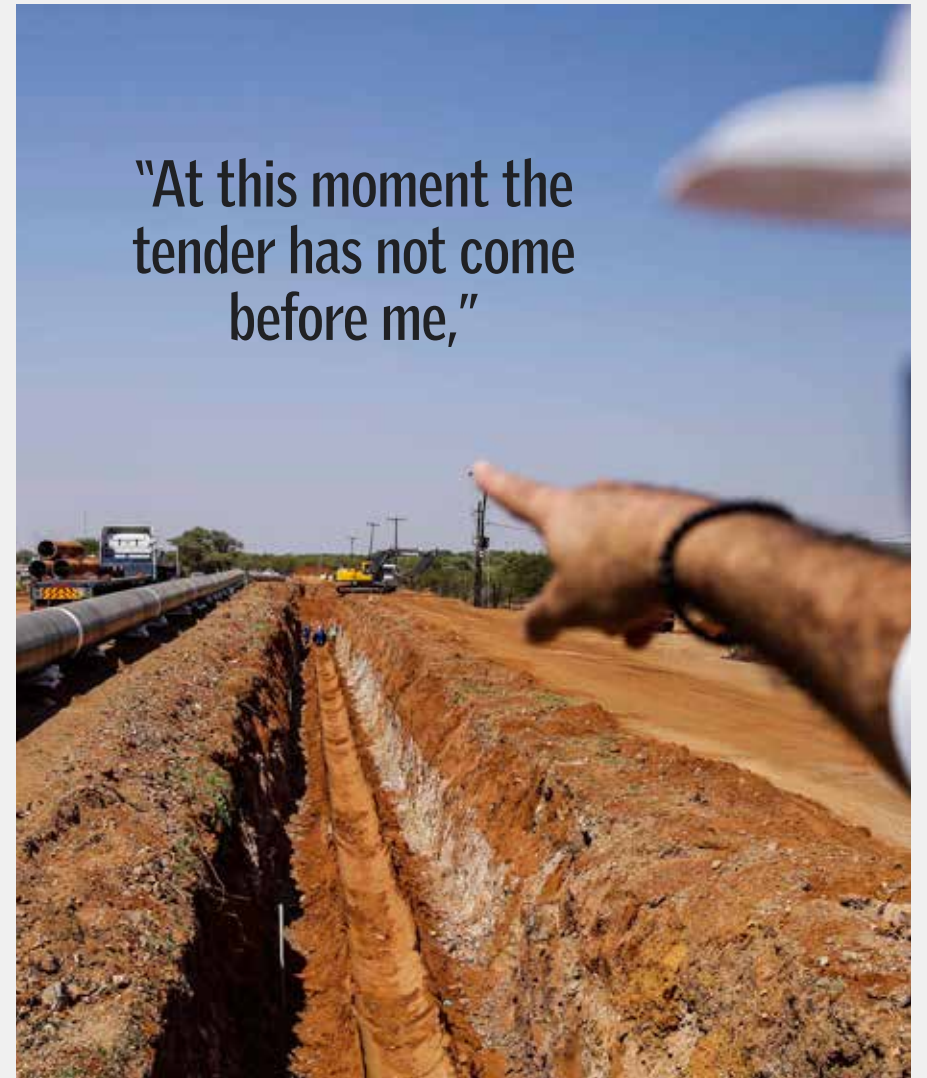
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P800m Moleps Water Tender due for Award

Project set to be submitted to Tender Management Committee



"At this moment the tender has not come before me,"

LETLHOGILE MPUANG

Water Utilities Corporation (WUC) is close to finalising the award for the much-awaited construction of the Gamonyane Pump Station-Molepolole NSC Connection Pipeline tender that is valued at over P800 million, *The Botswana Gazette* has established.

After almost more than 10 years since the government promised to provide a permanent solution to the water crisis in Molepolole and its subsidiary villages, the tender was advertised in September last year with the process expected to be concluded in April 2021.

According to information gathered by this publication, WUC engineers are close to concluding the due diligence process before referring the tender to the Tender Management Committee of the Ministry of Land Management, Water and Sanitation Services.

This process is meant to close all possible gaps identified from the recommendations made by a consulting engineer who was appointed by the ministry's Project Management Officers before the transfer of high capital water projects from the Project Management Officers to WUC.

The CEO of Water Utilities Corporation, Gaselemogwe Senai, told this publication this week that the tender was in the process of being submitted to the Tender Management Committee for approval of the recommendations.

"At this moment the tender has not come before me," he said. "As far as I am concerned, it is still with the projects director and project teams. I will only receive the tender once it has been finalised and I will be responsible for representing it to the tender management committee. I have not even seen any of the recommendations done by the consultant."

Once the tender is awarded, the project is expected to be done as an emergency and will be completed in 12 months. This tender was recently linked to a corruption controversy by the leader of the Umbrella of Democratic Change (UDC), Duma Boko.



VACANCIES

Radical Investments Pty Ltd t/a Flotek Pipes and Irrigation, a well-established PVC Pipe & Tank manufacturing company having operations in Lobatse, Gaborone & Ramotswa is looking for the services of qualified persons for the following vacancies.

Quality Assurance & ISO Manager

The ideal candidate should have a Diploma in Plastic Engineering or any Plastic Polymer related Diploma qualification with training on all ISO Standards implementation. The candidate should have a minimum work experience of 10 years in plastic manufacturing environment, managing Quality Assurance/ Quality Control Management System and ISO accreditation, training and implementation in a plastic pipe manufacturing environment, with specialisation in PVC/ HDPE/ LDPE Pipes and Fittings. The candidate must develop standards that guides and manages accreditation of Flotek manufacturing standards with SABS, BOBS, ISO and other Product Approval bodies. The candidate will be expected to develop and lead a team of Flotek ISO internal auditors, facilitate testing of finished products as per regulators standards and testing of raw materials as per international standards.

Electrical Maintenance Engineer:

The applicant should have a Diploma in Electrical Engineering/ Electronics & Telecommunication/ Industrial Electrical Engineering. The ideal candidate should have a minimum of 10 years work experience in Electronics and Mechanical Maintenance in PVC Pipe Manufacturing Industry. Knowledge and experience in working with AMC, Rollepaal, Theysohn and Kabra Extruders and downstream equipment is a must. The candidate should be able to handle independently trouble shooting on AC/DC Drives, PLC, and Display Screens. Knowledge of PLC Programming is a must. The candidate must have experience in synchronizing the downstream equipment with Extruders and other ancillary machines. The applicant should be willing to work in shifts and should be available on call.

Irrigation Engineering Manager

The ideal candidate should have a Diploma in Mechanical Engineering qualification or any related Diploma qualification. The candidate should have post qualification experience of 10 years, over 5 years of which must have been in a plastic manufacturing and designing environment working with irrigation systems. More importantly the candidate should have training on Netafim (world largest irrigation company) which Flotek is a local distributor for. The candidate will be expected to oversee the planning, designing, and managing construction of irrigation projects on behalf of Flotek customers. Liaising with customers to ensure after sales support for the irrigation equipment they bought from Flotek. The candidate will be expected to work on various shifts as the operation runs for 24 hours.

Interested Candidates: Please apply to,

The Human Resources Manager,
Radical Investments Pty Ltd t/a Flotek
P.O Box 10723, Lobatse.
Plot 2132, Woodhall Industrial, Lobatse.

Phone: +267 5332180, Fax: + 267 5333146

Closing Date :23-07-2021

GOV'T DISTANCES ITSELF FROM PREVIOUS PLASTIC LEVY

- Says it was illegal but won't be collecting it from businesses
- Warns that businesses are likely to raise prices because of official levy

KATLEGO RAKOLA

The government has iterated its position that it will not collect the levy previously charged by businesses for plastic bags because the surcharge legally sanctioned by any law.

This follows the coming into effect of a new 15 thebe plastic levy on 1st July.

The Permanent Secretary of the Ministry of the Environment, Natural Resources, Conservation and Tourism, Babusi Hill, told *The Botswana Gazette* this week that introduction of prices for plastic bags followed consultations on introduction of the levy. Hill said the ministry's responsibility is to collect 15 thebe for each plastic bag from manufacturers on the basis of the official levy which started on the first day of July this year.

"The money that people have been paying for plastic bags was not a levy but the industry introducing a price tax for themselves to recover their own costs," she said. "The government has now come up with a levy of 15 thebe per bag, which is going to be an additional cost to existing prices of plastic bags."

She added that the government is not sure if the industry will hike prices as a result. Hill believes it was after consultations that the industry developed pricing around plastics to prepare for the coming fee.



The only money to be accounted for and collected will therefore be from the time that the law on the levy became official.

Meanwhile, Managing Tax Consultant at Aupracon Tax Specialists, Jonathan Hore, has said businesses are likely to hike prices. Hore believes that prices should be taken down to 15 thebe now that there is an official law guiding the levy. The industry has been selling prices at between 25 and 50 thebe for several years. Because of this background, Hore says businesses are not likely to conform with laws but will most likely increase prices to about 65 thebe per plastic bag.

"It is quite possible that anybody who sells plastics might increase prices," he told *The Gazette*. "Under normal circumstances, you would expect prices to go down, but that is not common practice in business. They don't usually bring prices down because of a law."

He further said the levy if increased would likely affect low-income earners and the unemployed, while high income earners are not going to notice any change. Hore said the Levy will be collected from manufacturers and at points of entry when imported. Industry will not directly be approached for the fee. "The retailer is basically going to pass it on to the consumer," said Hore.

The levy joins a number of other administered prices which will continue to weigh heavily on consumers while benefitting the government through fighting pollution and raising revenues. Hore also warned against exorbitant hikes, saying there are complaints of instances where prices reach P1 already. He advised consumers to always check with authorities when under the impression that prices are not what they should be.



Deposit rates as at July 2021

Type of deposit account	Nominal rates	Actual rates	Minimum opening balance (BWP)
Current	0.00% - 2.48%	0.00% - 2.51%	50
Call	0.00% - 2.47%	0.00% - 2.50%	10,000
Savings	0.00% - 3.25%	0.00% - 3.25%	100
91 days fixed deposit	0.25% - 0.25%	0.25% - 0.25%	1,000
6 months fixed deposit	1.03% - 1.20%	1.03% - 1.20%	1,000
12 months fixed deposit	1.25% - 1.75%	1.25% - 1.75%	1,000
24 months fixed deposit	1.60% - 2.30%	1.60% - 2.30%	1,000
36 months fixed deposit	1.70% - 2.50%	1.70% - 2.50%	1,000
Prime rate	5.25%		

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The Botswana Vaccine Institute Ltd is a Botswana Government wholly owned company with a high international reputation. It is committed to the production of high quality livestock vaccines which are exported worldwide. Botswana Vaccine Institute is now seeking to recruit a qualified and experienced person to fill the following vacant position:

ICT OFFICER (Fixed-Term Contract - 6 Months)

Main Purpose of the Job
Reporting to the Finance Manager, the incumbent will implement the following:

1. Perform first-level diagnosis and troubleshooting support to end-Users and customers.
2. Receives calls and inquiries, provides support in accordance with established processes and document incidents and remedies
3. Provides maintenance of the computing environment by analysing requirements, resolving problems, installing hardware and software solutions.
4. Is responsible for ICT administration and internal support of the BVI desktops, laptops, mobile devices (tablets, smartphones, etc.), printers and related equipment.
5. Works under minimal supervision
6. Is responsible for the backup of all BVI IT processes.
7. Maintains and ensures the security of BVI Administrator's passwords
8. Provides technical advice on all matters related to the procurement of IT equipment and software.

Key Performance Areas

1. Optimal availability of ICT installations and services thereon
2. Incident Management
3. Customer Service

Position Requirements:

1. **Education:**
 - A relevant ICT Degree is required.
2. **Professional/Technical:**
 - ITIL V3 Foundation required
3. **Experience:**
 - Minimum 5 (five) years' experience as a support IT Officer:

- Supporting network infrastructure in LAN and WAN
 - Supporting Windows Desktop (in particular Windows 7 & 10 or later)
 - Supporting Microsoft Office Suite (Office 2013 and later)
 - Supporting Office 365 technology or later
 - Supporting using remote access tools
 - Supporting hardware, in particular personal computers, telephones, laptops, audio and visual equipment, printers and mobile devices (tablets, smartphones, etc.)
 - Knowledge of firewall, virus management and network security
 - Customer service experience in a Service Desk environment
- 4. Competencies:**
- Takes a disciplined approach to problem solving
 - Team player; involve peers in discussing possible solutions and contributing factors
 - Combine fact and evidence with judgement and intuition to develop the best solution
 - Seeks opportunities to develop skills and knowledge and attend appropriate learning activities and transfer knowledge to users
 - Has energy and drive - is results driven
 - Sets personal goals and strives to achieve them
 - Has a commitment to following through; believes in own ability to achieve
 - Organised and systematic
 - Arranges time and tasks so that all activities can be delivered when required
 - Has relevant ICT information available for those who need it.

Applications with certified copies of certificates and CVs containing two names of referees and their contact details should reach the address below not later than **15th July 2021**.

**Human Resource Manager
Botswana Vaccine Institute
Plot 6385/90 Lejara Rd. B/Hurst Industrial
P/Bag 0031
Gaborone.**

NB: Only shortlisted candidates will be responded to.

Whither the Citizen Empowerment Bill?

Bill yet to reach Parliament

LETLHOGILE MPUANG

President Mokgweetsi Masisi and his cabinet appear to be far from finalising the Citizen Economic Empowerment Bill. The ruling Botswana Democratic Party has come under fire from the opposition for failing to include citizens in the mainstream economy after more than five decades of in-

dependence. In response, President Masisi has conceded that the country's economy is not in the hands of indigenous citizens and promised sweeping changes if his party was returned to power, which it did in the general elections of 2019.

Ahead of the declaration of the first state of emergency (SoE) in April 2020, Masisi told the nation



Unitrans Botswana is a diversified supply chain solutions company serving the Botswana market. Our highly successful business model incorporates innovative design, implementation expertise and the continuous delivery of world class supply chain solutions for our customers. We require the services of Botswana citizens to fill the following position tenable at our Head Office in Gaborone.

INDUSTRIAL RELATIONS PRACTITIONER

Reporting directly to the Human Resources Manager, the incumbent must possess the following qualifications:

Bachelor's Degree in Human Resources Management, Industrial Relations or equivalent qualification. Training and experience in industrial relations, including a sound knowledge and experience in practice of labour law is essential.

Key Performance Areas

- To provide high quality industrial and employee relations services and support to all Unitrans staff and management in order to foster a harmonious Industrial Relations Climate.
- Analyses IR trends and recommends proactive solutions to Departmental Heads and Managers.
- Assists in formulation and updating policies and procedures to ensure best practice.
- Interprets company policies and procedures to line management and employees to ensure sound industrial relations and equitable application of company policies and procedures.
- Undertakes regular visits to departments to identify areas of potential disputes and grievances.
- Provides technical and professional advice to line managers and employees during disciplinary hearings to ensure compliance with labour law, company policies and procedures and fair resolution of complaints.
- Records proceedings during internal disciplinary hearings and avails records to all concerned parties within the stipulated time.
- Prepares case files for labour disputes and industrial court cases and represents the company to lead evidence.
- Counsels employees to prevent recurrence of transgressions for cordial working relations, documents and files counselling records to facilitate follow ups.

Key Skills and Competencies

- Knowledge of Industrial Relations best practices
- A proven track record of labour law practice
- Excellent leadership Skills
- Interpersonal and Communication skills
- Time Management
- Problem Solving
- Computer literacy with a good working knowledge of Excel, MS Word and PowerPoint;
- A passion for working with Safety, Health, Environment & Quality Systems as the incumbent will be required to drive the implementation of ISO certification for 9001, 14001, and 18001;
- A solid understanding/background of labor relations
- Good negotiating and mediation skills
- Ability to multi task and keep confidential information

Applicants should provide the following details:

- Dates of employment and length of service at each employer (CV);
- Certified copies of certificates and references (at least three (3));
- Key achievements
- Skills and Competencies

Applications not meeting **all of the above requirements will not be considered and only those considered for the interview will get a written response.** Only persons with traceable references should apply to:

**Human Resources Manager
UNITRANS BOTSWANA
P.O. Box 426
GABORONE**

Closing Date: 23rd July, 2021.

that he would do everything in his power to have the citizen empowerment bill before Parliament without delay. Expectation was that the bill would be tabled before the end of 2020, but almost a year later the bill is yet to be tabled.

BDP chief whip Liakat Kablay previously told this publication that former trade and industry minister Peggy Serame had told a BDP caucus that the bill was still at the drafting stage but no timeline was given. Some speculated that the delay could be the result of Masisi bowing down to pressure from BDP financiers, most of whom are of foreign origin.

It is believed to be the same pressure that saw Masisi fail to act when certain foreign owned companies 'unlawfully' retrenched employees in their reaction to a squeeze from COVID-19. In a national address, the President described the retrenchments as "not considerate" and "disrespectful."

There have been reports that terminology of the bill is likely to change from citizen economic empowerment to citizen economic inclusion.

President Masisi emphasised that the time had come to have citizens as the major players in the country's economy and that he had instructed his ministers accordingly. However, a few months following that address, the President made another statement in which he pleaded with Botswana to be tolerant and supportive of foreign investors in Botswana.

Meanwhile, a total of five bills are expected to be tabled in this winter sitting of Parliament. These are the Citizenship (Amendment) Bill, the Change of Surname Bill 2021, and the Married Persons Property (Amendment) Bill 2021 by the Minister of Nationality, Immigration and Gender Affairs; the Diamond Cutting (Amendment) Bill 2021 by the Minister of Mineral Resources, Green Technology and Energy Security and the Declaration of Assets and of Liabilities (Amendment) Bill by the Minister for Presidential Affairs, Governance and Public Administration,

Lesaso Accused of Cutting Ties With Opposition Councillors

- Say since his defections there are no working relations
- Lesaso dismisses the allegations
- Claims to have cordial relations with all his councillors



SESUPO RANTSIMAKO

FRANCISTOWN: Amidst his defection to the ruling Botswana Democratic Party (BDP) last year Member of Parliament (MP) for Shoshong constituency Aubrey Lesaso has reportedly cut his working relations with his councillors from the opposition side, The Botswana Gazette has established.

Lesaso who won the parliamentary seat in 2019 under the Umbrella for Democratic Change (UDC) ticket, dumped the united opposition to join the ruling party. At the time he advanced lack of development in the constituency as the main reasons that fuelled his decision.

Since he jumped ship to the ruling party Lesaso is accused of cutting ties with opposition councillors. This publication is reliably informed that since he joined BDP his working relations with his councillors from opposition irreparably broke down leaving him with only two from his side. The constituency consists of seven council wards of which five are under UDC while BDP has only two.

According to this publication's source the MP has shunned the councillors as he feels they betrayed him by remaining in opposition after they agreed to defect with him to the ruling party. "Since he defected to BDP the MP no longer works with us, nor engage us as he previously did. So since he has seemingly cut working relations with opposition councillors, we also have declared him non-existent because he no longer works with us as he used to. We cannot keep on following someone who is shunning us. We have a mandate to serve the people and protect UDC. So we will not force the MP to work with us while he has taken a deliberate decision to cut ties with us," revealed one of the councillors.

Mmutlane/Bonwapitse Councillor Segolame Outlwile confirmed the alleged working relations breakdown noting that Lesaso started shunning them after his defection to BDP. Outlwile said although there is no animosity between them and the MP they are curious why he cut ties with them immediately after defecting. "Since he defected to BDP Lesaso abandoned us, there are no working relations, for the reasons we do not know. Even just to update us about new development he never does that," Outlwile told The Botswana Gazette in an interview.

Outlwile however said that what baffles them the most is that despite not working with them he wants to take credit for local government development within the constituency.

Otse/Kodibeleng councillor Lebitso Meremetsi also expressed displeasure on Lesaso's working relations adding that ever since his defection they are not happy about his treatment. Meremetsi said the MP never shares any information concerning the constituency with them, a development that has negatively affected the progress of the constituency development. "Although we once tried to reach him out there is no change and this is negatively affecting the development of the constituency. But I am delightful that we agreed to collaborate in all constituency development," Meremetsi added in an interview with this publication.

Lesaso dismissed the allegations when reached for comment adding that he has cordial working relations with all councillors in his constituency. Further dismissing the allegations Lesaso said that no one has ever raised complaints against him. "I always make sure that after parliament I hold kgotla meetings where all respective wards councillors are invited. I even created a WhatsApp group for easy communication," Lesaso said in an interview.

However, he is suspicious that the complainants are frustrated that he managed to successfully request funds for the maintenance of Shoshong roads and storm water drainage following last year's floods.

MINERAL DEVELOPMENT COMPANY BOTSWANA (PTY) LTD (MDCB)

TENDER NOTICE

The invitation is reserved for 100% citizen owned companies only

RFP No. MDCB 1/8/18 I (1)
PROVISION OF TIP-OFF ANONYMUS SERVICE PLATFORM FOR MINERALS DEVELOPMENT COMPANY BOTSWANA (PROPRIETARY) LIMITED

Tender Collection Address

Minerals Development Company Botswana (PTY) Ltd
Plot 54351, CBD, Exponential Building
Reception, 6th Floor
Tel: 3810300, or by email from: gmahlaka@mdcb.co.bw

Requirements

Documents may be collected during working hours from Monday to Friday between 0830 and 1630 hours from 28th June 2021 upon producing proof of payment. A non-refundable payment of P500 per tender documents shall be made to the MDCB Bank Account before collection of tender documents. Bank Details are as shown below. Youth owned companies shall purchase at half price upon proof thereof.

Payment should be made into the following MDCB account:

Minerals Development Company Botswana (Pty) Ltd
First National Bank
Account No.62452018122
Branch Code.281467
Branch Name. First Place Gaborone SWIFT Code: FIRNBWGX

The closing date

Closing date for submission of the tender **16th July 2021 at 1000hrs.**

Tender documents are to be delivered by hand, email or sent by courier to the MDCB Contact Person only using the details stated above. Submissions received after closing date and time will not be accepted.

Enquiries

Queries or clarifications relating to the issuance of these documents may be addressed in writing not later than seven (7) days before closing date to gmahlaka@mdcb.co.bw or at 3810329



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Interest Rates - July 2021

Standard Chartered Bank offers market - leading rates for your deposits.

Personal, Priority and Business Banking Clients

Type of Deposit Account	Nominal Interest Rate (%) (Lowest - Highest)	Actual Interest Rate (%) (Lowest - Highest)	Minimum Opening Balance (Pula)
Current		NIL	
Call	0.05% - 0.40%	0.05% - 0.40%	10,000
Savings (Tema)	0.10% - 2.00%	0.10% - 2.02%	500
Ordinary Savings	0.00% - 0.10%	0.00% - 0.10%	100
30 Days (Regular Fixed Deposit)	0.25% - 0.50%	0.25% - 0.50%	1,000
90 Days (Regular Fixed Deposit)	0.75%	0.75%	1,000
6 Months (Regular Fixed Deposit)	1.85% - 2.50%	1.86% - 2.52%	1,000
12 Months (Upfront Interest Fixed Deposit)	2.85% - 3.00%	2.85% - 3.00%	100,000
12 Months (Regular Fixed Deposit)	3.00% - 3.25%	3.00% - 3.25%	1,000
24 Months (Regular Fixed Deposit)	3.30% - 3.75%	3.30% - 3.75%	1,000
Over 24 Months (Fixed Deposits)		Not available	
Prime Lending Rate		5.25%	

Debit Interest Rate - Prime +12%

For more Information please call 3615800

Terms and conditions apply.



EXECUTIVE STAFF APPOINTMENTS AT DEBSWANA

Debswana Board of Directors and Management are pleased to announce the following executive appointments and movements within the company;



MOGAKOLODI MAOKETSA
GENERAL MANAGER OLD M



BAKANI MOTLHABANI
HEAD OF TECHNICAL SERVICES

MOGAKOLODI MAOKETSA - GENERAL MANAGER OLD M

Mr. Mogakolodi Maoketsa has been appointed as General Manager (GM) for Debswana Orapa, Letlhakane and Damtshaa Mines (OLD M) effective 01 August 2021.

He joins the Group Executive Committee (Group ExCo) and will be reporting to the Managing Director.

Mogakolodi, or 'Mogs' as he is more affectionately known to colleagues, is a graduate of the University of Witwatersrand where he attained a BSc in Mining Engineering. His mining career spans over 20 years, seven of which were spent at BCL Limited, holding various positions up to Underground Manager.

He joined Debswana in 2008 as a Section Manager (Mining) and has held various leadership positions including Senior Mining Manager, Senior Projects Manager and most recently, Assistant General Manager (AGM) for Jwaneng Mine. 'Mogs' is passionate about leadership development, transformational leadership, and leading change. He also has strong stakeholder management skills. Some of 'Mogs' notable achievements and strengths include :

- Excellent operational performance in areas of Safety, productivity, quality, people development and governance as Senior Manager.
- Developing owner versus contract mining model for Debswana and applied the model to develop and evaluate major expansion projects for leadership and board decision making.
- Developing inputs into major expansions scope development in preparation for internal gate reviews and bidding.
- Enhancing the mining talent development programme, which placed the department's performance in the area above across the organisation.
- Strategy development and implementation.
- Playing a key role in recapitalization of the business from a mining fleet post the 2008/9 recession where cash constraint was pronounced.

He is married to Opelo and they have three (3) children. During his spare time, he enjoys reading, catching up on current affairs and farming.

BAKANI MOTLHABANI - HEAD OF TECHNICAL SERVICES

Mr. Bakani 'BK' Motlhabani has been appointed on a lateral transfer to Debswana Corporate Centre as the Head of Technical Services, effective 01 September 2021.

BK will be taking over from Mr. Len Dimbungu who retires from service to the company at the end of this year.

During his tenure at OLD M as General Manager (GM), BK has provided invaluable leadership, which we will forever be grateful for. He has led several key strategic initiatives, these include:

- Exceptional Union/Management relationship building where he has been able to negotiate on behalf of the Company many agreements with the Union including two wage agreements covering the period 2017 to 2021.
- Delivering multiple community upliftment projects and programmes including helping communities in the fight against COVID-19.
- Building a strong culture of improvement in SHE performance including the transition from OHSAS18001 to ISO45001 certification.
- Transitioning Letlhakane Mine from open cast mining to a Tailings Treatment Operation.
- Implementation of the Anglo Operating Model through setting up the Operation for sustainable breakthrough performance.
- Successfully and seamlessly shutting down No.1 Plant and putting Damtshaa Mine on care and maintenance as well as positioning the operation well for the future.

Bk is married to Faith and they have three (3) children. He is a passionate Golfer and Farmer.

Citizen Economic Inclusion Bill Is Ready - Kgafela

- Minister says bill will be published soon
- Explains bill delayed because the AG wanted changes



In an interview with this publication this week, Minister Kgafela said although the bill has not been listed for the winter sitting, he is optimistic that it will make its way to the floor of Parliament before it adjourns.

“We are done with the drafting of the bill and it will be published soon,” the minister noted. “The delay we had was because the Attorney General advised some changes as it allowed for discrimination, hence Citizen Economic Inclusion rather than Empowerment.”

He emphasised that the bill seeks to empower many Batswana who have for years been disadvantaged from taking part in their country’s economy. “My biggest worry is that we are likely to have a lot of legal suits with some people feeling discriminated and denied certain government facilities,” Kgafela said. “Remember they had similar problems with Black Economic Empowerment (BEE) in South Africa.”

BEE is an integration programme launched by the South African government to reconcile South Africans and redress inequalities of apartheid. It encourages businesses to integrate black people in the workspace, upskill and mentor them and support black businesses while giving back to mainly poor communities across the country which remain poor due to the land dispossession.

LETLHOGILE MPUANG

The Citizen Economic Inclusion Bill is expected to be tabled during the current sitting of Parliament, the Minister of Trade and Industry, Mmusi Kgafela, has revealed.

President Mokgweetsi Masisi’s ruling Botswana Democratic Party (BDP) has come under sustained fire from the main opposition for failing to include citizens in the mainstream economy after five uninterrupted decades of being in power.

Ahead of the last general elections, the President has conceded that the country’s economy is not in the hands of indigenous citizens and promised sweeping changes if his party is returned to power. The BDP went on to win in the elections in October 2019 and Batswana soon started demanding inclusion.

“We are done with the drafting of the bill and it will be published soon,” the minister noted. “The delay we had was because the Attorney General advised some changes as it allowed for discrimination, hence Citizen Economic Inclusion rather than Empowerment.”

Before declaration of the first state of emergency (SoE) in April 2020, Masisi told the nation that he would do everything in his power to have the bill reach Parliament as soon as possible. Expectation was that the bill would have been tabled before the end of 2020 but almost a year later that has yet to happen.

Public Disclosure on Deposits

Type of Deposit Account	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)	Minimum Opening Balance
Current	NIL	NIL	P50
Call	0.05% - 1.00%	0.05% - 1.00%	P10,000
Premium Call	0.75% - 1.50%	0.75% - 1.51%	P100,000
Savings (Pure Save)	0.25% - 0.75%	0.25% - 0.75%	P50
Koketso Savings	2.00%	2.02%	P100
Matshelo Savings	0.50% - 1.50%	0.50% - 1.51%	P500
Maitlamo Savings (12 - 36 months)	1.80% - 2.30%	1.81% - 2.32%	P100
91 day fixed deposit * [‡]	1.25%	1.26%	P1,000
6 month fixed deposit [‡]	1.55% - 1.60%	1.56% - 1.61%	P1,000
12 month fixed deposit [‡]	1.65% - 1.80%	1.66% - 1.81%	P1,000
24 month fixed deposit [‡]	2.00% - 2.25%	2.02% - 2.27%	P1,000
Over 24 month fixed deposit [‡]	2.25% - 2.75%	2.27% - 2.78%	P1,000
Prime Rate		5.25%	

Treasury bills and government bonds are available on request, subject to terms and conditions. For more information, contact 3618178 / 8023.

* Reference rate
[‡] Rate applies to Flexi - Access Account



A MISSED OPPORTUNITY FOR RAPPROCHEMENT

Whenever two people are at odds, mediators always stress the need for them to set their differences aside and focus on “the bigger picture” in order for peace and dignity to prevail. This is usually done to draw attention away from the feud so that the gravid moment and its potential import may not be lost. Smiles, backslapping and awkward handshakes have been exchanged by sworn enemies, all for the sake of progress.

In the case of President Mokgweetsi Masisi and his predecessor Ian Khama, the bigger picture was the centenary celebrations in honour of the legacy of Botswana’s founding president, Seretse Khama, on what would have been his 100th birthday.

Ian is Seretse’s son and protégé and Masisi Ian’s successor. The links that connect all three men cannot be ignored. To pay homage to the memory of the colossus that was Botswana’s founding president, it seems reasonable to have expected Ian and Masisi to have cast whatever issues stand between them aside and to instead stand side by side before the nation in a moment of turning swords into ploughshares.

In the case of President Mokgweetsi Masisi and his predecessor Ian Khama, the bigger picture was the centenary celebrations in honour of the legacy of Botswana’s founding president, Seretse Khama, on what would have been his 100th birthday.

Hosting two celebrations, one in Gaborone and another in Serowe signalled a missed opportunity to display the maturity that flows from burying the hatchet. The celebrations indicated two parallel camps bent on upstaging each other instead of saluting an icon who forged an independent democratic state in a hostile region of white minority regimes for on all sides.

Very clearly, the crude comments aimed at Masisi and the organisers of the Gaborone centenary celebrations were out of tune with what Seretse and his right hand man and successor, Ketumile Masire, stood for and ultimately won – peace at all costs. Seretse’s challenges were massive and almost insurmountable, but he stood firm and defended what he articulated to the world as an island of sanity in a sea of madness. By contrast, media interviews that followed showed an eagerness to pull off a PR stunt by both sides. This they do in an era of social media when anything can make headline news beyond the political boundaries of nation states. Seretse deserved better.



When Government increased VAT by 2% in April 2021 from 12% to 14%, a silent price chaos ensued. Even if we tried to justify this increase through imported inflation and VAT increase, P30 cannot be justified mathematically and statistically.

The Painful True Cost Of Living

The Government has various metrics that they use to gauge economic performance. I want us to focus on one – that is inflation. What exactly is inflation? Statistics Botswana (SB) defines inflation as “... measurement of prices movement of goods and services in a particular country”. Siamese to inflation is Consumer Price Index, which SB defines as “...an index which measures price changes in goods and services with reference to a base period.”

For Botswana there are twelve contributors to inflation rate, and these are (1) Food & Non-alcoholic beverages, (2) Alcoholic beverages and tobacco, (3) Clothing & Footwear, (4) Housing, (5) Furnishing, Household Equipment & Routine maintenance, (6) Health, (7) Transport, (8) Communication, (9) Recreation & Culture, (10) Education, (11) Restaurant & Hotels and (12) Miscellaneous Goods and Services. As at January 2021, national inflation rate stood at 2.3% and in May 2021 stood at 6.2% (above target for Bank of Botswana – the target is 3-6%). All this is the technical approach to inflation and its Siamese twin CPI and they require some degree of understanding statistical formulas.

In South Africa inflation for May 2021 stood at 5.3%, noting a 30-month high. We import lots of inflation from South Africa by virtue of them being our largest import partner.

Truth of the matter is that upon announcement, especially when Government is increasing salaries, the retail market of the 12 indicated classes automatically increases the prices. In short, it is a curse to have a salary increase,

as the ramifications are ridiculous price increases. When Government increased VAT by 2% in April 2021 from 12% to 14%, a silent price chaos ensued. Even if we tried to justify this increase through imported inflation and VAT increase, P30 cannot be justified mathematically and statistically. I call this street inflation. Street inflation by my definition is attempting to understand ridiculously high price movements.

Government has been reluctant to fight street inflation. In the low tones, the excuse is that we are running a free-market system which does not need any require much red tape. Granted, but we can’t allow profiteering to define our economic system. We know that the Government is broke today because when suppliers price for Government they vary the supply price to ridiculous margins. The Former Finance Minister Dr. Matsheka once remarked that over 30% is lost through wastage. I think about 20% can be attributed to street inflation. So in short, when the Government spends P10.00, 50% of that is a cost without value. As for the households, they are being robbed day light and the supposed bodyguard usually looks the other way. Without disregarding official inflation figures, the inflation on the ground is quite severe, a P1,000 basket 12 months ago, is now about P3,000. I plead with Government to enforce Price regulations in a manner that would arrest profiteering and they should not necessarily create a Parastatal for that – they can broaden mandate of Competition Authority and have a Division dealing directly with Price Regulation. We know that other Regulatory entities like Bank of Botswana do regulate prices of their affiliates – it doable.

CELEBRATING THE EXCELLENCE OF OUR BOARD MEMBERS

Our Board Members are on the rise and we take this opportunity to congratulate them for their recent career achievements.



KEALEBOGA MOLELOWATLADI

BSB Board Chairperson

Kealeboga Molelowatladi was promoted to Accountant General at the Ministry of Finance and Economic Development, effective 22 March this year.

He is a highly accomplished public official whose track record in the civil service goes back to 1989 when he began his career in the Ministry of Local Government and Lands.

Mr Molelowatladi graduated from the University of Botswana with a Bachelor of Commerce degree and went on to join the Association of Chartered Certified Accountants (ACCA) in 1997.

To enhance his leadership, managerial, accounting and facilitation skills, he has also completed a wide variety of professional short courses, workshops and seminars as part of his continuing professional development.

In addition to being the Chairperson of Botswana Savings Bank, Mr Molelowatladi is Board Member of Botswana Accountancy Oversight Authority (BAOA) — serving on its Standards Setting Committee, Tender Committee and Enforcement Committee.

He is a Member of the Integrated Reporting Committee at Botswana Institute of Chartered Accountants (BICA) as well as a Board Member of African Alliance Botswana (Advisory and Management companies).

Some of his notable assignments include being a Member of the Ministerial Tender Committee, State President from 2008 — 2010 and representing the Office of the Auditor General in the drafting of NDP 10 chapter for the Open, Democratic and Accountable Thematic Working Group from 2007 — 2010.



THATAYAONE GABARAANE

BSB Deputy Board Chairperson

Thatayaone Gabaraane was promoted to Country Human Resources Manager for Coca-Cola Beverages Botswana in October 2020. Having worked extensively in mining, banking as well as fast-moving consumer goods (FMCG) for over 25 years, Mr Gabaraane is a seasoned HR practitioner.

This positions him perfectly to provide strategic support to the people function, working closely with both Management and the Executive Committee to help them make well-informed decisions that take the business forward.

He says, 'As a discipline, human resources has come to the fore in this volatile, uncertain, complex and ambiguous environment. We have to be highly adaptive and demonstrate agility so that we can support and grow people in every corner of the business. This is how we will ensure the Bank's relevance and competitiveness in the market. I believe that the right HR resources give any business a direct boost to its financials through the higher performance of its key resource: people.'

As an organisational development specialist with an emphasis on change management and capacity-building, Mr Gabaraane's mandate is to build and execute best practices at Botswana Savings Bank.

Mr Gabaraane is the Board Deputy Chairperson at Botswana Savings Bank and he also serves as the Chairperson of the Staff Reward & Remuneration Committee.

He is also a Non-Executive Board Member at Marsh Insurance Brokers.

Mr Gabaraane holds a Business Administration in HR Management from Cambrian College of Applied Arts & Technology in Canada and an MBA in Management.



MATILDA BASINYI

BSB Board Member

Matilda Basinyi was promoted to Director of Procurement Oversight at the Ministry of Nationality, Immigration and Gender Affairs, effective 19 April, this year.

Her role is to secure legislative compliance in all procurement processes, ensuring that Government achieves value for money with its expenditure.

After 22 years of loyal service to the nation, Ms Basinyi has accumulated a wealth of experience in public finance and procurement at different ministries: Lands and Housing; Investment, Trade and Industry; Education and Skills Development; Finance and Development.

Her skills have been recognised at the highest levels, including ministerial appointments to Finance and Audit Committees at University of Botswana and the then Botswana Agricultural College.

She also worked for 15 years as a part-time lecturer at University of Botswana.

In addition to her role as a Member of the Botswana Savings Bank Board of Directors, Ms Basinyi holds the Chairpersonship of the Board Tender Committee.

Here, her academic and financial acumen will add value to the organisation's ongoing goals to promote good governance, transparency and best practice.

Ms Basinyi holds a Bachelor of Commerce in Accounting from the University of Botswana, a Master of Commerce in Accounting & Finance from the Macquarie University in Australia and is currently studying MSc Logistics & Supply Chain Management. She is also a Member of Botswana Institute of Chartered Accountants (BICA) and the Institute of Supply Chain Management.



Capitalise On Tax-Free Farming!

TAX FOUNTAIN

The advent of COVID-19 calls for innovative survival ideas as the dynamics of our economy have started changing. Economists warn us that the world economy is already slipping into a recession. One therefore needs to consider all possible survival tactics, as long as they are within the law. And if you didn't know, there are certain farming activities you can embark on and pay no thebe in taxes.

In other words, you can run such farming ventures, earn huge profits and never pay income taxes at all. We will expand on this intriguing issue below. As a tax firm, we intend to demystify the technical jargon applicable to the issue at hand and enhance your understanding of tax matters.

Livestock for slaughter

The first type of farming activity that is not subjected to income tax, as provided by Section 30 of the Income Tax Act, is the rearing of cattle, sheep or goats for slaughter by a Botswana resident individual. The resident individual should rear not more than 300 cattle or 1800 goats or sheep in order to escape income tax. For avoidance of doubt, one could have a combination of cattle and goats or sheep provided that if aggregated, they don't exceed the equivalence of 300 cattle or 1800 goats on the basis that one head of cattle equals six goats or sheep.

For example, one may have 200 cattle and 300 goats/sheep (equivalent of 50 cattle) and still legally duck tax. Further, such person is not required to keep books of accounts or declare income from the farming activities to BURS. However, if he earns any other income such as rentals, that other income may be subject to income tax.

As stated, the farmers should rear the stated livestock for slaughter. This simply means that the livestock must be reared for eventual slaughter or sold for slaughter. If the livestock is reared for any other purpose such as dairy,

then the tax exemption falls away.

It is also important to point out that this exemption applies to both citizens and non-citizens, as long as they are resident in Botswana. From a tax perspective, a person is considered resident when they spend at least 183 days in Botswana in a tax year or are permanently resident in Botswana during the tax period.

For the tax-exemption to apply, the farming activities must not be conducted through a company or such other vehicle, but simply as an individual. The farming should be conducted in a person's individual name or as they technically put it, as a sole trader or partnership.

Whilst we stated above that the livestock farmers do not suffer tax in terms of Section 30 of the Income Tax Act, there is Section 58 which was put through in 2011 which imposes a 4% tax on the sale of the livestock to the likes of BMC or butcheries. We know farmers have raised violent objections to this matter but unfortunately it is there in black and white in the Income Tax Act.

Enter dryland farming

An individual who conducts dry land farming on a farm not larger than 100 hectares is also not supposed to suffer income tax. As if you were not paying attention, let us remind you that this should be done as a sole trader or partnership, not any other form of business. Dry land farming includes crop farming where there is no irrigation and where the exposure of soil is avoided to reduce the loss of water through transpiration. Such farmers engage in a lot of mulching and related activities, to conserve moisture.

Conclusion

The team at Tax Fountain, your go-to tax consultants, hopes that you found this article useful. Should you require further assistance or to join our free tax Whatsapp group, please contact us using the following details: info@taxfountain.co.bw or 311 6269/+267 760 910 79.

ESTATE
THE REAL DEAL
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CAPITAL GAINS TAX ON PROPERTY AND INVESTMENTS

Neltah Mosimanegape

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YOUR PROPERTY PLUS

Capital Gains Tax On Property And Investments

NELTAH TSHEPISO MOSIMANEGAPE

Capital gains can simply be defined as the profit that is made upon selling capital assets. These assets include all types of property, and in this context, this includes plots and immovable property such as residential, commercial and residential property. Below we give a few pointers on what you should know about capital gains and its associated tax:

According to the "Global Property Guide," Botswana ranks 7th in Africa for the highest capital gains tax rates on property. This can be considered to be high as some countries such as Namibia and Kenya exempt capital gains tax.

Capital gains taxes are based on taxable income received. This figure is inflation-adjusted. The maximum taxation percentage is 25%.

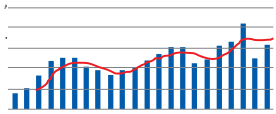
Therefore, taxable is set at 75% of the total gain from the disposal of the property.

Capital gains tax rates on long-term properties are typically lower than your normal income tax rate. Therefore, a longer holding period of property you are disposing results in a decline in the capital gains tax payable.

PRO TIP: You can reduce the taxable amount on your capital gains by investing in property for the long-term.

Contact Tempest Gold on +26772196950 or email neltah@tempestgold.online for advisory consultancy on how to make maximise your property investments in Botswana.





Sechaba Loses P604m Within a Year

- Share price deteriorates
- Current ban on alcohol may worsen things

GAZETTE REPORTER

Sechaba Brewery Holdings Limited has lost P604 million in value in the space of a year, this publication has established.

According to the Botswana Stock Exchange (BSE) market updates, Sechaba's market capitalization currently stands at P1.836 billion compared to P2.44 billion in May 2020, which is a drop of P604 million.

The decline is likely to be due to the ban on alcohol that has been on and off since the advent of Covid-19 in Botswana early last year.

Market capitalization is the total value of a company's shares of stock. It is calculated by multiplying the price of a stock by its total number of outstanding shares.

Not only is Sechaba experiencing a decline in value but it is also facing a decline in share price. Currently at P16.60, the company's share price started the year at P20.65 and was at P22.01 in October 2019.

Sechaba is also facing declining profits. For the year ended December 2020, its major subsidiary, KBL, recorded profit after tax of P239.5 million in 2020, a 21 percent (P26.9 million) drop from the P302.7 million registered at the end of 2019. Volumes sold declined by 29 percent in the period under review.

According to the Chairman of Sechaba Board, Bafana Molomo, the company was especially affected in the months of April and May when there was complete prohibition of the sale of alcohol across the country.

Sechaba's major subsidiary, KBL, operates two tra-

ditional beer breweries in Gaborone and Francistown, a clear beer brewery in Gaborone, one sparkling soft drink production plant in Gaborone, and over seven sales and distribution depots around the country (Kanye, Lobatse, Gaborone, Palapye, Francistown, Selibe Phikwe and Maun).

KBL is involved in the manufacturing, import, distribution and marketing of a range of clear beers, alcoholic fruit beverages, soft drinks, purified water, opaque beer, as well as non-alcoholic beverages.

The company offers alcoholic fruit beverages, such as Redds, Vodka Lemon and Core Original. It also offers products under brands such as Carling Black Label, Castle Lite, St. Louis Lager and Chibuku.

www.botswanalife.co.bw

BOTSWANA LIFE MONTHLY UNIT PRICES

For any enquiries regarding the above, please call our Finance or Actuarial Departments at 364 5100

INVESTMENT FUND	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21
Mompati Life Fund	12.12	12.24	12.30	12.43	12.54	12.48
Mompati Retirement Annuity Fund	55.74	56.28	56.56	57.09	57.59	57.39
Mompati Educator Fund	14.45	14.60	14.72	14.87	15.00	14.95
Mompati Offshore Fund	3.14	3.20	3.24	3.30	3.37	3.31
Ex-IGI Fund	44.18	44.57	44.49	44.49	44.12	44.27
Khumo 2016 Preservation Fund	11.88	11.91	11.93	11.96	11.97	12.00
Shariah Model Portfolio Fund	0.87	0.89	0.96	1.00	1.04	1.05
Balanced Life Fund	13.60	13.76	13.86	14.04	14.21	14.16
Balanced Retirement Fund	62.74	63.45	63.89	64.65	65.44	65.30
Moderate Life Fund	16.24	16.42	16.59	16.81	17.01	16.98
Growth Offshore Fund	3.66	3.75	3.81	3.89	3.99	3.93

For more information, see our Fund Fact Sheets on our website

Children In The Wilderness, FNBB Join Hands For Environmental Conservation

- 15 primary schools, most of them in Nhabe, are involved in the programme
- Pupils participate in three-day summer camps packed with conservation education and fun

Children in the Wilderness (CITW) Botswana and FNBB Foundation have joined hands at Parakarungu Primary School in the Ngamiland District to sensitise children about sustainable environmental conservation.

Over this three-year partnership, FNBB Foundation has committed P767,473.45 for an environmental education, life skills and leadership development programme to be implemented by CITW Botswana with over 200 children to benefit.

As part of the programme implementation, CITW Botswana will train interested or selected teachers at Para-

karungu Primary School on the CITW Botswana-specific curriculum on Environmental Education (EE) to become Environmental Education Mentors (EEMs). The trained teachers will then establish, run and manage an extra-curricular Environmental Education Club (Eco-Club) in the school.

Learners interested in environmental conservation will be given the opportunity to sign up, meet, learn, discuss and expand their knowledge of environmental issues through the extra-curricular Eco Club activities in the school.

The children participating in the Eco-Club will also

have the chance to be selected for participation in annual three-day summer camps held in Okavango Wilderness Safaris' and partner camps during the December school break. During the camp, the children participate in various wildlife activities, including game drives, nature walks and other educational activities. They also attend interactive workshops on environmental management and conservation, the geography and geology of the Okavango Delta area, culture, and the importance of wilderness areas to their communities and their country.

The children learn life skills and values necessary to one day become responsible citizens, great leaders and conservationists. The annual summer camps have been running since 2001, with over 2,100 children having participated to-date. In addition to committing funds toward implementation of the programme, FNBB Foundation will present and avail its staff (including bank staff) to participate in some of the programme activities, including the annual summer camps.

Says Moalosi Lebekwe, CITW Botswana Programme Co-ordinator: "We are incredibly excited to join hands with the FNBB Foundation on this initiative, taking much-needed sustainable environmental conservation education to more young hearts and minds in Botswana.

"Even beyond issues of human/wildlife co-existence, we need to inculcate a culture of conservation, sustainability and environmental awareness among our youth, and the Eco-Clubs have proven incredibly successful in this regard. We are excited to welcome more children into the fold through Parakarungu Primary School and are grateful to FNBB Foundation, Chobe Regional Education Office, Chobe District Council and village leaders of Parakarungu for their support in making this possible".

FNBB Foundation has a mandate to empower communities with six strategic focus areas: Youth Empowerment, Environmental Sustainability, Education, Arts & Culture, Social Welfare and Sports & Recreation. The partnership with CITW Botswana works to support both youth empowerment and Environmental sustainability.

Says Dr. Lesedinyana Odiseng, FNBB Foundation Trustee: "FNBB Foundation is committed to ensuring that the environment is preserved for future generations. The partnership will include working with schools that are in the tourism areas. One such area that will be added to the already existing villages in the programme is Parakarungu Primary School. With each year of the partnership, a new village shall be added to the programme, for FNBB Foundation is committed to empowering communities."

CITW Botswana programme activities are currently being implemented in eight schools in Botswana's North West District in the villages of Seronga, Gunotsoga, Eretsha, Beetsha, Gudigwa, Sankoyo, Tubu, Habu and Maun. Six schools in Bobirwa and one school in Gaborone also participate in the programme.



Vice president Slumber Tsogwane during the Centenary Celebration of Sir Seretse Khama in Gaborone on 1 July 2021. (Pic:PRESS PHOTO)

BERA Gives Shumba The Thumbs Up For Tati Solar Project

- Shumba in late stages of Phase 1 • Sits on 4.5bn tons of thermal coal

GAZETTE REPORTER

Botswana Energy Regulatory Authority (BERA) has granted Shumba Energy permission to construct a 100MW solar project in Tati near Francistown, *The BW&R* has established.

Listed on the Botswana Stock Exchange (BSE) and the Stock Exchange of Mauritius (SEM), Shumba Energy is a Botswana-based, locally-owned coal and energy development company. In recent years, Shumba has progressed from an exploration company to a development company and sits on over 4.5 billion tons of thermal coal. As a major industry player, Shumba Energy's mission is to satisfy the growing energy demand in the SADC region through various strategies.

Commenting on the authorisation for the 100MW Tati Solar Project that they received from BERA, the CEO of Shumba, Mashale Phumaphi, said; "Following the recent receipt of an Environmental Authorisation at the project, we are very pleased to have now also attained the very crucial milestone of receiving a Generation Licence for the development. Our objective is to build Botswana's first large scale solar plant as a blueprint for a greener, environmentally friendly, sustainable future in our severely energy deficit region."

The company is currently in the late stages of developing Phase 1, a 50 MW Solar farm on a project site of 300 hectares. The project is part of a two-phase programme to develop the full 100MW solar capacity of the site as a key strategic initiative in the region.



Creative industry urged to develop policy on sexual harassment

Department of Gender Affairs offers its support

GOSEGO MOTSUMI

While there is growing evidence that sexual harassment among women creatives is prevalent, effective prevention requires action to convey the message that sexual harassment is never acceptable. To specifically address Gender Based Violence (GBV), the Ministry of Nationality, Immigration and Gender Affairs has adopted The National Strategy Towards Ending GBV that outlines specific activities that each sector has to undertake to address GBV as it presents in their environment.

“It is therefore imperative that the creative industry develop its own policy that aims to protect its members from harmful actions such as sexual harassment,” said the Director in the Department of Gender Affairs, Thapelo Phuthogo, at the official launch of the Real Fight Against GBV. “I trust that the industry will initiate such action. “Let me assure you that we will fully support you, should you take the challenge.”

As the whole world, including Botswana, battles with COVID-19, GBV is a shadow pandemic that often becomes pronounced in emergencies. As at January 2021, a total of 4 996 GBV cases had been reported in Botswana. The Botswana National Relationship Study undertaken by the ministry in 2018 reflects that 37% of women and 21% men experienced some form of GBV in their lifetime. The study also found that 30% of men and 12% of women reported perpetrating violence. It

revealed that 36% women and 18% men reported intimate partner violence.

Said Phuthogo: “GBV is not just a national concern but a global pandemic. According to the World Bank (2019), 35% of women have experienced either physical and sexual intimate partner violence or non-partner sexual violence, 7% of women have been sexually assaulted by someone other than a partner and as many as 38% of murders of women are committed by an intimate partner.”

The Department of Gender Affairs is responsible for promoting gender equality and empowerment of women who continue to be disadvantaged in various areas, including the creative industry. Their work is guided by the National Policy on Gender and Development which has priorities, including access to justice, protection of human rights and freedom from violence.



Mrs Botswana top finalists discuss intimacy with Dr Gure

- Contestant to be reduced to 14 end of this month
- Organisers dismiss allegations of favouritism



GOSEGO MOTSUMI

As a beauty pageant that prides itself in women empowerment and building healthy marriages and

families, the ongoing Mrs Botswana last week engaged its top 30 finalists on issues of intimacy.

The engagement session was part of festivities of the pageant and featured

renowned Dr Thusang Gure, a general health practitioner well known for being outspoken on sexual intimacy.

“We wanted to get some inspiration on issues of family building,” founder and national director of Mrs Botswana, Kgalele Lesetedi, told *Time Out*. “A lot of emphasis has been put on the general running of the family and we found it suitable to address intimacy.”

“It was unfortunate that our numbers did not allow us to bring husbands as 30 finalists plus 30 husbands would have been 60. We plan to arrange another session where husbands will be invited, possibly after the preliminary judging.”

Dr Gure shared a lot of pointers surrounding the importance of keeping and maintaining fun in the bedroom. Lesetedi said divorce is one of the issues they fight, hence the importance of the session especially during this time of COVID-19 where GBV cases are also high. “Couples need to create fun in their homes because it is at times like these that the family unit becomes the most important thing in life,” she noted. “We currently need nothing more than family.”

Lesetedi revealed that they will be reducing the number of the finalists from 30 to 14 by the end of this month. The top 14 finalists will vie for the coveted crown at the grand finale scheduled for 4 September 2021. The pageant will crown a queen who is not only a mother to her household but also a mother to the nation. The queen should be active in issues of making a difference in the community and being an ambassador of happy, healthy marriages and families.

Even so, the pageant has been marred by allegations of favouritism and sidelining some contestants. Responding to this, Lesetedi said they believe the best way to deal with complaints is to communicate after the crowning of Mrs Botswana.

“We are transparent with our finalists as to how the judging criteria are going to be so that no one feels cheated at the end of the season,” she asserted. “We also motivate them on issues of accepting results even if it’s not positive and celebrating each other’s victories. There can only be one winner at the end of the day, and fairness is what we pride our brand in.”

136 Avenue a cosmic hit at Awil Graduation

- The absurdist play allowed a small audience to gently return to live theatre
- The live performance explored themes that are related to absurdist ideas

GOSEGO MOTSUMI

Awil College's Class of 2021 proved that they are about to take the industry by storm after per-

forming their play titled "136 Avenue" to the delight of the small audience at their graduation ceremony in Gaborone over the weekend.

Directed by Jessica Lejowa and Ma-



REPUBLIC OF BOTSWANA
OFFICE OF THE OMBUDSMAN

VACANCY CIRCULAR NO. 8 of 2021

REF: 4/7/2 III (37)

06th July 2021

VACANCY: ASSISTANT LEGAL INVESTIGATOR (Francistown and Gaborone) 2 Posts

VACANCY NUMBERS : 170100057.3.1 (Francistown)
170100040.6.2 (Gaborone)

Applications are invited from suitably qualified citizens for the above positions in the **Office of the Ombudsman, Francistown & Gaborone**

Salary : C2/C1 (P135 036 – P197 892) per annum

Leave : 30 working days per annum

Benefits : Optional Contributory Medical Aid Scheme (Government pays 50% & employee 50%); Compulsory Contributory Pension (Government pays 15%, Employee 5%)

Qualifications : Bachelor of Laws (LLB) from the University of Botswana or a recognized university

Experience : Entry level

Main Purpose of the Job:

To investigate less complex cases/complaints of maladministration and violation of human rights.

Summary of Duties

1. Investigates less complex cases of maladministration & human rights violations
2. Consults complainants and makes appropriate responses
3. Directs any person to furnish information either orally, in writing, on affidavit, on oath, and/ or directs any person to produce any document in his/her possession or control which has a bearing on the matter being investigated.
4. Attends and examines witnesses.
5. Conducts public education awareness campaigns on the role and functions of the Ombudsman.

Competencies:

1. Problem Solving
2. Functional/Technical skills
3. Timely decision making
4. Drive for Results
5. Integrity & Trust

Applications:

Quote the number of this Vacancy Circular, the reference number and give the following details:

- a) Certified copies of Original certificates and omang, and two (2) references.
- b) Brief summary of career with duties (curriculum vitae);
- c) In case of serving public officers:-
 - i) Date of first appointment
 - ii) Present post and salary scale and date of appointment thereto
- e) Applications should be addressed to:

Applications should be addressed to: **The Office of the Ombudsman, Private Bag BR 374, Gaborone OR hand delivered to Records Management Unit, 1st Floor**

IMPORTANT: All applications from serving public officers should be routed through their Heads of Departments and Permanent Secretaries. Applications not so routed will not be considered.

Applicants not shortlisted will not be responded to.

Closing Date: 26 July 2021

For further information please contact:- Ms. L. Sedigeng or Ms. O. Ditsile Tel: 3953322

rang Selolwane, 136 Avenue is an absurdist medley of various performance styles and design concepts with reference to notable playwrights in political and historical contexts.

"The play is the culmination of countless weeks of preparation and sleepless nights on campus and eureka moments by cast members and directors," cast member and actor, Tebogo Reteng, told *Time Out* on behalf of her colleagues Lisa Pheny, Annah Ketlar-eng, Jessica Kelebemang, Naomi Mart and Queen Garekwe.

Set in three cages in an outdoor setup at the college campus, the live performance explored themes that are related to absurdist ideas around being stuck, existentialist crisis, repetitive themes in life, not being able to resolve issues, not being able to move forward and having the same kinds of challenges over and over again.

The idea of the cages came together based on the topics on each of the three pieces which feature a couple that is stuck in a toxic relationship. A hitman scene in another cage is stuck with a job that never seems to happen while the sisters in yet another scene are stuck in a job doing menial work for a particular madam.

Said the play's director, Lejowa: "The cages speak to the idea of being stuck and the couple's scene theme is childhood ideals, dreams and fun times which are a little bit contradictory to what the narrative is communicating.

"Similarly, the boxes in the downstairs scene have to do with the packaging of bodies, identities, employee benefits and so forth. The set downstairs, even though their apartment complex is so old and dilapidated, there is still some semblance of dreams."

While the play received a standing ovation, playwright for radio and TV and English teacher at Maruapula School Tlotlego Gaogakwe pointed out that absurdist theatre is challenging but the cast members rose to the challenge. He said it was particularly joyous to witness the play as it was the first live performance since the pandemic.

"You were able to access the script adequately in order to translate it to the audience," Gaogakwe said. "With absurdist theatre, audiences can sit there and not know what is happening but you allowed them to access what you were doing onstage."

Gaogakwe concluded: "You were able to portray how our existence is going to be like, being trapped if you think about the climate crisis, leadership, politics and government. Good satire and absurdist theatre demand of the audience to think of where we are and possibly how we can re-imagine our future, and you did a good job."

**IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT LOBATSE (Before GAREKWE J)**

CASE NO: CVHGB-003412-18

In the matter between:
ORATILE OTTY MABJENG
and
ERIC KELEMOGILE MOKGWA

Plaintiff
Defendant


NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to the Judgment granted by the Honourable Court the following immovable property hereunder of the Defendant will be sold by public auction by Deputy Sheriff to the highest bidder as follows:-

DATE OF SALE : 11th August, 2021
TIME OF SALE : 10:30 hours
PLACE OF SALE : Tribal Lot 1111 Modipane
PROPERTY TO BE SOLD : Defendants' right, title and interest on a certain piece of land being **Tribal Lot 1111, Modipane** situated in the Bakgatla Tribal Territory made in favour of **Eric kelemogile Mokgwa**, together with developments thereon being a 3 bedroomed house, 1x2 bath and toilet, 1x toilet (visitors), sitting room, and kitchen, wire mesh fenced.

TERMS AND CONDITIONS : Cash or Bank guaranteed cheque otherwise detailed and conditions of sale may be inspected at the Plaintiff's Attorneys Office.

DATED AT GABORONE THIS 2nd DAY OF JULY, 2021.



RAMALEPA ATTORNEYS
NOTARIES & CONVEYANCERS

DITIRO GABOBAKWE c/o RAMALEPA ATTORNEYS
Plaintiff's Attorneys
Plot 3171, Morupule Drive
Extension 11, Gaborone
P.O. Box 70567
GABORONE(UB)
(VR/mm/10777)73900288

**IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT FRANCISTOWN**

CASE NO: CVHFT 000 225-21

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
NGENGE MANUEL

Plaintiff
Defendant

SUBSTITUTED SERVICE

AND TO: NGENGE MANUEL
House No. 23, Serule Road, Orapa
P O Box 1616
GABORONE


Formerly residing at House No. 23, Serule Road, Orapa, but whose present whereabouts are unknown:

TAKE NOTICE that by Summons issued out of this Honourable Court, you have been called upon to give notice, within Twenty One (21) days after publication hereof, to the Registrar and to 5 (Plaintiff's Attorneys) of intention to defend (if any) in an action wherein STANBIC BANK BOTSWANA LIMITED claims:-

- Payment of the sum of **P172 787.83** by the Defendant;
- Interest thereon at the rate of prime plus 6.00% (prime currently at 5.75%) making 11.75% per annum from 24th day of September 2020 to date of final payment;
- Penalty interest at the rate of 10% on any instalment of principal, arrears outstanding and/or interest not paid when due per annum from the time such sum fell due to the date on which it is actually paid.
- That the Plaintiff shall be entitled to 10% collection commission, on any instalments, which may be collected after the grant of judgment; and
- Costs of the suit at attorney and own client scale.
- Further and/alternative relief.

TAKE NOTICE FURTHER that if you fail to give such notice, judgment may be granted against you without further reference to you.

DATED AT FRANCISTOWN THIS 6th DAY OF JULY 2021



LOWA ATTORNEYS
Plaintiff's Attorneys
Unit 16, Haskins Building
Plot No. 469/70, Blue Jacket Street
P.O. Box 3537
FRANCISTOWN
Tel: 2412300/73966100


REGISTRAR OF THE HIGH COURT

NOTICE OF INTENTION TO CHANGE MARRIAGE PROPERTY REGIME
in terms of Section 8 (1) (f) of the Married Persons Property Act, 2014)

BE PLEASED TO TAKE NOTICE THAT:

- WHEREAS JOEL FIRE MNTANDE and COTTANAH KEITUMETSE MNTANDE (nee MOTLHABANE)**, married in community of property on the 27th September 2018, at Mogoditshane, wish to change their matrimonial property regime from in community of property to out of community of property;
- The parties intend to make application to the High Court of the Republic of Botswana following the expiration of the three (3) weeks' notice from the date of first publication hereof; and
- Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of the individual and separate estates; or should they have any objection to the above intended change, should inform the parties Attorneys, **MAKATI LAW CONSULTANCY**, before the expiration of the said 3 weeks' period, or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED AT GABORONE ON THIS 08th DAY OF JUNE 2021.




MAKATI LAW CONSULTANCY
Applicants' Attorneys
28 Kgagodi Crescent, Peolwane Plot 59860, Block 7
P O Box 108; Tel:3975726
GABORONE
(Our Ref: DMM.lem.01285)
(2nd Publication)

NOTICE OF INTENTION TO CHANGE MARRIAGE PROPERTY REGIME
in terms of Section 8 (1) (f) of the Married Persons Property Act, 2014)

BE PLEASED TO TAKE NOTICE THAT:

- WHEREAS KENNETH TICHAONA GUNDU and BOITUMELO GUNDU (nee MACHOLA)**, married out of community of property on the 25th May 2000, at Francistown, wish to change their matrimonial property regime from out of community of property to in community of property;
- The parties intend to make application to the High Court of the Republic of Botswana following the expiration of the three (3) weeks' notice from the date of first publication hereof; and
- Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of the individual and separate estates; or should they have any objection to the above intended change, should inform the parties Attorneys, **MAKATI LAW CONSULTANCY**, before the expiration of the said 3 weeks' period, or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED AT GABORONE ON THIS 08th DAY OF JUNE 2021.



MAKATI LAW CONSULTANCY
Applicants' Attorneys
28 Kgagodi Crescent, Peolwane Plot 59860, Block 7
P O Box 108; Tel:3975726
GABORONE
(Our Ref: DMM.lem.01283)
(2nd Publication)

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE OF THE LATE ARCHIBALD MOOKETSA MOGWE, who died at **GABORONE PRIVATE HOSPITAL, GABORONE** on the **25TH** day of **FEBRUARY 2021**.

NOTICE IS HEREBY given that Creditors and Debtors in the above Estate are hereby required to file their claims and pay their debts to the undersigned within thirty (30) days from the date of the last publication hereof.

DATED at FRANCISTOWN on this the 22ND day of JUNE 2021.

**THE EXECUTOR TESTAMENTARY
VAN NIEKERK ATTORNEYS,**
Ditau Street, Plot 4660, PO Box 37, **FRANCISTOWN.**

WANTED

ACCOUNTS ASSISTANT/ BOOKKEEPER

Suitably qualified person with minimum 6 years experience in similar position may apply.

Applications to be submitted to;

The Accountant
P O Box 260
Francistown

Closing date: 24 JULY 2021

TEAM BOTSWANA OFF TO TOKYO



Otukile, Kenosi Land in Russia for a Robust Training Camp



GAZETTE REPORTER

Botswana Olympics Boxing Team is set for a massive test of character against other Olympics bound boxers from across the world who have squared up for a robust training camp in Russia. The camp was mainly organized for boxers that did not have enough time to train and prepare for the Tokyo 2020 Olympics slated for Japan later this month due to COVID-19. The team is made up of 2 boxers, Keamogotse Kenosi and Mohammed Rajab Otukile who will be under the tutelage of coaches Lechedzani Master Luza and Choga Ntoti.

This is the second camp for the team following a recent sparring training camp with their Zambia counterparts in their efforts to get in shape for the highly anticipated summer games. Otukile and Kenosi will be sharpening their boxing skills and technique to take on the world in the 52kg lightweight and 57kg, respectively.

In an interview with Gazette Sport recently, Coach Luza said they are happy to be part of the camp because it will help them gauge the readiness of their athletes before they head to Tokyo. "This will indeed help most boxers to ready for the Olympics especially the African boxers since they have been hit hard by covid 19 complications. There were no training camps and competitions in Africa since last year and its very important that we attend this camp because most countries who have qualified for the Olympics will be present, we will have much time to study our opponents and I am confident that our boxers will do well." He said.

He further stated that their presence in Russia will also contribute much on their tactical and technical aspect of the game before they can declare the team ready for the Olympics. "This is a competitive period and mostly test matches and we will be meeting different opponents with different styles which will help us to come up with a better approach. We have not had any test of character recently and our local camp was not also adequate so I will be looking forward to improve the team's match fitness before I can measure their readiness but physically they look good all we want is test matches." Luza added.

However, he expressed his disappointment on the withdrawal George Molwantwa from the team as he was a great sparring partner to Otukile and Kenosi even though he did not qualify for the Olympics.

"George being dropped it's a huge blow to the team, because there are days when I want to focus on my team alone without outsiders, but it appears that the hosts of the camp are not able to accommodate sparring partners due to covid 19 protocols and it's a big challenge but we hope we will manage to work around with what we have at our disposal." He said.

The team will be in Russia until the 18th of July where they will join the rest of Botswana Olympics team in Japan. *Fan'Mo Sports Agency*



PREMIER LEAGUE BIG 3 PREPARES FOR LIFE WITHOUT FANS

GAZETTE REPORTER

Following the recent decision by government to lift the ban on competitive sports, Botswana football's so called big three clubs, Township Rollers, Gaborone United and Extension Gunners, have started preparations for life without fans in stadiums.

Although the Botswana Football League confirmed that premier league football will commence this year, there is no definitive date but clubs have started training.

Gaborone United Public Relations Officer Romeo Benjamin said although it is a challenge for everyone considering the spike in COVID-19 infections.

"It still remains sketchy at the moment as to when the league will start but we have been able to sustain our players by giving them allowance and also giving them accommodation until football gets back on track"

"We continue to recruit in anticipation of the restart, and we have also released quite a number of players who were not in the coach's plans" said Benjamin.

He also stated that they have not been dependent on gate takings, adding that they have been able to pay salaries through the club investor Nicolas Zakhem.

"Obviously we would want anyone, either government or the Association to come to the party to assist. We have also been affected by COVID-19, so we would be grateful if for instance government could subsidize us," added Benjamin.

He added that although there should be a clear move on the part of the Premier

league to indicate how they will assist clubs.

"We have started non-contact training in anticipation of the restart" said Benjamin.

For their part, Township Rollers Public Relations Officer Phemphethe Pheto said they have not been briefed about how they will be assisted before the restart.

"It is difficult at the moment to say how we will be assisted because we have not been told anything but I guess the Association also knows how we have been able to sustain ourselves over the years" said Pheto.

He also said they will await communication from the Association, adding that it is after then that the club will take a collective decision as to how they will move forward.

"We have only been told to start the process of club licensing and to avail the necessary tools needed for restart, we are working on those, but as for how we will be assisted, nothing has come out" added Pheto.

On the other hand, Extension Gunners Public Relations Officer Gerald Ramahumba said the club committee will conduct a strategic meeting as the club commences this week.

"We will be meeting this week to discuss the issue at hand, so we are aware of the challenges brought by COVID-19 but we are ready because we have other means to generate income" said Ramahumba.

He said that it is after their midweek meeting that they will also know when players will return to training.

SPORTS BRIEFS
With Bongani Malunga

1



ORAPA UNITED FC PARTS WAYS WITH MOTSEPE

Orapa United FC announced the departure of Patrick Motsepe as their General Manager last week. "As OUFC, we have granted him his desire and we have worked harmoniously with him and we wish him the best of luck in his next chapter. He was pivotal to our growth as a player and as an administrator as well," the club's Public Relations Officer Amelton Gaefhele said in a media statement. The club has replaced Motsepe with Kabelo Seboko who assumed the position on July 1.



ZAMBIA ADDED TO BOTSWANA'S COSAFA CUP GROUP

Zambia has been added to Group A of the 2021 COSAFA Cup as the tournament's Organizing Committee has been forced to make late changes due to Madagascar and Comoros' decision to pull out of the competition. As a result of both teams' absence all groups will now consist of five teams. Zambia has been added to the group which consists of Botswana, host nation South Africa, Eswatini and Lesotho. Initially there were three groups but now there are only two groups with the top two in each group advancing to the semifinals.

Major Changes As Ngele's Club Re-brands

- Club named changed from TTM to Marumo Gallants FC
- Club linked with former Real Madrid assistant coach with Kerr's position unknown



BONGANI MALUNGA

Mogakolodi Ngele's club has undergone a re-branding process to finally formalize a change in direction of operations under owner Dr Abram Sello. Formerly known as Tshakhuma Tsha Madzivhandila (TTM), the club has now adopted a new name titled Marumo Gallants FC for the upcoming season.

Marumo Gallants is a name chosen by the owner to encapsulate the fighting spirit of team which overcame a lot

of adversity to preserve their league status, win the Nedbank Cup and qualify for the CAF Confederation Cup in their maiden season.

Sello acquired the club midway through the season and his cash injection convinced Ngele and 12 other senior members of the team to return after boycotting training over unpaid wages. The owner had always hinted that the name would change but he also revealed that the club may not relocate as other clubs did around the league.

The club could also go through a coaching change according to South African publication KickOff as head coach Dylan Kerr's contract situation remains unsolved. Kerr gave Ngele game time upon the player's return from self imposed first team exile after the festive break, the two had also crossed paths at Black Leopards years earlier.

The South African soccer publication has revealed that Kerr is yet to agree a new contract with the club and this has opened the door for the possible arrival of a new coach. Gallants FC is now linked with former Real Madrid assistant coach Pablo Franco Martin. Martin worked under former Real Madrid coach Julen Lopetegui in 2018. If the coaching change occurs the club will now be under a third coach in less than a year and this could affect numerous players' game time as a new coach brings in new ideas and preferences.

Freeman Earns Olympics Qualification Through OST/ B "TIME"

GAZETTE REPORTER

Botswana Swimming sensation James Freeman is the latest individual local athlete to qualify for the Tokyo 2020 Olympics slated for Japan later this month. This comes after Freeman found himself amongst invited athletes who have achieved an Olympic Selection Time (OST) also referred to "B" time after they failed to clock Olympic Qualifying Times (OQT) usually known as "A" Time in Swimming circles.

Originally, the qualification period was scheduled to end on June 29, 2020 but it was extended after the Coronavirus pandemic postponed the Olympic Games by one year and it was officially closed on June 29 this year.

According to FINA, in an event that the quota of 878 athletes is not reached, FINA will assess the number of athletes having automatically achieved the OQT / "A" time and will then invite athletes who have achieved an OST / "B" time, until the total quota of 878 athletes is reached. OST places is distributed by event, according to the position on the FINA World Ranking of 27th June 2021 and Freeman benefited from this model of qualification.

Freeman is set to make his debut at the Olympics at the age of 20 following in the footsteps of John Kamyuka, Saman-



tha Paxinos, David Van Der Colff and Naomi Ruele who represented Botswana at the past Olympics edition. The 400m freestyle specialist won bronze at the 2017 Commonwealth Youth Games in Bahamas and made his debut at the 2019 World Aquatics Championships even though he did not qualify to compete in the finals.

The University of Minnesota sophomore will swim in the men's 200-meter

and 400-meter freestyle races in Tokyo. He holds every individual freestyle, butterfly and medley record in Botswana following his impressive run in local and continental competitions. Freeman joins Isaac Makwala, Nijel Amos, Leungo Scotch, Amantle Montsho, Christine Botlogetswe, Galefele Moroko (athletics), Keamogetse Kenosi, Mohammed Rajab Otukile (Boxing) and Magdeline Moyengwa (Weightlifting) to take the tally of

qualified individual athletes to 10.

The last time Botswana was represented at the Olympics was in 2016 Rio, Brazil through Naomi Ruele who also qualified through a "B Time" and competed in 50m women freestyle alongside David Van Der Colff who competed in the [men's 100 metre backstroke event](#).

MISSION ACCOMPLISHED

- Orebonye registered an assist in promotion clinching win
- Orebonye, Seakanyeng seal promotion



BONGANI MALUNGA

Kabelo Seakanyeng and Tumisang Orebonye have completed their mission in Morocco after helping OCK (Khouribga) seal promotion to the Premier League (Botola Pro) this past weekend. OCK faced league leaders JS Soualem in a top of the table clash and they emerged 1-0 winners courtesy of a Mehdi Naghmi goal.

Orebonye played a big role in the promotion clinching victory as his assist found his fellow attacker in the right place at the right time. The Ze-

bras striker showed great awareness and accuracy to find his strike partner during a counter attack, Orebonye held the ball for a few second before unleashing a cross field pass that found Naghmi whose run was not well read by the JS Soualem defenders.

The decisive play showcased Orebonye's evolution since his transfer to Morocco, his off-the-ball movement has improved along with his ability to draw defenders while setting up scoring opportunities for his fellow attackers. His game has been more than just about goals, he has found ways to be even more effective even if he is not

on the score-sheet.

Following the victory and subsequent promotion, social media was awash with images and videos of OCK fans celebrating their return to the elite division of Moroccan football. The club was relegated last season but they have managed to make an instant return to Botola Pro after one season in the First Division (Botola 2).

OCK will now be hoping to finish the last game of the season with a win while hoping that JS Soualem, who they are currently locked with on 53 points, drop points on the final day in order for them to finish the season as champions.