

DIS PRESIDENTIAL CHIEF PILOT UNQUALIFIED?



Investigations have shown that one of the Chief Pilots who currently flies President Masisi, cabinet ministers and other VIPs failed training courses in the US. However, he and others who failed alongside him kept this fact from the secret service.

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DIS AIRWING DIRECTOR CALLS HIS PILOTS TO ORDER

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DIS Chief Pilot who flies the President is not qualified

Investigations have shown that one of the Chief Pilots who currently flies President Masisi, cabinet ministers and other VIPs failed training courses in the US. However, he and others who failed alongside him kept this fact from the secret service but the head of DIS is aware of this dangerous reality nevertheless



(Pic: MONIRUL BHUIYAN/PRESS PHOTO)

GAZETTE REPORTERS

The current Chief Pilot at the Directorate of Intelligence and Security (names known to this publication) reportedly failed a PC24 type rating but continues to fly President Mokgweetsi Masisi and other VIPs.

The Chief Pilot underwent a course at Flight Safety International in the United States in 2019 alongside two colleagues but they all failed.

Investigations allege that the Chief Pilot, his predecessor who is now with Debswana and another pilot who was sent by DIS on behalf of the Civil Aviation Au-

thority Botswana (CAAB) were unsuccessful but they did not disclose this fact to their employers. "They never disclosed to the organisation that they failed, effectively clearing themselves to fly as Pilot in Command (PIC) on the PC24," alleged a confidential source.

"The current Chief Pilot was further sent to the USA for an Airline Transport Pilot Licence (ATPL) course but again failed. He continues to fly as PIC, which is dangerous. This was also never disclosed to the insurer, AON, despite a requirement for crew to pass Type Rating Course on a full flight simulator."

A formal request by the current Chief

Pilot indicates that the PC24 aircraft is considerably complex and requires at an ATPL to fly as Pilot in Command, which is also in accordance with organisational policy.

Investigations allege that the request was acceded to by the previous Chief Pilot after they both completed a PC24 Type Rating Course in USA early 2019. The previous Chief Pilot had an ATPL qualification which automatically qualified him as PIC. This would also satisfy an obligation with the insurer, AON, which required that both pilots hold a valid type rating on the PC24 with annual recurrent training.

"Unfortunately, nothing could be further from the truth as neither of them holds a valid type rating on the PC24, having failed the course," says the source. "They connived to conceal this and did not submit their records of training to the organisation. In addition, the current Chief Pilot dismally failed his ATPL course."

Afterwards, apparently this set off a chain of events that resulted in failure to comply with International Safety Standards and Recommended Procedures (ISARPs), of which Botswana is a signatory through its safety Management System (SMS) programme.

"In fact, a Director of Flight Safety at CAAB was also sponsored to undergo a PC24 Type Rating course by DIS but did not sound the alarm due to fear and embarrassment because he too had failed the course," the information seen alleges.

These serious discrepancies were discovered by the current DIS Air Wing Director who was appointed early 2021 who raised them as flight safety concerns in a written correspondence in which he also requested the pilots' retraining. "These unqualified pilots continue to fly Head of State, Vice President, ministers and other several

VIPs," he wrote.

In another hair-raising development, DIS has duped the insurer into believing that one Raymond Steyn, holds a valid ATPL qualification and PC24 Type Rating, is its full-time employee. DIS included Steyn on its list of pilots in order to satisfy insurance obligations. As it turns out, Steyn is a director at Pilatus Southern Africa and not an employee of the secret service. "All the failures of these pilots are kept secret but it is alleged that the Director General of DIS, Peter Magosi, is aware of them."

"All the failures of these pilots are kept secret but it is alleged that the Director General of DIS, Peter Magosi, is aware of them."

But South Africa-based Flight Safety International Regional Sales Manager, Tracey Eloff, would not say much for fear of flouting General Data Protection Regulation (GDPR) and Data Protection policies that prohibit sharing any personal or propriety information with third parties.

Similarly, at DIS spokesman Edward Robert said such information is privileged and cannot be shared. "We have standards to adhere to when we deploy our resources and we cannot compromise such standards," Robert said.

DIS Airwing Director calls his Pilots to Order

- The pilots cannot operate on board radar for use in bad weather
- Two DISS aircraft grounded because such incompetence

GAZETTE REPORTERS

Two months ago, the Director Airwing at the Directorate of Intelligence and Security (DIS), Amos Radiposo, convened a meeting with pilots on a matter of serious safety concerns after two aircraft of the secret service were struck by lightning.

It was 29 March 2022 and Radiposo gave the pilots a stern warning that he would take action against some of them because they were incompetent. DIS owns two PC12 aircraft. Both are currently grounded after they were struck by lightning.

"It had come to his attention that his pilots were not competent in use of on board radars for avoidance of thunderstorms," a source said.

He reportedly told the meeting that

he was a Delegated Flight Examiner and a Type Rating Examiner who had flown around the world as both a military and civilian pilot. In fact, the current crew of the presidential jet, Global Express, were trained by him as a Hercules C130 instructor.

Radiposo has over 30,000 flying hours and is the only pilot qualified to be Pilot in Command of the PC24 because he has a senior Airline Transport Pilot Licence.

According to a confidential source, at the meeting he also expressed disappointment in the Director General Peter Magosi's delay in approving his training of pilots in the PC24. "It had come to his attention that unlike at the Botswana Defence Force (BDF), there were no internal regulations and poli-



"It had come to his attention that his pilots were not competent in use of on board radars for avoidance of thunderstorms,"

cies on flight procedures at DIS," said the source.

"In fact, he has conducted an investigation into one of the Chief Pilots (name known to this publication) after he had flown the PC24 into controlled airspace out of Orapa without communicating with Air Traffic Control

and this resulted in a near-miss with a passenger aircraft in the airspace at the time."

The investigation was sanctioned by the Civil Aviation Authority Botswana but it is alleged that it was abruptly halted by the DIS.



(Pic: MONIRUL BHUIYAN/PRESS PHOTO)

Will the Khama Brothers return to bury their only Sister?

- Jacqueline passed away at 73
- She was one of few Khamas still living in Botswana
- SKI has been in self-imposed exile since November 2021

LETLHOGILE MPUANG

On Tuesday this week, former president Ian Khama announced the passing away of his elder and only sister 73-year old Jacqueline, on social media.

She is survived by her three brothers, Ian, Tshekedi and Anthony, her two sons, as well as nephews, a niece and grandchildren.

While the cause of her death remains undisclosed, The Botswana Gazette has established that, she was one of few remaining members of the Khama family living in Botswana at the time of her death.

Tuli Block Farmers block Villagers' Access to Limpopo River

- The farmers say the land is private property on which they will not allow trespassing
- The villagers say they are blocked from tourism and agriculture opportunities
- The farmers say there were never any access routes there for use by the villagers
- The MP says the Tuli Block "is a state within a state"

SESUPO RANTSIMAKO

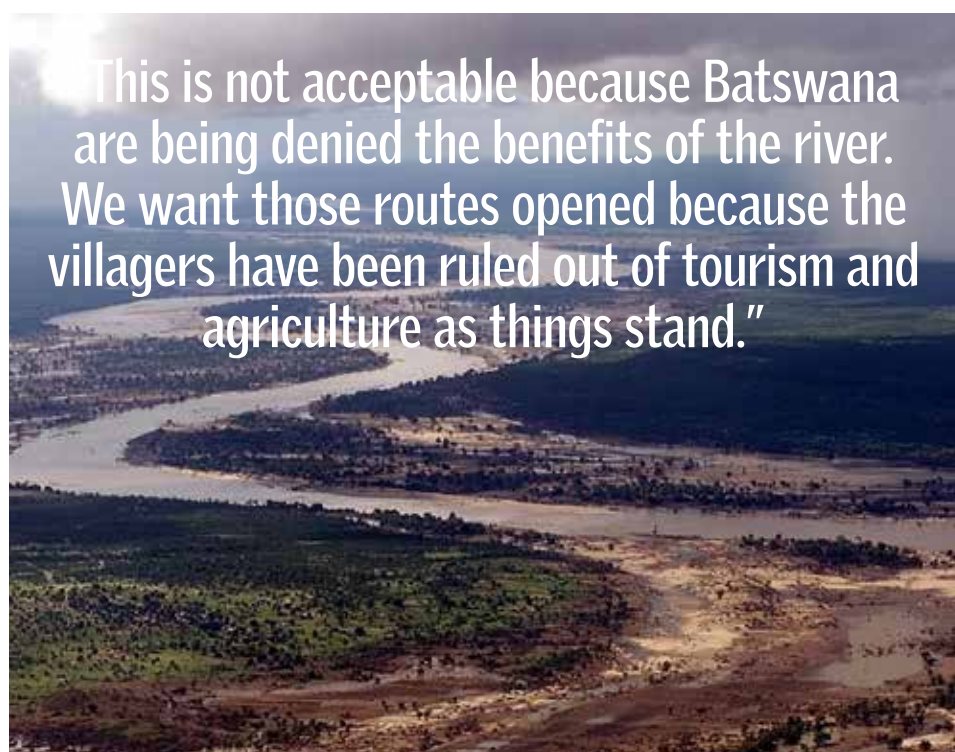
People of villages along farms in the Tuli Block are enraged by a decision of farmers there to close their access routes to the Limpopo River, thus blocking them from potential agricultural and tourism activities, The Botswana Gazette has established.

Villagers of Ngwapa, Mathathane, Letoreng, Kudumatse, Makwape and Machaneng are among those affected.

For the villagers to access the river, they must first seek permission from the farmers, who are mostly whites. However, the villagers say the farmers do not easily grant them the permission when they seek it.

The farmers deny that any access routes to the river ever existed and say their farms and the land up to the Limpopo is private property on which they will not allow trespassing.

Kgosi Jimmy Moremi of Ngwapa Village says the farmers blocked their access routes without consulting them. As one who grew up in Ngwapa, Kgosi Moremi says there was demarcation between farms, grazing land and access routes to the river.



This is not acceptable because Botswana are being denied the benefits of the river. We want those routes opened because the villagers have been ruled out of tourism and agriculture as things stand."

"Under the current set-up, Tuli Block farms are effectively the boundary between Botswana and South Africa when the river actually forms a natural boundary between the two countries," the Kgosi told The Botswana Gazette. "Our people in the villages

are spectators in all tourism and agricultural activities because they are denied access to the river."

According to Moremi, their efforts to raise concerns several times on different platforms about this have fallen on

The CEO of SKI Foundation, Mogomotsi Kaboyamodimo, says the family will notify the nation of funeral arrangements in due course. Sources close to the family believe that Jacqueline is most likely to be buried in Serowe next to her parents, Seretse and Ruth Khama.

Former president Ian Khama revealed last month that 13 members of his family have fled the country as his feud with President Mokgweetsi Masisi continues to deepen.

He alleged that President Masisi has vowed to drive all members of the Khama family out of Botswana. It is believed none of them will return to the country any time soon but several sources have said they have been persuading Ian to return to Botswana

Ian fled in November 2021 following investigations by DISS into firearms missing from the state by the. He has since been charged with 14 counts relating to the illegal possession of firearms alongside former head of DISS Issac Kgosi, suspended police commissioner Keabetswe Makgophe and Deputy Permanent Secretary Bruno Paledi.

The four are due to appear before the Broadhurst Magistrates Court on 6 June.

In March, Anthony Tshekedi and his wife Thea were questioned and arrested by the DISS in relation to ongoing investigations into the operations of their company, Seleka Springs.

It remains to be seen if the Khamas will return to bury their only sister.

deaf ears. A representative of Machaneng youth, Keipeile Mathanjane, says the white farmers are exclusive beneficiaries of the tourism and agriculture gifts of the mighty Limpopo.

"Even government authorities like police patrols and Botswana Power Corporation must first seek permission from the farmers," Mathanjane said. "However, they obtain it more easily than us ordinary people because they provide services to the farms. What is more frustrating is that even to meet these farmers is a challenge. I think a meeting with these farmers is needed to resolve this."

The MP for Sefhare-Ramokgonami, Dr Kesitegile Gobotswang, says when he raised the issue in Parliament he was told that there was a need for a land audit to establish the facts. "The Tuli Block has become a state within a state," the MP said in an interview. "This is not acceptable because Botswana are being denied the benefits of the river. We want those routes opened because the villagers have been ruled out of tourism and agriculture as things stand."

But the Chairman of Tuli Block Farmers Association, J. Ross, differs with the villagers, saying access routes to the Limpopo River never existed. Maps would show them if they ever existed, Ross asseverated in an interview. "If there are corridors, the ministry responsible for land should be able to point them out," he insisted. "These farms and the land towards the river are private and we draw water from the river for irrigation. We therefore cannot let anyone to trespass because there is lot of poaching around here."

Officers assigned by lands minister Ke-fentse Mzwinila to respond to Gazette enquiries had not yet done so at the time of going to press last night.

Boko advised to fire Saleshando as L00?

- Saleshando accused of acting against UDC interests
- UDC constitution empowers NEC to recall L00
- Boko not keen on expelling BCP from UDC



The president of the Umbrella for Democratic Change (UDC) Duma Boko is said to have been advised to recall his vice president, Dumelang Saleshando, as Leader of the Opposition (LOO) in Parliament, The Botswana Gazette has been informed.

LETLHOGILE MPUANG

The president of the Umbrella for Democratic Change (UDC) Duma Boko is said to have been advised to recall his vice president, Dumelang Saleshando, as Leader of the Opposition (LOO) in Parliament, The Botswana Gazette has been informed.

Some members of the UDC, including the cohort of the coalition in Parliament, are said to have presented a proposal to Boko and some members of the National Executive Committee (NEC) of the UDC to recall Saleshando as L00 because Saleshando allegedly acts against the interests of the UDC in Parliament.

Saleshando has also been accused of excluding MPs of the Botswana National Front (BNF) from his parliamentary caucuses, which he denies.

Whilst Boko says the NEC has never deliberated on such a proposal, he has confirmed that the UDC constitution empowers the NEC to take such action. "There was no discussion of any recall," he said. "Of course, the UDC NEC enjoys a wide range of powers, but the outcomes of the NEC meeting held on May 21st were duly communicated by the UDC Director of Communications."

For his part, Saleshando briefly said he was not in a position to respond to such speculation. "I am not in charge of inviting MPs to caucus," he said. "It is the responsibility of the whip."

He added that he was not aware if the NEC had been informed that Saleshando was excluding MPs of the BNF from his parliamentary caucuses.

Sources say although some members of the NEC consider firing the BCP from the UDC as a solution to instability within the coalition movement, Boko is not comfortable with the idea. "We have advised that the NEC should go for individuals causing the instability and not the parties," the source said. "Some of them are Saleshando and Dr Mpho Pheko."

For his part, Saleshando briefly said he was not in a position to respond to such speculation. "I am not in charge of inviting MPs to caucus," he said. "It is the responsibility of the whip." Opposition Whip Motsamai Motsamai could not be reached for comment.

72 NEWLY BUILT UNITS AVAILABLE IN PALAPYE BY OUTRIGHT SALE, TENANT PURCHASE SCHEME (TPS) AND RENT.



PROPERTY DETAILS

PROPERTY TYPE	PROPERTY DESCRIPTION	SALE PRICE (Excl.VAT)	RENTAL PRICE (Per month)	NO. OF UNITS AVAILABLE
1. LM60 (E,G&F)	Floor area approximately 60m ² , Verandah, 2 Bedrooms with wall wardrobes, Lounge, Fitted modern kitchen with granite top on wooden cabinets and ceramic wall tiles. Combined closet & bathtub with wash hand basin. Porcelain tiled floors, Plasterboard with ceiling, Plastered and painted walls, IBR roof tiles, 150 Litre hot water geyser.	P721,350.96- P757,588.48	P2,700.00	30
2. LH70	Floor area approximately 70m ² , Verandah, 3 bedrooms with fitted wall wardrobes, Lounge, Open plan kitchen fitted with granite top on wooden cabinets and ceramic wall tiles. Separate water closet & bathtub with wash hand basins. Porcelain tiled floors, Plasterboard with ceiling, Plastered and painted walls, IBR roof tiles, 150 Litre hot water geyser.	P932,688.72- P979,323.16	P3,500.00	7
3. ML75	Floor area approximately 75m ² , Carport, Verandah, 3 bedrooms with fitted wall wardrobes, Lounge with pivot door, Fitted Modern kitchen with granite top on wooden cabinets and ceramic wall tiles. Separate water closet & bathtub with wash hand basins. Porcelain tiled floors, Aluminium windows, Plastered and painted walls. Plasterboard with ceiling, Tuscan roof tiles, 150 litre hot water geyser.	P967,354.98- P1,015,838.84	P3,800.00	21
4. MM82	Floor area approximately 82m ² , Carport, Verandah, 3 bedrooms with fitted wall wardrobes, Lounge with pivot door, Fitted Modern kitchen with granite top on wooden cabinets and ceramic wall tiles. Separate water closet & bathtub with wash hand basins. Porcelain tiled floors, Aluminium windows, Plastered and painted walls. Plasterboard with ceiling, Tuscan roof tiles, 150 litre hot water geyser.	P995,107.14- P1,015,838.84	P4,200.00	12
5. MH98	98 sqm medium-high income unit, 3 fitted bedrooms with master EnSuite, Open plan fitted kitchen, 1 common bathroom, 1 common toilet, Guest wing fitted with kitchenette, shower and toilet, Polished porcelain floor tiles, Carport, Aluminium windows, Monarch Tuscan concrete roof tiles, Polished porcelain floor tiles, Gimbal dimmer downlights with designed ceiling bulk head, 150l water heater.	P1,082,334.20- P1,136,450.95	P5,000.00	02
TOTAL				72

CONDITIONS OF RENT

1. Requirements

APPLICANT	DOCUMENTS TO BE SUBMITTED ON APPLICATION
INDIVIDUALS	<ul style="list-style-type: none"> i) Certified copies of Identity Cards (Omang) for both applicant and spouse, if married. ii) Certified copies of Naturalization Certificate if born outside Botswana. iii) Spouse's written consent for married couples. iv) Certified copy of marriage certificate, if married or widowed, and/or copy of decree absolute, if divorced. v) Valid residence and work permit for non-citizens. vi) Current payslip and 6 months recent bank statements and those of their spouses for married couples. vii) ITC clearance certificate for the applicant (should not be more than 3 months old). viii) Affidavit declaring whether the applicant and/or spouse have purchased or are renting or have rented a BHC property before.
COMPANIES	<ul style="list-style-type: none"> i) Copy of company registration certificate certified by the Registrar of Companies. ii) Copies of share certificates and Identity Cards of shareholders certified by Registrar of Companies. iii) Certified copies of Certificates of Naturalization if shareholders were born outside Botswana. iv) Current payslip and 6 months recent bank statements of Directors. v) ITC clearance certificate of Directors. vi) Company resolution on renting of BHC property. vii) BURS Tax clearance.

NB: Parastatal organizations may submit their interest in writing.

- Only citizens, citizen-controlled companies, Corporate bodies, Registered Societies shall be considered.
- Applicants shall be treated on first come first served basis.
- Only BHC first time buyers shall be considered. Applicants who have already purchased property from BHC, spouse jointly counted, shall only be considered where there would be no offers from first time buyers.
- Applicants are informed that the houses shall be sold strictly cash. Therefore, Applicants should arrange financing with Banks, their Employers and other reputable financing institutions.
- Applicants who are indebted to BHC will not be eligible for consideration.
- Applicants are informed that they need to pass BHC vetting processes in order to be considered.
- Application Forms shall be obtained and completed from All BHC Offices (EXCLUDING BHC HEAD OFFICE) together with documents referred to 1 above.
- Applicants shall be required to pay non-refundable Administration Fee of **P114.00 (VAT incl)** upon submission of Application Forms.
- Applicants are informed that their applications shall be specifically for the project advertised and shall not hold for other projects being leased by BHC.
- Notwithstanding anything contained in the foregoing BHC is not bound to accept any application nor give any reason for not accepting same.
- Viewing of properties should be arranged with Messrs S. D Limbo, or K. Bagai at telephone No. 4921075 at Palapye Office (Estates Section). The Officers could also be contacted in case there is need for any clarification.
- Applications closes on 30th June 2022 at 16:30 hrs.**



For more information please contact:

Limbo Selelo (+267) 72931272 Palapye office (+267) 4921075

Botswana Housing Corporation @BHCBotswana @BHC.Botswana www.bhc.bw

BDF decries disjointed Anti-Poaching Efforts

- Calls for establishment of operational HQ and National Anti-Poaching Coordination Office
- Says different agencies vie for supremacy to the detriment of objective

GAZETTE REPORTER

The Botswana Defence Force (BDF) Brigade Group says lack of coordination by all stakeholders is impeding its anti-poaching mission. The army says the problem is competition among security agencies involved in anti-poaching.

This came to light last week at the 17th Senior Officers' Strategic Conference under the theme, Botswana Anti-Poaching Strategy and its Ramifications: Are We Doing Enough?

"The BDF has taken a firm stance to combat poaching through a multi-faceted strategy by involving all arms of the force and other stakeholders," the group said.

The Brigade Group said the BDF was brought into anti-poaching operations in 1987 following extinction of some endangered species due to poaching. Through the years, Botswana has recorded unprecedented rise in poaching activities despite tourism being the second largest contributor to the country's GDP.

"The BDF has taken a firm stance to combat poaching through a multi-faceted strategy by involving all arms of the force and other stakeholders," the group said.

In pursuit of this mandate, the BDF works in conjunction with the Department of Wildlife and National Parks, Botswana Police Service, the Directorate of Intelligence and Security Service (DISS), and NGOs like Enviro 911 and Elephants Without Borders, among others.

"There appears to be no coordination amongst the deployed troops and stakeholders prior to deployment," the Brigade Group wrote in a report labelled restricted. "The lack therein creates a disjoint in the working relationship. Furthermore, there is a duplication of efforts whereat the stakeholders would receive information and individually act on it without consultation with others. This brings lack of trust amongst operatives from various stakeholders."

As a solution, they proposed establishment of a National Anti-Poaching Coordination Office for someone fully responsible for coordination of stakeholders and an operational headquarters to serve as an anti-poaching fusion centre responsible for collecting, fusing and disseminating



The Botswana Defence Force (BDF) Brigade Group says lack of coordination by all stakeholders is impeding its anti-poaching mission. The army says the problem is competition among security agencies involved in anti-poaching.

information to relevant stakeholders.

Internally, the group noted shortfalls like pre-deployment training and manpower, saying pre-deployment training is currently focused on conventional warfare. "There should be delineation between the traditional unit training cycle and training specifically for anti-poaching deployment, which is asymmetric warfare," the group pointed out.

Regarding manpower, they said units currently have to deploy 70 percent of their strength but unit strength has depleted due to various reasons, resulting in insufficient coverage of operational areas and therefore creating opportunities for poachers.

The group also proposed establishment

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Experts Advise Against Physical Parliament Sitting

- Medical experts advised that COVID-19 threat remains real
- Speaker says virtual parliament is cheaper
- Chief Whip to request for funding for parliament renovations



Medical experts have advised against the return of physical parliamentary proceedings ahead of the July seating, citing that the COVID-19 pandemic still remains a serious threat, *The Botswana Gazette* has learned.

LETLHOGILE MPUANG

Medical experts have advised against the return of physical parliamentary proceedings ahead of the July seating, citing that the COVID-19 pandemic still remains a serious threat, *The Botswana Gazette* has learned.

The Speaker of the National Assembly, Phandu Skelemani, told this publication that physical parliamentary proceedings will not return any time soon unless a resolution stating otherwise is taken ahead of the July seating. "The biggest reason why parliament has not returned to the National Assembly building is because of the COVID-19 pandemic."

"The parliament building is not conducive, but if the MPs take a resolution that it returns, we will," said Skelemani.

He added that the cost of virtual parliamentary proceedings is very much lower compared to the physical sitting. "It also allows MPs to have more time with their constituents. It saves time and reduces the cost of travelling."

"The parliament building is not conducive, but if the MPs take a resolution that it returns, we will," said Skelemani.

This publication is informed that the National Assembly recently engaged medical experts to look into ways on how physical parliament proceedings could return before the end of the year. It is said that the experts noted that the parliament building had poor ventilation and does not afford for social distancing. Parliament proceedings were made virtual at the start of January 2021 due to the COVID-19 pandemic.

Meanwhile, Chief Whip Liakat Kablay revealed that he will be approaching the Business Advisory Committee for a supplementary funding for renovations of the parliament building. He is also of the view that current set up of the parliamentary building is likely to put them at risk of contracting the COVID-19 virus. "For example, you will find that three MPs occupy a single table. Clearly that means there is no social distancing," he concluded.

Opposition Whip Motsamai Motsamai was unavailable for comment on the subject as his phone was out of reach.



BACKGROUND

Botswana Medicines Regulatory Authority (BOMRA) is a statutory body set up by the Government of Botswana under the Ministry of Health and Wellness to protect human and animal health through effective regulation of medicines, medical devices and cosmetics, making sure that patients have access to quality, safe and efficacious products.

Sealed bids are invited from reputable registered organizations for the below tenders

TENDER DOCUMENTS:

Tender documents containing details of the requirements are available for collection from **Tuesday 17th May 2022**. All Payment must be made in the form of bank transfer to the following banking details and quoting the Tender Ref No and Bidder Name.

First National Bank
Gaborone industrial Branch
Branch Code: 281667
Business Cheque Account No: 62747456417

Youth companies shall purchase the tender document at 50% of the fee as per Presidential Directive CAB 14 (B) 2015.

Due to the Covid 19 Pandemic and with most organizations working home, proof of payment can be emailed to the email address provided below and tender document will then be sent through email after receipt of payment proof.

ITEM NO	TENDER NO	TENDER CLOSING DATE	DESCRIPTION	PPADB CODE	TENDER PRICE	RESERVATION
	MRA-TDOC-014.0-2022/2023	16 th June 2022 – 1100hrs	PROVISION OF GMP INSPECTION CAPACITY DEVELOPMENT CONSULTANCY	WAIVED	P 250.00	N/A

Tender Documents can be collected at the following address upon proof of payment:

Procurement Section 1st floor
Botswana Medicines Regulatory Authority
Plot 112

Gaborone International Finance Park
Gaborone

Business hours: 0800hrs to 1700hrs (Monday to Friday)

Queries relating to this tender must be addressed to the following email or telephone

procurement@bomra.co.bw

Tel: +267 373 1732

Plot 112, International Finance Park, Gaborone
 Private Bag 2, Gaborone Station, Botswana
 +267 373 1727/20
 Toll Free : 0800 600 216
 info@bomra.co.bw
 Botswana Medicines Regulatory Authority
www.bomra.co.bw





2022 Monetary Policy stance and reforms to monetary operations

1. Monetary Policy Reforms

- The Bank of Botswana (BoB), at the launch of the 2022 Monetary Policy Statement (23rd February 2022), highlighted changes it seeks to make on Botswana's Monetary Policy Implementation Framework to improve local money supply management and enhance the transmission of monetary policy changes.
- The proposed changes follow an evaluation of Botswana's monetary policy implementation framework, conducted on a regular basis, with the view of introducing refinements where necessary to improve its effectiveness. The improvement in liquidity management by the Central Bank, will improve its ability to influence macroeconomic indicators which include inflation, consumption and economic growth. These changes were effective from 28th April 2022.
- The amendments follow consultations between the Central Bank, commercial banks, as well as development funding partners. The objective of the engagements was aimed at strengthening the transmission of monetary policy, leading to improved signalling provided by the announcement of the policy rate and consequent response of the market.
- The amendments include switching the anchor policy rate from the Bank Rate to the 7-day Bank of Botswana Certificate (BoBC) yield, termed the Monetary Policy Rate (MoPR).
- The Central Bank also allowed commercial banks to independently determine their own prime lending rates. To facilitate the transition BoB prescribed that the maximum prime rate should be maintained at 5.25% (over the transition period) except in the event of an adjustment of the MoPR. (However, given the change in MoPR on 28th April 2022, the maximum prime was reset to 5.76%)
- First National Bank Botswana (FNBB) hereby gives notice to all its property loan customers and its other customers who have credit and lending facilities with FNBB that as from 28th April 2022 the reference to the "Bank Rate" as a necessary factor determining FNBB/the Bank's prime lending rate in respect of home loan agreements and any other credit and lending agreements, shall cease to exist.
- Consequently, with effect from 28th April 2022, "Prime" and or "FNBB Prime" and or the "Bank's Prime Lending Rate" shall no longer be determined with reference to the repealed "Bank Rate" instead it shall be determined with reference to the MoPR. FNBB Prime shall be defined as:

"The variable, publicly quoted basic rate of interest (percent per annum) generally levied by the Bank from time to time on overdraft to its first class corporate borrowers calculated daily and compounded monthly in advance. The prime lending rate may change from time to time and such change shall be communicated to you through media publications and releases."

- Commercial banks are expected to institute a spread over the MoPR that maintains agreed pricing margins with the customers, despite the switch in the reference point (from Bank Rate to MoPR). This spread will be maintained during the one-year transition period, where any changes in variable prices will only move in tandem with MoPR.
- Additional changes include reforms aimed at improving interbank activities such as the introduction of the 1 Month Bank of Botswana Certificate (BoBC) and the introduction of the interest rate corridor which allows commercial banks to lend and borrow from the Central Bank at their discretion.

2. Monetary Policy Stance

On the 28th of April 2022, the Monetary Policy Committee (MPC) of the Bank of Botswana announced increase of the Monetary Policy Rate (MoPR) by 51 basis points from 1.14% to 1.65%.

Therefore, the following will change as follows:

- MoPR changes from 1.14% to 1.65%
- FNBB Prime changes from 5.25% to 5.76%

Justice Tafa to Retire

- Was technically due to retire upon reaching age 70 next year
- Sources say he must have grown tired of being overlooked for promotion

GAZETTE REPORTER

One of Botswana's senior High Court judges, Justice Abed-nego Tafa, will retire in August this year.

According to reliable sources at Administration of Justice, Justice Tafa is serving notice but he was only due to leave next year when he turns 70 years of age, which is the retirement age for Judges.

"I suspect he had enough of the abuse," said a fellow judge.

Another judge said Justice Tafa has served for more than 15 years and that pension is due from 65 years of age. It is also alleged the judge must be frustrated after being overlooked many times.

An anonymous source said Tafa was the heir apparent to former Attorney General, Phandu Skelemani, in 2003. However, when Skelemani left, former judge Ian Kirby was brought back as Attorney General.

History repeated itself when Justice Tafa was overlooked for appointment as Chief Justice to succeed Maruping Dibotelo. Instead, a less senior judge than him, Justice Terrence Rannowane, was appointed Chief

Justice.

Efforts to reach Justice Tafa and Administration of Justice proved futile but a number of his office colleagues have confirmed that he is indeed on the way out.



The UDC had demanded retraction of these statements and accusations by the BCP. However, the BCP has instead asserted that the UDC has completely disregarded its submissions, especially those regarding primary elections.

Boko advised to fire Saleshando as L00?

From Page 4

Since a by-election in Bophirima Ward last April, BCP relations with the UDC have become extremely sour. The BCP, through its president Saleshando, has publicly accused the leadership of the UDC of undemocratic tactics like poor governance, lack of consultation and unilateral decision-making. Because of these, the BCP central committee has asked for a special UDC congress to express some of its grievances.

Since a by-election in Bophirima Ward last April, BCP relations with the UDC have become extremely sour.

The UDC had demanded retraction of these statements and accusations by the BCP. However, the BCP has instead asserted that the UDC has completely disregarded its submissions, especially those regarding primary elections.

It says the UDC Head of Communications Moeti Mohwasa's brief to the media was not a true reflection of the discussions that took place at a UDC NEC meeting held last weekend.

BUAN

BOTSWANA UNIVERSITY OF AGRICULTURE AND NATURAL RESOURCES

Inspiring Sustainable Growth

TENDER NOTICE

Tender Offers are invited from 100% Citizen-owned Companies for the proposed renovations and refurbishment to office Block 304 Sebele Content Farm, Gaborone.

TENDER BUAN 14/2022 : PROPOSED RENOVATIONS AND REFURBISHMENT TO OFFICE BLOCK 304 AT SEBELE CONTENT FARM, GABORONE

The Procuring Entity is Botswana University of Agriculture and Natural Resources (BUAN)

1. **Method of Procurement:** Open Domestic Bidding Method
2. Economic Diversification Drive initiative (EDD) -CAB 11 (A) of 2011) shall be considered.
3. Local Procurement Scheme (LPS) shall apply to this tender – Presidential Directive – CAB19 (B) 2013.
4. Compulsory site visit and Clarification Meeting

Date: 9 & 10 June 2022

Time: 0900hrs.

Venue: BUAN Main Campus in front of Block 304

This will be a 2day event. Tenderers will be divided into two groups to comply with Covid-19 protocols.

5. Tenderers who are domiciled in Botswana must, in order to be considered for the award of the contract, be registered with Public Procurement and Asset Disposal Board in the following works grades and codes;

Building Works

Grade "B and above"
PPADB Code 01, Sub-code 01.

Electrical Sub-contractors

Grade "B and above"
PPADB Code 02, Sub-codes 01,

Mechanical Sub- contractors

Grade "B and above"
PPADB Code 08, Sub Code 01 and 09

6. The physical address for collection of tender documents is:

Manager, Procurement and Supply
Botswana University of Agriculture and Natural Resources
Block 304, Office No, 2
Content Farm, Sebele, Gaborone

Documents may be collected during working hours between 08:30 and 12:30 and 13:45 and 15:30 hours on weekdays with effect from 25th May 2022 to 24th June 2022 at a Non-Refundable Fee of P200.00.

100% Youth owned companies will purchase the document at half price (P100.00).

Payments may also be made to BUAN account (banking details below). The proof of payment must be presented upon collection of documents or should be sent to purchasing@buan.ac.bw with a request for soft copy if required.

BUAN Banking Details:

Beneficiary Name: Botswana University of Agriculture and Natural Resources (BUAN)

Account No: 0100150424100

Bank: Standard Chartered Bank

Branch: Mall Branch

Branch Code: 662167

Swift Code: SCHBBWGXXXX

Reference: TENDER NUMBER AND COMPANY NAME

The tender is reserved for 100% Citizen Owned Companies.

7. Queries relating to the issue of these documents may be addressed to Manager Procurement and Supply at Tel: 3650294/177/384/529 Fax: 3928753 Email: purchasing@buan.ac.bw; before 1630hrs on 13th June 2022

8. The closing date and time for receipt of tender offers is 24th June 2022 at 1100 hours in Office 2 Block 304 Botswana University of Agriculture and Natural Resources, Content Farm, Sebele, Gaborone.

Late tender, telephonic, fax, or electronic offers will not be accepted.

Notwithstanding anything in the foregoing, the University is not bound to accept the lowest or any tender offer, nor incur expenses in the preparation thereof.



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Govt admits it Pays only Lip Service to Employee Welfare

In making its award of a 3 percent across-the-board salary adjustment for 2022/23 effective 1st April 2022 recently, the government conceded that it has not been much good at looking after its employees. A paper spells out reforms that the government believes will improve the well-being of public servants but it also takes away on certain fronts. StaffWriter **OARABILE MOSIKARE** reports

The government has acknowledged that it has played a more reactive than responsive role in issues of human resource.

This is disclosed in the government's proposal paper on negotiations on salaries and other conditions of employment of public officers under the Public Service Act on Grade D1 and Below for the Financial Years 2022/23, 2023/24 and 2024/25.

"The share of government spending taken by public officers' salaries, allowances and other monetary-based conditions of service has been up to 40 percent in recent years," the paper points out.

In the paper, the employer party admits that certain areas have been overlooked over time and that the onset of the COVID-19 pandemic gave the government a much-needed rousing in this regard.

"...Government aspires to look into all outstanding issues contained in the Collective Labour Agreement signed between the employer and recognised trade unions on the

27th August 2019 and that it be reviewed, revised and de-linked by both parties with a view to agree on those whose implementation that can be realistically executed during the financial years 2022/23, 2023/24 and 2024/25 respectively," the employer party proposed.

The government underscores the importance that salary negotiations should be cognisant of the principle that budgetary implications of any proposed salary and other conditions of service adjustments should not result in a budget deficit that exceeds the set level of 4 percent of GDP.

The paper says government negotiators should be instructed that growth of the wage bill must be lower than GDP growth when they negotiate salary adjustments and improvements to other conditions.

The paper notes that for over 10 years, the government has delayed developments to reduce the civil service wage bill because of concerns not to disrupt the livelihood of public servants and the nation at large, thus worsening troubles in the broader economy. It says any increase in government salaries and other monetary-based conditions of service will have knock-on effects that need to be taken into account.

"The share of government spending taken by public officers' salaries, allowances and other monetary-based conditions of service has been up to 40 percent in recent years," the paper points out. "Clearly, the increase in salaries and changes to other conditions of service which have

monetary consequences will further increase the proportion of the budget taken by salaries, allowances and other monetary-based conditions of service."

It warns that the consequential effects would be a reduction of the portion that could be used for other recurrent needs like maintenance of assets,

consumable supplies such as medicines and books, and other development projects.

"However, based on the above factors and especially the

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Shathani Mbaakanyi briefing the media on his planned over 500km solo walk against corruption in Botswana on 23 May 2022 in Gaborone. Pic: Monirul Bhuiyan/PRESS PHOTO

CAREER OPPORTUNITIES

About Us

Botho Park is a property management company which develops, manages and maintains the education campus in Kgale, Opposite Game City. To enable the company to carry out its operations in an efficient manner which also includes expansion projects, it has been decided to recruit a specialist with sound knowledge in the area and relevant experience.

Position: ISO Certified Internal Quality Auditor

Botho Park has a vacancy for an Internal Quality Auditor who will be in charge of maintaining Internal Quality Control based on ISO 9001:2015 Standard for Botho Park which includes internal processes and solutions for its residential properties, educational institution and other commercial properties.

Qualifications:

Graduate Degree from a reputed university in the field of Quality Management, Mathematics or related. Additional professional qualifications as a Qualified Internal Quality Auditor (minimum of ISO 9001:2015), Pastel Installer, knowledge of Botswana tax, etc.

Experience

Minimum 7 years' experience in the field of Quality Control and Pastel Practitioner and must possess the below said skills and qualities:

- Maintenance of Systems and Controls in the areas of Property management and Financial Reporting.
- Ensuring ISO Certification and Standards of the University Campus is maintained through regular audit of the same.
- In depth knowledge of installation and practice of Pastel accounting system and ensuring the relevant accounts support is provided for the financial accounting team.
- Finalizing and submitting tax, vat and other BURS annual and monthly returns requirements.
- Working Knowledge of ERP software.

Operational Role and Responsibilities:

- Quality control.
- Active participation in the development of the group properties.
- Submission of BURS related requirements.
- Submission of Monthly Management accounts.
- Ensuring regular ISO compliances on a regular manner.

To apply for the abovementioned vacancy, please follow the link below:

<https://bothouniversity.applytojob.com/apply>

Closing date for this vacancy is **June 6, 2022.**

Please note that only applications submitted through **JazzHr** link will be accepted. Short-listing of candidates will be based on academic qualifications, relevant experience and general disposition. Only the shortlisted candidates will be called for an interview.

Botho Park

First floor, Otse Building
Botho Education Park – Gaborone
Behind Game City, Gaborone, Botswana.
Tel: +267 7230 2821
Email: info@acumen.co.bw
Web: www.acumen.co.bw

BOTHO
PARK

BDF decries disjointed Anti-Poaching Efforts

From Page 5

of a dedicated unit (ranger unit) equipped and trained for anti-poaching and a taskforce by contributing companies, sections and detachments for anti-poaching deployment. They called for involvement of local communities in the fight against poaching through public education about disadvantages of poaching and benefits of wildlife in their areas.

The BDF group said rules of engagement are an important part of deployment. "It is a sensitive issue, especially on operatives that are faced with a situation where there is need to engage poachers with firepower."

They group said while anti-poaching operations have go back many years, their failures and successes are yet to be assessed. They wrote: "There is a need for its monitoring and evaluation so as to determine whether it is sustainable. There should be an annual evaluation on whether we are winning the war whereat necessary changes will be effected to ensure the success of anti-poaching operations."

Resourcing operation troops with necessary equipment also came in for attention. Dedicated vehicles for operational areas, communication tools, and maps and GPS systems were identified as necessary.



Republic of Botswana
Ministry of Health

INVITATION TO SUBMIT PROPOSALS ON TOBACCO CONTROL INTERVENTIONS

REF NO: TOBACCO CONTROL PROPOSAL 01/2022

1. Introduction

In accordance with the Tobacco and Tobacco Products Fund Order of January 2014, the Botswana Government, through the Ministry of Health, has embarked on a campaign to promote interventions designed to combat the use of tobacco and minimize its effects. Organisations are therefore invited to apply for financial assistance by submitting proposals to the Tobacco Levy Implementation Committee.

2. Invitation of Proposals

Ministry of Health would like to invite organisations to submit proposals on the following:

- a. Tobacco control awareness
- b. Treatment and rehabilitation

The calls for proposals are in accordance with the Tobacco and Tobacco Products Fund Order of January 2014 and Policy Guidelines for Financial Support to Non-Governmental Organisations and Community Based Organisations of September 2017.

Eligible applicants may apply by submitting their proposals to the Tobacco Levy Implementation Committee and such proposals will be subject to the funding guidelines.

Proposals that address the geographic and target group gaps such as women, youth and vulnerable populations are highly encouraged.

3. Funding Guidelines

The Funding Guidelines can be obtained at any District Health Management Team (DHMTs), **Health Promotion and Education Offices** around the country and the **Ministry of Health Headquarters in Gaborone, Government Enclave, Office GC1, GC9 and GC16.**

4. Eligibility of Funding

All registered Non-Government Organisations (NGOs) and registered Community Based Organisation (CBOs) are eligible to apply for this call for proposals.

5. Proposal Submission

Proposals should be submitted to the **Ministry of Health, Department of Health Services Management, ground floor, office number GC16** on or before **24th June 2022 at 16:30 hours.** Late applications will **NOT** be accepted.

A one envelope procedure will be followed. Organisations should submit both technical and financials in one sealed envelope containing one (1) original and three (3) identical copies. The sealed envelope should be marked "**Tobacco Control Proposal 01/2022**". The original must be clearly marked "**ORIGINAL**" and Copies marked "**COPY**".

Telegraphic, telex, telephone, email proposals will **NOT** be accepted.

6. Publication of approved proposals

All approved proposals will be published in the local media.

7. Further Information

For more information contact Tobacco Control Unit at 3632536/3632237/3632128/3632271.

Notice: This Call for Proposals forms the basis for applying for the Tobacco and Tobacco Products Levy Funds. It must neither be construed as a grant agreement, nor be regarded as a confirmation of a grant awarded by the Tobacco Levy Implementation Committee to any entity. Consequently, the Tobacco Levy Implementation Committee is not liable for any financial obligations, or otherwise, incurred by any entity in responding to this call for proposals. Such costs will not be considered as part of the beneficiary budget in the event their proposal is successful. By collection of the funding guidelines and submission of proposal, applicants are rendering themselves bound by the proposal terms and conditions.

Organisation who have been involved in tobacco control interventions will have an added advantage.



The Council of Elders of the Botswana Congress Party (BCP) intends to engage the party's central committee over the ongoing standoff with the coalition Umbrella for Democratic Change (UDC).

BCP Council Of Elders Wants To Meet Central Committee Over UDC Standoff

- Seeks to understand better why the BCP should apologise to the UDC
- Expresses delight that it is now recognised as a party structure
- Analyst warns the BCP against leaving the UDC

GAZETTE REPORTER

The Council of Elders of the Botswana Congress Party (BCP) intends to engage the party's central committee over the ongoing standoff with the coalition Umbrella for Democratic Change (UDC).

This comes after a meeting of the National Executive Committee (NEC) of the UDC in Palapye over the week-

end where the BCP was ordered to apologise to the coalition for its unflattering utterances about the UDC and its president Duma Boko.

Even so, the Chairman of the BCP Council of Elders, Batisani Maswibilili, says that it is not clear to them what the BCP has done to warrant an apology to the UDC. "When there is an issue, people have to engage internally," Maswibilili told The Botswana Gazette in an interview. "I have

heard UDC functionaries on many occasions saying that party issues should not be aired publicly."

Maswibilili said tension between contracting partners should have been dealt with internally at the Palapye meeting and that the UDC must resolve its issues before approaching the electorate. "Disagreements will always exist in the coalition but it is up to the contracting partners to iron them out so that they do not lose credibility," he asserted. "The electorate will be looking at the opposition with keen interest in the lead-up to the elections, and one thing for sure is that they will not want to replace President Mokgweetsi Masisi with someone who does things like him."

Maswibilili said he and his committee are pleased that they are finally recognised as a party structure after many years of seeking such acknowledgement. "Now that we have been recognised in BCP structures we intend to engage the central committee regularly about building and fortifying the BCP," he added.

Maswibilili said tension between contracting partners should have been dealt with internally at the Palapye meeting and that the UDC must resolve its issues before approaching the electorate.

Meanwhile, political analyst Wankie Wankie says if there is any lesson that should have learned by now, it is that opposition parties must unite against the BDP even in the absence of ideological alignment. "This much is clear from both the 2014 and 2019 election results which demonstrated that opposition parties are stronger together," Wankie said in an interview. "The AP is not strong enough to make any difference even if it works with the BCP."

He warned without such unity, the opposition vote will be split among the various parties, saying the opposition would be weakened if the BCP left the UDC. "The obvious beneficiary of all this would be the BDP," Wankie said.

"The popularity of the BDP has been declining steadily since 1966. Its popular vote is currently at 53%. However, to wrestle power from the BDP requires all opposition parties to put aside narrow and selfish interests of individual and put the national interest ahead by working together going into 2019 general elections."

Two BDP Councillors Likely To Challenge Maphongo And Manyapetsa In Mayoral Elections

- But Tautona and Abraham are hedging
- Councillor Horatius has declared her mayoral interests openly

GAZETTE REPORTER

Two Botswana Democratic Party (BDP) councillors have reportedly thrown their names into the hat to challenge the incumbent Mayor of Gaborone Father Maphongo and the Deputy Mayor Lotty Manyapetsa in internal gubernatorial elections early next month.

The Councillor for Kgale View Oduetse Tautona and the Councillor for Sebele Austin Abraham are reported to have started canvassing for votes among their fellow councillors. Abraham seeks to become the next Mayor of the capital city while Tautona wants to replace Manyapetsa as Deputy Mayor.

An inside source has told The Botswana Gazette that the two are already campaigning for votes even though they have not officially declared themselves candidates. "I can confidently tell you that both Abraham and Tautona have long started to cam-

paigned and are doing it quietly in order to preserve party stability," the source said.

Sources also indicated that the two have so far gained a lot of support. It is said the two are gaining support from disgruntled BDP councillors and the opposition and that their entrance means the Mayor will face two opponents after the Councillor for Itumeleng Ward, Motamma Sesinyi Horatius, recently declared her candidature publicly.

"I have decided to support both Abraham and Tautona in their bid to oust the current leadership because we have previously reported to the party that we are not treated fairly in the chambers but was done," said the source adding that the two have approached him with their plans to change the city for the better.

But both councillors are hedging. Tautona told The Gazette in an interview that he is unable to confirm or deny but a good number of councillors have ap-

proached him about running as a candidate for the deputy mayoralty. "I am guided by the constitution of the party and the Local Government Act and it would not be right for me to tell my decision at this point," he said.

Nevertheless, he said he believes someone new is needed at the top if Botswana's capital city should be developed meaningfully. "Roads are damaged and the city is dark after we promised we promised to transform Gaborone into a diamond city back in 2019 when we were elected," Tautona said.

Abraham was similarly hedging, saying the constitution of the BDP should be upheld. Earlier this year, sources said Manyapetsa and Maphongo, who had been at loggerheads, had reconciled and would defend their positions together.

At some point late last year, councillors Manyapetsa, Abraham and Tautona appeared before the disciplinary committee of the BDP after the Mayor complained that they were giving him a hard time in his work at the city council.

The two were once thrown out of a council meeting after they intended to pass a motion of no confidence against the Mayor.

New Shock as War Raises Food and Fuel Costs

Sub-Saharan African countries find themselves facing another severe and exogenous shock. Russia's invasion of Ukraine has prompted a surge in food and fuel prices that threatens the region's economic outlook. This latest setback could not have come at a worse time—as growth was starting to recover and policymakers were beginning to address the social and economic legacy of COVID-19 pandemic and other development challenges. The effects of the war will be deeply consequential, eroding standards of living and aggravating macroeconomic imbalances.

We now expect growth to slow to 3.8 percent this year from last year's better-than-expected 4.5 percent, according to our latest Regional Economic Outlook. Though we project annual growth to average 4 percent over the medium term, it will be too slow to make up for ground lost to the pandemic. Inflation in the region is expected to remain elevated in 2022 and 2023 at 12.2 percent and 9.6 percent respectively—the first time since 2008 that regional average inflation will reach such high levels.

There are three main channels through which the war is impacting countries—with notable differentiation both across and within countries:

Prices for food, which accounts for about 40 percent of consumer spending in the region, are rising rapidly. Around 85 percent of the region's wheat supplies are imported. Higher fuel and fertilizer prices also affect domestic food production. Together, these factors will disproportionately hurt the poor, especially in urban areas, and will increase food insecurity.

Higher oil prices will boost the import bill for the region's oil importers by about \$19 billion, worsening trade imbalances and raising transport and other consumer costs. Oil-importing fragile states will be hit hardest, with fiscal balances expected to deteriorate by around 0.8 percent of gross domestic product compared to the October 2021 forecast—twice that of other oil-importing countries. The region's eight petroleum exporters, however, benefit from higher crude prices.

The shock is set to make an already delicate fiscal balancing act more difficult: increasing development spending, mobilizing more tax revenues, and containing debt pressures. Fiscal authorities generally aren't well-positioned for additional shocks after the pandemic. Half of the region's low-income countries are already in or at high risk of distress. Rising oil prices also represent a direct fiscal cost for countries through fuel subsidies, while inflation will make reducing these subsidies unpopular. Spending pressures will only increase as growth slows, while rising interest rates in advanced economies may make financing more costly and harder to obtain for some governments. Countries need a careful policy response to address these daunting challenges. Fiscal policy will need to be targeted to avoid adding to debt vulnerabilities. Policymakers should as much as possible use direct transfers to protect the most vulnerable households. Improving access to finance for farmers and small businesses would also help.

The effects of the war in Ukraine leave policymakers with little room to maneuver.

IMF



BOFEPUSU has taken a stand not only to fight for workers' welfare and conditions of service but also to fight for democracy and rule of law. In line with this, the Federation consequently released a statement condemning the worrying conduct of DISS, its corrupt practices and contamination of peace, stability and democracy of this country.

DISS Propaganda is in Desperation

JOHANNES TSHUKUDU
 PRESIDENT OF BOFEPUSU

BOFEPUSU has taken a stand not only to fight for workers' welfare and conditions of service but also to fight for democracy and rule of law. In line with this, the Federation consequently released a statement condemning the worrying conduct of DISS, its corrupt practices and contamination of peace, stability and democracy of this country.

That statement has been met with so much anger from DISS that we suspect that they are in control of the Facebook pseudo-account of France Museveni. The said Facebook account leaks classified information with impunity under the guise of whistleblowing. If the rule of law was supreme in Botswana, Museveni would have been brought to book.

He has now resorted to attacking the integrity of the judiciary by maligning judicial officers who handle or take decisions against the DISS. The account attacks those who stand for democracy by peddling unfounded allegations. The DISS, through such conduct, has gone rogue and is actually actively involved in criminal activities. But this doesn't come as a surprise as we have seen through ongoing court cases that the leadership of the DISS is involved in crime by soliciting bribes to the tune of millions.

If the account is not theirs, they would have long investigated it, identified the people behind it and brought them to book.

The Federation warn DISS and Government of the day that BOFEPUSU is not one to be intimidated or to succumb to undemocratic tendencies. As a Labour centre we have fought so many battles and conquered, and we are prepared to fight more battles for the sake of democracy of this country. In this battle for democracy and rule of law we are prepared and ready for anything, for we wouldn't want our country to degenerate into a failed state. We perceive these occurrences as an attack on the labour move-

ment, by extension an attack on freedom of association and impediment of Trade Union work, something which we will soon embark on bringing to the attention of International Labour Organisation, and other international institutions for the matter to be subjected to the attention of the international community.

Something that is common cause to affiliates and members of BOFEPUSU, is that the Federation has not sponsored any political formation with funds, and that will never happen.

Something that is common cause to affiliates and members of BOFEPUSU, is that the Federation has not sponsored any political formation with funds, and that will never happen. The Federation has internal control measures, is audited annually and audited financial statements are presented by the Central Executive Committee through the Treasurer General to the Governing Council and Congress, and as well as to the Registrar of Trade Unions. We pride ourselves with emphasis on responsibility, accountability, transparency under the auspices of good corporate governance. Baseless allegations and propaganda will not derail the Federation in its mandate to advocate for better conditions for workers and contribution on socio-economic issues for progress of this country and its people.



Celebrating Africa Day

Today we celebrate Africa Day with enthusiasm in the Continent and in Türkiye

We remember with appreciation African nations coming together under a single roof on May 25th 1963. This day signifies a tough journey for independence and freedom, and a common consciousness based on solidarity and unity of the continent. The success story attained in the following decades in this spirit, through the efforts of powerful and acclaimed African leaders, attests to the bright future of the continent.

Despite the historical injustices during colonial times, global apathy towards natural disasters and famine, and unacceptable external interferences, the strength of African nations to withstand these enormous challenges is outstanding. With its young and dynamic population, vast resources, rich and deep-rooted culture and history, the African continent promises enormous potential for a more just, more equitable and better world in the 21st Century. Africa means hope and we are partners in this journey.

Türkiye is in a privileged position. In the last 20 years, Türkiye has become an "African hub" in its region with its ever-increasing number of African diplomatic representations along with its dynamic African diaspora comprising students, businesspeople and tourists. Our 44 embassies across the African continent as well as 37 African embassies in Ankara make Africa Day more meaningful for us.

African nations see us as a reliable partner and a close friend. It is a pleasure for us to host African interlocutors, often African leaders, in Ankara every month. President Erdogan ranks first in terms of the number of visits to Africa.

African nations see us as a reliable partner and a close friend. It is a pleasure for us to host African interlocutors, often African leaders, in Ankara every month. President Erdoğan ranks first in terms of the number of visits to Africa.

Turkish Airlines continues to reunite Africa with the rest of the world, and recovering from the effects of the pandemic, currently flies to 44 destinations in 35 African countries. The presence of African students in universities all over Türkiye is ever increasing, thanks to hundreds of Türkiye scholarships granted annually. So far, Türkiye has granted over 15 000 scholarships to African students.

As a strategic partner of the African Union (AU), we have jointly organised three Summits on Türkiye-Africa Partnership in 2008, 2014 and 2021. The Third Partnership Summit was held under the theme "Enhanced Partnership for Common Development and Prosperity" from 16-18 December 2021 in İstanbul with participation of 38 African countries. We are now eagerly implementing the decisions approved at the Summit in close cooperation with all

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Job Title : Divisional Mining Engineer
Requisition ID : 1267
Location : Gaborone

Debswana Diamond Company would like to invite suitably qualified innovative, results oriented and self-driven individuals to apply for the position listed and described below and join a professional team driven by service excellence, where the demands of the business are met by encouraging team work and addressing the needs of the individual.

Purpose of the role

To identify and develop value adding alternatives and options for Debswana future mines through conceptual and prefeasibility studies including the transition from open pit to underground mining based on the available kimberlite resources. To design and schedule Debswana dumps for the life of Debswana mines, including the application of technology and innovation.

Key Job Responsibilities

- Interprets operational requirements and integrates with discipline base financial needs to ensure availability of financial resources to meet business objectives
- Advice on Resource Extension Projects timelines and deliverables that influence U/G projects
- Carries out conceptual and pre-feasibility studies on known resources by optimizing the reserve to determine viability of projects
- Designs underground layouts and produce schedules for u/g studies carried out
- Compiles scopes of work to adjudicate tenders for the design, consulting and EPCM work for the Prefeasibility studies
- Determines and selects appropriate mining methods for the underground mines
- Determines the Open Pit to Underground transition- Project Scheduling
- Determines the optimal mining block that maximizes the NPV for a given pipe and or mine
- Ensures adherence to approved project management principles, Compiles project charters, scopes of work, reports and decision notes as pertaining to the prefeasibility studies carried out
- Ensures that all statutory design obligations are met in a professional and timely manner and that the design is in line with
- OH&S standards
- Ensures that internal and external stakeholders

are kept abreast of the latest developments

- Establishes and maintains a professional relationship with mining contractors, consultants, suppliers and peers
- Identifies own skills gap and develops in the identified areas
- Investigates, analyses and makes recommendations on major design criteria e.g. hoisting (shaft size, location & depth), access, ground handling, pumping, equipment selection, ventilation, mining rates etc.; dump designs; life of mine dump scheduling
- Adheres to all safety health and environmental policies and procedures in areas of responsibility

Education

- Bachelor's Degree in Mining Engineering

Experience

- Eight (8) years post-graduation experience, including open pit and underground production experience at middle management level.
- Middle management training
- Good Knowledge of applicable mine planning software e.g. GEMS, Datamine, Whittle
- Good knowledge of applicable mining and environment laws for open pit and underground mines

Technical Competencies

- Financial Focus
- Strategic Planning & Design
- Project Management Capability
- Corporate Governance & Statutory compliance
- Customer Relationship Management
- Skills Development

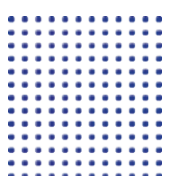
Behavioral Competencies

- Achievement Orientation (3)
- Change Leadership (2)
- Concern for Safety, Health and the Environment (4)
- Developing Others (4)
- Innovation (3)
- Judgment and Decision Making (3)
- Managing Performance and Holding People Accountable (4)
- Planning, Coordination and Execution (3)
- Problem Solving (3)
- Teamwork & Collaboration (3)

Debswana is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Only candidates who meet the above requirements need apply by visiting us on <https://jobs.debswana.com> to register and apply.

Only shortlisted candidates will be responded to. Closing date: 7th June 2022





VACANCY: DIRECTOR – HYDRAULICS & LUBRICATION SPECIALIST

Candidates who meet the following requirements are invited to submit their applications to the above address.

1. Qualifications Required :

- Diploma in Business Management
- Diploma in Project Management
- Certificate in Hydraulic Systems
- Certificate in Lubrication Systems

2. Relevant Experience :

Minimum 15 years experience in similar field.
Intricate and in-depth knowledge of Lubrication systems, and Hydraulic systems & equipment.
Meticulous ability to liaise with Engineers, Senior Technical Personnel and Project Key Leaders
Ability and knowledge to set-up new branches or sites
Preparation and submission of Reports at specific intervals, with strict non-negotiable deadlines
ISO Quality conversant.
Conduct In-House training to subordinates, team build and lead a strong workforce.
Travel long periods to various sites, working under extreme pressure, be self-driven and highly motivated.

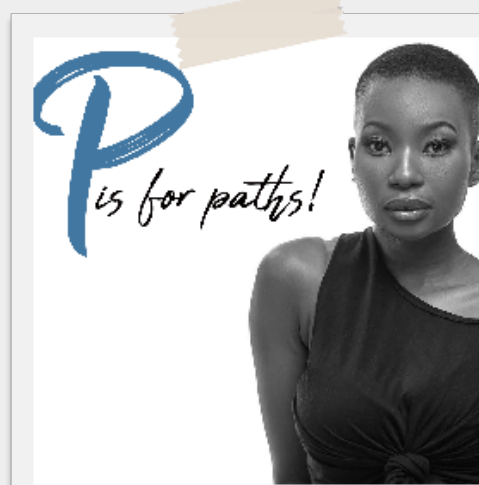
3. Advantages :

Extensive knowledge of Mining site works and ability to interface at all levels and sectors.
Technical experience in hydraulics and lubrication analysis.

Please forward full CV, identity documents and references by email to: FLC_recruitment_BW

Closing date for applications is **14days** after publication date of this advert.

NB. We will only respond to shortlisted candidates.



by Poppy Lydia Sello

7 Bs of branding Series (Part5) – Brand Image

Mercedes Benz is associated with class, Ferrari speed BMW sporty, and so on. These are the images formed in the minds of the consumer when they think of those specific brands.

If KFC's dunked wings weren't "Finger-Lickin' Good," you wouldn't order them. This demonstrates that KFC is more concerned with the feelings they want to elicit from customers than with making money.

The impression is generated from interacting with the brand in all channels. Brand messaging, brand awareness, and brand identity all contribute to the overall perception or image of a brand.

Customers' perceptions of a brand are shaped by their interactions and experiences with it, as well as their assumptions about what the brand might be. If KFC's dunked wings weren't "Finger-Lickin' Good," you wouldn't order them. This demonstrates that KFC is more concerned with the feelings they want to elicit from customers than with making money.

Essentially, a brand image refers to how customers feel about a brand and how they perceive it. This also applies to personal brands; personalities spend time and money on building an image that will attract opportunities. Façade or not, when you drive a certain car, attend specific events, drink select alcohol or speak in a certain way, people will form an image of you and automatically treat you as such. And just like organisations, one needs to maintain one's brand image.

Coca-Cola recognises the value of investing in the development of a brand image, and it has worked hard over the years to create a brand image that has become synonymous with happy events. They focus on the brand's story rather than its products, and that's what gives their brand a strong image.

To build and maintain a brand image, organisations should:

1. Build credibility.

Consumers are more likely to trust brands that are more trustworthy and transparent about their operations. They may be more likely to support a brand above its competitors if they believe it is the most credible alternative.

2. Be consistent.

Consumers will remember your brand and what it stands for if you can consistently deliver on your brand promise while maintaining a strong brand image.

3. Know your audience.

To portray the correct image for your brand, you must first understand your buyer profiles and audiences. You can't create a marketing message tailored to your target if you don't know who they are.

4. Don't just sell. Tell a story

Emphasise that your business and your customers are real people with real stories to share. It helps to change how others perceive you and allows customers to form bonds with you and your organisation. It doesn't need to be curated, crafted and fancy. A great story is true, authentic and honest. Storytelling is profitable. Storytelling is powerful. Storytelling creates bonds.

5. Develop a brand identity.

Developing a brand identity is the first step in creating a positive brand image. It is often your first chance to persuade new customers. A good brand identity involves a strong brand voice, logo and colours, as well as listening to customer input. It is critical to create a brand image that says exactly what you want it to say.

It is important to remember that today's consumers make purchases based solely on brand image. It is not only about getting a certain product or service; it's also about getting a sense of a company's entire reputation, significance and quality. Therefore, every company should strive for a positive image.



PUBLIC NOTICE - EXTENSION OF TENDER CLOSING DATE

TENDER REF NO. BVI/OVP/11/2022

Tender for Provision of **CONSULTANCY SERVICES FOR DEVELOPMENT OF BUSINESS CASE FOR MANUFACTURING OF HUMAN HEALTH DRUGS FOR BOTSWANA VACCINE INSTITUTE LIMITED**

The Public is hereby informed that, the above Tender closing date Monday 23 May 2022 of the circulating advert, recently published on local and international newspapers, with the subject

PROVISION OF CONSULTANCY SERVICES FOR DEVELOPMENT OF BUSINESS CASE FOR MANUFACTURING OF HUMAN HEALTH DRUGS FOR BOTSWANA VACCINE INSTITUTE LIMITED is extended to **Monday, 13th June 2022**.

NB!!! All other terms on the advert remain the same except the closing date.

For more information contact Procurement Department at procurement@bvi.co.bw or call **+267 398 6729**.
Contact Person: **Priscilla Bodi**



Compulsory Voting: A Lesson from Australia

With so much talk about youth empowerment in Botswana, that youths generally could not be bothered to cast a vote in a general election is seriously wrong.

Australia held its five yearly general elections on May 20 with the result that Anthony Albanese from the centre left won from incumbent prime minister Mr Scott Morrison of the liberal centre right coalition.

There are a couple of very important takeaways from this. Firstly, it is that Australia uses a preferential voting system in which all candidates are ranked according to preference. Secondly, it is compulsory for all citizens over the age of 18 to vote. Not to do is considered illegal and the individual would be fined.

Voting in a democracy has been a hard won right and a privilege not enjoyed by the entire planet, none more so than in colonial countries. Only 12.6 % of the world's population enjoys living in a full democracy while 31.7% lives in a flawed democracy, according to the Economic Intelligence Unit (EIU) that has compiled the Democracy Index annually since 2006.

Voting in a democracy has been a hard won right and a privilege not enjoyed by the entire planet, none more so than in colonial countries.

Botswana is assessed by the EIU as being a flawed democracy. Democratic processes for determining a representative government are not perfect and some say that democracy is even in retreat, but it is still the best system of obtaining a national plebiscite.

The big question is should compulsory voting be required in Botswana and indeed other African nations? We would say most certainly it should, although only 19 nations currently make voting compulsory. In Botswana's 2019 general elections, 925,478 people registered to vote of which 84.15% voted – that is 778,789 votes from an eligible population of 1,528,800. Therefore, only 50% voted.

Most of those those who did not vote were youths. With so much talk about youth empowerment, that generally youths cannot be bothered to cast a vote in a general election is seriously wrong. So let the constitutiona review consider compulsory voting because not only is apathy unacceptable in democracies but it would be far healthier if the population was fully engaged.



Australia held its five yearly general elections on May 20 with the result that Anthony Albanese from the centre left won from incumbent prime minister Mr Scott Morrison of the liberal centre right coalition.

Celebrating Africa Day

From Page 13

our African friends in order to bring our relations with the continent to a whole new and elevated level. We now aim to mutually benefit from our increased collaboration with the AU and African regional organisations in other international platforms such as the UN and the OIC.

Türkiye, also by hosting the UN Technology Bank, is proud to be an important development partner for the Least Developed Countries (LDCs) in implementing the UN Sustainable Development Goals. African countries have much to benefit from the bank's services in building and enhancing their technology and innovation capacity.

Our shared vision in global issues also plays an important role in advancement of Türkiye-Africa relations. In this framework, Türkiye shares the same basic expectations for the global order long since advocated by African countries on effective multilateralism and structural reform of the UN. In this regard, historical injustices towards the continent need to be addressed, including by enhancing representation of African countries at the UN Security Council.

It is a collective responsibility to work for maintaining a peaceful, stable and secure Africa. To this end, as a country that has long suffered from terrorism, we are committed to strengthening our cooperation with the AU to fight and eliminate all forms and manifestations of terrorism, violent extremism and radicalisation, as announced in the Third Summit Joint Declaration.

Our economic cooperation with African na-

tions is ever increasing. By the end of 2021, our trade volume reached USD34,5 billion, increasing almost sevenfold in the past two decades. The Memorandum of Understanding on Cooperation we signed with the African Continental Free Trade Area (AfCFTA) Secretariat will further boost this volume. Our target, however, is beyond trade. Türkiye, has been and will be supporting its African friends in their quest for inclusive, equitable and sustainable development and prosperity based on equal partnership and mutual respect. Hence we underscore our "win-win" principle on every occasion.

We applaud the robust and innovative policies and programmes introduced by the African Union to expedite the development of the continent. Agenda 2063 is the flagship programme that can unleash the continent's potential and bring about hope and prosperity to all, which we wholeheartedly support. Our government and official agencies have carried out efforts in line with the 2063 Agenda. The Turkish Cooperation and Coordination Agency (TIKA), through its 22 representatives across the continent, and the National Disaster Relief Agency (AFAD), as well as the Turkish Red Crescent have spearheaded millions of dollars' worth of sustainable development projects and in-kind aid in sub-Saharan Africa. Yunus Emre Turkish Cultural Centres serve in seven African countries and Maarif Foundation continues to provide educational services in 25 African countries with 191 institutions.

Even during the most turbulent times, Türkiye continued to be in solidarity with the continent. We supported our African friends during the pandemic, including through vaccine donations.

Owing to our centuries-old historical, cultural and human relations, we will continue to be in unity and solidarity with African countries as strong partners.

Happy Africa Day to all!



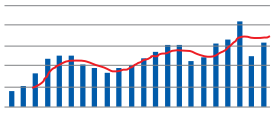
ADVERT FOR TENDERS

"Tebelopele wishes to invite suitable companies/individuals to tender for the following;

1. Request for a proposal to develop a 5 year strategic plan for Tebelopele.
2. Expression of interest for empanelment of Legal Entities.
3. Advertisement to serve in the Tebelopele Board of Directors.

For more information kindly visit the following link <https://www.tebelopele.org.bw/tenders>

Submission Deadline: 31st May 2022, at 12 noon



Govt To Review Mines And Minerals Act

Beneficiation to enhance citizen participation and a fund to protect employees are key aims

KATLEGO RAKOLA

The Ministry of Minerals will present the Mines and Minerals Act for review in the next sitting of Parliament, *The Botswana Gazette* has established.

Among some of the law's proposed changes is the setting up of a rehabilitation fund and requirements for clear outlines of beneficiation. The government had also hoped to increase provision of shareholding beyond 15 percent, but this has since been shot down during consultations.

These will be proposed, probed and agreed upon by MPs during the winter session of Parliament.

Minister Lefoko Moagi told *The Botswana Gazette* in an interview that although there was provision for a rehabilitation fund before, it was not explicit. The proposed review is thus an opportunity to be clear about the fund by pointing to an Exco Account to manage the fund and provision for the government inspect the health of the fund.

"When mining companies run into financial problems in their day-to-day operations, the rehabilitation fund should not be used to sustain the company," said Minister Moagi, adding that the fund should instead be used to pay employees when a company folds and to ensure that all other processes of shutting down are fulfilled.

The government is also on a drive to improve beneficiation in specific terms for specific minerals and mining companies, with citizen involvement a key target for amendment.

The minister said although some stakeholders did not agree to raising government shareholding in mining companies to more than the current 15 percent, the matter can still be raised if certain interested parties feel strongly about it.

of all 10 mines in the country, the government has shareholding only in De Beers and Debswana so far while Morupule is a government project owned entirely by Minerals Development Company Botswana.

The government's reluctance to spread its shareholding further is borne of fear of exposure to recurrent costs of day-to-day operations of mines and believes returns in taxes good enough.



Fashion group Mr Price has its eyes on Blue Falcon 188 - which is trading as Studio 88 - to add to its list of stores, the Competition and Consumer Authority (CCA) of Botswana announced. Photo Credit: matlosanamall

Mr Price Wants To Acquire Studio 88

Deal already been signed in SA

GAZETTE REPORTER

Fashion group Mr Price has its eyes on Blue Falcon 188 - which is trading as Studio 88 - to add to its list of stores, the Competition and Consumer Authority (CCA) of Botswana announced.

"CCA has received a merger notification for the proposed acquisition by Mr Price of sole control of Blue Falcon 188 Trading Proprietary Limited (trading as Studio 88 Group)," CCA says in a statement.

"The inclusion of the Studio 88 Group would increase Mr Price's annual revenue to over R28 billion and would prospectively become the group's second-largest of nine trading divisions," the publication quoted Mr Price as saying in an article published last month.

The deal between Mr Price and Studio 88 has already been signed in neighbouring South Africa where the two companies originate. According to South African publication *BUSINESSSTECH*, Mr Price has already entered

into a transaction agreement to acquire 70 percent of Blue Falcon for R3.3 billion.

The publication reported that the Studio 88 Group is highly cash-generative and operates on a cash-only basis, which contributes to its value positioning "The inclusion of the Studio 88 Group would increase Mr Price's annual revenue to over R28 billion and would prospectively become the group's second-largest of nine trading divisions," the publication quoted Mr Price as saying in an article published last month.

CCA - which is responsible for prevention of and redress for anti-competitive practices in the economy, as well as removal of constraints on free play of competition in the market - has confirmed that it has received a merger notice notification of the two companies.

The acquiring enterprise, Mr Price Group, controls Mr Price Botswana Proprietary Limited. Mr Price Botswana operates through various retail store brands in Botswana that include Mr Price Apparel (15 stores), which sells fashion-value apparel, footwear, accessories, cosmetics and ancillary products such as mobile phone handsets and airtime. Then there is Miladys (four stores), Mr Price Sport (two stores), Mr Price Home (four stores) and Sheet Street (eight stores).

The target enterprise, Studio 88, sells branded sports-lifestyle, "Athleisure" oriented clothing apparel, footwear and accessories. Studio 88 sells internationally branded sporting, leisure and lifestyle brands. Prominent brands sold by Studio 88 include Adidas, Ellesse, Puma, Converse, Nike, Guess, Superga and Levi.

In Botswana, Studio 88 controls The Branded Clothing Company (Pty) Ltd (Studio 88 Botswana). Studio 88 Botswana operates various stores in the country, which include Studio 88 (nine), Side Step (five) and Skipper Bar (three).

Demand for De Beers Rough Continues

Sale rough diamonds reaches \$604m

GAZETTE REPORTER

There was continuation of good demand for De Beers rough diamonds during the fourth sales cycle of 2022, which was supported by strong consumer demand for diamond jewellery in the USA, the company's CEO, Bruce Cleaver, has

said in an Anglo-American media statement released recently.

The De Beers Cycle 3 of 2022 provisional sales value represents sales as at 17 May 2022. According to Cleaver in the statement, the value of rough diamond sales (global sightholder sales and auctions) for De Beers' fourth sales cycle of 2022, amounts to

\$604 million.

"However, rough diamond demand in the coming cycle will be affected as usual by the closure of many diamond polishing factories in India for the traditional May holidays," Cleaver said. "Meanwhile, diamond businesses are also continuing to closely monitor the effects of COVID-19-related lockdowns in China and the war in Ukraine and associated sanctions."

He noted that owing to the restrictions on the movement of people and products in various jurisdictions around the globe, De Beers Group has continued to implement a more flexible approach to rough diamond sales during the fourth sales cycle of 2022, with the Sight event extended beyond its normal week-long duration.

"As a result, the provisional rough diamond sales figure quoted for Cycle 4 represents the expected sales value for the period 2nd May to 17 May and remains subject to adjustment based on final completed sales," Ceaver said.

ODC Aims To Reduce Reliance On Debswana

- Is talking to Angola and other countries about using them as a sales platform
- Says synthetics will be a problem in the long run



Rough diamond marketing company, Okavango Diamond Company (ODC), aims to double its operations and sell twice as much rough diamonds as it presently does in the near future. Photo Credit: www.rough-polished.com

KATLEGO RAKOLA

Rough diamond marketing company, Okavango Diamond Company (ODC), aims to double its operations and sell twice as much rough diamonds as it presently does in the near future.

The company intends to do this by diversifying its supplies and not solely relying on Debswana for its rough diamond supplies but says it is ready, should the government negotiate an increased percentage of its rough diamonds for sale from Debswana, which currently stands at 25 percent.

ODC recorded just over USD100 million in its latest rough diamond auction sale and has diversified to online auction sales that are yielding good returns.

Managing Director Mmetla Masire told *The Botswana Gazette* in an interview this week that they have been talking to Angola and other countries in the diamond industry about using ODC as their sales avenue.

"We believe there is a lot of opportunity in terms of diversifying our source of supply so that we are not relying solely on Debswana," Masire said.

"We do have the capacity and have prepared ourselves for this challenge. We will be moving into our bigger of-

fices later this year, giving us greater capacity to handle more diamonds."

Overall ODC has been doing extremely well, having reached **USD100 million** in revenue in the previous financial year. Though the company started the year concerned about developments in the market, including the war in Ukraine, Masire said the last three auctions the company held performed well.

"All in all, we have had a good 12 months and the first two months of the year are coming up very well and so we are quite confident," he said.

He added that the Russian invasion of Ukraine will have two impacts on the company - a more welcome short-term outcome and a negative long-term effect.

"In the short-term, we believe our sales will be stable and maybe even improve because of a shortage of smaller stones from Russia," he explained. "In the long run, however, this is not a good thing for the market because synthetics could quickly capture that space."

Masire emphasised that ODC will continue to operate within its current mandate as a natural diamonds only business. However, should government show interest and task the company with venturing into synthetics, they will decide how much of the market to aim for.

"As a result, the provisional rough diamond sales figure quoted for Cycle 4 represents the expected sales value for the period 2nd May to 17 May and remains subject to adjustment based on final completed sales," Ceaver said.

De Beers Group is a multinational company that specialises in diamond exploration, diamond mining, diamond retail, diamond trading and industrial manufacturing of diamond jewellery. It operates in 35 countries, including Botswana from where it generates 75 percent of its earnings. De Beers' major shareholder is Anglo American, which owns 85 percent of the company. The remaining 15 percent is owned by the Government of Botswana. De Beers Group and its partners produce around one third of the world's rough diamonds by value.

De Beers sells rough diamonds to global diamond-taires through its diamond trading and auctions businesses. It sells polished diamonds and diamond jewellery via its Forevermark and De Beers Jewellers businesses.





Letlole enters Kenyan Market

Deal will see LLR earn US dollar revenue from one of Kenya's leading and oldest manufacturers, OAL

GAZETTE REPORTER

Real estate development and management company that owns and operates commercial and industrial properties, Letlole La Rona (LLR), has entered into a co-investment opportunity alongside Grit Services Limited (GSL) for acquisition of an industrial property in Nairobi, Kenya through Orbit Africa Logistics (OAL).

The co-investment will be through subscription of new shares in OAL by LLR. "The acquisition of shareholding by the LLR will initially be through the injection of equity in the form of a shareholder loan amounting to approximately USD7,200,000 to acquire 30 percent shareholding in OAL," says LLR in a statement released recently.

According to the statement, the company will have the option to increase its shareholding to 50 percent in OAL by injecting a further approximate USD7,600,000 to be paid to OAL, including a fee of 8.5 percent per annum of the option price, calculated from the date of payment of the subscription price by LLR.

The statement by LLR also says the initial injection of equity through the shareholder loan will be funded through a loan facility obtained from First National Bank of Botswana Limited, acting through its Rand Merchant Bank division. "The second tranche under the LLR Loan Agreement shall be raised by the company prior to 31st December 2022," says the statement.

"To-date, the company and GSL have executed transaction agreements that are conditional upon certain conditions precedent being fulfilled, the primary one being the approval of the transaction by the unit-holders of the company at an Extraordinary General Meeting."

Commenting on the development, LLR CEO Kamogelo Mowaneng said the co-investment is the company's first regional transaction and delivers on LLR's Go-to-Africa growth strategy.

"It further provides a solid platform for future similar investments, considering the structural undersupply of quality industrial sector assets across the African continent," Mowaneng noted.

"To-date, the company and GSL have executed transaction agreements that are conditional upon certain conditions precedent being fulfilled, the primary one being the approval of the transaction by the unit-holders of the company at an Extraordinary General Meeting."

"The transaction is strongly value accretive in terms of NAV growth and will see LLR earn US dollar revenue from one of the leading and oldest manufacturers in Kenya, a country widely regarded as the gateway to East Africa. The Board expects to make further accretive investments over the short and medium-term that will deliver further value to our shareholders."

Meanwhile, OAL has been operating in Kenya for the past 40 years and is one of the country's leading and well established manufacturers of personal care and home care products in East Africa, employing over 600 people. OAL's primary clients include multinationals such as Colgate, Henkel, Reckitt Benckiser and Ecolab.

Real estate development and management company that owns and operates commercial and industrial properties, Letlole La Rona (LLR), has entered into a co-investment opportunity alongside Grit Services Limited (GSL) for acquisition of an industrial property in Nairobi, Kenya through Orbit Africa Logistics (OAL).

BOD identifies Anomalies indicative of Kimberlite Pipes

Results support BOD's view that more kimberlites can be found nearby

GAZETTE REPORTER

London AIM and BSE-listed diamond explorer Botswana Diamonds' ground geophysics survey on its Sekaka diamond prospecting licences in Botswana have shown high interest anomalies indicative of kimberlite pipes discovered in the vicinity of the KX36 discovery.

According to company Chairman John Teeling, following a detailed review of aeromagnetic data on Sekaka licences PL069/2019 and PL224/2007, four high interest anomalies were identified within a six-kilometre radius of the existing Botswana Diamond KX36 discovery in the Central Kalahari of Botswana.

"The anomalies are magnetic highs along fault structures and are typical of occurrences of kimberlite pipes in the area," he said in a company statement released recently. "A recent ground follow-up work with ground magnetic surveys confirmed these encouraging anomalies. The next steps are gravity modelling and soil sampling. A drill programme will be put in place."

Teeling added that the results strongly support the company's view that other kimberlites remain to be found in the vicinity of BOD's 100 percent owned KX36 diamond discovery. "If these anomalies prove to be diamondiferous kimberlites, it will enhance the commercial prospects of the existing KX36 discovery," he said. "We will now do follow up work to target drill sites."

BOD is a diamond exploration and project development company that holds exploration licences in Botswana and South Africa. The company has a successful track record of discovery and is the one that helped discover Karowe Mine in Orapa that produces extremely high value stones.





Lorraine Lionheart releases Visuals of "A Life Lived With Grace"

- Motswana artist featured for Queen of England's Platinum Jubilee Beacon Celebration
- Visuals filmed in Botswana, South Africa and Zambia

GOSEGO MOTSUMI

In preparation for Queen Elizabeth II of England's Platinum Jubilee Beacon Celebration that is slated for June 2nd in London, Botswana's music export to the UK, Lorraine Lionheart, last week released a music video for the Commonwealth song, "A Life Lived With Grace."

Influenced by her Botswana heritage, the award-winning artist has been travelling around her native country's tourism hubs to capture visuals for the music video that also feature neighbouring South Africa and Zambia.

The Queen's Platinum Jubilee celebrates the 70-year reign of Queen Elizabeth II.

"My organisation, The Commonwealth Resounds, has been commissioned by Bruno Peek, the Queen's Pageant master, to organise and deliver a Song for the Commonwealth to be performed at exactly the same time as beacons are lit all over the UK and throughout the Commonwealth on June 2nd 2022," said Alison Cox, Founder and Chair of Trustees of The Commonwealth Resounds in a statement.

"I have invited Lionheart to create an arrangement of the song for Botswana. She will also be making a video to accompany her recording, which will include other musical participants in the country. She is a highly talented, delightful young musician who is proud of her own cultural heritage and is very keen to promote and celebrate Botswana's brilliant musicians and artists."

For her part, the local singer and songwriter expressed interest in donning a Motswana fashion designer's creation for her performance at the Queen's Platinum Jubilee, thus making it an opportunity for local designers and the musicians to shine a spotlight on their country. "I would like to share this historic moment with a Motswana fashion designer as we celebrate Botswana as a member of the Commonwealth of Nations through arts and culture," she said.

Lionheart has made a significant impact on the UK, contributing to high profile Commonwealth events over past years. In April 2018, she was one of key performers for the Commonwealth Heads of State and Government Meeting in London. She performed as a soloist at the Meeting of the Four Forums. She was also featured as a soloist in the Commonwealth Business Women's Network Awards.

During this same week, she secured funding to take a talented group of Botswana performers to London, all of whom made a terrific impact on Sound, Image, Movement – The Commonwealth! a special cross-cultural concert at St James's Church, Piccadilly.

Said Cox: "As a result of her success during this week, I invited Lorraine to participate in a royal cultural event at Marlborough House, with a small group of other Commonwealth dancers and musicians. Lorraine's performance was greatly admired by H.E. Baroness Scotland, The Secretary General of the Commonwealth and by the Duke and Duchess of Sussex."

The Queen's Pageant master, Bruno Peek, added: "I am delighted to hear about this outstanding young musician, Lorraine Lionheart, whose efforts to support and promote the Queen's Platinum Jubilee Beacon Song for the Commonwealth is greatly appreciated by all of us. I hope that Botswana will give her the accolades and praise that she so richly deserves!"



"My inspiration was drawn mainly from my personality,"

Laone Jimmy is breaking the Glass Ceiling in Hospitality

- Young woman's guesthouses offer the world in a room for an affordable price
- The interior is an experience of different places across the world from Botswana's Kalahari to Paris in France

GOSEGO MOTSUMI

In an industry generally dominated by men or older couples, it is refreshing to find a young, independent female

running a guesthouse. Two, as a matter of fact. At only 28 years of age, Laone Jimmy is tackling the challenges of the hospitality industry and is thriving because she has drive and determination in plentiful

amounts.

Styled Ko Mahatsheng Guesthouses, Jimmy's cosy outfits are in Tsholofelo East and Block 3 in Gaborone and together have 10 rooms. "My inspiration was drawn mainly from my personality," she told *Time Out* this week. "I love hosting and entertaining, and that's what hospitality is about: the ability to make people feel welcome and valued." "The name of the business, Ko Mahatsheng Guesthouses, literally translates into me offering the world in a room of world-class service and products at an affordable rate."

A native of Semitwe in the northwestern Botswana, Jimmy's dream of venturing into the business world started at just 11 years of age when her primary school hosted an

entrepreneurs' day and she participated as one. From that experience she was sure that she wanted to go into business and went on to complete a business degree in 2018. She was subsequently hired by the owner of Airbnb apartments as a property manager and thus was introduced to the hospitality industry.

"But I wanted a different approach," she said. "That's when I chose the guesthouse business. This business has helped me to discover new talents about myself, such as interior design and event hosting. My main gains are other business ventures that I was able to explore while in this business. The challenges so far have been finding the right people with whom to share my vision for the business, but that has since shifted with me exposing myself to recruitment and retention strategies."

Inspired by her passion for interior design, the décor of Ko Mahatsheng Guesthouses is an experience of different places in the world - from the Kalahari in Botswana to Paris in France, thematic in all instances. The target is luxury seekers and leisure and business travellers who want to experience a home away from home without hurting the pocket much.

Although the difference between a guesthouse and a hotel can be blurry, guesthouses are basically a home that offers all the services and facilities comparable with those of a five star hotel.

Said Jimmy: "I run the guesthouses full time alongside my other business ventures. My plan is to expand regionally and over time globally. I am currently looking at East Africa because it is very rich in tourism. My dreams is to have a presence throughout the world like the Hilton."

Tea Party with Freshpak ushers in Winter

Health benefits of tea drinking shared and tea etiquette explained

GOSEGO MOTSUMI

Sips of hot tea, health conversations and tea etiquette were the order of the day at this year's celebration of the annual International Tea Day. Hosted by Protea Hotel by Marriott Gaborone Masa Square in partnership with Freshpak, tea enthusiasts braved the cold front of the past weekend to enjoy the various teas on offer while celebrating the popular drink during the winter season.

"Most people are striving for healthier lifestyles, and in light of the winter season being upon us tea is good for emotional and physical health," said Health, Wellbeing and Clinical dietician, Ndiko Giddie, at the event.

"Tea has a long history of being associated with health benefits, with each variant delivering these in their own uniquely tasty ways. Rooibos tea is a naturally caffeine-free beverage that can have a number of health benefits, including boosting the immune system, fighting off inflammation and even warding off cancer and heart disease."

Giddie added that Rooibos is a flower that grows in the clean mountain air on the slopes of the Cederberg in South Africa's Western Cape to produce a tea distinguished by its warm aromatic fragrance and strength of flavour. Rich in antioxidants, Freshpak offers a range from Echinacea and Vitamin C to herbal flavoured and green teas - all with the benefit of being caffeine-free and catering for the young and old.



"Chamomile has been traditionally used to reduce anxiety and promote relaxation while Ginseng has been used for thousands of years as the herb that has antioxidant, anti-inflammatory, anti-cancer and antiviral properties," she explained. "Cranberries are rich in antioxidant compounds. So it is currently necessary for you to take a tea break daily and take care of your body and soul."

Regarding wellness, the founder of Leadership Excellence, Maipelo Madibela - who curates programmes aimed at mobilising towards a physically, emotionally, spiritually and mentally healthier nation - pointed out that there is seasonal depres-

sion that usually comes with winter. With inflation currently crippling the financial status of most people, Madibela said it is important to check in with oneself and understand one's mental health.

"Food is fuel for the body," she noted. "It is important that everything you eat has to have a purpose for your body. Having a good relationship with food will bring out a healthier you."

The owner of Tsompie's Tea Room in Tlokwen, tea enthusiast Tsompie Mokaila, took the guests on a journey of tea drinking etiquette. She was born into a family of tea lovers and had a strict mother who was particular about tea etiquette. In

Mokaila's parents' home, tea had to be served preferably in English fine bone China tea cups and saucers, with everything arranged neatly with hot milk and homemade scones or bread.

"It is important that everything you eat has to have a purpose for your body. Having a good relationship with food will bring out a healthier you."

She explained: "Stir the tea with a teaspoon up and down two to three times silently, then set the teaspoon on the right hand side of the saucer. Hold the tea cup by meeting your thumb and index finger in the handle, resting your middle finger under it. Sit up straight and enjoy your tea elegantly, sip by sip. Eat the savouries and tea sandwiches first, followed by the scones and then the sweets."

Maungo Craft secures Shelf Space in American Retailer

- Becomes first local food brand sold on Amazon
- Products are an absolute hit on Amazon's new line of African Indigenous Premium Syrups

GOSEGO MOTSUMI

Local food brand, Maungo Craft, is celebrating yet another milestone after their products recently secured shelf space in two Specialty Retail outlets in Salt Lake City, USA.

This is hot on the heels of April this year when Maungo Craft became the first food brand from Botswana to be available and selling on America's largest e-commerce platform, Amazon.

Backed by market research, co-founders of Maungo Craft, Bonolo Monthe and Olayemi Aganga, decided to penetrate the American market with their Roasted Chilli Garlic and Morula hot sauce for now because of the traction of the products.

"Export needs strategic planning so that you increase your chances of success, otherwise you will just be shooting from the hip which can become a very expensive endeavour and time waster," said Monthe in an interview.

"This is what we have spent the past four years working on. It is the culmination of daily activity, long days and long nights. We held onto the vision and never let go no matter how challenging it got. So we are incredibly thrilled that a local brand that was born in front of everyone's eyes at a farmers' market is now exporting and available in retail in the USA. It feels surreal, to be honest."

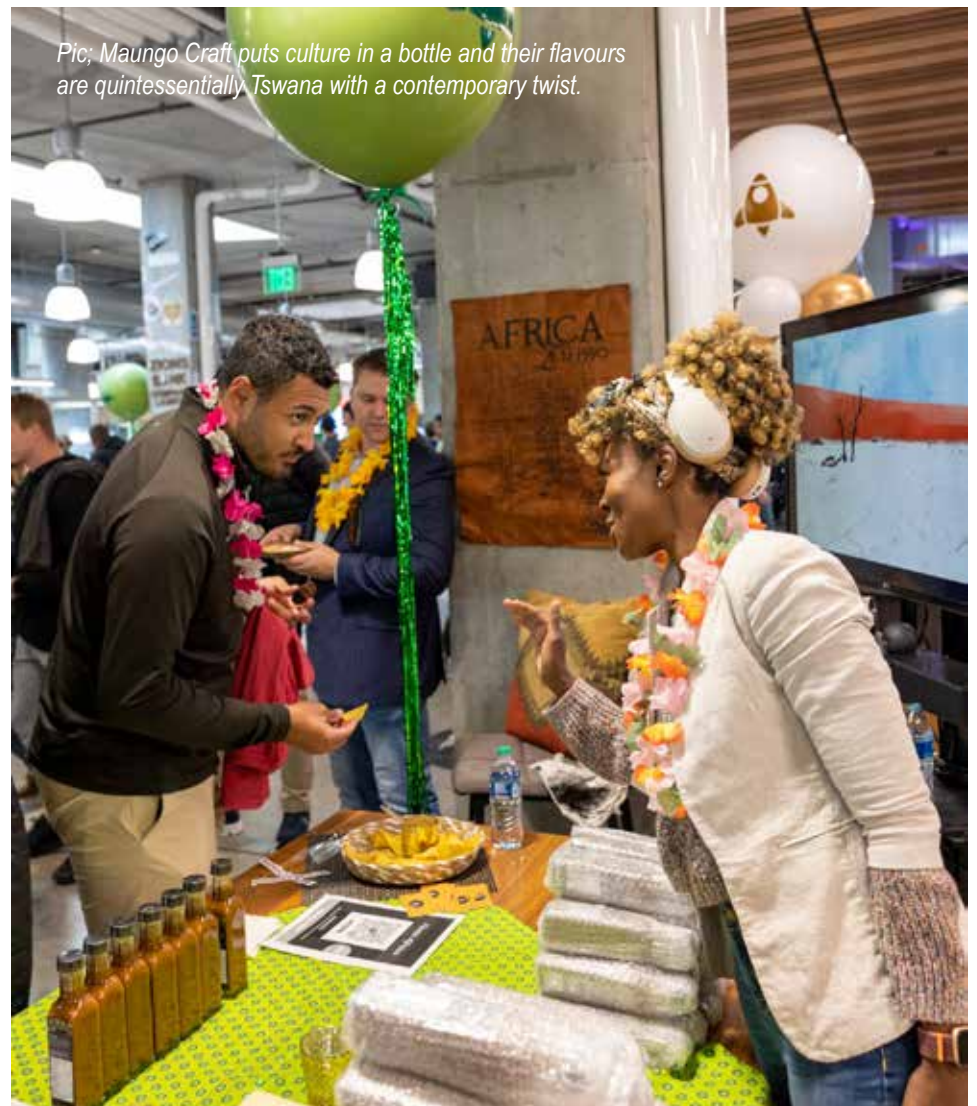
To secure these rare opportunities the two were in Salt Lake City, Utah because Monthe was graduating with a Masters from the Master of Business Creation (MBC). This is a programme offered at the University of Utah's David Eccles School of Business in partnership with the Lassonde Entrepreneur Institute.

The entrepreneurs were not only there to celebrate the great achievement but were also scouting for opportunities. They participated in the Lassonde 20th Anniversary Party and Marketplace, which was a big event in celebration of the 20 years of impact that the Lassonde Entrepreneur Institute has had on startups and scaling businesses. Maungo Craft was one of 13 companies in the institute that were invited to exhibit.

Said Aganga: "We got the opportunity to showcase our products and to do an activation and product testing session. We got an opportunity to introduce the community of Salt Lake City to Maungo Craft, an African brand that upcycles indigenous African foods and turns them into unique tasting preserves, sauces and syrups. We also used this opportunity to drive traffic to our Amazon store."

Through the marketplace, they met people who loved the taste of the Roasted Chilli Garlic and the Morula Hot Sauce. From the great reviews of the product, they pointed the two in the right direction of where their products would thrive in Salt Lake City. Monthe said they went around a few spots in the city with great belief in the product that was in their hands and found two retail outlets that loved their story and brand and they decided to immediately stock the hot sauce.

"Also, no man is an island, we are here at this point in our entrepreneurial journey because we have worked with great stakeholders such as BITC and USAID Trade Hub and our factory is incubated at LEA," she said. "Working with all these organisations over the years has been key for the progression of Maungo Craft getting export-ready and we are grateful to them



Pic: Maungo Craft puts culture in a bottle and their flavours are quintessentially Tswana with a contemporary twist.

for believing in us and catching and understanding our vision and seeing what we are building."

In December 2021, the brand released a new line of African Indigenous Premium Syrups that have been an absolute hit. Maungo Craft puts culture in a bottle and their flavours are quintessentially Tswana with a contemporary twist.

The syrup flavours are morula and rose and lerotse and vanilla. The syrups are fun to work with for baristas, chefs, bakers, mixologists and anyone at home who enjoys a really good tasting syrup. They can be used in mocktails, cocktails, ice tea, ice coffee, flavoured milk, baking, and can be drizzled over waffles, pancakes, oats and french toast.

Main Deck restaurant in Gaborone in partnership with Maungo Craft introduced a line of delicious cocktails using the syrups and the feedback has been good. "We are working on expanding in Botswana, especially into hospitality," said Aganga. "It makes sense that when people come to Botswana, they need to 'taste Botswana'. So we are perfectly positioned to give tourists that experience."

"We also want to start exploring the South African market as well as keep exploring the US market in order to increase our distribution outlets. Again, we are taking very calculated steps along the way to know where and how we want to enter these markets. We are very excited about what the future holds."

Botswana still grapples with Unintended Pregnancies - Reports

- Poverty and inequality are fuelling factors
- P139m needed to meet estimated SDG target by 2030



"We need to collaborate with colleagues within the health sector to reconsider the way we assess priorities during the budgeting cycles, if we are to make a difference,"

GOSEGO MOTSUMI

Botswana is still struggling with unintended pregnancies, including "teenage pregnancies."

This emerged from the recent launch of the Botswana Family Planning Investment Case Report in Kasane which states that there are immense benefits in family planning. The 2022 State of World Population Report, which was also launched there, showed much the same results in certain

respects.

The report showed that between 2015 and 2019, girls aged between 10 and 19 years accounted for about 10 percent of all recorded births in Botswana while 43 percent of participants in a cohort study on sexually transmitted infections reported their current pregnancy to be unintended.

Said the Minister of Finance, Peggy Serame at the launch: "This is not surprising as the United Nations also estimates that currently, 17.3 percent of women aged

15 - 49 years have an unmet need for family planning in Botswana. Therefore, we should all be concerned as government and leaders and further reflect on the real societal health priorities on the ground."

The report states that similar to the situation at the global level, factors fuelling unintended pregnancies in Botswana are multi-sectoral and are influenced by poverty and inequality. Gender-Based Violence and coercion also contribute significantly to the situation, leaving a significant number of women and girls with limited reproductive health choices.

The Botswana Family Planning Investment Case Report was launched together with the 2022 State of World Population Report under the theme, Seeing the Unseen: The Case for Action in the Neglected Crisis of Unintended Pregnancies.

"The choice of theme is timely as it follows the prolonged period of the COVID-19 pandemic lockdowns the world over, which resulted in the spike of gender-based violence cases, including coercing under-age girls into sex, in some instances, unprotected sex," Minister Serame said. "Sadly, the data shows that no country has been spared."

The key messages from the 2022 State of World Population Report reflect that every year, almost half of all pregnancies recorded the world over are unintended. Secondly, nearly a quarter of all women are unable to say no to sex, while nearly a quarter of these women are unable to make pertinent decisions about their own health care; and nearly 10 percent are unable to make decisions about the use of contraceptives.

"I believe we will interrogate the key drivers of these unintended pregnancies further in order to appreciate and develop an appropriate action plan," Serame said. "The report clearly spells out the immense benefits of family planning which we should strive to achieve."

As the minister primarily responsible for mobilising the country's resources, Serame said her immediate interest was to explore how to support and facilitate adequate funding for Sexual and Reproductive Health and Rights initiatives. In Botswana, the largest source of funding reproductive health initiatives is the government.

The report indicates that for Botswana to scale up contraceptive

prevalence within the context of Universal Health Coverage (UHC) and to meet zero unmet needs for family planning, additional resource requirements of at least P139 million are needed for estimated SDG targets by 2030.

"We need to collaborate with colleagues within the health sector to reconsider the way we assess priorities during the budgeting cycles, if we are to make a difference," the finance minister said. "I also challenge the Ministry of Health to also reset the way they identify and prioritise their projects as well as ensure efficiency in spending, going forward."

"The advantage they have is the fact that health spending continues to receive a substantial amount of the annual budget. They actually got the largest share of the 2022/23 budget."



Reshuffling government agencies is an age-old game played by political leaders around the world. Rationalising, reforming or restructuring government is all part of the reshuffling process. Not to be taken lightly, reshuffling can be very disruptive to a reactionary civil service.

Govt Reshuffling: More of the Same or radical Overhaul?

Such changes may be too radical for our normally conservative government but they are what Botswana needed to take the country to the next level, writes **DOUGLAS RASBASH**

Reshuffling government agencies is an age-old game played by political leaders around the world. Rationalising, reforming or restructuring government is all part of the reshuffling process. Not to be taken lightly, reshuffling can be very disruptive to a reactionary civil service.

But does reshuffling the same pack result in the same games being played or it can achieve changes that are hoped for or anticipated? It is hard to say but the motivations include improving the performance of government, inducing better coordination, stimulating ideas, contemporising portfolios and boosting public opinion.

Surprisingly, there is little research around the world on the effectiveness of reshuffling. To the layperson, reshuffles invariably lead to more of the same without much improvement in performance. There are some interesting and questionable changes in the new structure but this item is not going to get drawn into criticism.

Botswana's recent reshuffle came at a difficult time due to the COVID-19 pandemic, fluctuating economic performance, rising inflation and some worrisome social ills.

Botswana's recent reshuffle came at a difficult time due to the COVID-19 pandemic, fluctuating economic performance, rising inflation and some worrisome social ills. But what might have motivated the reshuffle? It may have regarded the cliché of 'Build Back Better' and the need to radically improve integration and coordination of ministries, departments and agencies (MDAs). Or possibly there is recognition that Botswana is a small country that needs only a small government and, at any rate, in a time of financial stress there is a need to cut back.

To follow up on scale, benchmarking can be useful – finding a comparable non-African country came up with Albania as the best match as it has a population of 2.8 million, 180 000 public service workers and a GDP of \$17.5 billion. That compares to Botswana's 2.3 million people, 155 000 state workers and a GDP of \$17 billion in 2021. The percentage of public sector workers to the population in both countries is around 7% and in terms of economic productivity \$110,000 of GDP per public worker/official (Albania \$97,000), making Botswana more pro-

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BOTSWANA PARTICIPATES AT THE 2022 WORLD ECONOMIC FORUM IN DAVOS, SWITZERLAND

In our effort to positioning our country as a place to visit, live and invest, Botswana will take part at the 2022 World Economic Forum (WEF) in Davos, Switzerland from the 22nd - 26th May 2022. The Botswana delegation will be led by the President of the republic of Botswana, His Excellency Dr. Mokgweetsi E.K. Masisi.

The World Economic Forum presents an opportunity for Botswana to promote herself in an event that attracts global decision makers and influential international media. The WEF is an annual 3-day meeting that brings together around 2 500 top leaders in business, politics, economics, arts and media to discuss emerging global issues.

Botswana's participation at the WEF 2022 will among others create general awareness of our nation brand, sell the country's value proposition and investment opportunities; create leads through targeted engagement and build reputation and confidence amongst key international thought and opinion leaders.

visit us at

www.gobotswana.com



Govt Reshuffling: More of the Same or radical Overhaul?

From Page 24

ductive per public servant than Albania, perhaps driven to some extent by diamonds. The USA employs 22 million in the public sector for a population of 330 million, which very interestingly is also the same as Botswana's 7%. But with a GDP of \$21,000 billion, its economic productivity is 1 million per public worker - 10 times as much as Botswana's.

The perennial problems of lack of coordination and synergy between MDAs need a strong, if not brutal, hand from the politicians who have long recognised the reactionary nature of the civil service. There is a need to come up with a long-term, robust solution. A 'build-back-better' government structure should be radically different, much more efficient effective and smarter, downsized, wired for e-government and online and less costly. To maximise integration coordination and synergy, it is suggested here to gather MDAs under only four super ministries - Economic Development, Social Advancement, National Security and State Affairs. The concept is to bring together under one roof MDAs with similar or overlapping objectives.

The Ministry of Economic Development (MoED) covers all the factors of a modern resource-driven economy, starting with land upon which everything depends, as does water resources, energy and transport. The main economically productive sectors of mining, tourism and agriculture are there, as is overseas trade. A fully integrated MDA may be more effective in delivering economic diversification.

The Ministry of Social Advancement (MoSA) includes all the MDAs that are linked to the common goal of improving the quality of life of citizens. This includes local government, labour, health, then education, research, art and culture and entrepreneurship that lie at the heart of our society. The super ministry also covers wellness because indications are that society is not so well with Botswana's globally high rates of rape, divorce and suicide.

The super Ministry of National Security (MoNS) includes all the MDAs responsible for ensuring the safety and security of the nation, including defence, police, home affairs, foreign affairs and justice. Environment is also included because the challenges of climate justice, drought stress, biodiversity reduction, animal conflicts and poaching are increasingly matters of security.

The Ministry of State Affairs (MoSA) brings under one roof all those activities needed to provide and support national leadership and accountability, including policy, strategy, planning, finance, information and public relations, as well as the important function of public audit to check the performance of the government. MoSA also includes the



The USA employs 22 million in the public sector for a population of 330 million, which very interestingly is also the same as Botswana's 7%. Pic: Pexels.com

Attorney General to prepare legislation and the Office of the Ombudsman to follow up complaints.

Without doubt, such changes are too radical for our normally conservative government but are what is needed to take Botswana to the next level.

Public spending has been increasing rapidly over the last few years reaching P55 billion or \$5.32 Billion as shown on the graph and such increases may not be sustainable. While the proposed rationalisation would reduce the costs of the executive, which is very much needed, and even improve its performance, without doubt such changes are too radical for our normally conservative government, and yet it is what is needed to take Botswana to the next level.



Republic of Botswana

Ministry of Communications, Knowledge and Technology
Private Bag 00414, Gaborone, Botswana,
Tel: (+267) 3612000
Fax: (+267) 3907236

EXTERNAL ADVERTISEMENT VACANCY CIRCULAR NO.13 OF 2022

Ref: MT&C 4/2/23 I (54)

24th MAY 2022

SALARY SCALE: D1 (P334,188 – P368,544) per annum

1. DEPUTY MANAGER (ACCOUNTS)-D1 SALARY SCALE

LEAVE: 30 Working days per annum

Applications are invited from suitably qualified candidates for the post of **Deputy Manager (Accounts)** in the Ministry of Communications, Knowledge and Technology Headquarters –Corporate Services.

BENEFITS:

- Optional contributory medical aid scheme. Government pays 50% and employee pays 50%.
- Contributory Pension Fund (Government pays 15% & Employee pays 5%).

MAIN PURPOSE OF THE JOB:

To provide leadership and management of the accounts of the Ministry and coordinate budget, payments, revenue collection, PAC issues and audit responses of the Ministry.

APPLICATIONS:

Please quote the position and give the following details:

DUTIES:

1. Prepare recurrent budget and facilitate consolidation of the Ministry's budget.
2. Monitor Ministerial expenditure trends and advice departmental heads accordingly.
3. Coordinate the process of financial transactions in the Ministry.
4. Monitor the implementation of Accounting and Financial Instructions in the Ministry.
5. Develop revenue collection procedures to maximize collection of revenue.
6. Inspect and monitor the work of the Accounting Unit in the Ministry.
7. Represent the Ministry at Public Service Commission proceedings.
8. Perform any other duties assigned by the management.

- Full names and postal address
- Full summary of career with duties (Curriculum Vitae)
- Certified copies of relevant certificates
- Certified National Identity Card
- At least two (2) copies of recent work related references (with full contact details) confirming the relevant experience.
- Date of first appointment
- Present post, salary grade and date of appointment thereto.

IMPORTANT:

All applications from serving public officers should be routed through their heads of Departments and Permanent Secretary. Applications not so routed will not be considered. Only shortlisted candidates will be responded to.

Applicants who meet the above requirements should apply to:

The Permanent Secretary
Ministry of Communications, Knowledge and Technology
P/Bag 00414
Gaborone

Physical address: Ministry of Communications, Knowledge and Technology Westgate Mall

For any enquiries contact Recruitment & Selection division at 3625545, 3625517, 3625522.

Closing Date: 13th June 2022

KEY COMPETENCIES:

1. Teamwork and Partnering,
2. Communicating Effectively,
3. Planning and Execution,
4. Supervision and Accountability,
5. Analytical and strategic thinking
6. Innovation and driving change
7. Analysis and problem Solving
8. Attention to Details

QUALIFICATIONS: Bachelor's Degree in Accounting, Finance or related qualification.

EXPERIENCE: A minimum of (12) years' relevant work experience, two years of which should have been served at the level of D2 salary scale as Assistant Manager (Accounts).



Photo Credit: newrepublic.com

Democratic Institutions Are Not for Political Patronage

Why would anyone fight the independent and autonomous bodies mutually ensuring checks on each other when we know the good it can bring?

PUSETSO MORAPEDI of Botswana Centre for Public Integrity discusses this and other questions

You have to fight for the spirit of our democratic institutions, for they are meant to safeguard your rights. As a citizen, your interaction with the state must be protected by the law, your freedom of expression against corrupt leaders must be protected by the law, and the institutions we create are supposed to play a pivotal role in that.

We therefore cannot watch democracy killers arrogantly stealing the future by killing the *la raison d'être* of our institutions, using them to settle scores, for employment of their clientele in the patronage-clientelistic landscape and for job creation for their own associates, family and friends and for self-interest political, economic and clout.

In essence, democracy is rule by the people. It entails

creation of a political system where effective power in society is cooperatively exercised by the people. The democratic rule is broadly based on the universal ideals of equality, liberty and fraternity. And institutions are at the centre of how these ideals are achieved and democracy operationalised. Institutions are needed to provide and safeguard democratic processes.

The democratic processes and their efficacy determine the nature of a its ideals and how successful it will be. But what are these institutions of democracy and how did they evolve? What role do they play in the functioning of a democracy? How does the relationship between institutions and democracy affect the development of a nation?

What are the emerging challenges faced by these bodies? What can be done to overcome challenges and strengthen institutions for the future?

In ancient times, several tribes and city-states practised direct decisions made collectively by all the members of a given society. This laid the foundation of rule by the people and in a way the deliberative decision-making institution that acted in legislative, judicial and executive capacity. Over time, empires extended and moved towards monarchical systems, which demanded separate departments within the executive body.

Around the 13th Century in Europe, a series of events from frequent wars, misery and a line of incompetent rulers created a scenario where the power of the monarch became limited and shifted towards the deliberative decision-making body. This development started a gradual shift of power towards people. As a result, the idea of representative democracy was adopted. It demands an exchange of power from citizens to the representative. You cannot afford to not hold that representative accountable because you have siphoned over your power to them!

There is a reason beyond employment creation for establishment of institutions. There is a bigger picture and a public good bigger than just the establishment and box ticking.

For representative democracy to be effective, this flow of power needs to be transparent, accountable and efficient. This generated the need for institutions like the election authorities and other accountability mechanisms. Do you know ours and how they work? Are you satisfied with how effective and efficient they are?

There is a reason beyond employment creation for establishment of institutions. There is a bigger picture and a public good bigger than just the establishment and box ticking. The proponents of democracy knew and know what they were/are doing when establishing these institutions.

These institutions ideally create channels for participation. They are supposed to safeguard the core values of a political system, such as freedom and equality *inter alia*. Maintenance of trust in the functioning of the state is indicated by the functioning of its institutions. Inefficient and corruption-ridden use of institutions create distrust and cynicism among citizens and may lead to apathy and a lack of participation. Is this what we want?

Checks and balances are not an option in democratic states; they are a prerequisite in strengthening democracy and its institutions. Why would anyone fight the independent and autonomous bodies mutually ensuring checks on each other when we know the good it can bring?

Govt admits it Pays only Lip Service to Employee Welfare

From Page 9

economic outlook and given the severity of budgetary constraints, there is a need to trade off some budgetary allocations with a view to augment funding any proposed adjustment to salaries and changes to other conditions of service which have monetary consequences.

The paper notes that this trade-off between the public sector wage bill and other claims on the fiscus "cannot be avoided". Significantly, the paper says the government remains committed to preserving the well-being of the public service. "Beyond salary adjustments, the Government of Botswana is of the view that a more progressive consideration must be taken on the issue of remuneration in the public service by embracing principles such as total rewards compensation which involves taking a fully comprehensive and holistic approach to how our organisation compensates employees for their work," it asserts.

The government then proposed a 3 percent across-the-board

salary adjustment for the 2022/23 financial year effective 1st April 2022 and another across-the-board adjustment of 3.5 percent for the financial year 2023/24 effective 1st April 2023 subject to the performance of the economy. It also proposed an across-the-board salary adjustment of 4 percent for the 2024/25 financial year effective 1st April 2024 subject to the performance of the economy.

The paper proposes phasing out what is popularly known as scarce skills allowance with a view to migrate towards clean pay. The government also proposes to renegotiate and set new timelines for all outstanding issues contained in the Collective Labour Agreement, executed by the employer and trade unions on 27 August 2019, to ensure proper sequencing, alignment and proper implementation.

It proposes freezing public service recruitment for the 2022/23 financial year and to withdraw P500 million attached to vacancies from MDAs. It aims to phase out

commuted overtime allowances and payment of overtime in accordance with the law. In more reforms, the government proposes cessation of provision of pool housing and rental subsidies for public officers, and reviewing Human Resource Policies during the financial years 2022/23, 2023/24 and 2024/25.

The government then proposed a 3 percent across-the-board salary adjustment for the 2022/23 financial year effective 1st April 2022 and another across-the-board adjustment of 3.5 percent for the financial year 2023/24 effective 1st April 2023 subject to the performance of the economy.

In conclusion, the paper says these government proposals are premised on affordability and sustainability and the need to ensure that any Collective Labour Agreement that is concluded does not breach the fiscal deficit of 4 percent of GDP.

Botswana Climate Change Network has a New Board

... invites people to join the organisation

GAZETTE REPORTER

The Botswana Climate Change Network (BCCN) is the leading national Non-Governmental Organisation concerned with all climate change issues.

BCCN works to better prepare the population for the expected impacts of raising temperatures, drought and extreme weather that will affect all life in Botswana. BCCN was founded in 2011 and its secretariat is based in Gaborone.

In accordance with its constitution, the BCCN Annual General Meeting was held on 17 May and a new Board was appointed,

namely Dr. Douglas Rasbash as Chairperson, Goabaone Semantho as Vice Chairperson, Dorcas Taukobong as Secretary, Tebogo Ramosala as Treasurer, Dr Wame Hambira as Policy, Research and Advocacy Convener, Wada Kealotswe as Programmes, Partnerships and Communication Convener, Botho B. Motlhanka as Vice Secretary and Moses Kangumu as Finance, Administration and Resource Mobilisation Convener.

BCCN envisions empowered and involved communities in the climate change agenda. Its mission is to create and strengthen citizen understanding of climate change

through communication and demonstration of adaptation and sustainable projects.

Some of the programmes being planned and implemented include Climate Change Education and Awareness, Climate Change, Agriculture and Food Security, Renewable Energy and Sustainable Transport, Mining and Community Development and Gender and Climate Change.

BCCN membership is expanding. Those interested in overall the climate change agenda and wish to join the organisation may contact the BCCN Secretariat through email (botscen@gmail.com, Telephone Number: +267 3116810. They may also join BCCN's Facebook page and follow them on Twitter @BCC_Network).

BCCN works to better prepare the population for the expected impacts of raising temperatures, drought and extreme weather that will affect all life in Botswana. BCCN was founded in 2011 and its secretariat is based in Gaborone.

NOTICE OF LOST TITLE DEED

BE PLEASED TO TAKE NOTICE THAT application will be made to the Deeds Registry for a certified copy of the following:

- CERTAIN** : Certain piece of land Lot 2211
- SITUATE** : in LOBATSE ADMINISTRATIVE DISTRICT
- MEASURING** : 618m² (Six Hundred and Eighteen Square Metres)

(hereinafter "The Property")

HELD UNDER Deed of Fixed Period State Grant in favour of Bolele Duduzile Gloria Kgengwenyane Number 1065/2021 dated 17th June 2021

Dated at Gaborone this the 24th day of May, 2022.

C/O KGOADI, NG'ANDU AND PARTNERS LAW CHAMBERS.

Plaintiffs' Attorneys,
Plot 431, Selemela Ward, Extension 4, Main Mall
P O Box 2071 ABG, Sebele, Gaborone
Cell Number: 77 704 048/ 310 5887



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

CASE NO: CVHFT 000 707-20

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
FAROK HASSIM

Plaintiff
Defendant

SUBSTITUTED SERVICE


AND TO: **FAROK HASSIM**
Defendant
Plot No. 402, Seous Avenue Street
Private Bag F195
FRANCISTOWN

whose whereabouts are unknown:
BE PLEASED TO TAKE NOTICE that Summons for Civil Imprisonment of debt has been issued against you in this Honourable Court by **STANBIC BANK OF BOTSWANA LIMITED**


You are hereby **FAROK HASSIM** summoned to appear before Justice NYAMADZABO at FRANCISTOWN HIGH COURT on the 23rd day of June 2022 at 09:00 a.m. to show cause why a Decree for Summons Civil Imprisonment should not be made against you at the suit of **STANBIC BANK BOTSWANA LIMITED** in respect of the non-payment of the sum of **P123 785.20 (One Hundred and Twenty Three Thousand Seven Hundred and Eighty Five Pula Twenty Thebe)** together with interest thereon at the rate of prime plus 18% (prime currently at 5.75%) making 23.75% per annum from 30th day of July 2020 to date of final payment, penalty interest at the rate of 10% on any installment of principal, arrears outstanding and/or interest not paid when due per annum from the time such fell due to the date on which it is actually paid, 10% collection commission on any installments, which may be collected after the grant of judgment and costs of suit at attorney and own client scale recovered against you by the said **STANBIC BANK BOTSWANA LIMITED** by a judgment of this Court bearing the date of the 20th August 2021.

DATED AT FRANCISTOWN THIS 19TH DAY OF MAY 2022

REGISTRAR OF THE HIGH COURT



LOWA ATTORNEYS
Applicant's Attorneys
Unit 16, Haskins Building,
Plot 469/70, Blue Jacket Street
P.O. Box 3537
FRANCISTOWN



LEDIRETSE
ATTORNEYS, NOTARIES & CONVEYANCERS

JUDGE: MOTUMISE J.
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT GABORONE

Case No. CVHGB-001975-21

In the matter between:
XAROO BIRDS (PROPRIETARY) LIMITED
and
HOTSUN (PROPRIETARY) LIMITED
ROBERT WANDERI

PLAINTIFF
1st DEFENDANT
2nd DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to a Judgment issued out of the above Honourable Court in the above matter, the following immovable property of the 2nd Defendant will be sold by public auction by **DEPUTY SHERIFF D. J. MOYO** to the highest bidder as follows:

DATE OF SALE : 22 JUNE 2022
TIME OF SALE : 10:00 hours
PLACE OF SALE : Lot 32475, Phakalane

PROPERTY TO BE SOLD: Defendant's rights, title and interest on a certain piece of Land being **Lot 32475, Phakalane, Gaborone** measuring **1044m²** held under deed **no. 2682/2008** with developments thereon being a 4-bedroom double storey house, lounge, open plan kitchen, dining, laundry, family room, guest bedroom with en-suite bathroom, water closet, wash hand basin, master bedroom with walk in closets, en-suite bathroom with Jacuzzi, double garage, entertainment gazebo, swimming pool, water fountain, and security wall.

TERMS OF SALE : Cash or Bank guaranteed cheque. Details and conditions of sale may be inspected at the Plaintiff's Attorneys offices at Plot 17634, Gaborone West, Phase 1, Masokaphala Crescent, Gaborone or the Deputy Sheriff's office at Plot 12597, Marapo Street, Taung.

DATED AT GABORONE THIS 10TH DAY OF MAY 2022.

DEPUTY SHERIFF D.J. MOYO (+267 72 192 666)
c/o **LEDIRETSE ATTORNEYS**
(Plaintiff's Attorneys)
Plot 17634,
Gaborone West, Phase 1
Masokaphala Crescent
P. O. Box 504269, Rail Park
GABORONE
Telephone: (+267 390 9957)

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

CASE NO: CVHFT 000 335-21

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
GAABADZO TANGANE

Plaintiff
Defendant

SUBSTITUTED SERVICE


AND TO: **GAABADZO TANGANE**
Defendant
Manyanda Ward
P O Box 04
ORAPA

whose whereabouts are unknown:
BE PLEASED TO TAKE NOTICE that Summons for Civil Imprisonment of debt has been issued against you in this Honourable Court by **STANBIC BANK OF BOTSWANA LIMITED**


You are hereby **GAABADZO TANGANE** summoned to appear before Justice NYAMADZABO at FRANCISTOWN HIGH COURT on the 23rd day of June 2022 at 09:00 a.m. to show cause why a Decree for Summons Civil Imprisonment should not be made against you at the suit of **STANBIC BANK BOTSWANA LIMITED** in respect of the non-payment of the sum of **P129 897.25 (One Hundred and Twenty Nine Thousand Eight Hundred and Ninety Seven Pula Twenty Five Thebe)** together with interest thereon at the rate of prime plus 13% (prime currently at 5.25%) making 18.25% per annum from 9th day of December 2020 to date of final payment, penalty interest at the rate of 10% on any installment of principal, arrears outstanding and/or interest not paid when due per annum from the time such fell due to the date on which it is actually paid, 10% collection commission on any installments, which may be collected after the grant of judgment and costs of suit at attorney and own client scale recovered against you by the said **STANBIC BANK BOTSWANA LIMITED** by a judgment of this Court bearing the date of the 29th day of July 2021.

DATED AT FRANCISTOWN THIS 19TH DAY OF MAY 2022

REGISTRAR OF THE HIGH COURT



LOWA ATTORNEYS
Applicant's Attorneys
Unit 16, Haskins Building,
Plot 469/70, Blue Jacket Street
P.O. Box 3537
FRANCISTOWN



LEDIRETSE
ATTORNEYS, NOTARIES & CONVEYANCERS

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

CASE NO: CVHFT 000 676-20

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
THWANTHWADI NIESEL MASWE

Plaintiff
Defendant

SUBSTITUTED SERVICE

AND TO: **THWANTHWADI NIESEL MASWE**
Defendant
Matsiloje Base Camp
P O Box 150008
MOGODITSHANE

whose whereabouts are unknown:
BE PLEASED TO TAKE NOTICE that Summons for Imprisonment of Debt has been issued against you in this Honourable Court by **STANBIC BANK OF BOTSWANA LIMITED**

You are hereby **THWANTHWADI NIESEL MASWE** summoned to appear before Justice NYAMADZABO at FRANCISTOWN HIGH COURT on the 23rd day of June 2022 at 09:00 a.m. to show cause why a Decree for Civil Imprisonment should not be made against you at the suit of **STANBIC BANK BOTSWANA LIMITED** in respect of the non-payment of the sum of **P111 920.68 (One Hundred and Eleven Thousand Nine Hundred and Twenty Pula Sixty Eight Thebe)** together with interest thereon at the rate of prime plus 3% (prime currently at 5.75%) making 8.75% per annum from 30th day of July 2020 to date of final payment, penalty interest at the rate of 10% on any installment of principal, arrears outstanding and/or interest not paid when due per annum from the time such fell due to the date on which it is actually paid, 10% collection commission on any installments, which may be collected after the grant of judgment and costs of suit at attorney and own client scale recovered against you by the said **STANBIC BANK BOTSWANA LIMITED** by a judgment of this Court bearing the date of the 20th August 2021.

DATED AT FRANCISTOWN THIS 19TH DAY OF MAY 2022.

REGISTRAR OF THE HIGH COURT



LOWA ATTORNEYS
Applicant's Attorneys
Unit 16, Haskins Building,
Plot 469/70, Blue Jacket Street
P.O. Box 3537
FRANCISTOWN



LEDIRETSE
ATTORNEYS, NOTARIES & CONVEYANCERS



With the impact of COVID-19 worldwide, supporting mental health in the workplace is a necessity. It would be a great mishap for companies to underestimate the importance of prioritising mental health at work and creating solutions for their employees to thrive.

Mental Health In The Workplace: A Catalyst To Flourishing

Work-related stress is a major cause of occupational ill health, poor productivity and human error, writes **GAONE RABAKANE***

With the impact of COVID-19 worldwide, supporting mental health in the workplace is a necessity. It would be a great mishap for companies to underestimate the importance of prioritising mental health at work and creating solutions for their employees to thrive.

Mental health is more than the absence of mental illness. The World Health Organization (2014) defines mental health as "... a state of well-being in which every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."

Mental health, along with physical and social well-being, is an essential component of overall health. Someone with positive mental health is feeling good, functioning well, has satisfaction with life, is developing as a person, and has strong relationships.

Mental health problems have a significant impact on our daily functioning as humans, affecting not only our personal and social lives but also the organisations we work for. Work-related stress is a major cause of occupational ill health, poor productivity and human error. This means increased sickness absence/ leave, high staff turnover and poor performance in the organisation. Work-related stress may

also manifest as heart disease, back pain, headache as well as anxiety and depression.

Positive mental health at work helps us cope with changing roles and responsibilities. It helps us flourish in our roles, manage stress and boost our resilience (the ability to spring back from and successfully adapt to ongoing demands and challenges of life).

To reach this ideal in the workplace, it is important that both the employer and the employees contribute and uphold proactive approaches in improving and maintaining good mental well-being. This can also be reached by engraving such practices in the company culture for a lifelong impact. Below are a few proactive options that both an employer and employees can take to promote mental well-being at work.

As an employer:

Employee Assistance Programme (EAP). This is a work-based programme that traditionally assists employees with personal or work-related problems that may be hurting their job performance or well-being.

Relaxation spaces. Dedicated quiet spaces for relaxation activities give employees the opportunity for mid-day breaks to unwind and de-stress. Equally important is making it culturally acceptable to take breaks and use these spaces. Leaders and managers can set the tone.

Mental health self-assessment tools made available to all employees. Self-assessment tools provide questionnaires and tools to assess mental health concerns.

Free or subsidised clinical screenings for depression. Clinical screenings from mental health professionals that provide feedback and clinical referrals when appropriate. The effort of seeking evaluation and treatment can otherwise be a barrier.

Mental well-being coaches. Coaching services from certified coaches to help employees navigate challenges and strengthen their mental fitness.

Health insurance with mental health benefits at no or low out-of-pocket costs. Provide free or inexpensive health care coverage for prescription medications and mental health counselling. Providing training on how to recognise and support mental health problems is important.

As an employee:

Take part in employer-sponsored programmes and activities. Employees should take advantage of employer programmes to learn skills and obtain the support they need.

Mental health, along with physical and social well-being, is an essential component of overall health. Someone with positive mental health is feeling good, functioning well, has satisfaction with life, is developing as a person, and has strong relationships.

Share ups and downs with others. To help reduce the stigma around mental health, employees can share more of their own experiences with co-workers when appropriate. Unless you feel very safe, this is more about sharing your humanness than getting into details — co-workers cannot substitute for mental health professionals.

Practice coping skills during the workday. To cope with daily work stressors, employees can practise skills that promote healthier mindsets, relationships and self-image. Coping tools may include deep breathing, healthy communication, prioritisation and focusing on one task at a time to avoid being overwhelmed, and using positive talk, to mention a few.

Practise self-care on lunch breaks. Daily lunch breaks are more than just opportunities to eat — they're also the perfect time to practise self-care. This may include listening to inspirational podcasts, meditating, deep breathing, going for short walks and so on.

Take care of their physical health. Employees can set themselves up for mental health success by taking care of their physical health. This includes eating healthy meals, exercising regularly and getting plenty of sleep.

Nurture relationships. Nurturing social connections at work is key to preventing social isolation and loneliness in the workplace.

We can all talk about mental health in the workplace, but it is up to both employer and employee to work collaboratively to create a healthy workplace. This means an environment where we will all feel safe, protected and cared for while being productive and flourishing at work.

*Gaone Rabakane is a Consultant in the Mental Wealth Division of Positive Performance

Pensioners want to be Considered for Consultancies

- Say a pensioner's years of experience is a resource
- Want mobile operators to reduce their tariff charges

GAZETTE REPORTER

The government has been challenged to consider the pool of expertise among pensioners for consultancy projects and other national activities aimed at propping up the economy.

Speaking at this year's Annual General Meeting of Botswana Civil Service Pensioners Association (BCSPA), the Executive Secretary of BCPSA, Mukani Pelaelo, said his organization has lobbied the government to consider tapping into its individual members' over 30 years' experience in various sectors of the economy.

"We have worked tirelessly for this country over the years and we can still contribute positively to its growth," Pelaelo said. "The pool of expertise among pensioners is enormous." She disclosed that BCPSA is crafting a raft of proposals for the government's consideration as part of the organisation's efforts to change the economic and social turf of its members.

Pelaelo said the government needs to

consider several initiatives to cushion pensioners' economic and social well-being. The suggestions include subsidies for tariffs and reduced taxes for pensioners.

"In some countries, there are laws to recognise older people and there are pecks that go with certain ages," she pointed out. "For example, in some countries those 60 years and above enjoy benefits that include a reduction in tariffs and income tax.

"There should be a law that recognises the elderly, especially on issues of taxation. Pensioners have worked for many years, contributing to development through their taxes. We believe value should be added to the lives of the elderly."

The Secretary General of BCPSA, Tsumake Tsumake, echoed Pelaelo's views and called on the Botswana Communications and Regulatory Authority (BOCRA) to persuade mobile network operators to consider helping to bridge the digital gap of pensioners through devising special packages for senior citizens.



"Some considerations should be made for those who have reached 60 to qualify for a discount on communication tariffs," Tsumake said. "It may not necessarily be a law but something that companies can ponder over."

Also speaking at the AGM of BCPSA, the Minister of Communications, Knowledge, and Technology, Thulagano Segokgo, said there is a need for the elderly to receive access to the digital world and to help them become active participants in order to enrich their lives.

"We have noted that the digital revolution has evolved faster than the acquisition of skills for most elderly people," Minister Segokgo said. "Even those with some knowledge, most of them are not able to fully use their digital tools such as cellphones, computers or laptops and tablets."

The minister noted that provision of Internet services is also not equitably distributed even where it is available, such as in cities and big villages. "It is not everybody who can afford the fees for both installation and maintenance," he said.

Segokgo noted that the government is committed to ensuring digital equity by increasing the geographical and population coverage of mobile signals, expanding the footprint of fixed services to reach all destinations. "We will also strive to look at other policy measures we can adopt to reduce the input costs for operators and in turn reduce tariffs," he said.

He added that his ministry will pursue a strategy of educating elders through radio and television with a particular focus on opportunities of ICT and how to use it effectively.

"THERE IS NO INTENTION TO MARGINALISE CAREER DIPLOMATS"

- PS says Foreign Affairs engages other ministries for suitable candidates
- Notes younger officers are increasingly appointed ambassadors

GAZETTE REPORTER

The government has dismissed suggestions that it has adopted a cadre deployment policy that seeks to sideline career diplomats.

Speaking before the Public Accounts Committee (PAC) recently, the Permanent Secretary in the Ministry of Foreign Affairs, Dr Gladys Mokhawa, said there is no intention to marginalise career diplomats and that the government continues to send capable Botswana to hold office internationally.

"What we have found out is that more often than not there is a tendency to think there are less of career diplomats than the political appointees, but that is not always the case," Dr Mokhawa said.

She added that political appointees do not crowd out career diplomats at the ambassadorial level, noting that younger officers are now ambassadors.

"We have just ran an advert in The Daily News in which we showcase our ambassadors around the world," she said.



There may be no guidelines approved for use in the selection of candidates to occupy international positions but her ministry relies on useful information in unapproved guidelines, Dr Mokhawa added.

"Through our multi-lateral departments, we identify areas of opening in different multi-lateral fora and then try to make some bids before we identify that individ-

ual," she said.

Mokhawa admitted that a better method with more transparency is desirable but in the absence of one her ministry engages other ministries about suitable candidates and advertises positions on the ministry's social media platforms.

Opposition parties have always criticised appointment of casualties of general elec-

tions as ambassadors.

The Leader of the Opposition, Dumelang Saleshando, has previously said ambassadorial positions were reserved to reward members of the Botswana Democratic Party (BDP) and in some instances members of opposition parties who would have disrupted opposition politics.

CHIEFS' ROYAL ROAR PEGS BACK HOLY GHOST



GAZETTE REPORTER

Holy Ghost were within touching distance of the Premier League and needed a victory over Mochudi Centre Chiefs on Saturday to confirm their place among the elite. But Holy Ghost saw their title charge freeze in dipping temperatures at their Holy Ghost Park, where Khumoetsile Kufigwa refused to read the script.

Kufigwa rose high to plant a season defining header after his captain, Arnold

Mampori had posted a perfect cross. 1-0 to Chiefs and it was game on as Magosi moved within two points of leaders Holy Ghost with two games remaining.

Now Magosi can sense blood and are preparing to go for the kill and return to the Premier League after seasons in the First Division doldrums. Chiefs' revival has been swift and at times ruthless. They have trailed and tailed for most of the season. But the Kgatleng giants, who have been forced to mingle in the second tier, are pulling closer to the Premier League after

Mabote sets For Commonwealth Games Debut Under Persons with Disability Program

GAZETTE REPORTER

Botswana's renowned Paralympian Keatletse Mabote will become the first Motswana with a disability to compete at the Commonwealth Games slated for Birmingham, England end of July. This was made possible through the commonwealth initiative known as GAPS which supports the inaugural participation of persons with disability into the games through the care of Stellenbosch University in South Africa.

Mabote was recently funded by the programme to undergo a two weeklong training camp and competition in South Africa as part of preparations for the game. He is the only athlete from Botswana that was selected for this program. In a recent exclusive interview with Gazette Sport, Mabote said he is privileged to have been the first Motswana to benefit from this program which he is of the view that it is a pathway for his success in his athletics career. "This is a great initiative which I believe that many of my counterparts are going to benefit from while time goes on. It has afforded me an opportunity to compete at the highly anticipated Birmingham Games for the first time Botswana having a representative at the games which will obviously inspire the young ones who are looking up to me. The preparations have started and I must say I am happy with my progress, and I am looking forward to competing amongst the best in the world. I have already met the instructors and coaches of this program and they are equally im-

pressed with my work ethic and progress, the good part about it is that I am fully sponsored and they do everything for us. This is a true reflection of development of inclusive sport pathways, and I commend Commonwealth Games Federation for this life changing initiative," he said

Mabote will be competing in short sprints (100m and 200m) as opposed to the usually 400m that he specializes on. He recently competed in Stellenbosch and he got position 2 and 12 in 100m and 200m respectively. He further stated that there is need for the local sport organisation to also support him as he intends to intensify his preparations for the games. "I have confidence in myself that I can win the medal for my country especially when I am supported thoroughly. I have undergone several fitness tests and the results certified me fit so I have nothing to worry about at the moment. What is more important right now is to speed up my preparations and I am pleading with the sport leadership to support me in this journey just like they always do. Representing your country alone in a certain category always comes with pressure so I am going to do my best," added Mabote.

Mabote became the second Motswana to represent the country at the Paralympics after Tshotlego Morama. He competed at the Rio 2016 Paralympics in Brazil in the Vision impairment T12 category. Mabote will be accompanied by his coach Nelson Maotwe who has been training him since 2017.

knitting together a string of good results.

Their fans have responded in the manner only Chiefs fans know with a sea of black and white now a familiar sight at most of their matches.

Their voices have added the impetus to Chiefs' relentless march to the Premier League. On Saturday, the Chiefs road show rolled into Mmopane and suffocated the Holy Ghost. There was no divine intervention for the hosts who saw wave after wave of attack from Chiefs in the opening minutes. There was no reprieve and Kufigwa's header was only a confirmation of a deserved three points.

Now it's too close to call at the top. Just two points separates to the two title chasers. Add Black Forest and Matebele to the mix, the First Division contest is riveting.

Holy Ghost remained top with 41 points while Chiefs are on 39. Black Forest have lost steam in recent weeks but kept within striking distance with 37 points. Matebele are a distant fourth and their only hope is a play-off spot.

Unlike in the north where Nico United cantered to the title with little friction, the south is likely to see the winners decided on the last day of the campaign.

Holy Ghost have a tricky run in with a match against fifth placed Matebejana still pending. The other game is against eighth placed Taung Young Strikers. On the other hand Chiefs have the league's bottom team, Motaung Young Fighters and struggling Red Sparks to contend with. It promises to go all the way to the wire after Holy Ghost fluffed their match winning serve on Saturday. Otherwise it would have been game, set match.

Meanwhile, there is a matter of grave concern for TAFIC followers in the First Division North league, with the pride of Francistown facing relegation to the regional league. TAFIC are in position 11 in the 12-team league and will need to win their remaining two matches if they are to survive.

Record setting Sesinyi ends the season in style

Sesinyi the first player to score more than 20 league goals in a season since 2012



Pic: Thabang Sesinyi

BONGANI MALUNGA

Thabang Sesinyi set a new record in this season's Botswana Premier League after scoring his second hat trick this term in Jwaneng Galaxy's 6-1 demolition of Gilport Lions. Sesinyi is the league's sole holder of the multiple hat trick record and he increased his league tally to 24 goals on the last day of the season as Galaxy ran out 3-2 winners against MR Highlanders yesterday (Tuesday).

The player's four goal haul in the last few games of the season saw him steer clear of scoring rival Thatayaone Kganyane to win the top scorer award.

Sesinyi is Galaxy's second player to win the top scorer award after Thero Setsile in 2019. The player's 24 goal tally has brought to an end a decade of the league's top scorers surpassing the 20 goal mark.

Mochudi Centre Chiefs' then striker Kekaetswe 'Mara' Moloi, FC Satmos' then striker Patrick Kaunda and Gaborone United's Kganyane scored 20 goals in the 2012/2013, 2013/2014 and 2017/2018 seasons respectively but Sesinyi has recorded the most prolific league season since the 2011/2012 season.

In 2012 Chiefs pair Kekaetswe 'Mara' Moloi and Joel Mogorosi won the Green Boot award after scoring 26 goals each to help Chiefs win the league. The likes of Tendai Nyamadzawo (who scored 19 goals in the 2015/2016 season) and Terrance Mandaza (who scored 17 goals in 2017) have come close to nearing the 20 goal mark but struggled to equal or surpass the tally.

OCK's unbeaten run snapped by Wydad



(Pic; Olympique Club Khouribga /FACEBOOK)

BONGANI MALUNGA

Olympique Club Khouribga pair Tumisang Orebonye and Kabelo Seakanyeng suffered a 1-0 defeat last weekend against CAF Champions League finalists Wydad Casablanca. The defeat ended an impressive seven game unbeaten run for OCK which had seen the club transform their fortunes from being relegation threatened to being CAF Confederation Cup hopefuls after that run.

The Botswana duo was named in the starting line up for the big game, Seakanyeng was later substituted in the 85th minute after another industrious performance. OCK's CAF Confederation Cup

dream is now in danger of being over after the club's latest defeat.

OCK now trails fourth placed Maghreb de Fes by four points with only six league games remaining. Last weekend's setback was a rare occasion in which neither of the Botswana pair contributed either a goal or an assist in the last seven games. OCK will now need a two game turnaround in which Maghreb drop points while the former records two successive wins.

Both players have been in prolific form for the club with Seakanyeng recording eight goals while Orebonye has chipped in with seven goals so far, they are the club's top and second leading goalscorers in the league. As a collective both players have contributed 51.7 percent of the club's league goals to signify their importance.

FIFA Introduces Online Legal Portal

MOLEFHI KANNEMEYER OBENNE

“As part of its ongoing commitment to modernising football's regulatory framework, which is one of the 11 goals laid out in The Vision 2020-2023, FIFA is preparing to launch the new FIFA Legal Portal (legalportal.fifa.com), an online platform through which proceedings before the FIFA Football Tribunal and FIFA judicial bodies will be conducted. The FIFA Legal Portal will enable FIFA member associations and football stakeholders in general to manage their proceedings before the relevant FIFA decision-making or judicial body and will gradually replace the current system of email communication. While the proceedings will still be governed by the respective FIFA regulations, the FIFA Legal Portal will begin to be used for notifications (including of decisions), other correspondence and submissions on a preliminary test basis,” reads Circular no. 1795 from FIFA Secretary General.

“in order to ensure access to justice, the FIFA Legal Portal will be open to all stakeholders, from players and coaches to member associations and clubs”

The platform is meant to ensure simple, secure and transparent communication between FIFA and the parties involved, as well as a better understanding of proceedings and heightened traceability. Aply so, the portal will not deal with issues related to international transfer certificates, pro-

ceedings concerning solidarity contributions and training compensation, as those will still continue to be handled through the FIFA Transfer Matching System.

The circular further mentioned that, “in order to ensure access to justice, the FIFA Legal Portal will be open to all stakeholders, from players and coaches to member associations and clubs. Legal representatives who are involved in proceedings will also be able to register for the FIFA Legal Portal, provided that they submit a valid power of attorney. This will allow them to file and manage claims and perform any other necessary actions on behalf of their clients through a single account.”

Fundamentally so, it is said that the platform will detail the status of the proceedings, any new information and/or documents provided by the other party and/or FIFA, and whether any action is required. The circular signed by Ms Fatma Samoura, FIFA Secretary General, emphasized that, “In addition, notifications will be automatically generated and immediately sent to the email address linked to the relevant user's account in the event of a change in the status of a case, new information and/or documents being added to the case, or new proceedings being opened against the user.”

FIFA hopes that users will act in good faith and ensure that all information that they enter on the portal is correct. Any user who enters false and/or erroneous information on the FIFA Legal Portal, fails to keep their account up to date or misuses the portal may be sanctioned by the FIFA Disciplinary Committee.

In conclusion FIFA hopes the transition from old to new system will, in principle, conclude by the 31st December 2022. The portal is expected to be operational from 1st May 2022.

Commenting on the latest development from FIFA, one of the local administrators, Kago Mosinyi mentioned that it was long overdue that FIFA digitize its legal proceedings. “It is a move in the right direction as the World is moving towards acceleration of pertinent services to various stakeholders and what a way to have legal proceedings online. So FIFA's proceedings are a fingertip away. We will be able to lodge our international complaints by a click of a button and of course, with easy through the guidance of a manual. Great initiative, this”



(Pic; Ugandan Football Federation /FACEBOOK)

UGANDA WOMEN'S FOOTBALL READY TO EMBRACE FIFA CLUB LICENSING

GAZETTE REPORTER

In Uganda, the beginnings of women's football date back to the 1990s. In 1994, the national team played its first international match in Nairobi. This year, the senior women's national team qualified for the 2022 CAF Africa Women's Cup of Nations, which will be held in Morocco. In addition, Uganda will host the 2022 CE-CAFA Women's Championship.

At club level in Uganda, today, there are currently three national women's football competitions. The top tier is the FUFA Women's Super League, the second tier is the FUFA Women's Elite League, and there are several regional leagues played at the third tier.

With the help of club licensing, women's football is now set to be taken to a new level. Recognising the key role that clubs play in development, club licensing is an ideal tool to drive professionalisation, which in turn strengthens the development of players at club level and raises the overall standards in clubs around the world.

FIFA provides support and assistance to confederations and member associations to establish and improve the respective systems in place around the world. To do so, and in addition to current initiatives provided to a range of confederations and member associations, FIFA run club licensing seminars. FUFA is one of the first beneficiaries of this project and last week successfully held a seminar on Club Licensing in Women's Football- the first member association in Africa to do so.

The seminar, which was attended by all clubs in the FUFA Women Super League (10) and FUFA Women Elite League (13), was held at the Imperial Royale Hotel on 19

May and was the culmination of a six-day stay by Bruno Van Hellemont, Professionalisation Manager (FIFA Women's Football Division) and Andres Portabella, FIFA Advisor.

The duo paid a visit to FUFA headquarters, receiving a warm reception from the FUFA President Hon. Magago Moses Hassim, Chief Executive Officer Edgar Watson, FUFA Club Licensing Manager, Ivan Kintu Bayige, FUFA Women's Club Licensing Coordinator, Shirah Nakaggwa, Chairman FUFA Club Licensing Committee, Rogers Mulindwa and Secretariat staff.

They also met with FUFA's Competitions Department to exchange ideas on how best Club Licensing regulations can be implemented, meeting also attended by the FUFA 3rd Vice President Hon. Florence Nakiwala Kiyingi, Chairperson of the Competitions Committee. To build a competitive national team - at all age levels - a strong foundation is needed. Here, too, Uganda's clubs play a major role, as they are instrumental in training young talent. Another point in favour of club licensing.

The seminar also witnessed a presentation by the chairperson of She Corporate FC, which focused on the current status of club licensing in Uganda, with topics as broad as finance, administration and personnel, club structure and legal aspects, and Infrastructure discussed. “The FIFA Women's Club Licensing Programme is open to all the 211 Member Associations and we are currently working together with 16 countries around the world. During our visit to Kampala, it was a true privilege to see the great work FUFA and the clubs are doing to develop and grow women's football in Uganda,” Portabella concluded. FIFA

CRUCIAL CLASH FOR COOPER'S RELEGATION THREATENED CLUB



BONGANI MALUNGA

Mothusi Cooper's Moroccan club Mouloudia Club of Oujda is in dire need of maximum points in their upcoming league clash against newly crowned CAF Confederation Cup champions RSB Berkane this Sunday. The 'must-win' clash will be a mountain to climb for MC Oujda as their opponents will be high on confidence following their recent cup win.

RSB Berkane currently occupies the ninth spot on the log while MC Oujda are 14th. The last time the sides clashed was in a cup game last month, RSB won 2-1 after extra time to knock Cooper's side out of the cup.

Cooper's club is in danger of being relegated to Botola 2 (Moroccan First Division) as they are level on points with 15th placed Youssoufia Berrechid. MC Oujda has failed to register a win in the last five league games, suffering three defeats and recording two draws.

A win would create a cushion between MC Oujda and Berrechid while a defeat would see the club anxiously looking over their shoulder in the next few matchdays to avoid dropping to the relegation zone. In the Botola Pro (Premier League), only the 15th and 16th placed teams are relegated at the end of the season.

The last time MC Oujda registered a win was in February when they defeated OC Safi 3-1 in a game where Cooper made his league debut. Cooper then made his first start for the club in the 3-2 defeat against Ittihad Tanger, he was involved for 52 minutes before being taken off. The Zebras midfielder joined the Moroccan club in the January transfer window.

ALPHA SQUASH ACADEMY TARGETS PUBLIC SCHOOLS

GAZETTE REPORTER

Alpha squash academy intends to reach out to public schools in an effort to assist in the development of the sporting code following an interrupted school sports calendar two years ago.

Head coach of Alpha academy Koketso Ntshebe told Gazette Sport that there is a burning desire to get the schools squash program up and running in order to produce and feed national teams.

"We have a primary objective of finding athletes locally and exposing them to squash within the region or otherwise as an academy," he said. Ntshebe stated that even though there are challenges in public schools that make it difficult for squash development, he intends to work with different stakeholders to succeed.

"Individual codes will always win against mainstream populist codes, we do not even need as much money as they do to produce a world class athlete and we can do that over and over nonstop," said Ntshebe.

"Squash in public schools is very easy to get going, it is the cost of it that slows things down ultimately our kids are as good as any other sporting code even better most times," added Ntshebe.

He highlighted that currently there is only one squash court in the country and that is in Lobatse. "Training teachers is easy but the problem at this point remains lack of facilities in schools but we intend to revive the sporting code in schools nonetheless because at end of it we have the responsibility to produce talent," stated Ntshebe.

He said as a result of lack of facilities, they have resorted to using private facilities which come at a cost. Ntshebe also said there is abundance of talent in the country which needs to be harnessed through financial support and resources.

In 2020 government announced the suspension of school sports due to budgetary constraints. Even to date school sports have not returned despite indication from government recently stating that school sports will return second term.

Teachers who handle sports were owed P32million from previous engagements, with the government struggling to shell dues. BISA marketing and communications manager, Letsweletse Jonas indicated that the decision to suspend school sports, could see the association lose partners.

"It is a painful situation we have to accept. It is even painful as I see us losing some sponsors. However, it is high time now for other stakeholders to join hands and share such costs with government. When you get into an agreement with sponsors, there are conditions to be met, and if you flout, you risk cancellation," said Jonas, who said they long saw the decision coming.

As a result of back and forth, government recently took a decision to transfer the running of school sports from the Ministry of Education and Skills Development to the Ministry of Youth, gender, Sport and Culture.

Makwala's Diamond League season has commenced



Makwala last won the Diamond League in 2017, he is aiming for his second trophy in the competition in the twilight of his illustrious career as he has publicly stated his retirement plan this year.

GAZETTE REPORTER

Botswana track star Isaac Makwala made his 2022 debut in the IAAF Diamond League series in Birmingham, England last weekend with a fifth placed finish in a highly competitive race. Makwala finished in the fifth behind competitors Matthew Hudson Smith (USA), Bryce Deadmon (UK), Kahmari Montgomery (UK) and Vernon Norwood.

Placed in the seventh lane, Makwala started the race with a moderate pace in the first 100m of the race. He maintained the steady pace in the race but he

could not accelerate as much as he usually does as his competitors began to sprint with vigour towards the finish line.

The performance showed rust than a decline as Makwala usually reaches his peak form towards July and August when major competitions start. Despite the fifth place finish Makwala still has plenty of chances to qualify for the Diamond League 400m final as he has accumulated four points after the fourth race.

He is currently fifth on the Qualification Standings after his first race, he is four points behind overall leader Hudson Smith who has eight points after winning the

first race.

Makwala will have to stay within the top seven and accumulate more points to reach the final which is set for the Grand Final which is set for September 8 in Zurich, Switzerland. Makwala last won the Diamond League in 2017, he is aiming for his second trophy in the competition in the twilight of his illustrious career as he has publicly stated his retirement plan this year.

The next 400m Diamond League race will be in Eugene, USA this Saturday as the track star is determined to make up for the Birmingham edition.

Mares step up AWCON preparations



(Pic:MONIRUL BHUIYAN/PRESS PHOTO)

GAZETTE REPORTER

The women's national team, Mares have stepped up preparations for the Africa Women's Cup of Nations (AWCON) with an international training camp lined up for Tunisia. The Mares' preparations for their debut appearance at the AWCON finals were off to a shaky start with the Botswana Football

Association (BFA) indicating it was in the financial red.

The association needs P7.2million to ensure the team is in the best shape as it heads to Morocco for the tournament in July. Debswana came to BFA's rescue after offering to host the team in Orapa and Jwaneng for intensive training camp.

BFA chief executive officer, Mfolo Mfolo had unveiled an

ambitious plan which includes training at the High Performance Centre in Pretoria and trips abroad. However, the plans have been disturbed by lack of funds with the BFA still in the hunt for the bulk of the cash.

Debswana's offer to have the team train at its facilities, have shaved a fraction off the budget, but the BFA says there is still need for the team to travel outside the

country to intensify preparations. This week, Mfolo said preparations have progressed well and the government has committed to cover the team's expenses.

The preparations are going quiet well. The team is currently in camp at Orapa with the last local camp in Jwaneng from 30th May to 14 June," Mfolo said.

He said there will be an official send off for the team on June 17 before the Mares head to Tunisia for their first international camp. From Tunisia, the team heads straight to Morocco for the tournament.

"The government has committed to cover all the expenses after the local camps. However we are still appealing to the business community and corporate world to assist in any way to relieve BFA and government of the expected expenditure as per the budget," Mfolo told Gazette .

The Mares were recently in Zambia for friendly matches, losing one and drawing the other s the team ramps up preparations.

Coach, Gaoletlhoo Nkutilwisang has said she is happy with the progress shown by the team.

The team played friendly matches against an Orapa Select to gauge their preparedness.

Coach Nkutilwisang says that they will play a friendly game on Sunday against Orapa Select

"This offers us a chance to make a team shape and focus our energy on how we need to play," she said. According to a statement from the BFA, the team met Zebras coach, Mogomotsi 'Teenage' Mpotse for some motivational talk.

"We met the senior men's national team coach, Mpotse to greet the players and they we were motivated by his presence in our recovery training," Nkutilwisang said. "We are focused on our 10-day training, fitness, defending , attack, then we analyse the players over the two local friendly games before heading back to Gaborone."

The Mares will make their bow at the biennial competition looking to announce their arrival on the big stage with a good performance. They need to pull all the stops as they are paired against perennial champions, Nigeria, South Africa and fellow debutant, Burundi.

Botswana get their campaign off the ground with a game against Burundi at the Stade Moulay in Rabat on July 4. The same day, arguably the biggest game of the tournament sees Nigeria face South Africa in the other group match. The Mares then take on neighbours South Africa in their next match on July 7, before rounding off their group stage match with a game against Nigeria on July 10.

SPORT BRIEFS
With Bongani Malunga

Another snub for Ngele as Chippa 's season ends

1 Mogakolodi Ngele was dropped from Chippa United's matchday squad once again as his club lost 1-0 against TS Galaxy in their last game of the DSTV Premiership season. The season's end brings to a close a miserable season for Ngele who has seen only 45 minutes of league action for the club in 2022. Ngele's future at the club remains unclear as the club is yet to make a decision on the appointment of a permanent coach. Interim coach Kurt Lentjies, through his team selections, has made it clear that Ngele is not part of his plans. If Lentjies is confirmed as the new head coach then Ngele might be forced to look for a new club next season.

2 Debswana First Division North results

Santa Green	1	3	Sankoyo Bush Bucks
Calendar Stars	1	0	TAFIC SC
Chadibe FC	1	2	Maun Terrors
Green Lovers	1	0	Motlakase



3 Debswana First Division South results

Broadhurst United	1	1	Taung Young Strikers
Red Sparks	0	2	Black Forest
Mochudi Rovers	2	1	Matebejana
Motaung Young Fighters	2	0	Matebele FC
Holy Ghost	0	1	Mochudi Centre Chiefs
UF Santos	2	1	Tlokweng United

Bondo flies Botswana's flag high in Confed Cup Final

GAZETTE REPORTER

Botswana's most high profile referee Joshua Bondo created a historic moment as he became the country's first match official to be assigned to oversee a major continental cup final. Bondo made history as the fourth official in the 2022 CAF Confederation Cup final between RSB Berkane and Orlando Pirates last weekend.

The tightly contested game went to extra time after a 0-0 draw in regulation time. In extra time RSB were awarded a penalty which was converted by Youssef El Fahli. Pirates then pushed for an equalizer and they were rewarded as Thembinkosi Lorch levelled matters. The game eventually went to a penalty shootout where RSB prevailed after Pirates' Lorch missed a penalty.

Bondo was a part of Zambian referee Janny Sikazwe's refereeing contingent in a game which featured the phenomenon that is the Video Assistant Referee (VAR). Sikazwe was assisted by Angolan Jerson Emiliano Dos Santos and Mozambican Arsenio Chadreque Maringule with Bondo as the fourth official.

Egyptian Mahmoud Ashor was the main VAR official. Bondo's personal triumph is yet another example of his perseverance as

he rallied through a tough period to return to prominence as a continental referee.

In 2019 Egyptian giants Al Ahly filed an official complaint to world governing body FIFA's Ethics Committee after their game against Etoile du Sahel. Bondo gave the club's defender Ayman Ashraf a red card and they later felt that he refused to award them a penalty. Later, Al Ahly's remarks in a letter forwarded to FIFA showed shades of racism as they felt that "African referees" have a history of giving decisions against him. African, it seems, referred to the referees' skin tone as Al Ahly is also an African team.

"Al Ahly's board, led by Mahmoud El-Khatib, have decided to file a complaint to FIFA because of the unacceptable officiating errors made by African referees against us in recent years," Al Ahly's said in the infamous statement.

The matter did not escalate past the letter and complaint. In 2021, Bondo was at the center of yet another controversy as he was nearly assaulted by MC Algiers players after the team lost against Wydad Casablanca in the CAF Champions League quarterfinals. MC Algiers players rushed towards Bondo protesting his refereeing performance and feeling hard done by.



Bondo (Pic: MONIRUL BHUIYAN/PRESS PHOTO)

Police Softball Ladies Crowned Return to Play Mini League Champions



(Pic: MONIRUL BHUIYAN/PRESS PHOTO)

GAZETTE REPORTER

Police IX Ladies Softball Club dominated the Botswana Softball Association (BSA) return to play mini league finale that was held at Selibe Phikwe over the weekend and emerged the ultimate champions of the games. The mini league that started early this year comprised of both men's and ladies teams from the northern and southern zones competing in a point system order of play.

The tournament was contested by eight ladies teams including Titans, Carats, Vikings, UB Giants, Rail Giants, Scramblers, Police and Ghetto Yankees. Police popu-

larly known as "Queens of the Game" won all of their four games in group stages en route to the finals where they dismantled their close rivals Titans (13-1). Prior to the finals they beat Rail Giants (10-0), Vikings (1-0), Carats (5-3) and Titans (4-3) to put themselves forth as the favourites to win the title. In post-match interview Police IX head coach, Tawina Phibion said they are excited to have snatched the league ahead of other favourites because it was a tightly contested tournament by teams which were fully prepared.

"We are all excited and happy that we emerged the ultimate winners of these tournament, but I must admit that it was not an

easy contest for us. All these teams were fully prepared, and they were hungry for victory and silverware since we have been in the side-lines for a while due to COVID-19 setbacks and they all came back strong. We fought hard for the bragging rights and supremacy, we remain the undisputed champions. I want to give credit to the ladies, they really showed zeal and hard work towards bringing this title home," he said.

The Queens of the Game walked away with P15,000.00 prize money, trophy and gold medals whereas Titans won silver medals and Vikings settled for bronze medals. Carats, Scramblers, Ghetto Yan-

kees and Rail Giants finished 4th, 5th, 6th, 7th and 8th respectively. Police went on to win two individual awards through Magdeline Mabutho who walked away with best catcher accolade and Onnetse Ribbin won the best pitcher. Maitumelo Serumola of Titans walked away with a best batter award whereas Kemogetse Nkoane of Vikings was crowned the Most Valuable Player (MVP) of the tournament.

"It was not an easy tournament, but we defied the odds and we will be going back to the drawing boards to recollect ourselves so we can ready for the next assignment that might come our way, either the league or another tournament.

For her part Police captain Mabutho attributed their victory to hard work, dedication and teamwork that her teammates have been committed to throughout the year. "It was not an easy tournament, but we defied the odds and we will be going back to the drawing boards to recollect ourselves so we can ready for the next assignment that might come our way, either the league or another tournament. I am also happy for other teams who participated, they gave us a run for our money. The tournament was highly competitive and we are happy with the progress," she said.



BVF TO POSTPONE BEACH VOLLEYBALL

Lack Of Funds Pushes Bvf To Consider Postponing Volleyball Tourney



GAZETTE REPORTER

Botswana Volleyball Federation (BVF) is seeking to postpone the highly anticipated Beach Volleyball Zonal series scheduled for Gaborone, Botswana this week due to financial challenges. The tournament, that is played in a league format, has already taken place in Mozambique and South Africa in March and April respectively and it is Botswana's chance to host the region in this fast-growing sport across Southern Africa.

The preparations and whole organisation of this tournament has been a headache to the newly elected BVF executive committee who have been struggling to get sponsors on board because they have just settled in. The tournament approximately needs over P150 000 which includes preparing beach grounds, facilitating the tournaments, hosting of confirmed teams and other logistics. Information reaching this publication from a source within the organising committee is that BVF has written to the zone 6 committee pleading for postponement of the tournament owing to lack of funds.

"It is a pity that we cannot host the tournament at the time that we could have done so because there is no money. The leadership have been hard at work trying to lure in sponsors to support this upcoming event, but their efforts went futile because some cited short notice and some were citing issues of lack of funds due to COVID-19 setbacks which we all understand," said the source.

The national sport associations have been struggling to host or attend any tournaments, locally, regionally and internationally due to lack of funds which is supposed to be routed through BNSC by Ministry of Youth, Gender, Sport and Culture.

They further stated that Zone 6 had no problem with Botswana postponing the tournament, but the decision lies with the confirmed teams if that would not be an inconvenience for them. "There are 24 men and 19 Women's teams that have already confirmed their participation to this tournament and after they are clear with their financial status, they will have to notify the Zone 6 committee, so they inform teams about the postponement which they estimate to be two weeks. It will depend on whether the proposed dates favour the teams or not so we will be looking to see on how things will unfold. Teams were really looking forward to coming to Botswana looking at the numbers that have already confirmed unlike the past games in Maputo and Durban where the turnout was not that good,"

Botswana Beach Volleyball Teams comprises four pairs (2 men and 2 women teams) made of Tiroyaone Otimile (Captain), Tony Orapeleng, Jack Sekao and George Chiswaniso making the men's team whereas the women's team is made up of Tracy Chaba, Tsebo Marape, Ngirl Wright and Thapelo Kamberuka. The pair of Sekao and Chiswaniso won a bronze medal at the first series that was held in Mozambique in March while other pairs missed the podium finish by a whisker as they finished fourth in their respective categories.

(Pic; GABS BEACH Volleyball Team /FACEBOOK)

THE
NBA BOX
RANGE



**ALL
STAR
BOX**
64⁹⁰



**DUNKED
CRUNCH BOX**
59⁹⁰