



JUDICIARY IN DISARRAY AS MASISI TAKES COVER

- Cases of low morale and paranoia reported within the judiciary
- Fears emerge that scandals may affect Botswana's rule of law ratings

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Judiciary in Disarray as Masisi Takes Cover

- Cases of low morale and paranoia reported within the judiciary
- Fears emerge that scandals may affect Botswana's rule of law ratings



Botswana's judiciary is reportedly in disarray amid rising tensions between BaLete and the government over land threatened by negative gentrification in the aftermath of President Mokgweetsi Masisi's denial that he told Kgosi Mosadi Seboko that he has captured the judiciary.

GAZETTE REPORTER

Botswana's judiciary is reportedly in disarray amid rising tensions between BaLete and the government over land threatened by negative gentrification in the aftermath of President Mokgweetsi Masisi's denial that he told Kgosi Mosadi Seboko that he has captured the judiciary.

Sources say since the breaking of the scandal, morale is low within the judiciary with signs of mistrust observed among

judges. "Judges hardly visit one another to chat as colleagues," said an insider at the Gaborone High Court who added that some are avoiding being seen with others.

According to another source, some judges have become security-sensitive and paranoid. "These attitudes have been observed by their subordinates who say judges have suddenly become hypersensitive about everything," the source said.

The low morale follows a series of judicial scandals which have left the judiciary bereft of its sheen of respectability.

The events

A number of high court judges have accused the executive of meddling in the judiciary. Kgosi Mosadi Seboko of BaLete's accusation that President Masisi told her that he would instruct Court of Appeal judges how to decide their case struck a particularly heavy blow and added weight to growing views of the executive as unrestrained.

Chief Justice Terrence Rannowane has also been accused of having tried to influence Justice Kelapile Ketlogetswe in the

former minister Thapelo Matsheka's child murder case.

The Office of the President has sought to refute Kgosi Mosadi's allegations, saying the President respects the rule of law and has never uttered the words attributed to him by the Sovereign of BaLete.

Kgosi Mosadi Seboko of BaLete's accusation that President Masisi told her that he would instruct Court of Appeal judges how to decide their case struck a particularly heavy blow and added weight to growing views of the executive as unrestrained.

Botswana's rule of law ratings may drop

Meanwhile, there are concerns that these developments may affect Botswana's rule of law ratings negatively. One of the criteria used to assess a state is the process by which laws are made, applied, enforced and it is accessible, efficient and fair as well as whether justice is administered by competent, ethical and independent representatives and neutrals who are sufficient in number, adequately resourced, and reflective of the communities they serve.

Business Botswana, Defence Ministry clash over security concerns

- Sector wants to escalate concerns to President Masisi for political will
- Ministry says the law is being reviewed to accommodate concerns

TEFO PHEAGE

Business Botswana will escalate its security concerns to President Mokgweetsi Masisi because dealing with the Ministry of Defence and Justice has proved fruitless, the Chairman of the Security Sector of Business Botswana, Gaolatlwe Mudongo, has said.

The concerns include amendments to the Private Security Licensing Act. "The business community has done all it could to

support the ministry with all the necessary ammunition to reform the sector but all our reports and suggestions have been ignored," Mudongo said. "We are supposed to be partners but we will soon be enemies because of these attitudes."

Reactionary

"We are going in circles with cash heists. The government seems to have resigned itself to escorting security vehicles all over the country forever, even as far as Orapa from Gaborone. The criminals have now

switched to bombing ATMs because they have realised that we are reactionary in our interventions. We have thus decided to escalate our concerns to the President because without political will, investors will relocate to other countries."

But the defence ministry sees things differently. "The Task Team concluded its task, and the Private Security Licensing Board endorsed its recommendations," its spokesperson, Ofentse Thwabi, said. "The Ministry is currently in the process of re-

viewing both the Act and the Regulations with the intention of the Act being tabled in the winter Parliament Session 2023."

"The government seems to have resigned itself to escorting security vehicles all over the country forever, even as far as Orapa from Gaborone."

However, Mudongo holds that the reviews of the Act have not incorporated their concerns and suggestions. "It is the same Act we have been complaining about," he charged.

Notice of Annual General Meeting



Notice is hereby given that the Annual General Meeting (AGM) of shareholders of the Company will be held at Avani Gaborone Resort at 13h00 on Thursday, 3 November 2022, for the purpose of transacting and considering the following business and if deemed fit, passing, with or without modification, the following resolutions:

Agenda

1. Ordinary Business

To read the notice of AGM (notice) and ascertain the presence of a quorum required in terms of the Constitution.

2. Ordinary Resolution 1:

RESOLVED THAT, the Audited Annual Financial Statements for the year ended 30 June 2022 together with directors' and auditor's reports thereon be adopted.

3. Ordinary Resolution 2:

RESOLVED THAT dividends of 10 Thebe per ordinary share declared for the interim period, and 16 Thebe per ordinary share for the year ended 30 June 2022 be approved as recommended by the directors and the distribution be ratified thereof.

4. Ordinary Resolutions 3, 4, 5 and 6:

RESOLVED THAT the following directors of the Company retire by rotation in terms of the Company's Constitution and are eligible to offer themselves for re-election:

- Mr Balisi Mohumi Bonyongo (Independent Non-Executive Director)
- Mr Jabulani Richard Khethe (Independent Non-Executive Director)
- Mr Michael William Ward (Independent Non-Executive Director)
- Ms Naseem Banu Lahri (Independent Non-Executive Director)

Mr Bonyongo (resolution 3), Mr Khethe (resolution 4), Mr Ward (resolution 5) and Ms Lahri (resolution 6), being eligible and available, offer themselves for re-election and shall be re-elected by way of separate resolutions.

Biographical information of the directors to be re-elected is set out in the Integrated Report. The Board recommends the re-election of these directors.

5. Ordinary Resolution 7:

To ratify the appointment of the following as Directors of the Company:

- Mr Luke Duncan Woodford
- Mr Frans Louis Jordaan

6. Ordinary Resolution 8:

RESOLVED THAT the annual fees of the Non-Executive Directors as reflected below, be approved:

	Proposed 2023 fee (BWP)
First National Bank of Botswana Limited Board	
Member Chairperson	118 588 237 177
Audit Committee	
Member Chairperson	81 318 162 636
Risk, Capital Management and Compliance Committee	
Member	67 765
Chairperson	135 530
Remuneration Committee	
Member	19 059
Chairperson	28 588
Directors' Affairs and Governance Committee	
Member	38 118
Chairperson	57 177
Board Credit Risk Committee	
Member	304 942
Chairperson	381 177
Policies and Frameworks Committee	
Member	54 212
Chairperson	54 212
Strategy	
	29 647
Training	
	50 824

Additional information in respect of Ordinary Resolution 8

- Executive Directors and Non-Executive Directors employed by the FirstRand Group do not receive fees as members of the Board.
- Fees are based on an hourly rate and are reviewed annually in line with industry benchmarks. In terms of the benchmark an hourly rate of P4235 is recommended which constitutes a 2.5% increase from the prior year.
- The Chairpersons of the Board, the Audit Committee and Risk, Capital Management and Compliance Committee are paid at a 200% premium of the hourly rate. The Chairpersons of the Directors' Affairs and Governance Committee and the Remuneration Committee are paid at a premium of 150% of the Board hourly rate.
- The Chairperson of the Board Credit Risk Committee is paid at a 125% premium.
- The members of the Audit Committee and Risk, Capital Management and Compliance Committee are paid 80% of the Board hourly rate.
- The members of the Directors' Affairs and Governance Committee, the Remuneration Committee and the Board Credit Risk Committee are paid 70% of the Board hourly rate.
- Additional Board or Committee meetings called are paid at the hourly rates agreed for the Board or Committee for preparation and attendance.
- For work of an ad hoc nature, or attendance on an advisory basis where no fee is specifically approved, members are paid at the hourly rate for the Board or Committee preparation and attendance.
- A contingent retainer of 50% of Board and Committee member fees are paid if a director is unable to attend a Board or Committee meeting through valid cause.

7. Ordinary Resolution 9:

RESOLVED THAT, as recommended by the Audit Committee of the Company, Deloitte & Touche be re-appointed as auditors of the Company and the directors be authorised to determine the remuneration thereof.

Additional information in respect of Ordinary Resolution 9

The remuneration of the Company's auditors is determined by the Audit Committee as per the Audit Committee Charter.

8. Ordinary Resolution 10:

RESOLVED THAT, the auditor's remuneration of P9 267 000 paid for the prior year's audit be and is hereby ratified.

- To transact any other business which may be transacted at an AGM.

Voting and proxies

All holders of ordinary shares entitled to vote will be entitled to attend and vote at the AGM.

A holder of shares who is present in person, or by authorised representative or by proxy shall have one vote on a show of hands and have one vote for every ordinary share held on a poll.


Each shareholder entitled to attend and vote at the AGM is entitled to appoint one or more proxies (none of whom need be a shareholder of the Company) to attend, speak and subject to the Constitution of the Company vote in his/ her/its stead.

The Integrated Report and form of proxy which sets out the relevant instructions for its completion can be found on the FNB Botswana website www.fnbbotswana.co.bw.

To be effective, a duly completed form of proxy must be received at the Transfer Secretaries, Central Securities Depository Company of Botswana, Plot 70667, 4th Floor, Fairscaple Precinct, Fairgrounds Private Bag 00417, Gaborone by not later than 12h00 on Tuesday, 1 November 2022.

By order of the Board

Gaone Setlhake
Company Secretary



BOTSWANA HOUSING CORPORATION
VACANCY CIRCULAR NO. 6 OF 2022/2023

The Botswana Housing Corporation (BHC), a statutory corporation in Property Development and Estates Management business invites applicants who are suitably qualified and have relevant experience for the following position:

1) STRUCTURAL ENGINEER

Main Purpose of the job

To plan, design and coordinate Civil and Structural engineering aspects of the Corporation's projects, to ensure that civil and structural engineering projects are completed on time, in accordance with specifications, within budget, to customer's brief, statutory and environmental standards.

Minimum Requirements

- Degree in Civil Engineering.
- Must be Registered with Professional Body and valid practicing certificate.
- Minimum of six (6) years post qualification experience in Structural engineering.
- Experience in the use of computer-based design and project software
- Project Management applications will be an added advantage.




All applications with detailed Curriculum Vitae plus certified copies of certificates, Omang and references should be addressed to:


Director- Human Capital and Administration
Botswana Housing Corporation
P.O. Box 412
GABORONE

Those who wish to apply via email should forward their applications to recruitment@bhc.bw. Please note that only shortlisted candidates will be contacted.

The closing date for applications is the 4th of November 2022.

N.B: Applicants are however informed that in line with the Corporation's Human Resources Policies and Procedures, BHC employees are transferrable to anywhere in Botswana where the Corporation has offices.

FIND US ON:
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Renowned political scientist and author, Professor Zibani Maundeni, has expressed serious concern about the former President Festus Mogae's deafening silence amid ongoing cases of politicisation of state institutions and erosion of democracy in Botswana.

Notable UB Don Perturbed by Mogae's Silence

- Maundeni says Mogae ought to be speaking truth to power as before
- Says judicial crisis signals a failing state and democracy under siege
- Creation of pseudo accounts like France Museveni indicates a state under siege

GAZETTE REPORTER

Renowned political scientist and author, Professor Zibani Maundeni, has expressed serious concern about the former President Festus Mogae's deafening silence amid ongoing cases of politicisation of state institutions and erosion of democracy in Botswana.

Maundeni says just as he did with the Ian Khama administration, Mogae ought to openly criticise President Mokgweetsi Masisi's "disturbingly rogue" government.

State institutions politicised

"I do not know why high profile figures like the former president Mogae, known for his inclination to call a spade a spade, are so quiet," the academic politician said in an interview.

"State institutions have been politicised and rendered weak or dysfunctional. With the latest assault on the judiciary, the citizenry has become weak and vulnerable. Creation of social media pseudo accounts like France Museveni to attack state institutions and leaders points to a state under siege."

Maundeni emphasised that Mogae must never tire of speaking when political institutions collapse and citizens despair because voices of statesmen are often the only hope for restoration of normalcy.

Father figure

"Mogae remains a respected and credible political figure locally and internationally," he pointed out. "I think he must continue speaking truth to power and persevere to reconcile both President Mokgweetsi Masisi and his predecessor, Ian Khama."

"He is a father figure to these two

and they must both reciprocate by respecting him and his word. I say this because Mogae is also a widely respected liberal democrat from whom they can learn a lot."

Mogae must never tire of speaking when political institutions collapse and citizens despair because voices of statesmen are often the only hope for restoration of normalcy.

The university teacher holds that Masisi has weaponised state institutions and also cuts the image of a besieged leader who is failing to measure up to expectations of his office.

"I am still to recover from the shock that resulted in the arrest and suspension of the police commissioner and the DCEC shenanigans" he said. "Currently there is so much uncertainty at the DPP and the Attorney General's office. We cannot go on like this."

Khama partly to blame

Taking his scimitar to Khama, Maundeni said the former president must exit from political activism. "He is partly one of the reasons why Masisi behaves the way he does," the UB don said.

"I think Khama needs to stop being active in politics in order for Masisi to rest and focus on leading the nation undisturbed. Their tiff has rendered this nation asunder and ungovernable."

Efforts to reach former president Mogae proved futile at the time of going to press.




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Do you have Africanacity?

Absa Botswana has an exciting career opportunity for strategic, high performing and self-driven individual. We are looking to fill the following role.

Talent Management and Learning Specialist

Overall job purpose

The job holder will primarily lead and support all talent management practices across the business as well as deliver and implement basic/technical and soft skills training and development processes that will effect return on investment through improved individual and business performance. The incumbent will be responsible for assessing talent needs across the business and recommending relevant strategies, processes, and systems to advance talent management within Absa Bank Botswana.

Main accountabilities

- Lead people business partners with talent reviews, talent mapping and designing development interventions for top talent.
- Maintain and implement up-to-date talent practices, procedures, and guidelines pertaining to end-to-end talent management in Absa.
- Partner with people partners to up skill people managers on end-to-end Absa talent management processes including Workday process, tools and assessment methods, career management, development and exit processes.
- Implement talent development and retention initiatives as agreed in talent reviews and talent engagements.
- Provide advisory and support in psychometric assessments, assessment centres and development centres for different roles and development resulting action plans.
- Aggregate and analyse the development needs of our people within ABB arising from both change and business as usual activity, advising on recommended approach/actions needed.
- Design and deliver curriculum to ensure core technical and leadership competence of Absa Bank Botswana staff
- Drive effective delivery of curriculum using cost effective methodologies, taking potential, cultural, educational, and technological issues into account and substantiate, to meet defined performance outcomes
- Continually ensure up to date with the key business imperatives of the functions and correlation between the function and ABB
- Establish monitoring and evaluation of all development activities within ABB to ensure performance improved and return on investment for the business
- Facilitate, co-ordinate and deliver training programmes and coaching with country L&D plans.
- Manage the end-to-end Graduate Development Programme, Internship Programme by ensuring ABB attracts, develops, and retains high quality graduates.
- Devise monitoring tools and thereafter monitor effectiveness of training and other 'people development' activities.
- Support analysis of pertinent statistical data to identify trends and developments related to full spectrum of talent management and contribute to Group policies.
- Partner with the Head of Governance to manage any emerging risks, controls and maintain acceptable levels.

Education and experience required

- University degree in Business Management, HR, Commerce, or Industrial Psychology or equivalent
- Higher Certificate in ETDP practice or Equivalent
- Talent Management qualification
- Organisational psychology/behaviour or similar will be an added advantage
- Certification in running and interpreting assessments
- Project Management qualification
- At least five (5) years' experience in Talent management or Learning management or both.

Knowledge and Skills

- Human Capital technology. Knowledge of Workday would be an added advantage
- Have progressive experience in Talent Management; strategic HR; change management, digital transformation and likely some experience from consulting and/or advisory roles in international contexts.
- A good understanding of the HR Policies, HR Services and procedures, and the HR governance framework

Competencies:

- Talent and Learning Management
- Digital familiarity
- Effective communication
- Stakeholder engagement/management
- Analytical and critical thinking
- Training, coaching and presentation skills
- Commercial and Business awareness

www.absa.africa/absafrica/careers/

Steps to follow;

1. The screen will display Absa Africa group page click on View Opportunities.
2. Select Botswana as a Location
3. All positions advertised in Botswana will appear, pick on the roles you want to apply for and submit application.

Please note that we do not accept hard copies of applications and only short listed candidates will be responded to.

Closing date: 25 October 2022





Scores of livestock and wildlife face a dire situation due to the drying of the Lake Ngami in the Okavango Delta.

Animals Face Dire Situation as Lake Ngami Dries Up

Scores of animals meet their death trapped in the mud

SESUPO RANTSIMAKO

Scores of livestock and wildlife face a dire situation due to the drying of the Lake Ngami in the Okavango Delta.

This week, the Secretary of Lake Ngami Conservation Trust (LNCT), Sekano Bodio, told this publication that the lake - which is known for its abundance of water - has gone dry, resulting in some animals being trapped to death in the mud while searching for water.

According to Bodio, the current situation is a repetition of last year's climatic phenomenon where countless animals died in the mud when the lake ran dry.

A watering hole for humans, livestock and wildlife

He said although this time around most water species have relocated in search of water, the remaining few face a dire situation because the little water is diminishing fast. "This lake has been a watering hole for both wildlife and livestock," Bodio noted.

"The current situation in the

absence of control measures puts livestock in danger of being trapped in the mud. Because there is no fencing around the lake, livestock moves freely in search of water and some of it ends up being trapped to death. We had plans to manage the livestock movements by fencing the lake but lack of funds stalled the plans."

The current situation is a repetition of last year's climatic phenomenon where countless animals died in the mud when the lake ran dry.

According to Bodio, the lake last dried up in 1984 but started flooding 20 years later, becoming an important source of water and fish for communities around it.



Baobab Primary School

Primary School Teacher Post
Job Title: Teacher Upper Phase
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Closing date 31 October 2022.



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- Develop specific Project Management skills and knowledge in a wide range of industries and service sectors.
- Prepares you for a career in planning, managing and controlling projects in any work environment.
- It is a Masters degree conferred by the University of Sunderland in the UK (on successful completion of the Programme).
- Reasonable fees payable in one or three installments.

Cost includes access to library facilities and online Emerald Journals, teaching materials except core text books.

What is the format?

- Blended Distance Learning provides you flexibility in arranging your study-time (no need to leave your work place except for monthly five-day intensive tuition sessions conducted through the Botswana Accountancy College in Gaborone).
- The curriculum of the programme has been developed to meet the current needs of employers across diverse

fields, both national and international, in line with the guidance of the professional institutes [The Association of Project Management (APM) and the Project Management Institute (PMI)] via their respective "Body of Knowledge" publications.

How is the course structured?

- The programme runs for 24 months, from January 2023.
- There are 5 taught modules and a project which gives students an opportunity to solve a real-world problem involving both research and a practical element.
- Assessment for taught modules will include research papers, case study analysis, system analysis/evaluation, formal paper reviews, and presentation.
- Assessments enable students to display various skills associated with Masters level learning.

What are the entry qualifications?

- A Bachelor's degree in any discipline with a minimum classification of 2:2 (or above).
- An HND and substantial relevant work experience or equivalent professional qualification.

How to apply?

All applications should be submitted via the On-Line Apply using the below link:
www.sunderland.ac.uk/study/engineering/postgraduate-project-management-study-centre/

www.bac.ac.bw

[Botswana Accountancy College](https://www.facebook.com/BotswanaAccountancyCollege)

[@Bac_bw](https://twitter.com/Bac_bw)

[Bac_bw](https://www.linkedin.com/company/Bac_bw)

[Botswana Accountancy College](https://www.youtube.com/channel/UCBac_bw)



Baobab Primary School

Marketer
Reference: 9919
Job Title: Marketer
Start Date: January 2023

We are looking for an enthusiastic and dynamic marketer to join our team at Baobab School, a Curro Select school.

Responsibilities

- Conceptualise, plan and execute external and internal acquisition/enrolment drives so as to achieve our enrolment targets. Proactively managing enrolments, reviewing applications and providing timeous feedback to parents and the internal admissions team.
- Proactively manage all leads to ensure sales conversion in line with enrolment targets. Nurture and maintain existing learner/ school relationship so as to ensure that existing families remain brand ambassadors for the school.
- Create an agile, creative yet realistic marketing plan that is aligned with the Executive Head's vision and plans for the school.
- Together with the executive head and bursar, manage the school's marketing budget and allocation thereof.
- Manage the school's social media presence on different platforms. Ensuring that the school information on the Curro website is maintained.
- Ensure the correct use of and management of the school CI including, but not limited to ensuring that new materials for the school are packaged and deployed correctly, current, and utilised on relevant platforms/channels.
- Manage communications with various stakeholder groups (ranging from parents, learners, staff, local businesses, media and other Curro schools).
- Regular liaison with the broader school/ town community to ensure their involvement.

Qualifications: A marketing/ communications degree or diploma (three years' working experience in a school or related industry) with a solid understanding of different marketing techniques.

Please apply on the link: <https://curro.myrecruit.co.za>

Search the ref number and follow the instructions.

Please Take Note

- You will be required to submit supporting documents online.
- Please regard your application for this post unsuccessful if you have not received notification for the interview by 2 weeks after the **closing date 31 October 2022**.
- Curro Holdings Ltd reserves the right to not make an appointment

Moathodi Accused of Abusing Kgotla Meetings

- Moathodi says he is only thanking the man for announcing his meetings
- Supporters of his rival say Moathodi gains unfair advantage for his ally

SESUPO RANTSIMAKO

The Botswana Democratic Party (BDP) Member of Parliament for Tonota, Pono Moathodi, is being accused of using Kgotla meetings to endorse a Specially Nominated Councillor as a parliamentary candidate for the next general elections.

Supporters of another parliamentary hopeful, Andy Boatile, are not pleased that Moathodi is allegedly using his access to the Kgotla to gain unfair advantage for Baemedi Medupi.

Baffling

Several people this week told The Botswana Gazette that since Moathodi started his Kgotla meetings in the constituency, he has been using Medupi as his frontman.

“What is baffling is that Moathodi always showers praise on Medupi in the course of the meetings,” said one aggrieved supporter of Boatile. “The MP ensures that he acknowledges Medupi’s political career.”

“This is intolerable and against the party constitution. By so doing, he is giving the impression that Medupi is a more credible politician than others in the constituency.” Sources say Moathodi is returning a favour from the 2019 general elections when Medupi allegedly teamed up with Moathodi to ensure that former Tonota MP Thapelo Olopeng would not retain the constituency.

Olopeng

Moathodi won the seat under the Umbrella for Democratic Change (UDC) while Medupi lost his council seat under the BDP. “After losing the council seat, Medupi worked with Moathodi,” said a source. “He de-campaigned Olopeng and canvassed support for Moathodi. So Moathodi is returning the favour.”

But Moathodi has dismissed the allegations as the work of liars. “I am not endorsing Medupi as they allege,” he said. “As a nominated councillor, Medupi volunteered to help me announce my Kgotla meetings.” “He is using this his own resources and I have to thank him for his generosity during these meetings. I am not going to stop thanking him and no one will stop me from doing that.”

Uncomfortable

Without mentioning a name, Moathodi blamed a particular Tonota councillor for soiling his name. “There is one councillor with ambitions for Parliament who seems to be uncomfortable with Medupi’s volunteerism,” he said.

“It seems like my collaboration with the nominated councillor has threatened his Parliamentary ambitions.”

Reached for comment, Tonota Branch Chairman of the BDP, Motshegetsi Maroba, said they have heard the rumours but no one has lodged a formal complaint.



(Pic: Monirul Bhuiyan/PRESS PHOTO)

“What is baffling is that Moathodi always showers praise on Medupi in the course of the meetings.”



The Botswana University of Agriculture and Natural Resources (BUAN), was established through Act of Parliament no. 12 of 2015, which transformed the Botswana College of Agriculture into a University. The institution seeks to become a vibrant world-class University that will enable the transformation of the agricultural and natural resources sectors by producing competitive high calibre graduates. BUAN has an exciting opportunity for an experienced, dynamic and results oriented professional who can undertake this assignment effectively as **Manager Strategy**.

Job Purpose

Accountable to the Deputy Vice Chancellor, Finance and Administration, the position will be responsible for managing the overall strategic execution, operational excellence, ensuring sustainability and competitive advantage. Additionally, the role will manage internal excellence and standardisation, managing innovation and optimising processes in order to derive maximum competitive advantage.

The Job

The incumbent will be responsible for, among others, the following:

- Monitoring and tracking of economic, business, social, political and technological trends, as well as, identifying underlying issues and trends.
- Driving strategic intent by translating the strategy, as well as, ensuring organisational capability is aligned to the strategy.
- Maintaining a culture of re – designing, through the re – engineering of core processes, as well as, scanning the market for best practice and benchmarking.
- Managing the change process by translating change imperatives into projects/programs, as well as, re- designing structures and processes for change.
- Identifying opportunities for value creation and adapting tactics accordingly.
- Contributing to the development of risk management solutions.

The Person

The right candidate will possess the following:

- A Bachelor’s Degree in Strategic Management/Business Administration or related business field.
- A Masters Degree in related field is an added advantage.
- A minimum of eight (8) years’ post-qualification experience in the strategy management environment, of which at least two (2) years will have been at supervisory level.
- Demonstrated experiential knowledge in areas of strategy, project management, operational excellence, quality management systems and processes e.g. TQM, Six Sigma.
- Demonstrated knowledge of business improvement initiatives.

Competencies

The right candidate must possess the following competencies;

- Interpersonal Skills.
- Effective Communication and People Management Skills.
- Stakeholder Management.
- Integrity.
- Risk Management.

To apply in confidence, please submit your application to www.peopleconnections.co.bw. Applicants should please ensure that they submit a detailed curriculum vitae and provide names and contacts of at least three traceable referees.

Closing Date: 30 October 2022

For enquiries: contact Tsholofelo/Bame/Phatsimo on 3975917/ 3915503



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MAFOKO A KGOTLA: BATSWANA TALK DEMOCRACY POLITICAL DEBATE



Friedrich-Ebert-Stiftung Botswana (FES) and UPR NGO Working Group organized a panel discussion on Thursday (13 October 2022) in Gaborone. The event was graced by the presence of senior government officials, members of the diplomatic corps, NGOs, academics and distinguished members of the society.

In his opening remarks Resident Representative of FES Botswana Mr. Thilo Schöne said, "We look forward to an informative, controversial but respectful debate on the importance of an independent Judiciary for Botswana's Democracy." The aim of Mafoko a Kgotla is to create platforms of dialogue to foster Botswana's democracy and to instigate debate.

The panel raised various points as they discussed and dissected the topic of "the role of the judiciary in a democracy."

Panelists and the audience exchanged notes highlighting that the judiciary should be independent, impartial and insulated from political processes and social pressures. Another key point raised by the panel is the unavailability of the criteria used for the appointment of Judgeship, this remains a concern for the law society.

The Chief Executive Officer for LEGABIBO Mr. Thato Moruti on behalf of UPR NGO Working Group said, "we are delighted to have this conversation, I believe this will not be first and last but (it) will create more dialogue and engagements."

The panelists emphasized that the independence of the judiciary can be achieved if appointments were not resting with one individual. Secondly, as per the panelists' suggestion, the administration of justice should have their own budget.

Friedrich-Ebert-Stiftung Botswana intends to have a series of these types of debates in the coming months. Ms. Lebogang Pillar highlighted that, "without socially conscious citizenry, there is no way we can hold our leaders accountable, there is no way we can question the judiciary should it decide to overstep."



Water Scarce And Food Insecure As Botswana Splashes Water On Energy Production

Botswana needs a serious water plan as ranking nosedives, writes DOUGLAS RASBASH*

Botswana is ranked 17 out of 164 countries in the recently released Global Water Security Index. It is in the group of extremely high-water stress.

Botswana is also food insecure and is ranked 82 out of 113 countries in the Global Food Security Index (GFSI). The higher the ranking, the worse the country is.

So why is Botswana continuing to use billions of litres of precious water to produce energy when alternatives like solar and wind exist?

Experts say recent support for enhancing coal production and producing coal bed methane seems to suggest a blind spot by policymakers.

Thermal power and methane production use water. Coal thermoelectric plants use 1.8L of fresh water per kWh of electricity generated. Botswana produces 2.53 billion KWh per year that would need about 4,500,000,000 litres of water.

Coal bed methane uses about 50 million litres per well to force out the methane gas from the coal shales deep in the ground. The proposed Serowe CBM may develop a field of 250 wells that will require 12,500,000,000 litres over the life of the project. There are other CBMs production sites.

Sustainability

High water consuming industries that are proposed like cement, leather and fertiliser production are fine where there is plenty of H₂O but not where there is not because the sustainability or such industries is a pressing issue.

Internal renewable surface water resources are estimated at only a year and while groundwater amounts to 100 billion cubic metres with a recharge rate of 1.7 billion cubic metres. This means that the maximum amount of water

available is approximately 2.7 billion cubic metres per year.

Generally, there are more than 25,000 officially registered boreholes over 10,000 of which are owned by the government for the purpose of water supply. Currently Botswana allocates about 85 million cubic metres of water to the agriculture sector that produces about 20% of our food.

Published targets on food self-sufficiency are not available. Assuming 75% of all food is to be produced in Botswana, then water consumption will need to increase from 85 million cubic metres per year to 320 million cubic metres, the 64,000 dollar question is where will it come from?

Human consumption

There was a draft water policy prepared 10 years ago that states that water will be allocated in the following order of priority: (i) the basic requirements required for human consumption; (ii) the environment to ensure sustainable foundations for supporting the national interests; followed by (iii) arable and livestock use, commercial and industrial applications. The draft water policy was not finalised.

Pula means both currency and rain, of course. A national water policy needs revisiting and completing, the opportunity cost of water needs fixing, water accounting needs to reflect the policy and improving in rigour. It is time for the allocation of scarce national water supply to be treated like the currency through expeditious planning and prudence.

Let us be mindful of the Kenyan saying, "Treat the earth well; it was not given to you by your parents; it was loaned to you by your children." Without water, Botswana cannot exist as a nation.

*Douglas Rasbash is the Chairman of Botswana Climate Change Network



Botswana Congress Party (BCP) President Dumelang Saleshando briefed the media in Gaborone. BCP publicity secretary Mpho Pheko, Treasurer Oral Masedame and Gaborone region chairman Refilwe Aphiri were present among others during the briefing. (Pic: Monirul Bhuiyan/PRESS PHOTO)

F/town Mayor is Inaugural Chairman of Mayor's Forum

Mayors' Forum established to bring local authorities and SEZA together

SESUPO RANTSIMAKO

The Mayor of Francistown, Godisang Radisigo, has been elected as the founding Chairman of the Mayors' Forum. The Councillor for Morupule Ward in Palapye, Jordan Makhura, was elected Deputy Chairman of the Mayors' Forum.

The Mayors' Forum was established by the Special Economic Zone Authority (SEZA) as a platform for dialogue on how best Special Economic Zone (SEZ) reforms can be implemented.

The Forum will entail participation of mayors, town clerks, council chairpersons, council secretaries and district commissioners of district headquarters, towns and cities across Botswana.

In an interview with The Botswana Gazette, the newly elected Chairman of the Mayors' Forum said working with his committee, his first task will be to link councils with SEZA by ensuring that they are informed of what SEZA is doing.

"I will have to ensure that we meet quarterly to be fully informed about the success or otherwise of SEZA and gen-

eral progress of the Authority," Radisigo said in an interview.

Eight areas have so far been demarcated as special economic zones, namely Francistown, Gaborone, Pandamatenga, Lobatse, Palapye, Selibe-Phikwe and the Tuli Block.

Addressing at the inauguration of the Mayor's Forum, the CEO of SEZA, Lonely Mogara, said local authorities are uniquely positioned as key agents of change that bring services to the people, enhance administrative expediency and enable citizen economic empowerment.

"The Mayors' Forum is therefore a nexus for cross-poli-

"I will have to ensure that we meet quarterly to be fully informed about the success or otherwise of SEZA and general progress of the Authority," Radisigo said in an interview.

nation of ideas to deliver meaningful and impactful developments to our people," he noted.

"The key objective of the Mayors' Forum is to create a platform for dialogue on how best the SEZ programme can be jointly implemented for the benefit of Botswana at both local government and national government level."

"Bureaucracy and red tape have been identified as great impediments to doing business in Botswana. It is our firm belief that ring-fencing SEZ reforms at local government level will ensure easier implementation and bring about much-needed transformation in the areas where our SEZs are located."

"The Mayors' Forum is therefore an ideal platform that will enhance collaboration and facilitate free flow of information between SEZA and local authorities."



REQUEST FOR QUOTATION (RFQ) FOR SUPPLY, DELIVERY AND INSTALLATION OF STEEL STORAGE CONTAINER FOR TSABONG ECOTOURISM CAMEL PARK (PTY) LTD

Profile

The Botswana Tourism Organisation (BTO) is a corporate body established through an Act of Parliament with the mandate to: market and promote Botswana's tourism; grade and classify tourist facilities; and to promote investment in the tourism sector.

Invitation

Request for Quotation for the purpose of engaging a company for the supply, delivery and installation of steel storage containers for Tsabong Ecotourism Camel Park.

BTO invites 100% Botswana Citizen Owned Companies to submit their proposals in a sealed referenced envelope referenced;

“REQUEST FOR QUOTATION (RFQ) FOR SUPPLY, DELIVERY AND INSTALLATION OF STEEL STORAGE CONTAINER FOR TSABONG ECOTOURISM CAMEL PARK (PTY) LTD”

All interested Bidders must be locally registered Companies and registered with PPADB/ PPRA under the following codes;

- **PPADB Registration** - Code 211 General Supplies Sub Code 15 Prefabs or Code 213 General Manufacturers/Producers Sub Code 17 Prefabs.

All interested Bidders will be expected to participate in a **mandatory self-funded site visit** coordinated by Botswana Tourism Organization on **Wednesday 26th October 2022 at 0830hrs at the Tsabong Ecotourism Camel Park Reception Area.**

Free detailed guidelines and requirements are available for collection from Tuesday 18th October from BTO Head Office, or request via email at procurement@botswanaturism.co.bw

The submissions should be hand delivered at the Reception Area, Botswana Tourism Organisation Head Office not later than **1200hrs** on the **11th November, 2022**. The physical address to the office is as below;

Botswana Tourism Organisation Head Office

Fairscape Precinct PLOT 70667

Fairgrounds Office Park (IA&IB) First Floor

Gaborone, Botswana

Quotations submitted after the closing date and time shall not be accepted. Facsimile, telex, or email Bid Proposals shall also not be accepted.

For any enquiries regarding this RFQ, kindly contact: Email: procurement@botswanaturism.co.bw **NB: All enquiries should be made at least five (5) days before closing date.**



Miss World 2021 Karolina Bielawska will grace the Miss Botswana Grand finale this weekend. The Polish beauty will be among a host of international guests here to witness the crowning of Palesa Molefe's successor at Fairscape Precinct in Gaborone on Saturday night.

Miss World to Grace Miss Botswana Grand Finale

- New crown of Botswana provenance valued at P150K
- Beauty expo scheduled for Thursday a prelude to the special night

GOSEGO MOTSUMI

Miss World 2021 Karolina Bielawska will grace the Miss Botswana Grand finale this weekend. The Polish beauty will be among a host of international guests here to witness the crowning of Palesa Molefe's successor at Fairscape Precinct in Gaborone on Saturday night.

Miss Botswana Organiser, Ben Raletsatsi, explained: "Prior to the crowning moment, we will have a beauty expo on Thursday as a build-up to the glitzy event.

"We will be discussing the missing link in the beauty economy at the expo because it is the perfect set-

ting for tapping into that market. The beauty industry is big and has the potential to create employment and wealth for Botswana."

Mosadi wa Tlhwathwa unveiled

The national pageantry yesterday (Tuesday) unveiled a newly minted crown that has been designed for the winning woman who will become the queen this weekend.

In 2019, Miss Botswana Organisation embarked on a journey to use native diamonds and jewellery designers to create crowns that have Botswana provenance for reigning queens of the nation.

The first crown was named "Mosadi wa Tlhwathwa" (Noble Woman or Woman of Significance) by

Miss Botswana 2019 Fafah Phirinyane.

"Botswana will get to name this newly designed crown that is valued at P150 000," Raletsatsi said.

Design concept

A sorghum panicle inspired the Miss Botswana 2022 crown as a key part of the traditional staple diet of Botswana that is also a symbol of fertility and cornucopia when the harvest is good. Incorporation of a sorghum head into the design of the crown is a tribute to the nation's traditional heritage and an endeavour to preserve it.

A sorghum panicle inspired the Miss Botswana 2022 crown as a key part of the traditional staple diet of Botswana that is also a symbol of fertility and cornucopia when the harvest is good.

The addition of some of the most glittering diamonds completes the story of Botswana and Botswana as a hardy people with a proclivity for beauty in a nutshell; or, in this instance, in a crown.

Preparations

Raletsatsi is confident that they have assembled a team that prioritises the needs of the queen and the organisation.

"Even though the organisation continues to face financial constraints, we are going to make sure that we pull off the show and present Botswana with a deserving queen of their hearts," he said. "Winning Miss Botswana is like a job that thrives on endorsements and the way the queen presents herself to the world."

"When it comes to the Beauty with a Purpose project, the winner has four months to prepare because the Miss World finale is scheduled for February next year."



Miss Botswana Organiser, Ben Raletsatsi, explained: "Prior to the crowning moment, we will have a beauty expo on Thursday as a build-up to the glitzy event."



President Dr Mokgweetsi Masisi officially opened the 16th National Business Conference in Francistown. Business Botswana organized the two day long conference with the theme Roadmap to High-income: Accelerating Transformation. Masisi and FNBB chief executive officer Steven Bogatsu interacting during the conference. (Pic:Monirul Bhuiyan/PRESS PHOTO)

AP and BCP Committed To authentic Change of Government

We need to attend to the obviously deceptive narrative that has sadly taken rent-free residence in some people's heads which tends to give a distorted impression that by working together in an effort to bring about authentic change of government, the AP and the BCP are hell bent on delaying regime change.

This is indeed the summit of absurdity that is anchored on some misplaced belief that the UDC is the Apha and Omega of opposition politics. The UDC-or-nothing mantra is a dangerous predisposition pursued by narrow-minded people who can't see things beyond their narrow personal and partisan interests.

Firstly, given that there is no single party called opposition but rather a number of opposition parties that are there to confirm the multi-party de-

mocracy that we espouse as a country, it cannot be right that some are demonised for seeking to find another alternative to dethrone the BDP.

Though the unity of opposition parties is paramount to enhancing prospects of dislodging the mullish BDP from power, it would be seriously naive to think that opposition parties are compelled to club together under some make-do arrangement even where it is abundantly clear that there is severe lack of compatibility.

The mere fact that these opposition parties exist as individual entities, though their objective has a common convergence of removing the ruling party from power, demonstrates to a great extent that they are different in their outlooks.

No opposition party has, as its primary objective, cooperation with other parties. Cooperating or uniting

with other parties is a secondary consideration guided by a plethora of issues such as like mindedness, shared values and principles, as well as ideological outlook.

To then suggest that just because these parties do not agree on how they can cooperate in an effort to pull together to oust the BDP, one or two of the parties are determined to postpone regime change, is a patently mischievous, intentionally deceptive and deliberately fraudulent.

It boggles the mind, *go dumisa boko*, that proponents of this forced opposition unity have failed to push for merger of opposition parties because that would bring about real and meaningful opposition unity which will also take away the inherent competition between parties which seems to be one of the greatest challenges to opposition politics currently.

One of the ever-present hurdles to opposition parties' quest for unity has always been the tendency by one party to push the superiority card over others. There has always been one among these parties that sees itself as entitled to play superintendent over others. From insisting at one point that its symbol be the one used by all parties, the current claim to natural leadership is one such indication of this toxic mentality.

Though the unity of opposition parties is paramount to enhancing prospects of dislodging the mullish BDP from power, it would be seriously naive to think that opposition parties are compelled to club together under some make-do arrangement even where it is abundantly clear that there is severe lack of compatibility.

And for so long as this superiority complex runs supreme in the minds of others, the quest for complete unity shall remain nothing but pie in the sky.

In light of the aforesaid, it is foolhardy to think that the UDC is the only platform under which opposition parties can unite. Other options remain open and available for those who want authentic change. Opposition parties' cooperation does not mean working under the UDC only.

Having failed on over the previous two electoral circles to oust the BDP from power, it has become clear that the UDC has inherent weaknesses which work against its efforts to wrestle power from the BDP. It therefore follows that other efforts by any parties to work together should be welcomed and celebrated, instead of being derided and demonised.

**Banks Ndebele
 Mogditshane**



PAYE due on staff loans at 2.65%

Money lent is referred to as a loan and the loans differ in duration, i.e., some are termed short-term and other long-term loans. What's common with loans is the cost in the form of an interest charge at either 0% or a specified percentage. The Income Tax Act treats the granting of loans to employees at preferential rates as a benefit in the hands of an employee subject to taxation. Therefore, the purpose of today's article is to discuss the PAYE implication of loans that are advanced to employees by employers.

Loans given with preferential rates of interests are taxable in the hands of the employee only to the extent of the benefit being the difference be-

tween the market interest rates and lower rates offered by the employer. The market rate is now the Bank of Botswana's Monetary Policy rate, currently standing at 2.65%. Supposing an employer gives an employee a loan of P100,000.00 at 1.6% interest per annum and the market rate of interest is 2.65%, the taxable benefit that accrues to the employee is the interest rate difference (1.05%) multiplied by the loan amount. If the market rate is less than the offer rate, then no benefit accrues to the employee. It is the employer's obligation to ensure that PAYE is determined and deducted from such loan benefits, otherwise the employer becomes personally liable for the PAYE, with penalties and interest.

In conclusion, loans given to employees at preferential rates of interest are taxed in the hands of the employee. You can read more tax articles on our website, www.aupracontax.co.bw under the 'Tax Articles' tab. **This article is of a general nature and is not meant to address particular matters of any person. Please contact us on +267 71815836 +267 3939435 or jhore@aupracontax.co.bw for tax consulting or to join our free Tax WhatsApp group or to know about our 9 Tax e-books**



Customers leaving? Conduct Research

As a research firm that focuses on market research, polls, and surveys, among others, we hope to bring you insights through today's article on the importance of research on customer satisfaction.

Generally, customers don't inform a business that they are leaving unless there is a deliberate follow-up by the company. In businesses where there are no contractual agreements, like retail shops, customers silently take their business away without communicating their decisions.

Market research has revealed that companies spend a lot of time and money to attract new customers, but less effort goes into figuring out why they lose customers. Unfortunately, the cost of losing customers, and its impact on the overall company, is extremely high, which is why it's more profitable to expend efforts to retain existing clients.

A market research firm in South Af-

rica through its research on customer behaviour established that:

68% of customer defection are because of bad customers service

95% of people who had a bad experience do not complain

13% of unhappy customers tell up to 20 other people, while a satisfied customer tells only five other people.

It can cost five times more to attract new customers than retain existing ones

1% cut in customer service problems could generate an extra R200 million in profits for a medium-sized company over five years.

In light of these figures, to curb such occurrences, constant collection of information from the customers is vital so that complaints are dealt with in their infancy stages. A company that operates in a highly competitive sector such as fast-food outlets should be able to know on a daily basis, its customer experience with their food. This can be done by the use of different data collection methods that allow the company to get feedback and expectations from its customers.

Market research firms can conduct surveys that will provide you with deep insights into the satisfaction levels of your customers so that you can implement strategic interventions to retain your customers as well as attract new ones. For insights into your own market niche:

Please contact us on +267 7187 0023 or research@easternman.co.bw for consulting or to join our free research WhatsApp group.



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

In the matter between:
NTUKA ORAPELENG Petitioner

In re:
CLEANICO (PTY) LTD Respondent

ORDER – NISI
(for placement of the Respondent under Provisional Judicial Management)

Before the Honourable Justice Mr R. Busang at **LOBATSE** on this 3rd day of **October 2022**.
UPON HEARING: Attorney Mr Swabi D. for the Petitioner and having read the documents filed of record.

A Rule nisi is issued in terms of paragraphs 1-8 of the Petitioner's petition returnable on the 5th **DECEMBER 2022** at **0830** hours as follows;

1. Directing and ordering that the normal rules and formalities relating to service of court process, forms and methods of service as well as time limits be dispensed with and this matter be heard as one of urgency in accordance with the provisions of Order 12 Rule 12 of the Rules of the High Court;
2. Directing that the Respondent, be placed under provisional judicial management.
3. Directing that a Rule Nisi is hereby issued calling upon all interested persons/ entities to appear before this Honourable Court and show cause, if any, on the 5th day of **DECEMBER 2022** at **0830 am** in the morning or soon thereafter, as counsel may be heard regarding why the:
 - 3.1 Provisional order should not be made final;
 - 3.2 Costs of the petition not be costs of in the judicial management of the Respondent.
4. The Respondent, subject to the supervision of this Honourable Court, be under the management of a Judicial Manager and that any persons vested with the management of the Respondent's affairs, shall from the date of making this order, be divested thereof.
 - 4.1 Subject to Section 445(1) of the Companies Act [Cap. 04:02], Jethro Kamutsi be appointed as the Judicial Manager of the Respondent.
 - 4.2 Any legal proceedings instituted on behalf of or against the Respondent and any writs of execution issued against the Respondent be stayed and restrained in terms of Section 372, as read with Section 472 (1) (d) of the Companies Act.
 - 4.3 That the remuneration of the Judicial Manager be agreed between the Petitioner and the Judicial Manager.
 - 4.4 That the Judicial Manager is authorised in terms of Section 472 (1) (a) of the Act, as read with Sections 381 (2) and (3) and Section 382, subject to the supervision of the court to:
 - a) Secure and preserve the assets of the Respondent;
 - b) Prevent or restrain mismanagement of the Respondent;
 - c) Ensure that the Respondent will be able to meet its obligations so as to avoid a winding up order;
 - d) Do all things as may be necessary to preserve the interests of the members and creditors of the Respondent.
5. That the Judicial Manager shall by no later than the 5th day of December 2022, in accordance with Section 472 (1) (b) of the Act, submit to a meeting of the Respondent, to a meeting of the Creditors of the Respondent and to the Master to be convened before the Master not later than three (3) months after the date of his assumption of management, a report showing the assets and liabilities of the Respondent, its debts and obligations, as verified by auditors if any and all other information as may be necessary to enable the Master, the members and creditors to be fully acquainted with the Respondent's position and that the Master shall, within seven (7) days of the meeting of creditors, furnish the court with a separate report.
6. Directing that a copy of this rule nisi be published forthwith in the Government Gazette and a newspaper circulating in Botswana, calling upon the Respondent and any third parties with a direct and substantial interest in these judicial management proceedings ("the Interested Parties") to show cause why the rule nisi ought not to be made final.
7. Interested Parties seeking to intervene in these proceedings are required to:
 - 7.1 Notify Your Petitioner's undersigned attorneys in writing on or before 30th day of October 2022;
 - 7.2 deliver their answering affidavits, if any, ten (10) court days prior to 10 court days prior to 15th November 2022, when this matter will be called for hearing before the High Court.
8. That Paragraphs 4 and 5 *supra* are to become operative with immediate effect.

UAHGB-00263-22
JUDGE-BUSANG

BY ORDER OF THE COURT
REGISTRAR OF THE HIGH COURT



CREATING LONG-TERM VALUE: KBL INTRODUCES NANOGA MOGWEBI

Kgalagadi Breweries (Pty) Ltd (KBL) recently launched the *Nanoga Mogwebi* retailer development program. From 10 to 14 October 2022, more than 300 business owners from retail outlets across the country participated in a two-day business management course organized by the brewing giant.

The trainings took place in Francistown, Gaborone, Lobatse, Kanye, Mahalapye, and Palapye. Corporate Affairs Specialist, Bose Mpuhane, described the aim of the program as being to “help our strategic partners develop sustainable businesses that create long-term value in the communities they operate.”

Topics covered in the training included: principles of record-keeping; the 4Ps of marketing; identifying customer needs and customer service best practices; and critically understanding the legal and regulatory requirements of operating a liquor business in Botswana.

On what she hopes the participants take away from the experience, National Trade Marketing Manager, Oteng Tihong had this to say, “We want for them to apply the learnings they acquired during the trainings, which we believe are fundamental tools for growing one’s business.”





BOTSWANA AGRICULTURAL MARKETING BOARD

EXTERNAL RECRUITMENT

MANAGER HR OPERATIONS AND ORGANISATIONAL DEVELOPMENT

Botswana Agricultural Marketing Board (BAMB) seeks the services of a qualified, innovative, results oriented and self-driven individual for the position of Manager HR Operations and Organisational Development.

JOB SUMMARY

To implement and maintain best practice HR strategies, policies, systems and procedures for cost effective acquisition, management and optimal utilisation of the organisations' human resources and ensure that the Board promotes a conducive environment to facilitate the achievement of BAMB mandate.

POSITION REQUIREMENTS

Education

Degree in Human Resources Management/Public Administration/Industrial Psychology or equivalent. Master's degree would be an added advantage.

Experience

A minimum of seven (7) years post-graduate experience of which three (3) years should have been spent at supervisory or managerial level.

Competencies

- Proactive
- Effective communication
- Interpersonal, negotiation and conflict resolution
- Analytical thinking
- Self confidence
- Emotional intelligence

SENIOR IT ADMINISTRATOR (NETWORK AND INFRASTRUCTURE)

Botswana Agricultural Marketing Board (BAMB) seeks the services of a qualified, innovative, results oriented and self-driven individual for the position of Senior IT Administrator (Network and Infrastructure).

JOB SUMMARY

To perform installation, repair and maintenance of IT infrastructure and equipment to ensure optimal availability and utilization in accordance with service delivery standards and schedules.

POSITION REQUIREMENTS

Education

- Degree in Computer Science, Information Systems, or other Information Technology or equivalent from a recognized institution.
- CCNA/CCNP/CCENT or equivalent industry certificate
- Fortinet certification

Experience

A minimum of four (4) years post-graduate experience. Experience across WAN/LAN/SDWAN, VMware vSphere, Microsoft Azure and SharePoint. Experience in HP/ Aruba switches will be an added advantage.

Competencies

- Interpersonal and communication skills
- Service orientation
- Problem solving and diagnostic skills
- Attention to detail
- Results focus

SENIOR PAYROLL AND ADMINISTRATION OFFICER

Botswana Agricultural Marketing Board (BAMB) seeks the services of a qualified, innovative, results oriented and self-driven individual for the position of Senior Payroll and Administration Officer.

JOB SUMMARY

To supervise and execute payroll management and human resources administrative services including but not limited to employee creation and maintenance in line with Remuneration Policy, Employee records management, Hygiene and cleanliness of offices, driver and messenger efficiency, Reception management and general upkeep of the BAMB offices and staff welfare programmes.

POSITION REQUIREMENTS

Education

Degree in Human Resources Management/Public Administration/Industrial Psychology or equivalent.

Experience

A minimum of four (4) years post-graduate experience and supervisory experience.

Competencies

- Communication
- Interpersonal, negotiation and conflict resolution
- Organizational skills and attention to detail
- Analytical and problem-solving
- Team leadership
- Integrity, professionalism, and confidentiality

SALARY

BAMB will offer a highly competitive remuneration package to the right candidate, commensurate with qualifications and experience.

Applications with detailed CVs and certified copies of certificates should be submitted not later than the **24TH OCTOBER 2022** and addressed to:

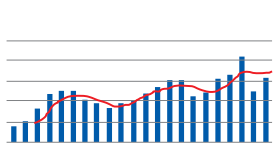
**Head of Human Resources
Botswana Agricultural Marketing Board
Private Bag 0053, Gaborone**

Or email to.

recruitment@bamb.co.bw

NB. We will only respond to shortlisted candidates





ABSA bank signs a partnership agreement with SCI Wealth in Gaborone on 12 October 2022 to ensuring financial security and stability through Fiduciary services to the customers. Valeta Mthimkhulu, Retail Director of ABSA bank and managing director of SCI Wealth, James Fern sign the agreement on behalf of the respective organisations. ABSA bank managing director Keabetswe Pheko Moshagane witnessing the signing during the ceremony. Mthimkhulu (L) and Fern (2L) shaking, Moshagane (2R) pose for a picture after signing the partnership agreement. (Pic: Monirul Bhuiyan/PRESS PHOTO)

Absa launches Fiduciary Services, unlocks Customers' Wealth Protection

Drafting of wills, establishment of trusts, holistic financial planning, retirement plans, and debt management counselling and restructuring are components of the new service

GAZETTE REPORTER

As part of its commitment to ensuring financial security and stability, Absa Bank Botswana has announced the

launch of its partnership with SCI Wealth.

The partnership, which enhances Absa Bank Botswana's proposition, provides customers with access to services such as the drafting of wills, establishment of trusts,

holistic financial planning, retirement plans, and debt management counselling and restructuring.

"As a bank, understanding and meeting the needs of the evolving customer needs

remains at the heart of what we do," said Absa Bank Botswana Retail Director, Valeta Mthimkhulu, during the launch of the Fiduciary Services in Gaborone recently.

Purposeful

"We continue to support our customers in their life journeys. We are always looking for purposeful ways to deliver value in new ways to them. We are excited to enable our clients to conveniently access a range of services through this partnership which we believe is a step in the right direction as we aim to help them in their quest to create sustainable and long-term financial wealth," Mthimkhulu stated.

"We believe in creating sustainable opportunities for our clients, customers and communities."

The proposition running through the bank's affluent segment strives to help customers prioritise their financial future and that of their loved ones.

Mthimkhulu said Absa Bank Botswana remains dedicated to offering the transformative power of financial services to help its clients and customers plan, dream and aspire to change their lives.

He added that the bank plays an important role in the economic life of individuals, businesses, and the nation and that Absa Bank Botswana is committed to helping create, grow and protect wealth through partnerships.

"Absa bank Botswana recognises its role and responsibilities in the financial service industry," he said. "We believe in creating sustainable opportunities for our clients, customers and communities."

"We remain dedicated to helping them find ways to get things done through such propositions as fiduciary services."



Rejected Loan Applications Amounted to P3.5bn in '21

- Bad management of personal bank accounts a key factor in rejections
- Rejection of property presented as collateral another key factor
- Report shows most hire-purchases are for acquisition of furniture

GAZETTE REPORTER

During 2021, a total of 15 248 loan applications valued at P3.5 billion and representing approximately 14.5 percent (23 percent in 2020) of total loan applications were rejected by banks, *The Botswana Gazette* has established.

This information is in a recent report by the Bank of Botswana (BoB) titled Household Indebtedness Survey Report of 2021/22.

The report uses data collected from com-

mercial banks, statutory banks, micro-lenders and hire purchase stores, as well as data on arrears on rent and water bills from Botswana Housing Corporation (BHC) and Water Utilities Corporation (WUC).

The report notes that banks rejected loans amounting to P3.5 billion in 2021.

Debt-to-income ratio

"The survey indicates that rejections were mainly due to observed bad management of personal bank accounts; failure to meet minimum employment period and thresholds such as the debt-to-income ratio

(reflecting over-indebtedness); failure to agree on the rate of interest by the bank and the customer; and rejection of property presented as collateral due to poor structural soundness (in the case of mortgage loans," says the report.

Household Borrowing by Type

The report shows that on average, hire-purchases are mostly used for acquisition of furniture (62.1 percent), followed by home appliances (22.4 percent) and electronic equipment and devices (15.2 percent).

"Loans from micro-lenders are mostly for

The report uses data collected from commercial banks, statutory banks, micro-lenders and hire purchase stores, as well as data on arrears on rent and water bills from BHC and WUC.

personal use on education, renovation of property, acquisition or expansion of business and debt consolidation," it says.

World Bank warns Botswana against Dependence on Diamonds

The Bretton Woods institute has warned that global financial crisis, competition from synthetic diamonds, higher diamond production costs and low job creation bode ill for Botswana's mono cultural economy

GAZETTE REPORTER

A recent report by the World Bank titled "Macro Poverty Outlook for Botswana: October 2022" has cautioned the country on its dependence on diamonds.

According to the report, Botswana has historically enjoyed robust and stable growth since independence, supported by the discovery of large diamond deposits and prudent use of the proceeds.

Unemployment

"However, the limitations of the existing diamond sector-led development model have become increasingly pronounced: the pace of growth has weakened since the global financial crisis in a context of higher competition from synthetic diamonds and

higher production costs locally, and job creation is low," reads the report.

It shows that the country's unemployment rate climbed to 26 percent in 2021, with youth unemployment posing a critical challenge. "Despite historically declining inequality, Botswana remains one of the world's most unequal countries, with the Gini index estimated at 53.3percent," the report notes.

It indicates that Botswana's reliance on a diamonds and public sector-driven model makes the economy vulnerable to external shocks, as diamonds contribute over 80 percent of total exports and are a major source of fiscal revenues.

"This vulnerability was evident during the pandemic when the economy contracted by 8.7 percent in 2020 and fiscal pres-

ures rose," the report says.

"COVID-19 exacerbated existing economic and social challenges, setting back some gains made in alleviating poverty, underscoring the urgent need for a shift towards a more diversified economy, with the private sector playing a leading role. Steadfast implementation of reforms envisaged."

RECENT DEVELOPMENTS

Meanwhile, the World Bank says Botswana's economic growth has been broad-based in 2022Q1 and 7 percent higher than in 2021Q1, driven by mining, manufacturing, water & electricity, accommodation, and food services.

"The diamond industry performed well, as sanctions against Russia are benefitting Botswana through higher prices and mar-

ket share," the World Bank notes. "Economic activity has also been boosted by the lifting of COVID-19 restrictions amid a high vaccination rate of over 95 percent of the eligible population."

Ukraine war

The report shows that inflation continued to exceed the central bank's medium-term 3-6 percent objective range during the first half (H1) of 2022, reflecting high energy prices and other input costs. "Annual CPI inflation averaged 11.4 percent during January-July 2022 compared to 6.7 percent in 2021," it notes.

"Botswana remains one of the world's most unequal countries, with the Gini index estimated at 53.3 percent."

"The impact of the Ukraine war on food and transport prices was high, as they together accounted for 10.9 percentage points of the 14.3 percent inflation in July 2022. As inflationary pressures mount, the Bank of Botswana has tightened monetary policy, raising the newly introduced Monetary Policy Rate by a cumulative 151 basis points between April and August 2022."



Strong demand for diamonds, increased copper production and an uptick in international tourist arrivals are expected to play a critical role in supporting Botswana's economic growth in 2022 and beyond, the World Bank has said. Pic: www.remarkable-africa.com

Diamond and Copper Production, Tourism expected to Support Botswana's Growth

- Reduced VAT rate (from 14 to 12%) to reduced revenues
- External borrowing to finance deficit, increasing public debt
- Fiscal consolidation to turn deficit into a surplus through SOE reforms

GAZETTE REPORTER

Strong demand for diamonds, increased copper production and an uptick in international tourist arrivals are expected to play a critical role in supporting Botswana's economic growth in 2022 and beyond, the World Bank has said.

Growth at 4.1%

According to the Bretton Woods insti-

tute, following a robust growth rebound in 2021 (11.4 percent), Botswana's economic growth is projected at 4.1 percent in 2022 and to average 4 percent during 2023-2024 with diamonds, copper production and increased tourism playing a crucial role.

"Though inflation is expected to remain in double figures in 2022, Botswana's relatively strong public sector governance and predictable monetary policy framework

will support macroeconomic stability in the medium term," the World Bank says in its recent report titled Macro Poverty Outlook for Botswana: October 2022.

The report notes that Botswana's economic outlook hinges on the course of the war in Ukraine, diamond prices, the COVID-19 pandemic and implementation of fiscal consolidation and economic diversification reforms.

"The approved short-term fiscal interventions to cushion households against rising inflation is projected to increase the fiscal deficit in 2022, despite the higher performance of mineral revenues," it warns.

"The measures (VAT rate has declined from 14 to 12 percent with zero rating of VAT for cooking oil and fuel) announced in July will lead to reduced revenues."

The World Bank notes that the projected deficit will be financed through external borrowing, increasing public debt.

Med-term surplus

The current account balance is projected to be in surplus in the medium-term."

"However, in the medium-term, the fiscal balance is projected to turn into a surplus as authorities move ahead with fiscal consolidation focused on the wage bill, subventions, and SOE reforms," the report says.

"The current account balance is projected to be in surplus in the medium-term, as the rebound in diamond production and favourable terms of trade owing to subdued diamond supply in Russia anchor the projected drop in SACU revenues."

The World Bank report shows that Botswana's poverty - under the new upper-middle-income poverty line - is expected to decline slightly to 62.7 percent in 2022.

"A sustained reduction in poverty and inequality will require further progress on diversification and digitalisation reforms to enhance access to good private-sector jobs," it says.

"There is a need to expedite the implementation of key strategic priorities by developing infrastructure, expanding social programmes, and improving public service delivery."



President Dr Mokgweetsi Masisi officially opened the 16th National Business Conference in Francistown. Business Botswana organized the two day long conference with the theme Roadmap to High-income: Accelerating Transformation. Masisi delivering his speech during the conference. (Pic: Monirul Bhuiyan/PRESS PHOTO)

Stanbic's Profit up by P18m

- Loan book experienced 23% growth
- NIR contribution at 43%

GAZETTE REPORTER

Stanbic Bank Botswana's profit after tax increased by 14 percent (P18 million) from P129 million in June 2021 to P147 million in the half year that ended 30 June 2022, this publication has established.

This is the bank that has also experienced a growth in its loan book and deposits of 23 percent and 22 percent over the 12 months from June 2021.

"This growth has enabled the bank to diversify its income drivers to ensure sustainability in revenue generation away from the loan book which is susceptible to interest rate changes," said Stanbic Chairman Craig Granville and CEO Chose Modise in the bank's 2022 financials for the period under review released recently.

"As a result, our NIR contribution has improved from 39 percent to 43 percent and a noted total revenue improvement of 6 percent."

Client-centricity

Granville and Modise said Stanbic's non-interest income drivers also improved significantly as customers resumed transactions and trade, coupled with restored focus on client-centricity.

"Our engagements with customers resulted in an increase in our fees and commissions by 10 percent," the two noted.

"Further, our enhanced deployment of data insights allowed for improved and proactive customer engagements, resulting in our global markets trading income posting a healthy 35 percent growth, a promising testimony of the world returning to normalcy and pre-COVID trading trends.

Stanbic's loan book growth was driven

primarily by our business segments Business and Commercial Clients (BCC) and Corporate and Investment Banking (CIB), while Consumer and High Net Worth (CHNW) focused its efforts on assisting its customers to recover and improve the quality of the book performance following a devastation by rising inflation at the back of an increase in commodity prices globally.

"Our liquidity position was driven largely by our business clients as they started seeing inflows of cash as business activity continued to improve."

Business clients

"On the other hand, at the back of the faster recovery in the business segments, our liquidity position was driven largely by our business clients as they started seeing inflows of cash as business activity continued to improve," Granville and Modise wrote.

They said the bank has made great strides in helping its clients recover post the COVID-19 pandemic impact, with a lot of effort in engaging with distressed customers to remediate performance challenges following a two-year long spell of sporadic economic and business activity.

"This has seen the bank continue restructuring as well as repurposing some of the client's facilities to allow clients to re-position themselves for a totally transformed way of doing business," they wrote.

"To respond to its client's needs, the bank has also had to reposition itself and how it structures itself to be able to serve all its stakeholders with the changes accelerated by the COVID-19 pandemic.

"This has meant the bank has had to look at how it deploys its balance sheet and other resources to ensure sustainable delivery and profitability."

TIRED OF SHARING?

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to receive your own weekly copy of The Botswana Gazette for Free



MPHO SEBINA IS AN AFRIMMAS NOMINEE

- Songbird set to release "Tsela Tshweu" video this Friday
- Will host big names at next Naked Soul Picnic on 22 October

GOSEGO MOTSUMI

Undoubtedly one of Botswana's best vocalists

and most booked artists, songbird Mpho Sebina has earned another accolade of a nomination for the African Muzik

Magazine Awards (AFRIMMAS).

The "Loves Light" crooner has been nominated for Best Female

Southern Africa alongside South Africa's Makhadzi, DBN Gogo, Msaki, Zambia's Towela and Zimbabwe's Gemma Griffiths and Ammara Brown.

"We have missed having the live shows and having the audience rooting for the stars. This year promises to be even bigger than previous years. All I would say is stay tuned as more major announcements are set to be revealed."

"Honoured to be nominated for this year's AFRIMMA Awards alongside some incredibly talented women. You can visit <https://afrimma.com/afrimma-vote-2022/> to vote for me," the elated artist said.

The AFRIMMAS

Slated for 19 November, this year's AFRIMMAS return with a live audience at Gilley's in Dallas, USA after hosting their past two editions virtually due to COVID-19.

Aptly themed "This is Africa," the awards are set to further cement the legacy being created by the various talented African musicians. The edition is deemed as a celebration of this time as the world has caught on to the beauty and diversity of African sounds.

Said AFRIMMAS CEO, Anderson Obiagwu: "We have missed having the live shows and having the audience rooting for the stars. This year promises to be even bigger than previous years. All I would say is stay tuned as more major announcements are set to be revealed."

New offerings

As one of the most hardworking artists who have penetrated the South African market and is aiming for the international market, Sebina has been dishing out tunes to stay relevant. The songbird will be releasing a lyrical video of her brand-new song titled "Tsela Tshweu" this Friday.

Moreover, as the founder of Naked Soul Picnic event, she will host the crème de la crème of the music industry at the next picnic gig at Gaborone Rugby Club on 22 October.

The "Toro" hitmaker will perform alongside Dato Seiko, Jordan Moozy, Msaki, Abidoza, Zuzuwe Mavuma, Tay Something, Spinz, Two Seater and Remy.

Tickets are available at Liquorama Stores.

FASHION FOR SOCIAL CHANGE

The advent of social media has allowed people to express themselves without a need for trend forecasters

GOSEGO MOTSUMI

Debunking the impact of fashion for social change at the just-ended Fashion Without Borders masterclass in Gaborone, designer Lebo Merafhe said in addition to giving a glimpse of someone's personal style expression, fashion has long been used to convey powerful messages.

She noted that people have often used their fashion statements to express their opinions about causes they advocate for in ways that result in tangible change.

Fashion eras

"If you look at different clothing items, you can tell which era they are coming from because whatever was happening at the time was often expressed in the way that people dressed," Merafhe said.

"An example is the introduction of jeans as they came about as an expression by women to say our men have been taken to war and we now have to step in as active members of the community. They could not be active members wearing corsets and ball gowns as they invaded factories, and that is where the industrial revolution saw the birth of a jean. Women were more liberated to wear jeans."

Current social trends

The advent of social media has allowed people to express themselves without a need for trend forecasters and agencies. Social media has now introduced an outlet where people are free to state how they want to dress and the best way to express themselves.

"We are not only relying on fashion trends, fashion houses and agencies to determine what is popular as we can simply follow an influencer who has more power over a brand with the ease and access of technology,"

Merafhe noted.

"The influence is personal because people get to choose, unlike when you walk into a shop where there are massive amounts of clothing thrust upon me. Now we are intentional about what we purchase because we are influenced by an influencer."

Fashion movements

As a result of fashion, Merafhe said there has been powerful movements such as the LGBTQI+ community and the eco-friendly or eco-tourism movement where people are more conscious and aware of what kind of clothing they want and where it comes from. Currently consumers are demanding transparency in the value chain of fashion.

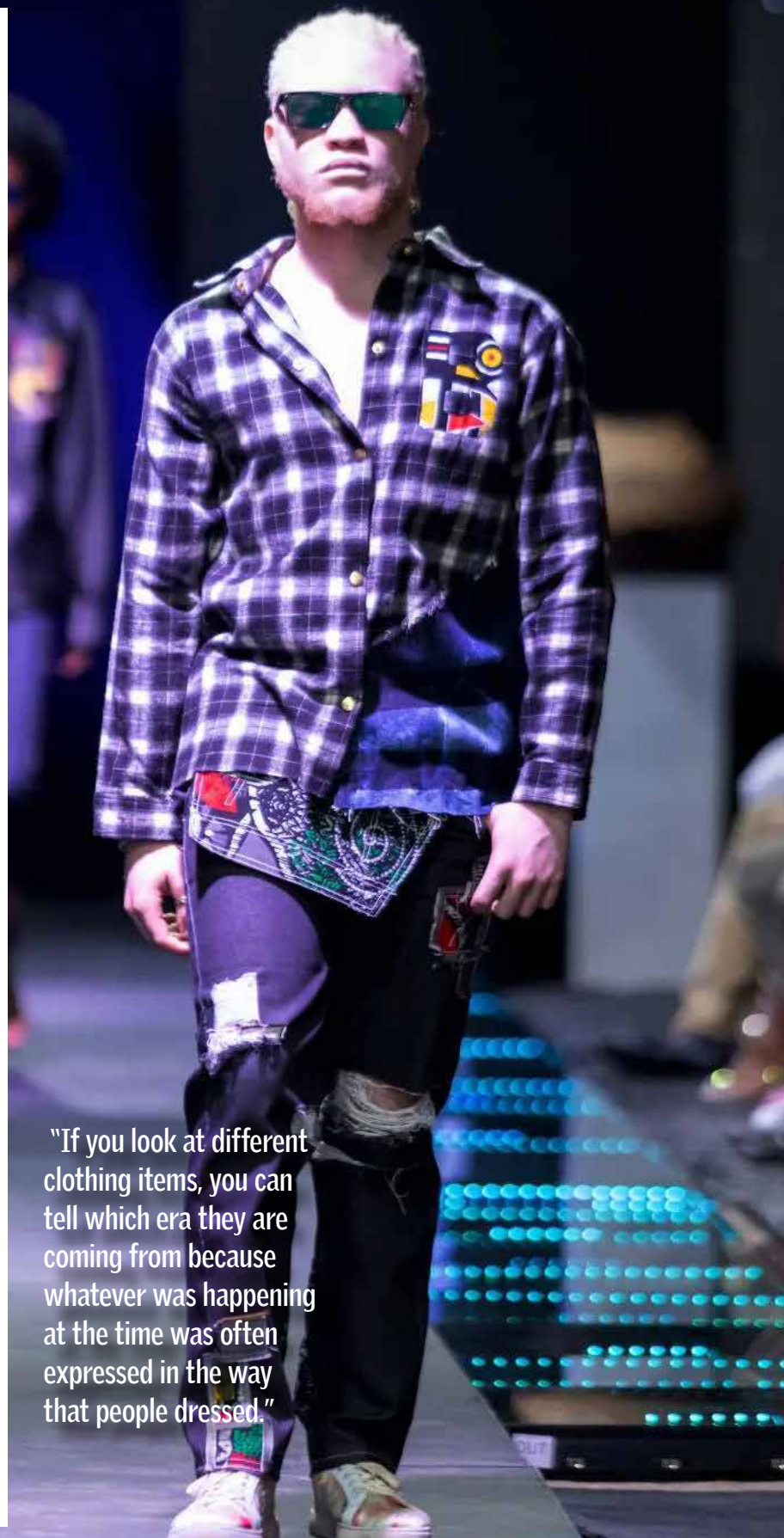
"Now we are dealing with fast fashion which is characterised by cheap materials, coming and going out of the market very quickly and in turn creating a lot of waste," Merafhe noted. "This is causing people to ask themselves if they are partaking in protecting the environment as they have become more independent in their thinking and what they believe is fashion."

Fresh opportunities

She said there is the LGBTQI+ movement about gender neutralism where people dress neither like women nor like men but simply put on clothes because they love them. "For me that is the most liberating thing about fashion because now designers are creating pieces that resonate with people," she pointed out. "That opens a whole potential market that never existed. So fashion is indeed impacting the way the world is moving."

With the introduction of bales, which is now a booming market, fashion of yesteryear is available in stores. "Clothes in stores today are generic and look the same as people opt for bales and fashion designers to try to find their individuality."

"If you look at different clothing items, you can tell which era they are coming from because whatever was happening at the time was often expressed in the way that people dressed."



Fashion for Social Change

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able in stores. "Clothes in stores today are generic and look the same as people opt for bales and fashion designers to try to find their individuality."



"You need to have an association where people work full time for the (fashion) industry."

LebotseSebego makes a Case for a Fashion Industry Association

- Says sport has the BNSC driving sports development
- Contends role of govt should be limited to policy direction

GOSEGO MOTSUMI

The starting point of influencing policies that will grow the local fashion industry is to form an association, the Chief Communications Manager of Mascom Wireless, Tebogo LebotseSebego, has said.

Speaking at the Fashion Without Borders Masterclass that was held at Gaborone International Conference Centre (GICC) re-

cently, LebotseSebego said without an association in place, all efforts to have such policies are reduced to fighting a losing battle.

The fashion masterclasses highlight the importance of exporting Africa's rich and diverse culture and artistry to the rest of the world where they continue to be underrepresented.

Government funding

"Who speaks for the fashion

industry?," she queried, noting the sports arena has the Botswana National Sport Commission and other structures that are mandated to speak for sports development.

"You need to have an association where people work full time for the industry," TebogoSebego, who is also a sports administrator, said. "In the sport commission, there are entities that are working every day to ensure that sport develops. The same needs

to be done for the fashion industry funded by the government, which has an obligation to all of us and we need to hold them accountable."

Textile association

Picking up the cue, fashion designer Lebo Merafhe said the industry has only the Botswana Textile and Clothing Association that has been trying to deal with issues of fair practice and inclusion of Batswana in manufacturing where foreigners dominate.

"They have mainly been advocating for Batswana to have a chance to participate in the value chain of the textile industry because it is predominantly done by foreigners," Merafhe said. "It speaks very little to other creative disciplines."

Power to the people

LebotseSebego underscored

the need for having an association through which key players in the fashion industry can take back their power from the government whose primary role should be policy direction. The Ministry of Youth, Sport and Culture (MYSC) currently runs the country's biggest fashion show that is linked to Independence celebrations.

"I can't emphasise enough on the importance of community, policies and believing in our own people," TebogoSebego said. "I am a firm believer in Botswana's talent as I have engaged Lesedi Matlapeng to make pieces for me, including designing my wedding gown."

Shared value

She asserted that in addition to Corporate Social Responsibility (CSR), the concept of creating shared value by coordinating business activities and social concerns can bring about great opportunities of transforming business models for sustainable development.

A better understanding of systems with potential for corporate shared value chains would be beneficial to economics, society and sustainability in the creative space, she added.

"Companies now need to move towards purpose beyond profitability," TebogoSebego asserted. "Similarly, the fashion industry needs to offer more than just designing a client's dress. This means you need to come together as an industry and identify each other's strengths. It is only if you lobby for the things you need that you will see change."

"The advent of social media has given us the platform to critique and wait for the next person's downfall, but not to influence. The fashion industry needs to come together to lobby for themselves and it can only happen if you are organised and work together."

KBL demonstrates Art of Smart Drinking

KBL continually invests in initiatives such as the #ArtofDrinking campaign to positively influence social norms around drinking

GOSEGO MOTSUMI

In its continued efforts to promote responsible drinking, Kgalagadi Breweries Limited (KBL) hosted loyal customers and influencers at its Gaborone Beer Plant for an exclusive and in-depth beer tasting experience over the weekend.

Social norms around drinking

Styled "The Art of Drinking," the event gave patrons a taste of what it means to indulge responsibly and still have a positive experience.

Said KBL Marketing Manager Gaamangwe Ramokgothwane: "We at KBL are committed to ensuring that our consumers have a positive experience with

our beers. This is why we continually invest in initiatives such as the #ArtofDrinking campaign to positively influence social norms around drinking."

"We at KBL hold ourselves to the highest standards to ensure we produce the safest and best quality beers."

"What is exciting to me about this campaign is that we have tried to marry smart drinking messaging to the brands. Where

before we've provided tips to drink responsibly, with #ArtofDrinking we leveraged on our brands, particularly Flying Fish, to demonstrate what smart drinking is."

#ArtofDrinking Leboko Competition

Among the patrons at KBL's educational beer plant event and beer tasting experience were 28 winners of #ArtofDrinking Leboko Challenge who also had a relaxed day of playing snooker and other games.

To demonstrate the smart art of drinking, patrons were treated to a filling meal and a limited number of alcoholic beverages. "We at KBL hold ourselves to the highest standards to ensure we produce the safest and best quality beers," Ramokgothwane

said.

"We want you to understand the skill, the precision and the passion that go into making your St. Louis, Carling Black Label and Castle Lite. And once you've done the tour and tasting, we challenge you to answer this question: What better way is there to enjoy our fine, world-class beers if not the smart way?"

Leboko Challenge

For the Leboko Challenge, followers of the KBL Facebook and Twitter pages were requested to submit a poem (*leboko*) using the hashtag #ArtofDrinking dedicated to smart drinking tip(s) that they best identify with. Submissions were made in Setswana, English or any other Botswana language in the comment section of the competition announcements.

The competition is part of a larger #ArtofDrinking cam-

campaign that began in September and culminated in the excursion held at the KBL beer plant.

Other activities linked to the campaign include an internal #EatwithIt Challenge in partnership with Flying Fish where staff were asked to share photos of their Flying Fish food pairings. KBL also sponsored a Fly Sunday's event at the Fig Tree, offering revellers an experience of pairing their food with Flying Fish at discounted prices.

Corporate affairs specialist Bose Mpuchane commented: "At KBL we believe that consumers should have a positive experience with our beers. This means that we will continue to invest in campaigns such as #ArtofDrinking to educate and engage beer lovers about responsible drinking. We want to help people create memorable, literally unforgettable moments with our beers."

BOTSWANA TO HOST 5TH AFRICA TOURISM LEADERSHIP FORUM AND AWARDS



The key components of this year's forum are the Pan-African Private Sector Forum, Ministerial, Digitalisation and MICE Masterclasses, Ministerial and Executive Dialogues and Insightful Expert Presentations and Interactive Panel Discussions on recovery measures, continental and global industries and strategies for building back better.

The country gears up to host African Tourism Thought Leaders at the 5th annual Africa Tourism Leadership Forum (ATLF) and Awards convened by Africa Tourism Partners, the UN World Tourism Organisation and BDO South Africa

Scheduled for 24 to 26 October 2022 at the Gaborone International Convention Centre, the Fifth ATLF has received an overwhelming response from African countries and beyond.

With over 350 physical delegates from over 30 countries convening, this gathering of Thought Leaders and pan-African tourism stakeholder community will indulge in Botswana's tourism experiences.

Key components

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Central to the fifth edition are curated business to business sessions, desk-top exhibitions and the Fifth Africa Tourism Leadership Awards

Gala Diner. All participants will have the opportunity to do real business.

As part of the campaign, Botswana Tourism Organisation (BTO) has urged delegates to take time off after the forum to experience the country's distinctive offerings, among them the Kalahari Desert, the Okavango Delta and the Central Kalahari Game Reserve with its fossilised river valleys and undulating grasslands

Speakers

Among the ATLF 2022 faculty of speakers are the host Philda Kereng - Minister of

the Environment and Tourism; Zurab Pololikashvili - Secretary General, UNWTO; Elcia Grandcourt - Director, Africa Department, UNWTO; Emily Mburu-Ndoria - Director Directorate of Trade in Services, Investment, IPR and Digital Trade, AfCFTA, Ghana; Moseketsi Mpetla - Head Tourism and Manufacturing, Industrial Development Corporation, South Africa; Dr Geoffrey Manyara - Economic Affairs Officer for Tourism, Tshoganetso Carl-Ponoesele - Acting CEO, Botswana Tourism Organisation; United Nations Economic Commission for Africa, Rwanda; Fred Odek - Chairperson, East Africa Tourism Platform, Kenya; Pascal Viroleau - CEO, Vanilla Islands, Reunion Islands; Keitumetse Setlang - Executive Manager Marketing, Botswana Tourism Organisation; Dr Linda Pereira - CEO, CPL Events, Portugal & UK; Jeanette Moloto - Director Global Sales Sub-Saharan Africa, Marriott International; Bonita Muttoni - Founder and CEO of Uber Luxe Safaris, Rwanda;

Hando Sinisalu - Founder, Best Marketing & Marketing Parrot, Estonia; Didier Scaillet - Chief Executive Officer, Meeting Profile Consulting, Belgium; and Senthil Gopinath - CEO, International Congress and Convention Association, Netherlands.

Explore BW Tourism Offering

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Botswana boasts of several fascinating game reserves, national parks, a unique melting pot of cultures and many more tourist attractions in which the ATLF 2022 delegates and hosted buyers can package and promote as an unforgettable intra-Africa experience.



PUBLIC NOTICE

October 10, 2022

The BANK OF BOTSWANA wishes to invite bids for the following goods and services:

TENDER NO.	CONTRACT TITLE	SUBMISSION CLOSING DATE
BOB/2022/07/21	Expression of Interest - Detail Design, Supply and Installation of a Rooftop Solar Photovoltaic System	October 28, 2022

- Interested bidders may view the detailed requirements for Expressions of Interest (Eol) on the Bank's website (www.bankofbotswana.bw) under "Current Tenders" from October 10, 2022.
- Interested companies may purchase the Expression of Interest documents for a non-refundable fee of P350.00 (Three Hundred and Fifty Pula VAT inclusive), from **October 10 to 28, 2022 between 0900 hours and 1400 hours during week days**. The 50% price preference for purchase of the Eol will be applied to youth, woman and disabled groups who should provide proof of the same to qualify. Submissions must include proof of payment.
- The Eol submission will be used to prequalify and short list companies to be invited for the full Eol in due course.
- The payment can be done by EFT or cash at the Bank's Banking Hall, (Botswana Rd - Main Mall in Gaborone or Francistown). Bank Details for EFT payments are as follows:

Bank : Bank of Botswana
 Account Name : Accpac Sundry Receipts
 Account Number : 0000110900001
 Branch Code : 910167
 Branch Name : Gaborone
 SWIFT Code : BBOTBWGX
 Please include reference (Company Name)
- For any other enquiries of the tender, please contact:

Mr Grant Buckmaster Tel : +267 360 6320 e-mail : buckmasterg@bob.bw	OR	Ms. Chabo Mbikiwa Tel: +267 360 6059 e-mail: mbikiwac@bob.bw
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- The Bank of Botswana supports a "Domestic Preference" procurement policy and 100% citizen owned, and capable companies will be given preference.
- The Eol submissions will be closed on **October 28, 2022, at 1000 hours**. Eol opening will be done at 1015 hours of the same day, or at a later date and time as the Bank of Botswana may advise.

APPLICATION FOR LOST SURETY MORTGAGE BOND

NOTICE is hereby given that the undersigned intends applying for a certified copy of the Surety Mortgage Bond No. **2794/2003** dated **01st day of December 2003** passed in favour of **TEBOGO FRED PHETO** in respect of the following:

CERTAIN : piece of land being Tribal Lot 590, Ramotswa;
SITUATE : at Ramotswa in the Bamalete Tribal Territory;
MEASURING: 900m² (Nine Hundred Square Metres);

Any person having objection to the issue of such copy is hereby required to lodge same in writing with the Registrar of Deeds within three (3) weeks from the last publication of this notice.

PAUL & PARTNERS
 The Courtyard, Plot 54513, unit 6
 P.O. Box 885 ABG
GABORONE



PAUL & PARTNERS
 Attorneys, Notaries & Conveyancers

Tel: +267 311 3186
Fax: + 267 311 3187

APPLICATION FOR LOST SURETY MORTGAGE BOND

NOTICE is hereby given that the undersigned intends applying for a certified copy of the Surety Mortgage Bond No. **2141/99** dated **22nd day of December 1999** passed in favour of **TEBOGO FRED PHETO** in respect of the following:

CERTAIN : piece of land being Tribal Lot 590, Ramotswa;
SITUATE : at Ramotswa in the Bamalete Tribal Territory;
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 Attorneys, Notaries & Conveyancers

Tel: +267 311 3186
Fax: + 267 311 3187

APPLICATION FOR LOST TITLE DEED

NOTICE is hereby given that the undersigned intends applying for a certified copy of the Memorandum of Agreement of Lease No. **230/96** dated **14th day of June 1996** passed in favour of **TEBOGO FRED PHETO** in respect of the following:

CERTAIN : piece of land being Tribal Lot 590, Ramotswa;
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 Attorneys, Notaries & Conveyancers

Tel: +267 311 3186
Fax: + 267 311 3187



Model showcasing the creation by the Nivaldo Thierry of Mozambique during the 8th Fashion Without Borders show in Gaborone. (Pic: Monirul Bhuiyan/PRESS PHOTO)

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

In the matter between:
BOTSWANA BUILDING SOCIETY
and
EMMANUEL SAMSON

CVHGB-000899-21
Plaintiff
Defendant

NOTICE OF SALE IN EXECUTION


BE PLEASED TO TAKE NOTICE that pursuant to a Judgment granted by the above Honourable Court, the following immovable property will be sold by public auction by **DEPUTY SHERIFF NTSHWARELANG OOKAME** to the highest bidder as follows:-

DATE OF SALE : 08 DECEMBER 2022
TIME : 10.30HRS
VENUE : Plot No. 71242, Gaborone.
PROPERTY TO BE SOLD : Certain piece of land being Plot no. 71242, Gaborone, situated at Gaborone Administrative, measuring 451m² which property is held under Deed of Transfer No. 1360/2015 dated 29th day of MAY 2015 made in favour of **EMMANUEL SAMSON** together with an open plan kitchen, sitting room, one fitted bedroom, combined bathroom and toilet, master ensuite, single car port and screen wall with electric fence and motorised gate.

TERMS OF SALE : Subject to Conditions of Sale.
Only cash or bank guaranteed cheques will be accepted.

DATED AT GABORONE ON THIS THE 11TH DAY OF OCTOBER 2022.

OSEI-OFEI SWABI & CO.
Plaintiff's Attorneys
First Floor, Unit 18 Kgale Mews,
Gaborone International Finance Park
P O Box 403506
GABORONE
(Ref: DS.gno.014116)
Deputy Sheriff Ntshwarelang Ookame
Cell no.72879169/77435503



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

In the matter between:
FIRST NATIONAL BANK BOTSWANA LIMITED
and
WAZIBA PANSIRI

Case No. CVHGB-002017-20
PLAINTIFF
DEFENDANT

NOTICE OF SALE IN EXECUTION


BE PLEASED TO TAKE NOTICE THAT pursuant to the judgment of the above Honourable Court the following property belonging to the Defendant will be sold by auction by **DEPUTY SHERIFF URGENT J CHILISA** to the highest bidder as follows:

DATE OF SALE : 23RD November 2022
TIME : 10.30 am
VENUE : Tribal Lot 6886, Mogoditshane
PROPERTY TO BE SOLD : A certain piece of land being Tribal Lot 6886 Mogoditshane, situate in the Bakwena Tribal Territory, measuring 866m², which property is held under Notarial Deed of Cession and Delegation No. MA 672/2011 dated 28th November 2011 made in favour of **Waziba Pansiri**.

TERMS AND CONDITION OF SALE : Cash or Bank Guaranteed Cheques

DATED AT GABORONE THIS 13TH DAY OF OCTOBER 2022.

THABISO TAFILA ATTORNEYS
Plaintiff's Attorneys
Plot 4878, Morupule Drive, Extension 11
P O Box 4919
GABORONE
(REF:PM/lpo/001343)
Deputy Sheriff Urgent J Chilisa
(Cellphone No. 71594008/75527483)



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

In the matter between:
THATOYAONA MOLAODI MAKHALE
and
MOAGI TRADERS (PTY) LTD

Case No. CVHGB-000959-22
Plaintiff
Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to the judgment of the above Honourable Court, the following property belonging to the Defendant will be sold by public auction to the highest bidder by Deputy Sheriff Lector Mosupi as follows:

DATE OF SALE : Wednesday 17th November 2022
TIME : 10:30 am
VENUE : Broadhurst Magistrate Court
PROPERTY TO BE SOLD : 1 x Milling Milling Machine, 1 x F-R2215 Yilmaz Notching Machine, 2 x Muta Saw with stand, 1 x Industrial Clamp, 2 x Work Tables, 2 x Office Tables, 3 x Office Chairs, 1 x Round Table, 5 x Chairs, 2 x Metal Cabinets,

CONDITIONS OF SALE : Cash or bank guaranteed cheque(s)

DEPUTY SHERIFF LECTOR MOSUPI
c/o **KALUZI & ASSOCIATES**
Plaintiff's Attorneys
Plot 54513, Unit 7, The Courtyard
P.O. Box 26083, **GABORONE**
(Contacts: 318 1839/ 71600167)

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

In the matter between:
ABSA BANK BOTSWANA LIMITED
formerly **BARCLAYS BANK OF BOTSWANA LIMITED**
And
PHATSIMO SEBONEGO

CASE NO: CVHFT 000 135/20
Plaintiff
Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to a Writ of Execution issued out of the above Honourable Court in the above matter, the following immovable property of the Defendant will be sold by Public Auction by **Deputy Sheriff Ookeditse Masolotale** to the highest bidder as follows:

DATE OF SALE : 2nd December 2022
VENUE : Tribal Lot 10000, Palapye
TIME : 1030 Hours
PROPERTY TO BE SOLD : Piece of Land being Tribal Lot 10000, Palapye, measuring 1213m² (One Thousand Two Hundred and Thirteen Square Metres), held under Memorandum of Agreement of Lease No. FT TL 520/2007 dated the 28th day of September 2007 and made in favour of **PHATSIMO SEBONEGO**, together with developments thereon, consisting of a 3 bedroomed residential house (master ensuite, A kitchen, dining room, Living room, 1 Bachelor Pad with a sitting room, bedroom, Kitchen, Shower and Toilet. The yard is fenced.

TERMS OF SALE : Cash or bank guaranteed cheques only.

CONDITIONS OF SALE may be inspected at the offices of the hereunder mentioned Deputy's Sheriff's offices at Lotsane Ward, Palapye, Gampone's Complex, Next to Standard Chartered Bank. He can be contacted at 74724543

DATED AT FRANCISTOWN ON THIS THE 4TH DAY OF OCTOBER 2022

VAN NIEKERK ATTORNEYS
Plot 4660, Area G, Ditau Street,
P.O Box 37, Francistown
Telephone No. 241 3421

J.LEKORWE
**IN THE HIGH COURT OF THE REPUBLIC OF THE REPUBLIC OF BOTSWANA
HELD AT GABORONE**

In the matter between:
BOMO AGRIBUSINESS (PROPRIETARY) LIMITED
And
ELLIS RETAIL GROUP (PROPRIETARY) LIMITED t/a Payless Retail

CASE NO: CVHGB-000170-22
PLAINTIFF
DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to judgment of the Honorable Court, the following properties will be sold by public auction to the highest bidder by **Deputy Sherriff Meshack Moshabi** in the manner hereinafter set out:

DATE OF SALE : 11/11/22
TIME : 1030am
VENUE : Broadhurst
PROPERTY TO BE SOLD : 1 x TOYOTA HILUX REG NO: B485 BFC single cab white in colour, 1 x Island fridge, 1 x 2 Display Fridge, 1 X 5 Upright fridge, 1 x 3 Butchery Display Fridge, 1 x Deli Food warmer, 1 x Bread Slicing Machine, 1 x Chicken Griller, 1 X 11 Till Points stock ontrade, 1 x 7 computer sets.

CONDITION OF SALE : Detailed conditions of sale may be inspected by with Deputy Sherriff Meshack Moshabi on Cellphone nos: 71619553/ 71263198/73301311

TERMS OF SALE : Cash or bank guaranteed cheques.

DATED at Gaborone this 12th Day of October, 2022.

DEPUTY SHERRIFF MESHACK MOSHABI,
c/o **GAPE APRIL ATTORNEYS,**
Gaborone International Commerce Park, Plot 104 Unit 1b,
P. O. Box 504130,
Gaborone,
Telephone No: 3117181.

LETSIDIDI J.
**IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT LOBATSE**

In the matter between:
MOEMEDI CHIKUNDZI
And
ONTLAMETSE MATOBOLO

CASE NO: CVHGB-001212-22
PLAINTIFF
DEFENDANT

FILING NOTICE

TO: ONTLAMETSE MATOBOLO an adult female of full legal capacity, resident in Lobatse whose address is P. O. Box 547, Lobatse whose fuller and better particulars for purpose of the suit are unknown to the Plaintiff.

TAKE NOTICE THAT by Writ of Summons Provisional sentence issued out of this Court, you have been called upon to give notice within fourteen (14) days after publication hereof of the Registrar of Court and to the attorneys of your intention to defend (if any) an action wherein the Plaintiff claims.

- Payment of the sum of **BWP 140 000.00**
- Interest thereon at the rate of 10% per annum
- 10% collection commission
- Costs of suit on attorney and client scale

AND TAKE FURTHER NOTICE that if you fail to give notice judgement may be granted against you.

DATED AT GABORONE THIS 12TH DAY OF OCTOBER 2022

GAPE APRIL ATTORNEYS,
PLAINTIFF'S ATTORNEYS,
GABORONE INTERNATIONAL COMMERCE PARK, PLOT 104 UNIT 1B,
P O BOX 504130 GABORONE

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

In the matter between:
ZHONGWEN HU
and
ACCURATE PAYROLL BOTSWANA (PTY) LTD

Case No. CVHGB-001720-22
Plaintiff
Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to the judgment of the above Honourable Court, the following property belonging to the Defendant will be sold by public auction to the highest bidder by Deputy Sheriff Lector Mosupi as follows:

DATE OF SALE : Wednesday 17th November 2022
TIME : 10:30 am
VENUE : Broadhurst Magistrate Court
PROPERTY TO BE SOLD : 1 x white Polo VW of Registration no. B259BIL Engine no. CLP310165

CONDITIONS OF SALE : Cash or bank guaranteed cheque(s)

DEPUTY SHERIFF LECTOR MOSUPI
c/o **KALUZI & ASSOCIATES**
Plaintiff's Attorneys
Plot 54513, Unit 7
The Courtyard
P.O. Box 26083
GABORONE
(Contacts: 318 1839/ 71600167)

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

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
BASHATHI MBULAWA

CASE NO: CVHFT 000 330-21
PLAINTIFF
DEFENDANT

SUBSTITUTED SERVICE


AND TO: **BASHATHI MBULAWA**
Defendant
House No. 11615, Block 8
P O Box 11452
FRANCISTOWN
whose whereabouts are unknown:

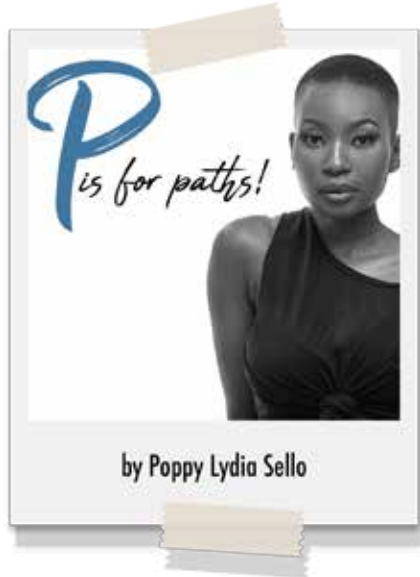
BE PLEASED TO TAKE NOTICE that Summons for Civil Imprisonment of debt has been issued against you in this Honourable Court by **STANBIC BANK OF BOTSWANA LIMITED**

You are hereby **BASHATHI MBULAWA** summoned to appear before Justice MOROKA at FRANCISTOWN HIGH COURT on the 17th day of **November 2022** at 09:30 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 779.35 (One Hundred and Twenty Nine Thousand Seven Hundred and Seventy Nine Pula Thirty Five Thebe)** together with interest thereon at the rate of prime plus 6.00% (prime currently at 5.25%) making 11.25% per annum from 24th day of September 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 5th day of July 2021.

DATED AT FRANCISTOWN THIS 13TH DAY OF OCTOBER 2022. **REGISTRAR OF THE HIGH COURT**

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





Marketing: Us Against the World

Marketing would be regarded as the favourite kid in a family structure if organisations were similar to one. This is due to the fact that regardless of where in the world an organisation is located, the marketing department is continuously at odds with others over little-known consequences.

The role of marketing in an organisation is generally not understood. It is therefore simpler to place the blame on them when things don't go as expected. For instance, if the sales team falls short of their goal, they accuse marketing of not doing enough advertising, saying "ga ba markete thata". Marketing is perceived as a support job to assist sales in reaching their objectives rather than as a business unit that can generate revenue for the business.

Collaboration

The first steps in ensuring that an organisation's marketing team performs to its highest potential are collaboration and clear departmental goals. The departments of marketing and sales may operate together in certain organisations while they may be distinct in others, but for them to function effectively, they must both strive toward the same objective. Most conflicts begin when there is a misalignment of goals, which results in departments competing with one another when they should be working together.

Marketing has difficulties with other departments as well. Finance is the family's strict older sibling while marketing is the spoiled last child. However, one of the many purposes of marketing is to make sure that when a consumer thinks about buying a given product, their brand is front of mind. The majority of marketing strategies do not guarantee immediate purchase responses from consumers.

People who work with money do not typ-

ically speak in such a way, thus I can envision a CMO or HOM trying to persuade the CFO to invest P3 million for a campaign targeted at customers who "may" think of the brand when making a purchase in the future. It is not very simple.

Long-term game

Not many leaders are aware that developing effective marketing takes time. Because marketing is a long-term game with clear results or consequences, it shouldn't be seen as just a 'support' team but rather as a crucial element in accomplishing organisational goals.

Brand ownership

If it is not Finance or Sales, you might find Marketers and PR fighting it out in a corner. Brand ownership is the main problem here. Both departments have an emotional attachment to the organisation's brand and take ownership of it at all times.

Their duties may be practically identical but the two have very distinct primary focal areas. Nonetheless, one cannot work successfully without the other. They can-

not and should not operate independently. In today's fractured public arena, the two departments need to collaborate in order to succeed.

Finance perceives marketers as money spenders, Sales sees marketers as a support function, while the rest regard marketing as the fun department where everyone is all smiles and no one really works.

Ultimately, it is misconception or lack of understanding the role/function of marketing in an organisation that causes conflict. Finance perceives marketers as money spenders, Sales sees marketers as a support function, while the rest regard marketing as the fun department where everyone is all smiles and no one really works.

Brand value

The simplest definition of marketing is a set of strategies used to build brand value, communicate a strong story, and exchange goods and services that open up new economic prospects for a business. All three points are supported by either Sales, Finance or PR.

The basis of real marketing is an understanding of people (both internally and externally), their needs, and how to interact with and serve them. Therefore, marketers rely on the contributions and efforts of the entire organisation.

A marketing team that becomes isolated cannot contribute much. The more they operate alone in their capacity as a reactive 'doing' team, the less value they can offer, and the more the organisation will view marketing as a burden rather than an integral part of the whole.



Marketing would be regarded as the favourite kid in a family structure if organisations were similar to one.

Cultivating strong Growth of Fixed Mindset Triggers Year after Year

be balanced in the same way a retirement fund is balanced among high and low risks and rewards.

Paradigm of a growth mindset the buzzword

In sharp contrast to the aforementioned, employees at fixed mindset companies report about cheating and deception as weapons for creating competitive advantage in the talent race. For example, employees at fixed mindset companies sometimes distort ideas and as a result fail to reap their benefits. The paradigm of a growth mindset has become a buzzword in many major companies to the extent that it has found its way into their mission statements and company vision statements. Nonetheless, upon further probing, one often discovers that people's understanding of the idea is limited.

Work environments full of fixed mindset triggers

In view of this background, I would like to share a few key takeaways on nurturing a growth mindset among individuals and within organisations with the aim of improving motivation, innovation and productivity. To remain in a growth zone,

organisations must identify and work with fixed mindset triggers. When individuals and companies face challenges, receive criticism, or fare poorly compared with others, they easily fall into insecurity or defensiveness, a response that inhibits growth.

For example, our work environments can be full of fixed mindset triggers, such as a company that plays the talent game making it harder for its own employees to practice growth mindset thinking and behaviour such as sharing information, collaborating, innovating, seeking feedback, or admitting errors. Bad bosses may seem effective at getting good results but underneath that façade it often involves collateral damage like creating a toxic workspace by treating employees poorly or making unethical decisions. A toxic workspace can ultimately bear negative effects on the business' bottom line, considering the costs of employee attrition, especially if the toxicity eventually convinces high performing employees to leave. The market is awash with examples of such fixed mindset triggered companies who mistake arrogance and narcissism for strength.

Numerous business leaders benefit from learning to recognise when their fixed mindset 'persona' shows up and what it says to make them feel threatened or defensive. Most importantly, over time they have learned to talk back to it, persuading it to collaborate with them as they pursue challenging goals. Although it may seem impossible, individuals and organisations can gain a lot by deepening their understanding of growth mindset concepts and the processes for putting them into practice. It gives them a richer sense of who they are, what they stand for, and how they want to move forward.

Three common misconceptions

We have often heard the saying that "I already have it, and I always have". I call this a false growth mindset. Everyone possesses a mixture of fixed and growth mindsets which, as a mixture, continually evolves with experience. A 'pure' growth mindset doesn't exist, which is a fact that we have to acknowledge in order to attain the benefits we seek. People often confuse a growth mindset with being flexible or open minded or with having a positive outlook — qualities that they believe they



It is widely believed that business leaders who delve into their talents can be developed through good strategies and input from others. Thus, they have a growth mindset. These business leaders have strong tendencies of achieving more than those with a fixed mindset because they worry less about being perceived to be smarter by putting more of their energy into learning.

Equally, when entire organisations embrace a growth mindset, their workers report feeling more empowered and committed to the company. The first step towards generating real growth comes from understanding where growth comes from. Deciding which way to grow needs to be intentional and is not by luck. It needs to

Botswana's Green Agenda needs Political Will

Adopting a meaningful, sustainable and durable Green Agenda for Botswana's next 50 years is most prudent. To that end, it is clear that a business as usual approach will not be acceptable for the 700,000 voters aged between 18 and 35 years, and political party leaders cannot afford to ignore this growing reality



This feature suggests that a Green Agenda will win the hearts and minds of younger voters that are poised to make a difference.

DOUGLAS RASBASH*

The next general election is now two years away. Yes, it seems like a long time but it is not. Party leaders are now increasingly looking to position themselves and their parties to best effect. **So what will be the winning formula?**

This feature suggests that a Green Agen-

da will win the hearts and minds of younger voters that are poised to make a difference. Let us bear in mind that GE 2019 failed to capture the imagination of younger voters 350,000 of whom did not vote, which is enough to totally change the political landscape of Botswana. The issue also comes at time of increasing awareness of green issues and of international concerns for the

future of our blue planet.

Abstract

These sadly remain abstract to the Botswana electorate – young and old – though environmental issues are cross-cutting, affecting everything that we do. Nevertheless, the Botswana's Green Agenda must deliver on key issues, jobs, society, the economy, health and governance.

Jobs in the green agenda will be powered by an energy transition – even revolution. New jobs will be created in solar wind and other sources of renewable energy. By 2029/30, which is when the next but one GE will be held, it is thought that globally 50% of energy generation will be non-carbon based, that 50% of transport will be electric and that 50% of activities will be online as the fourth industrial revolution 4IR takes hold of society.

Tipping points of 25% (refer to an early *Gazette* item) for all major sectoral transitions will have been reached and change will be unstoppable. The issue for Botswana is how proactive it will be. Reactionary leaders need to be aware that resisting change may be suicidal. The more proactive, the greater the number of new jobs will be created driven by Botswana's Green Agenda.

20th Century anachronisms

But let us also say what the Botswana Green Agenda will not include – mining, thermal power, unsustainable traditional farming, shopping malls, large, centralised office complexes and other 20th Century anachronisms. It may be hard to envisage, but diversification by definition moves us away from these traditional activities.

The energy transition will create thousands of new jobs – whether it is installing and maintaining solar and wind power, battery production, and/or public EV charging points. Online will also generate remote jobs – currently not available to those tied to the home or living far from a city – coordinated home-based work and collaboration will create a hitherto unimaginable level of economic inclusivity, and that will generate exponential growth in services. Work, education, health and administration will be delivered to the home; not the other way round. The days of people having to travel to service providers will be history.

The Botswana Green Agenda is based on the principle of economic decoupling, this means putting well-being at the top of the list of political priorities, and not economic growth. It means disconnecting the consumption of resources from growth and recycling, not discarding everything. Why should consumption continue to drive society? We know that consumption is not a formula for happiness, yet we are suckered into believing exactly that. Should more or less electricity, water or the Internet be used to provide the same unit of output? This is hopefully a rhetorical question. Clearly smart means less, not more to achieve the same result. Yet we commute further to the same jobs, consuming more resources to basically stand still. Focussing on well-being is not economically counter-intuitive but means the opposite.

Social dysfunction and stress

This publication has written many times about the high levels of unhappiness and dystopia that prevail in Botswana. It has recorded as a matter of fact unacceptable levels of rape, divorce, suicide and crime, all of which are indicators of. By putting well-being first, the Green Agenda will enable far better outcomes to be achieved by, for example, expanding health and social services, making sure that employ-

Cultivating strong Growth of Fixed Mindset Triggers Year after Year

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have simply always had.

Another popular saying goes, "A growth mindset is just about praising and rewarding effort." This is not true for students in learning institutions and well employees in organisations too. In both these settings, outcomes matter. Unproductive effort is never a good thing. It is therefore critical to reward not just effort but learning and progress. Importantly, emphasising the processes that yield these things, such as seeking help from others, trying new strategies, and capitalising on setbacks to move forward effectively is fundamental. The outcome or the bottom line respectively follows from deeply engaging in these processes.

Some people further say, "Just espouse a growth mindset and good things will happen." Such people believe that by embedding the growth mindset terminology into their mission statements and vision statements, wonderful things will happen spontaneously. But what do they mean to employees if the company doesn't imple-

ment policies that make growth mindset real and attainable? The outcome is that it amounts to lip service.

Some people further say, "Just espouse a growth mindset and good things will happen."

Conclusion

Organisations that embody a growth mindset encourage appropriate practical risk-taking, knowing very well that some risks won't work out, as opposed to reckless risk taking. These are organisa-

tions that reward employees for important and useful lessons learned, even if a project does not meet its original goals. Such organisations support collaboration across organisational boundaries rather than competition among employees or units. They are committed to the growth of every member, not just in words but in deeds, such as broadly available development and advancement opportunities. And they continually reinforce growth mindset values with concrete policies.

O'Brian M'Kali (PhD, MBA, MSc, M.Ed.), is an expert in enterprise development, innovation, SMME development, policy development, capacity building, monitoring and evaluation and turnaround strategy. He lectures at Botho University. Among others, he is a 2022 recipient the Wadhvani Foundation's Gold Award at the Start Me Up Global Facilitation Ceremony. He can be contacted on 71860308 (WhatsApp).

HIV patients in Botswana get adequate treatment but not all of them – one group is slipping through the cracks



HIV remains a major public health challenge globally. Around 38 million people are estimated to be living with the infection. Sub-Saharan Africa bears the brunt of the HIV epidemic. Close to two thirds of the HIV cases are in the region.

Botswana's Green Agenda needs Political Will

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ment contracts are fair and decent and in general pursuing all of the outcomes expected from the sustainable development goals.

In doing this, the Green Agenda sets up Botswana to be the best country in Africa – and beyond – to live. Good people, the track that is being followed predicts the opposite of increasing migration, capital flight and despondency. The choices are unequivocal – the Green Agenda – or the desert nation of Botswana will slide into obscurity and irrelevance.

The Green Agenda sees Botswana building upon its gains of peace, freedom of expression, education and good governance.

The Green Agenda sees Botswana building upon its gains of peace, freedom of expression, education and good governance. All these positives are precious, their robustness cannot be assumed ad-infinitum. As global pressures accumulate – and they will – from climate change health and conflicts and revisionism, so the qualities that we hold dear will be increasingly become hard to maintain. Thus the Green Agenda will take very seriously opportunities for reform that may or may not have become apparent through the constitutional review process. It should not allow that review to become merely a public relations exercise because that would cause untold, unpredictable and inestimable damage to Botswana.

A more inclusive society

Once a high-level review process started, government will try to stall it at its peril. Thus the Green Agenda will build a better, stronger and that attracts human capital, doubles down on innovation research development and inculcates a culture of savings and investment. Botswana simply cannot afford to exclude anyone who is able to contribute positively to it, irrespective of political colour. This is why proportional representation has been discussed in *The Botswana Gazette* as the most preferred contemporary electoral process. PR is also deemed most appropriate for a modern, educated and pluralistic society whose aim is to inculcate stability through inclusivity.

The Green Agenda also envisages Botswana taking an increasingly proactive role in international politics relations and diplomacy. It does not see Botswana humbly sitting in the corner but boldly punching above its weight for recognition and purpose. After all, this is the Switzerland of the Southern Hemisphere, home to the mighty multilateral institutions that are predominantly in the Northern Hemisphere but need to set up in the Global South.

The Green Agenda is outward looking, not parochial. Boundaries must not define our nation. The Botswana Green Agenda will provide the platform for change, not radical and destabilising, as reactionaries may impune, but measured and carefully thought through. Adopting a meaningful, sustainable and durable Green Agenda for Botswana's next 50 years is most prudent.

To that end, it is clear that that a business as usual approach will not be acceptable for the 700,000 voters aged between 18 and 35 years, and political party leaders cannot afford to ignore this growing reality.

SIMANI GASEITSIWE
Principal Investigator and Research Associate at Botswana Harvard AIDS Institute Partnership, Sub-Saharan African Network for TB/HIV Research Excellence (SANTHE)

HIV remains a major public health challenge globally. Around 38 million people are estimated to be living with the infection. Sub-Saharan Africa bears the brunt of the HIV epidemic. Close to two thirds of the HIV cases are in the region.

But huge strides have been made in curbing the epidemic. One of the keys to this has been the introduction of antiretroviral therapy (ART). It's resulted in people with HIV living long, productive lives and reducing the risks of HIV transmission.

HIV has a high mutation rate, however. As a result, there is evidence of HIV variants with resistance to almost all available antiretroviral drugs. The development of variants with drug resistant mutations is a major challenge to the success of ART – and therefore to efforts to achieve the UN goal of ending AIDS by 2030.

In developing countries, screening for HIV drug resistant variants is done only when patients who are on treatment have high viral loads – over 1,000 copies/ml, as per the World Health Organization guidelines. This means drug resistant HIV variants in patients with low viral loads aren't detected. This is the case in many countries in sub-Saharan Africa – including Botswana.

Firstly, what percentage of patients on ART had low HIV viral loads. This is data that's never been collected before. Secondly, we wanted to determine HIV drug resistant mutations in this cohort of patients. The third thing we set to establish is whether there's a connection between patients with low viral loads and treatment failure. This is known as virologic failure.

Answering these three questions has given us a much deeper understanding of where a country like Botswana stands in its efforts to eliminate HIV. As a result of our research we have a better understanding of how many people with HIV have low viral loads, how serious a threat we face from drug resistant HIV variants and finally how

many people with low viral levels are at risk of treatment failure.

We found that people with low viral loads were just as likely to harbour drug resistant HIV variants as people with high viral loads. This matters because it points to the need to change how people with HIV who are on ART are managed in developing countries.

We recommend that patients on ART with detectable viral loads above 50 copies/ml be further investigated to ensure that they don't harbour drug resistant HIV variants.

What we found

Number of HIV patients on ART with low viral load: Our study looked at a cohort of 6,078 people with HIV from across Botswana who were receiving combination antiretroviral therapy. We narrowed this down to 4,443 people who had been on ART treatment for at least six months.

Only 8% had viral loads of more than 50 copies/ml. Testing for mutations only happens on patients with viral loads of over 1,000 copies/ml, which means that this group isn't being screened.

The figure of 8% may seem low. But it means that this cohort either has a resistant variant, or their treatment isn't working.

Prevalence of drug resistant mutations: We sequenced the HIV in the patients with low viral loads as well as those with viral loads above 1,000 copies/ml. We found no difference in the prevalence of HIV drug resistant mutations between the two patient groups. This indicates that patients with low HIV viral loads are just as likely to harbour HIV variants with drug resistance mutations as those with high viral loads.

Treatment failure: A select group of the patients with low HIV viral loads were followed up for at least a year. We found that there was a statistically significant association of low level HIV viral load with subsequent virological (or treatment) failure. Our results show that patients with a low HIV viral load are more likely to experience virological failure.

Current treatment guidelines describe virologic failure as viral loads above 1,000 copies/ml. Our results challenge this.

Going forward

Our results echo the views expressed by others who have [looked at this issue](#). Like them, we recommend that the HIV treatment guidelines in developing countries be improved to ensure that patients with low HIV viral load while on ART get the necessary attention.

In developed countries, screening for drug resistant HIV variants is done when people start ART. Drug resistance screening is also done whenever a patient on treatment has a detectable viral load.

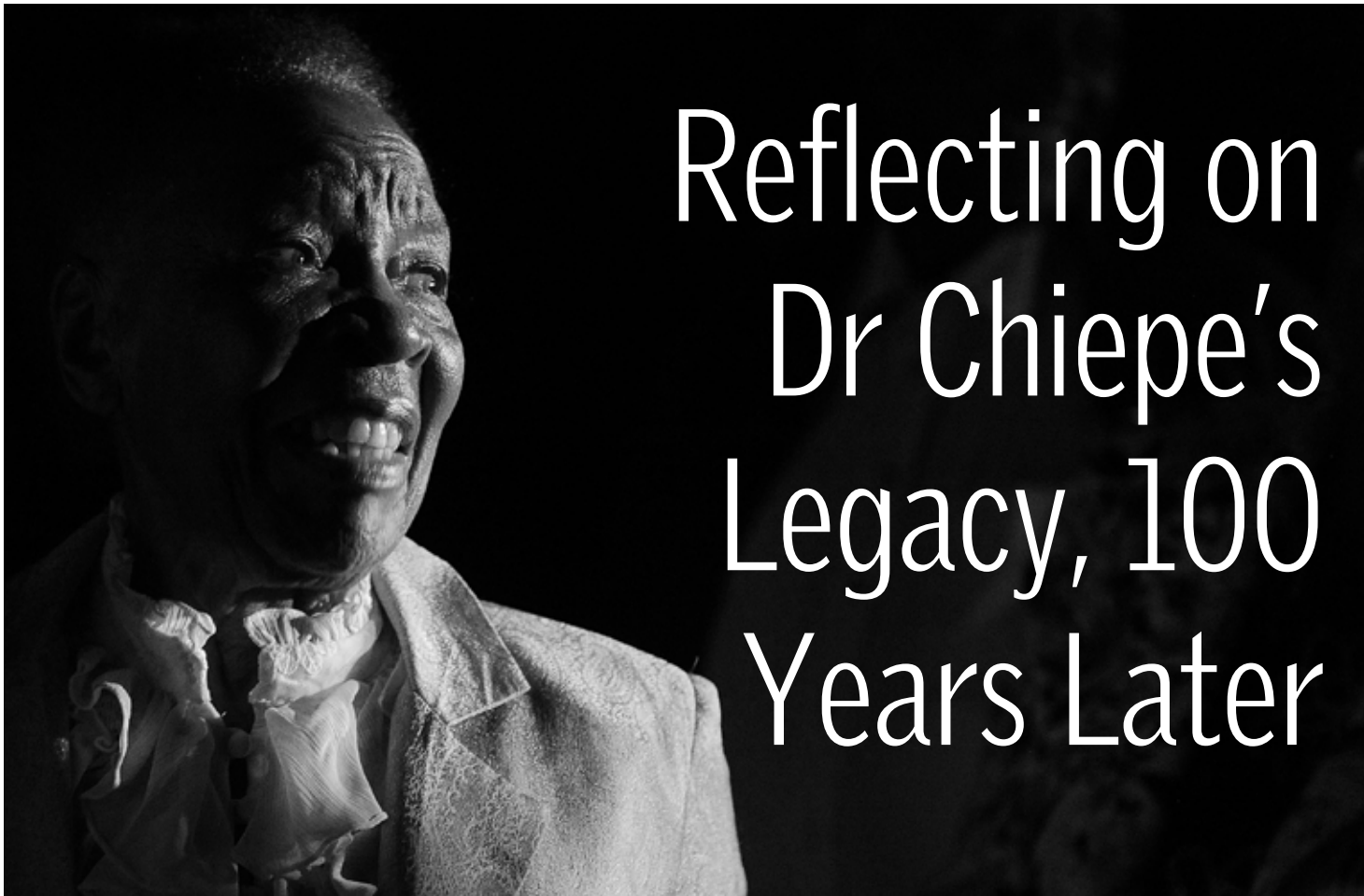
The same approach should be applied in developing countries.

Patients should also have a follow-up viral load test which – if the virus is still detectable – should lead to sequencing of the HIV variants they harbour. If found to have a drug resistant variant, the patient should be switched to an appropriate ART regimen.

If they are found not to harbour HIV drug resistant variants, the patient should undergo intensive adherence counselling because this could point to treatment failure.

Scientists and funders must invest time and resources to develop more sensitive HIV drug resistant assays that can sequence HIV in samples with low viral loads. This is currently a limiting factor as most of the available assays don't work well with samples with low viral loads.

THE CONVERSATION



As a perpetual voice that spoke about the importance of education, Dr Chiepe's legacy and character must live on and be emulated by young women in Botswana and Africa to always become the best version of themselves, writes GOSEGO MOTSUMI

Well known as a woman of many firsts, a 100 years later Dr Gaositwe Chiepe has lived an extraordinary life of national service. As she celebrates her birthday on 20 October 2020, she has created a legacy by being grounded in selflessness, respect, tenacity and hard work and will go down in the annals of history as one of Botswana's pioneers, championing unparalleled quality education for every Motswana child.

Reflecting back on Mma Chiepe's legacy, the Regional Director of the Platform on Whistleblowers Protection of Africa-Southern Africa, Pusetso Morapedi, said the iconic woman was a perpetual voice who spoke about the importance of education, the spirit of volunteerism and unity, when they were young.

First woman Education Officer

Dr Chiepe was the first woman Education Officer in Botswana from 1948 to 1953, as well as the first woman to be appointed a cabinet minister. She was instrumental in developing Botswana's education system and is known to many as the woman who fought for free education in Botswana.

Mma Chiepe silently showed women that they can do it by being one of the few women who were in cabinet, politics and positions of leadership. "Being in those

positions was demonstrating to young women and girls that this is where you can be," Morapedi said in an interview. "She silently spoke through her work about service as a woman. We will never know the difficulties she encountered, reflecting now on how she is one of those elders we all looked up to whose voice our mothers listened to when it comes to education," Morapedi said.

"Every time I feel claws of misogyny against my struggles as a woman in business and leadership, I say if Mma Chiepe did it, I can do it."

First woman High Commissioner to the UK

Actress and founder of Ora Loapi Gallery, Lerato Motshwarakgole, said Dr

Chiepe is a woman whose pioneering can never be overstated as to speak of her is to speak almost exclusively of 'firsts'. Mma Mma Chiepe has shaped Botswana's social fabric through her work in education and social justice. She was the country's first Motswana female Education Officer ever, climbing the ranks until she became the first female Director of Education.

She later became the first female African High Commissioner to the United Kingdom after Botswana's independence. For a long time, Dr Chiepe was the only female in the Botswana cabinet. She entered the National Assembly first as a Specially Elected Member of Parliament and subsequently as an elected MP for Serowe South.

Mountains of discrimination

Said Motshwarakgole: "Our vast collection of archival material at Ora Loapi, with our international partner entities, showcase a sliver of her contributions to our country. Oftentimes in the videos she is the only woman in the room. As a youth and female in Botswana, I can't even imagine the mountains of discrimination and perception she's has to tear down. These are issues we continue to face today."

Award winning actor, writer and playwright, Donald Molosi, said Dr Chiepe is the embodiment of possibility for the

Motswana child, particularly the girl child. In his numerous conversations with Dr Chiepe over the years, Molosi said he learned how education can revolutionise a nation.

"Most recently, it was my privilege to interview Dr Chiepe for the Tigerkloof Archives, her alma mater, and to learn the personal anecdotes behind her most iconic moments as a diplomat and leader," said Molosi. "Botswana has not yet begun to digest what Dr. Chiepe has done for the country."

Businesswoman and poet, Keotshpile Motseonageng, famously known as Berry Heart, said the story of Mma Chiepe cannot go without her heartfelt ululation. It is not only the strength of a woman but the real story of women in leadership and politics. "She opened doors in a patriarchal society," Berry Heart noted.



Inspiration for Berry Heart

"That is the first woman to be a cabinet minister before we were born. Every time I feel claws of misogyny against my struggles as a woman in business and leadership, I say if Mma Chiepe did it, I can do it."

Sharing similar sentiments, Botswana's long serving female promoter and businesswoman, Zenzele Hirschfeld, said Dr Chiepe has paved the way as a role model for the girl child. She has proved that women are equally capable to lead in all areas of work.

Hirschfeld stressed: "Her phenomenal career has seen her making a mark in politics, education, international affairs and philanthropy. It's the contribution of men and women such as Dr Chiepe that Botswana prides herself as one of the shining beacons of Africa. Her legacy is unmatched, and I wish her a happy 100th birthday."





The iconic Dr. Gaositwe Chiepe: A Quintessential Trailblazer, 100 Years On

A diplomat and educator of note, Dr Chiepe has been recognised for her service nationally and internationally by several distinguished awards and accolades, writes **RORISANG MOGOJWE**

Intellectual, educator, diplomat, politician and cabinet minister, Dr Gaositwe Chiepe is a force to reckon with. The quintessential trail blazer. She crawled so we could walk and our daughters would fly.

Chiepe was instrumental in the formulation of Botswana's educational system. She became Botswana's first director of education, tasked to design a system that would bring education to people across the nation through an inclusive homegrown curriculum that would inculcate the unique communities that make up Botswana.

The country's modern policies, which are designed to give all children access to basic education and to maximise enrolment levels, stem from the efforts of Dr Chiepe and her colleagues during her years in the education portfolio. Today Botswana boasts one of Africa's highest literacy rates, thanks to her.

She was also an advocate of women empowerment. A woman of many celebrated

firsts, she was often the sole female in the many positions that she served in.

And as Botswana continues its gender equality trajectory, Dr Chiepe has become an icon that many young professionals look up to, a yard stick of professional success in a male-dominated environment. Over the years we have seen a rise of women in leadership and decision-making roles with a seat at the top table by virtue of their hard work.

However, there is still dismally low women representation in politics – an area that Chiepe also managed to conquer. Even with age-old patriarchal practices and proverbs such as “Ga di ke di etelelwa pele ke manamagadi” that enforced the stereotype that indeed females cannot lead, she showed them that effective leadership is gender-blind.

Women are hardworking, brilliant nation builders who contribute meaningfully to our society. Mosadi thari ya Sechaba. It



simply is what it is. A diplomat and educator of note, Dr Chiepe has been recognised for her service nationally and internationally by several distinguished awards and accolades.

She is the recipient of the Presidential Order of Merit (Botswana), the Presidential Order of Meritorious Service (Botswana), Commander of the Royal Order of Polar Star from the King of Sweden, and Member of the Order of the British Empire.

She is also a recipient of honorary doctorates from the University of Bristol in England, De Paul University in the United States and Fort Hare in South Africa. The University of Botswana has also awarded her with an honorary Doctor of Laws for her great role in the development of the country. Dr Chiepe is also an avid advocate of family and community values because *motho ke motho ka batho*.

I could spend all day appreciating her outstanding contribution to the development of our beloved Botswana and being awe-struck at the achievements of this iconic woman. But instead I will end here and be grateful that I existed during her lifetime as she celebrates the centenary of her birth on Thursday.

Happy 100th birthday Dr. Chiepe! May what you have built continue to be woven into the lives of Batswana. And may we continue to be humbled and enthralled to know your legacy in this life, *motsadi wa rona*.

Mma Chiepe is living proof of how far

Botswana has come as a nation

She is one of many exemplary graduates of Moeng College who were equipped to make significant contributions to Botswana when the nation was finally born.

Chiepe was instrumental in the formulation of Botswana's educational system.

Along with many other accomplished Batswana and as an alumnus of Moeng College, Mma Chiepe is an example of what can be achieved through our own efforts as a nation with a strong vision, discipline, determination and our traditional independent mind set.

Happy 100th birthday Mma Chiepe. From the Tshekedi Khama Legacy Foundation.

The Lord designed every detail of who you are for 10 decades. You are special, loved and the world is blessed to have you in it. May every minute of your 100th birthday be filled with the immense joy you've shared with your loved ones for 100 years. Itumeleng Moremong on behalf of the Mhohlo and Moremong families.

Happy 100 years! You inspired all of us while we were growing up and many of us looked up to you as a great minister and leader. From Thapelo Tsheole, CEO of BSE.





TotalEnergies Confederation Cup: Holders Berkane survive Kwara scare to reach playoffs

GAZETTE REPORTER

Title holders RS Berkane managed to advance to the play-off stage of the TotalEnergies CAF Confederation Cup on Saturday after surviving the first-leg scare of Kwara United. The Moroccans defeated Kwara United 2-0 in the second-leg at home to be able to advance on a 3-3 aggregate scoreline, having lost 3-1 to the Nigerians last week.

Goals in either half in Berkane by Djibril Ouattara and Charki El-Bahri helped the Moroccan to advance to play in the playoff stage of the competition. The match was the biggest focus of the second round of the qualifiers as the second-leg matches were played across the continent with some surprising results.

Fakhereedine Ben Youssef scored a hat-trick to

help Egyptian side Pyramids inflict a 7-0 defeat on Hilal Al-Sahil of Sudan in Cairo to advance 9-0 on aggregate.

Their compatriots Future were another big winners as they hammered Kallon Stars of Sierra Leone 4-0 to secure a 6-0 aggregate qualification.

Ahmed Khalil and Hmadi Labidi scored a brace each, helping Tunisia side Club Africain to win 7-0 at home against Tanzanian side Kipanga to advance 7-0 on aggregate.

FAR Rabat of Morocco also won big with a 4-0 second-leg victory over Guinean club Ashanti GB in Rabat to qualify 5-0 on aggregate.

St Eloi Lupopo, Club Sfaxien and USM Algiers or Marumo Gallants will see the framing round. will play in the playoff just like Real Bamako who qualified despite the 1-0 defeat in Accra, eliminated former champions Hearts of Oak of Ghana.

Tanzania's Azam beat Libya's Al Akhdar 2-0 but was insufficient to advance while Diab's Noirs of Congo and Motema Pembe won easily to advance.

All these clubs will face those eliminated from the second preliminary round of the TotalEnergies Champions League, on November 2 and 9, to reach the group stage of the TotalEnergies Confederation Cup this season.

There are some great teams to face the winners of the Confed Cup second round as the eliminated teams from the Champions League includes giants TP Mazembe, ASEC, Rivers United, Plateau United, Primeiro Agosto, Royal Leopards, Young Africans, ASKO, Al Merreikh and several other top clubs.

The draw for this playoff stage is scheduled for Tuesday, October 18.

Delegates' unhappiness leads to election postponement

BONGANI MALUNGA

The much publicized postponement of the Kweneng Regional Football Association (KRFA) has been linked to delegates' decision to voice their complaints about certain contents of the voters' roll draft. The KRFA elections were supposed to take place last weekend but they have been postponed to October 22 (this weekend). Sources informed Gazette Sport that under normal circumstances KRFA elections were supposed to take place immediately after their Annual General Assembly but they received communication



from the Botswana Football Association Electoral Committee about the postponement of elections.

Delegates unhappy

The sources claim that there two major discrepancies that stood out in the draft voters' roll. The first complaint was that not all team reps' names were included in the voters' roll. The second complaint was that those contesting for elections were not classified by the teams they represent, the delegates raised the issue stating that only names and Identification (ID) numbers were visible.

"We were given until September 27 to submit names, which they did. We were then given a

draft voters' roll. There were a few discrepancies and we communicated that a week before the elections. The corrections were not made, this contributed to the postponement of the elections because the delegates' concerns were not immediately attended," said one source.

The BFA's statement

The BFA released an official statement explaining the postponement of the elections. "The postponement was ordered after the Electoral Committee acceded to address the complaints raised and insisted on by the KRFA Chairperson around the voters' roll amongst others. In the spirit of fairness, the EC therefore decided that it is only fair and just that the scheduled elections be postponed to the 22nd of October for the purposes of investigating and/or addressing the complaints raised by the KRFA chairperson," the BFA stated in a press release yesterday (Tuesday).

RAMOCHOTLHWANE QUILTS BFL

Resignation sends shock waves across the local football fraternity with the league set to begin this weekend

BONGANI MALUNGA

Solomom Ramochotlhwane has abruptly resigned from his position as the Chief Executive Officer of the Botswana Football League. The shocking announcement was made on Monday afternoon as the 2022/2023 BFL season draws nearer.

The BFL's statement regarding his departure was coy. "This serves to inform members of the Media and all football stakeholders

that Mr. Solomon Ramochotlhwane who served as the Chief Executive

Officer of the Botswana Football League has resigned from his duties with

immediate effect

. An update will be issued through a press release soon, stating the way

forward. The Board rest assure everyone that the League will commence

on the 22nd of October 2022 as previously communicated," the BFL's statement reads.

Sudden resignation

Official correspondence from the BFL suggests that the league season is set to start this weekend (October 22). The sudden news of Ramochotlhwane's resignation sent shock waves across the local football fraternity with the football body facing mounting pressure to attract or announce a new title sponsor.

The BFL gained autonomy in 2020 to operate as an independent entity. One of the perks of being an independent body is to negotiate sponsorship and broadcasting deals without relying on the assistance of the Botswana Football Association. So far, it appears the BFL is yet to close a deal with a new title sponsor for the league. The last time the league had a title sponsor was in 2020 under the



BTC Premiership sponsorship.

Club licensing issues remain the scourge of local clubs with up to eight teams said to be struggling to come to terms with the strict requirements. The BFL's mandate is to transform football and help local clubs transition from being society ran organisations to private companies. Barely a week ago BFA president Maclean

Letshwiti warned league clubs about adhering to club licensing rules. Letshwiti also urged the BFL to keep their house in order as he underlined how that would be beneficial if they are to attract sponsors.

Founding CEO

Ramochotlhwane was named as the then newly formed BFL's founding CEO in May 2021. As the

BFL launched last year he sat alongside then chairman Aryl Ralebala to brief the media about the newly developed league expected to transform local football. Both Ralebala and Ramochotlhwane have now left their posts less than two years into the league body's existence.

SPORT BRIEFS
With Bongani Malunga

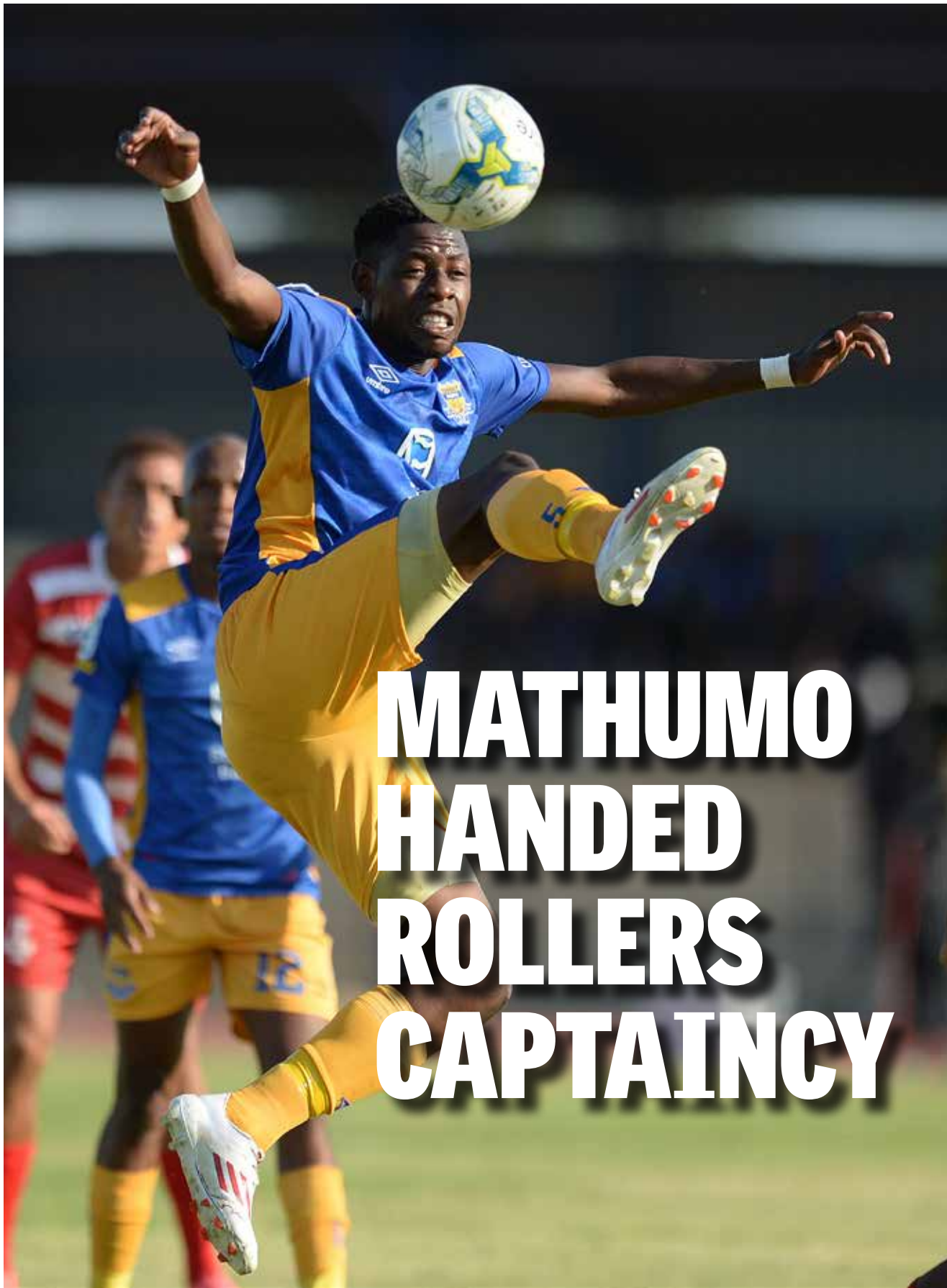
1 OCK's horrible run continues

Zebras striker Tumisang Orebonye was dropped to the bench in Olympique Club Kouribga's 2-0 defeat against Maghreb de Fes last Saturday. Orebonye entered the game in the second half but he could not do much to help his team turn the game around. The weekend setback was OCK's fourth loss in the first six games of the 2022/2023 Botola Pro season. Orebonye's club is one of four teams yet to register a win this season. The club is in danger of relegation this season, they have played two more games than their relegation threatened mates in the basement battle.

2

Seakanyeng frozen out again

In what is starting to be a recurring theme for Zebras star Kabelo Seakanyeng, he was frozen out of first team action in Dibba FC's weekend game against Al Ittihad Kalba in the UAE Pro League. Dibba lost 2-0 to drop to the bottom of the log. Seakanyeng was not included in the travelling squad for a third successive game. The player has only featured twice for Dibba FC this season.



MATHUMO HANDED ROLLERS CAPTAINCY

The robust rearguard trio of Mathumo, his fellow central defender Moshu Gaolaolwe and goalkeeper Kabelo Dambe now form a formidable working think tank of Township Rollers as Captain, First Vice Captain and Second Vice Captain respectively. StaffWriter **BONGANI MALUNGA** reports

Experienced defender Simisani Mathumo has been named the Captain of Township Rollers ahead of the next season, *Gazette Sports* has established Mathumo will wear the armband and accordingly assume the leadership duties that go with it that fell on Maa-no Ditshupo until recently.

The new skipper

Mathumo will lead the Rollers squad with the assistance of his fellow central defender, Moshu Gaolaolwe, as First Vice Captain. Long serving goalkeeper Kabelo Dambe has been named Second Vice Captain to reinforce the efforts of his Popa rearguard mates.

Mathumo is regarded by many in the club as an exemplary figure, having played in multiple positions to aid the Popa whenever they had a defensive crisis.

Long overdue

Mathumo is regarded by many in the club as an exemplary figure, having played in multiple positions to aid the Popa whenever they had a defensive crisis. He is at his strongest as a central defender but has also filled in at the rightback position on numerous occasions, thus demonstrating his versatility.

His ability to stand up to be counted whenever the chips are down for Popa is seen as a mark of his leadership qualities. Mathumo has won six league titles as a member of the club's senior first team squad. He is synonymous with Rollers' most successful era in the late 2010s and seem set to usher in a new generation of Popa players.

Dambe staying

In addition to Mathumo's appointment, the instalment of Dambe as Second Vice Captain is the biggest indication that the seasoned goalkeeper is set to prolong his stay at Popa.

Dambe has attracted the interest of northern African clubs but it appears they did not follow up on their interest with firm offers to force Rollers' hand.

CAF General Secretary attends WAFU B AGM and holds

discussions with Ivorian government on AFCON2023 preparations

GAZETTE REPORTER

The Confederation of African Football ("CAF") General Secretary, Veron Mosengo-Omba on Saturday attended the West African Football Union ("WAFU") B Zonal Region Annual General Meeting and also held meetings with Cote d'Ivoire government on TotalEnergies Africa Cup of Nations



Cote d'Ivoire 2023 preparations.

The CAF General Sec-

retary also announced the visit of the CAF President Dr Patrice Motsepe to Cote d'Ivoire on 11 November 2022 to conclude the Host Country Agreement for the TotalEnergies Africa Cup of Nations Cote d'Ivoire 2023.

Mosengo-Omba met with Ivorian Foreign Minister **Kandia Camara** as part of the on-going discussions between Cote d'Ivoire government and the Local Organising Committee ahead of the signing of the Host Country agreement in November.

"I am pleased with the progress we are making in finalizing all points ahead of the visit by the CAF President Dr Mot-

sepe in November," the CAF General Secretary said.

On the WAFU elections, he added: "In the next 14 months, the WAFU B Zone is going to be our second home at CAF as we work together with Cote d'Ivoire in organising Africa's single-biggest event, the TotalEnergies Africa Cup of Nations in 2024. Therefore, stability in this Zone is key in achieving the progress we need. We congratulate President Kurt Okraku on his re-election and the entire WAFU B leadership," he added.

Local Volleyball Star Finds New Team in Greece

GAZETTE REPORTER

Botswana Volleyball National Team Player, Igobe Sikuku has landed a new lucrative deal with Greek giants, OFI Crete Volleyball Club that will see him stay in Greece for the 2022/23 volleyball season. He becomes the first Motswana to play volleyball in a more professional setup in Europe following his previous stay in Kuwait and Israel in the past few years.

The lanky former Yaros player is also the only African player in his team that has players from Brazil, Canada and USA. The swift opposite hitter is set to make a debut for his new club where he is tasked to convince coaches and the

technical team in order to earn a permanent place in the first team.

Exciting challenge

In an exclusive interview with *Gazette Sport* recently, Sikuku said he is excited to have finally secured a move in Europe which has been his ultimate goal since he started his volleyball career.

“I am very happy to be playing in Europe because that’s where most people get exposure and opportunities to be seen by big clubs in the world. I knew it was not going to be an easy dream to achieve but I remained focused and dedicated to my career and I attribute my success to the efforts I put while I was playing in Kuwait and Isra-

el. I am playing alongside the best players in the world that have played at the highest level such as the World Cup and World Championships. It automatically alerts me to work hard so I keep my place

in the starting lineup. The good part about playing here is that it gives one a platform to prove and sell themselves to other big teams and I am happy that everything is going well for me,” He said.



“The coaches are patiently waiting for me to make my debut because they are already impressed with what they have seen at training. The delay was only the registration process for foreigners and I am happy to say that I am now set to play and I am more than ready.”

Thankful to his new agent

He further stated that it was not easy for him to secure this deal. “My move was facilitated by my new agent who saw potential in me even though my former agent wanted me to stay in Israel. I had to make a tough decision and chose a new challenge instead because I still want to play for the top clubs in the world before I could return home. I would really like to see other players from Botswana secure such moves in order to add value to the national team. I have realized that our country is not known much this side and I always have to answer people and tell more about Botswana. I want to be an inspiration, everyone wants to live their dreams and I believe that my performance should speak for me,” Sikuku said.

BOBA TO LAUNCH FIRST RE BA BONA HA CENTRE IN THE NORTH

- Selebi-Phikwe to become the first talent centre in the North
- But BoBA says its efforts are hampered by financial constraints



GAZETTE REPORTER

Botswana Boxing Association (BoBA) will launch its first-ever Re Ba Bona programme in the northern part of the country next weekend.

The programme has so far

spread across the Southern part where BOKA has centres in the Gantsi, Lobatse and Molepolole in an effort to refine talent.

The Publicity Secretary BoBA, Moitshepi Nkabiti, has told *Gazette Sports* that they will launch the most sought-after

programme in Selebi-Phikwe as the first centre in the North.

Festival

“We held a Re Ba Bona Ha festival early this year in Molepolole and we indicated that this was for tracking these kids,” said Nkabiti, noting that coaches

have been undergoing training.

He said the Re Ba Bona Ha programme has started to bear fruit in the South, hence the motivating to launch it in the north for more early talent identification.

“Re Ba Bona Ha is one programme which, if fully implemented across the country, will enable at some stage us to marvel at the talent that we would have earlier identified.”

Nkabiti noted that several countries have long established talent scouting agencies to help develop athletes.

“Re Ba Bona Ha is one programme which, if fully implemented across the country, will enable at some stage us to marvel at the talent that we would have earlier identified,” he said.

“Our school of excellence in Mogoditshane is doing quite well too.”

Meanwhile, BoBA’s financial constraints are so serious that coaches are still working as volunteers and receive no remuneration. “We are always told that there are no funds and makes our efforts difficult,” Nkabiti said.

Funding system

Under BNSC’s high impact funding system which called for the categorization of National Sporting Associations (NSAs) as per Appendix 1 for the purpose of funding in the 2021/2022 financial year.

Of the funds available for direct allocations to NSAs, 56% has been allocated to High Impact sports that are six (6) in number, 32%, 10% and 2% to middle high, middle and low impact sports that are 17,12 and 4 respectively in number.

According to the Chief Executive Officer of BNSC, Tuelo Serufho, the funding system was motivated by a need to see sports contribute more to growth of the economy.

“We are aware that it takes a lot of investment to get results even at an international level, and we are not at that level of investment,” he said. “This leads to the same results and what we call a hit-or-miss situation.”



BATHAI'S WOES WORSEN

- BOKA interim committee to bring the police into the matter
- Bathai ignores calls to hand over resists and demands talks



GAZETTE REPORTER

Former president of Botswana Karate Association (BOKA) Tshepo Bathai and the organisation's former secretary general Karabo Samuel are alleged to be facing more charges of embezzlement following their recent suspension from BOKA and all karate activities pending investigations.

However, the two are resisting all approaches from an interim committee and have written to BOKA to that effect.

Investigation

Bathai was removed from his position alongside eight other committee members in absentia last month through a motion of no confidence clause in the BOKA constitution. However, he has not honoured an invitation to handing over.

The interim committee that replaced them has launched an investigation into Bathai and Samuel who are alleged to have misused BOKA funds.

A letter dated 11 October 2022 from the interim Secretary General Othusitse Dick to Bathai

states: "It is alleged that you in the capacity of ...BOKA president knowingly submitted an invoice dated 04 April 2022 to Botswana National Sports Commission (BNSC) officials to pay for the Lobatse Sports Festival medals to the tune of P20,509.00 and P1,800.00 for branding of medals and we have in good record that Lobatse Sports Festival was not supposed to be funded from government coffers."

False information

The letter accuses Bathai having requested P7,562.00 from BNSC under the pretext that it was for a BOKA retreat. It is also alleged that he provided false information to the Registrar of Societies to approve BOKA constitution.

Bathai, who is said to be in possession of BOKA's purchase order book despite his suspension, was told to also return gadgets such as TV screens and tablets that were procured in 2019 for the Africa Senior Cup that was held in Botswana.

Gross maladministration

The interim committee has concluded that these acts are tantamount to corruption and

gross maladministration and says it has to hand the matter Botswana Police Service and DCEC and for further investigations.

His style of affiliation Karate No-Michi is also suspended from BOKA and all karate activities for hosting a unsanctioned tournament with government funds.

Talks

Sources say Bathai and Samuel have so far ignored letters from the interim committee calling on them to hand over what belongs to BOKA and have instead written back resisting to step down. It is alleged that Bathai has asked for talks.

Interim secretary general Dick has confirmed that the former committee is still in possession of BOKA assets and property. "Among others, they are still in possession of BOKA cheque-books, bank cards and a purchase order book," he said in an interview.

"Some of the issues that we have found are beyond us and we have engaged law enforcement to advise us, especially with regard to issues of corruption and maladministration."

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