



GUMA QUITS BPF

- Says he was accused of fuelling divisions in BPF
- "I do not see myself working with Khama"

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GUMA QUILTS BPF

- Says he was accused of fuelling divisions in BPF
- "I do not see myself working with Khama"



GAZETTE REPORTER

Former MP for Tati East and cabinet minister Samson Guma Moyo has left the Botswana Patriotic Front (BPF).

Guma, who was due to be a candidate for BPF president later this year, has confirmed that he is leaving the party with immediate effect.

Tense

"I have left the BPF but I am with the UDC," he told this publication last night.

He has been quoted as saying he and BPF President Biggie Butale are accused of destabilising the party by BPF patron Ian Khama.

"This was after a very tense National Executive Committee (meeting) where your patron accused me and (Biggie) Butale of having destabilised your party.

Tribalism

"The relationship between me and (Ian) Khama is tense and I do

not see myself working with him. However, I respect him as an elder and former President the same way I respect the current President."

It is understood that Butale is also uncomfortable in the BPF and may be the next to quit the party. However, he Butale could not be reached for comment because his phone rang unanswered on Tuesday evening.

"The relationship between me and (Ian) Khama is tense and I do not see myself working with him."

Meanwhile, observers say Guma's departure will fuel issues of tribalism within the BPF because it is bound to validate the existing narrative that BaKalanga are sidelined by BaNgwato in the BPF.

Domkrag Emerges in P14m Fraud Investigations

One of the suspects made pledges at the BDP Congress in Tsabong, sparking concerns over the shadow cast by illicit finances in political party funding for the upcoming 2024 elections.

LETLHOGILE MPUANG

One of the suspects in a P14 million fraud ring involving some Batswana has been linked to the ruling Botswana Democratic Party (BDP).

The suspect, Tumelo Rakotala, was arrested at his house in Block 10 in Gaborone for questioning on Thursday last week.

Investigators demanded answers regarding how he is able to finance his luxury lifestyle and his 'booming' travel and tour company known as Kings & Queens.

CIPA records show that Rakotala took over the company in December 2021.

As it turns out, preliminary investigations show that Kings & Queens was among travel and tour companies that pledged to transport delegates to the BDP congress in Tsabong late last year.

Pledges in cash and in kind It is understood that Rakotala made several other donations to the party, both in cash and in kind. Impeccable sources say he is a card-carrying member of the BDP.

Upon being contacted, BDP spokesman Kagelelo Kentse said branches and

regions were responsible for arranging transport to the congress and not party headquarters.

"The BDP does not engage transportation services centrally (from Tsholetsa House)," he said. "Different branches and/or regions may organise their own transport to congress."

Several attempts to reach Kings & Queens were unsuccessful as all their phone lines have not been answered since Monday.

Nabbed

Meanwhile, the head of communication at the Directorate on Corruption and Economic Crimes (DCEC), Lentswe Motshoganetsi, has confirmed that the investigations were related to money laundering and fraud and that corruption and tax eva-

sion were not ruled out.

Rakotala was arrested alongside Iteng Gabaeme and Thabo Monageng last week while one other suspect is at large.

Gabaeme was arrested at his home in Mmopane in the presence of his wife and child. A Mercedes Benz V8, a BMW and a Toyota Cruiser V8 were seized.

The three suspects who were arrested were released from custody yesterday (Tuesday).

Fake tender documents

Upmarket houses were sealed and 16 luxury cars seized. Sources close to the investigations say the four are sought for allegedly defrauding several investors of millions of pula through fake tender documents.

"Some investors have come forward to report that they have been defrauded by some Batswana," said one source.

"One of the investors, who is a Chinese national, was defrauded of over P14 million early last year. We understand that the money was used to buy houses and cars last year."



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Regional Human Rights Body Condemns Removal of Kgosi Mosadi from PAP

Notes her removal came right after her court victory that stopped govt from seizing land belonging to BaLete

SESUPO RANTSIMAKO

The Southern Africa Litigation Centre (SALC) has condemned the Botswana Government for the “alarming” and “discriminatory” removal of the Paramount Chief of BaLete, Kgosi Mosadi Seboko, from the Pan-African Parliament discriminatory.

In a statement that followed Kgosi Mosadi’s removal, the 12-nation organisation that advances human rights and the rule of law in Southern Africa described the debacle as contrary to the law regulating election to PAP.

Unfounded allegation

“Her removal and replacement based on an unfounded allegation

that she had expressed a desire to be excused from continued service at the PAP is not only contrary to the law regulating elections but also profoundly alarming, given that Botswana will in 2024 embark on an electoral process where a free debate of ideas should flourish,” said the SALC statement.

It noted how the removal of Kgosi Mosadi came right after her Court of Appeal victory that stopped the government from seizing a farm owned by her tribe.

The SALC statement said the behaviour of the Botswana Government was indicative of a trend across many governments worldwide to silence and stigmatise against critical voices and called for ending victimisation of Kgosi Mosadi.

The statement asserted that the debacle violates the Constitution of Botswana and undermines the country’s obligation under international law.

Human rights instruments

“Botswana’s government is obligated to protect its citizens, including Kgosi Seboko,” it said. “This duty flows from the Constitution (which) places an obligation on the state to protect the citizens’ rights to equality, freedom and security of the person, privacy, freedom of expression (and) assembly.”

SALC noted that Botswana is party to several international and regional human rights instruments that prohibit repression of citizens, notably the Universal Declaration

of Human Rights and the United Nations (UN) Declaration on Human Rights Defenders.

“This declaration places an obligation on the Government of Botswana to create conditions necessary to ensure that all persons can enjoy all those rights and freedoms,” SALC emphasised.

The removal of Kgosi Mosadi came right after her Court of Appeal victory that stopped the government from seizing a farm owned by her tribe.

Kgosi Seboko was removed from PAP by Parliament last week on the basis of an allegation that she had requested to be relieved of her duties.

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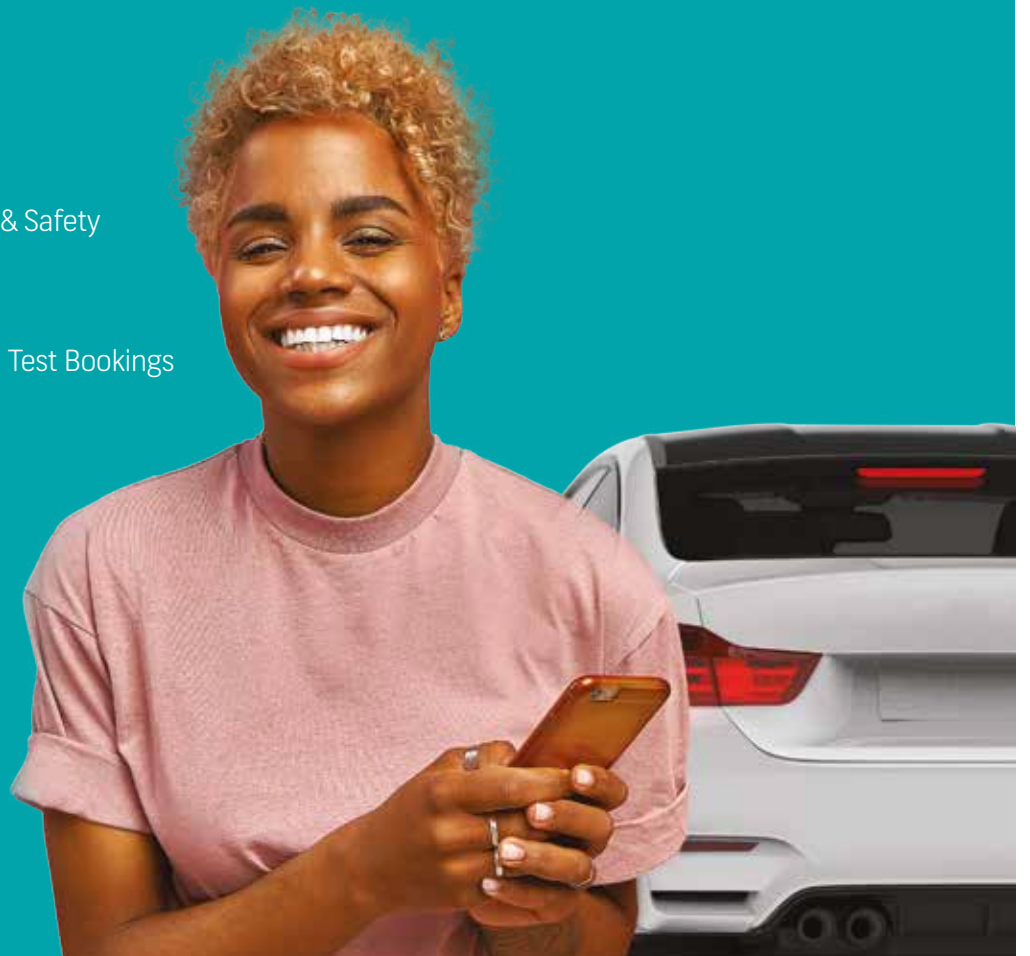
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DISS Tribunal Registers Several Complaints Against The Agency

- Complaints forwarded to Director General of DISS to defend
- President says DISS is currently undergoing restructuring

GAZETTE REPORTER

The Directorate of Intelligence and Security Service (DISS) Tribunal is said to have forwarded several cases against DISS to the Director Gen-

eral of the secret service, Brigadier Peter Magosi, to defend.

The DISS Tribunal receives complaints from people who feel aggrieved by DISS officers' actions.

The *Botswana Gazette* has established that some complaints are

from officers of DISS itself whose identities cannot be revealed because that is against the DISS Act.

Abuse of power

According to sources, the complaints were routed through the Registrar of the High Court in accordance with procedure and then forwarded to the Chairperson of the DISS Tribunal, Justice Dr Godfrey Radijeng.

"Most of the complaints are about harassment, abuse of power and assault," said a highly placed source who added that the DISS has already been served to answer for



DISS Director General Brigadier Peter Magosi

several complaints.

According to statutory prescriptions, the DISS Tribunal consists of a High Court judge and two other persons, one of whom shall be a person who has considerable knowledge of the subject matter of the complaint and operation of security agencies.

Vexatious

Sources say some complaints were thrown out by the Tribunal because it does not inquire into any complaint that (a) relates to a matter that is the subject of judicial proceedings; (b) it considers to be prejudicial to national security; or (c) it considers to be frivolous and vexatious or is not made in good faith.

"Most of the complaints are about harassment, abuse of power and assault."

Once the probe into DISS complaints are done, the Tribunal notifies the President, the minister responsible for intelligence and security, the Director General of DISS and the complainant of the results of the proceedings.

Where the DISS Tribunal decides that compensation in the form of money should be paid to the complainant, it directs that the money be paid from public funds.

President Mokgweetsi Masisi recently told journalists that complaints against the modus operandi of DISS had been noted.

"There are ongoing restructuring efforts to address some of the complaints," the President but did not elaborate.

"The details of the developments are not for public consumption," he added.



TENDER ADDENDUM NOTICE - NO.1

21 March 2023

TENDER FOR UPGRADING OF AIR CONDITIONING, VENTILATION AND CONTROLS SYSTEM AT BVI - TENDER NO. BVI/ENG/22/2023

The Tender is amended as follows

1. On the Tender Advert the PPRA Code was stated as;

Works Code 08: Mechanical Works, Sub-code 01 Air Conditioning & Refrigeration **OR**
Sub Code 04 Advanced Machinery and Controls Systems.

The Correct Codes are

Works Code 08: Mechanical Works, Sub-code 01 Air Conditioning & Refrigeration **AND**
Sub Code 04 Advanced Machinery and Controls Systems.

Contractors without Sub Code 04 may sub-contract.

2. The Closing time on Page 3 is stated as 11:00 Hours on 31 March 2023. The Correct Closing Time is 10:00 Hours on 31 March 2023.

3. All other terms and conditions on the advert remain the same.

For more information contact Procurement Department at procurement@bvi.co.bw or call +267 3986729/52

Mosepele Captain Setilo
PROCUREMENT & SUPPLIES MANAGER

Moagi, Kereng Face the Wrath of The BDP

- The two will appear before Domkrag disciplinary committee and may be dropped from cabinet
- Specially Elected Member of Parliament Unity Dow has been summoned to appear before the DC

LETLHOGILE MPUANG

Ministers Lefoko Moagi and Philda Kereng have a case to answer before the Disciplinary Committee (DC) of the Botswana Democratic Party (BDP), chief whip Liakat Kablay has confirmed.

The two ministers are on record for stating that they voted with the opposition bloc on a motion that sought to remove the Chief of BaLete, Kgosi Mosadi Seboko II as the Botswana’s representative at the Pan African Parliament.

Specially Elected Member of Parliament (SEMP) Unity Dow was nominated to replace Seboko but soon protested and turned down the nomination, saying she had established that Kgosi Mosadi had not asked to step down from the posi-

tion.

She has since been slapped with a letter to appear before the DC.

Case by case

“We are dealing with this case by case,” Kablay told *The Botswana Gazette* yesterday (Tuesday). Kablay said “We will be dealing with the two ministers as well.

“A caucus decision is binding and it was very irresponsible of them to defy the decision of the caucus. They are setting a very bad precedent in the party. They will have to explain to us what forced them to vote with the opposition.”

It is also understood that the backbench is in full support of the idea of taking action against the two ministers and are said to be mounting pressure on both the chief whip



and Vice President Slumber Tsogwane for that end.

Dow is a backbencher

“If they are brought before the DC, it is likely that they will lose

their cabinet positions,” said a BDP source. “We understand that President Masisi is also not happy with their behaviour.”

Both Kereng and Moagi are from GaMalete.

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Chief Whip Threatens To Report Untruthful Cabinet Ministers

- Worried by fabricated answers in Parliament
- Wants Masisi to act against fibbing ministers



SESUPO RANTSIMAKO

Chief Whip Liakat Kablay intends to meet President Mokgweetsi Masisi about doing something about ministers who give fabricated answers in response to Parliamentary questions.

In an interview with *The Botswana Gazette* following a persistent outcry by MPs about this, Kablay emphasised that there is need for action to stop the habit.

“I appreciate that cabinet ministers always make an effort to provide good answers to questions in Parliament, but

there is also a need to cross-check the information for veracity,” he said.

Floodgates of criticism

“The ministers must understand that providing untrue answers tarnishes the image of the Masisi-led government. It opens the floodgates of criticism of our government and has the potential to negatively affect the BDP in the general elections.

“Therefore, it is high time I reported these kinds of ministers to President Masisi so that action may be taken. When a question is posed in Parliament, the general public becomes agog because they want to know what is happening with their tax money.”

The Chief Whip noted that in some of instances, Parliament has pressured ministers to bring evidence of what they are saying, citing the instance where the assistant minister of Local Government Talita Monnagotla said 50 occupants of the old market in Francistown were relocated to alternative to make way for face-lifting when that was not true.

Another answer that MPs dismissed as untrue was when Mines and Energy minister Lefoko Moagi vehemently de-

nied there were plans to shut down Masama Coal Mine only for the mine to confirm the shutdown a few days later.

Seleka Springs

The issue of fabricated answers in Parliament is not new. During the 11th Parliament, then Deputy Speaker Kagiso Molatlhegi called then Defence minister Shaw Kgathi to order for lying to the Parliament.

“When a question is posed in Parliament, the general public becomes agog because they want to know what is happening with their tax money.”

The minister was subsequently asked to withdraw a statement he had read that Seleka Springs, a company owned by former president Ian Khama’s younger brothers, had never won tenders from the Botswana Defence Force (BDF) between 1980 and 1998 when the time Khama was the Commander of the BDF.



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Management Information (MI) Analyst

Overall job purpose

This role develops standard MI reports that are for daily, weekly, and monthly business tracking and give support to the business by mining MI to drive day to day delivery.

Main accountabilities

- Produce daily, weekly, and monthly sales performance reports on all products and channels.
- Collaborate with various business functions to produce decks for all business reviews with the country and regional management teams.
- Provide base analysis for target setting and support retail team.
- Provide business functions with base analysis for product campaigns
- Track performance of all Retail Sales and Product Campaigns
- Support Retail Banking with adhoc MI and Analysis to improve decision making and business performance
- Produce the Monthly Sales and Retail Branch Scorecards and Premier Segment performance reports
- Responsible for ensuring the integrity retail banking data and work with shared services teams to resolve any data related issues.

Education and experience required

- B-degree in Business Information Systems or equivalent
- 3 - 5 years' technical experience in a large business environment

Knowledge and skills

- Highly analytical mindset.
- Ability to create MI by processing raw data tables using tools like SAS, SQL, MS Access and present them using various Data Visualisation Tool, e.g., Tableau, Power BI and MS Excel spreadsheets and pivot tables.
- Ability to understand and translate Business requirements into Insights
- Ability to learn very fast.
- Strong people management and communications skills to be able to manage the relationships with the customers across the business.
- Ability to automate repetitive spreadsheet tasks via using data management tools e.g., MS Excel templates and macros.

Facilities Officer - Help Desk

Overall job purpose

The role holder will deliver world class service and act as a role model by consistently demonstrating powerful co-ordination skills and team spirit both in terms of behaviors and actions. To plan and manage the Property and Facilities Helpdesk for the Corporate Real Estate Solution (CRES) team and co-ordinate information, work assignment and communication between CRES and all stakeholders. To manage the vetting and processing of all bills relating to CRES activities in line with agreed service level agreements.

Main accountabilities

- To receive requests/complaints from employees at various branches across the bank via email, phone calls and any other facilities management software in place and logs same.
- Track all request/complaints to closure through Management Information (MI)
- Ensure helpdesk calls from the business are recorded, assigned to relevant team, and actioned accordingly and on time.
- Ensure helpdesk information and or management information (MI) are recorded accurately daily
- Ensure Incidents are recorded as per procedures
- Provide SAP support and ensure quotations and invoices are actioned within allowed timeframes.
- Make follow ups with suppliers and users on issues logged with helpdesk to ensure that there is end-to-end process of closing issues
- Communicate feedback to requesting employees in a timely and frequent manner.
- Continuously strive to improve response time for request/complaints through effective co-ordination and communication.
- Manage the maintenance/services planner for key services (like power generating sets, air-conditioners, elevators, fire alarm systems and installations, building services, fumigation, and pest control, etc.)
- Ensuring daily assessment of the Head Office of any maintenance defects or safety hazards.

Education and experience required

- Minimum of Diploma in the fields of Facilities Management, Engineering, Construction, Occupational Health, and Safety management or similar.
- Minimum of 3 years' experience in working in facilities management environment.
- Customer Service background

Knowledge and skills

- Customer Service knowledge and skills
- Interpersonal skills
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- Negotiation skills
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- Cost and Quality Conscious
- Good audit and inspection skills

Safety, Health, and Environment (SHE) Manager

Overall job purpose

The role holder will be responsible for Implementation, monitoring and auditing of Health, Safety and Environmental systems including the management of construction and fit out projects within the Absa Bank Botswana.

Main accountabilities

- Monitor the Occupational Health and Safety (OHS) standards and management information system (MIS) by obtaining quarterly reports from all Absa workplaces. Assist workplaces to become compliant by sending reminders of information that is still outstanding and escalate non-compliance to Regional Managers.
- Liaise with Business Units by providing expert opinions, advice and recommendations pertaining to the OHS Act and COID (Compensation of Injuries and Diseases on duty).
- Engage with various internal Business Units as CRES, Regional Operations and Learning & Development to ensure participation and elimination of risks e.g., noise levels and 2 Canteens.
- Provide input for training material and present courses if necessary. Provide facilitators with information when facilitators are not able to respond to a learner's question. Present train the trainer courses and provide recommendations pertaining to revision of training material.
- Conduct site inspections and investigations (e.g., injuries on duty) to identify OHS risk related shortcomings and to ensure procedural compliance by staff and contractors. Submit a report on findings. Attend inspection/inquiries held by the Department of Labour.

Education and experience required

- Degree in the fields of SHE, Construction Management, Structural & Civil Engineering or similar.
- A minimum of 5 to 10 years' experience in the Management or Coordination of Health and Safety issues in a major institution, preferably in banking or construction industry.
- Knowledge of legal obligations relating to Health, Safety and Environmental Management
- Risk management experience
- Computer literacy in Office applications

Knowledge and skills

- Strong oral and written communication skills
- Presentation skills
- Planning and Control
- Problem solving and Investigative skills
- Cost and Quality Conscious
- Audit, project management and risk management skills

To view the full job profiles and to apply follow the link;
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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: Saturday, 25 March 2023.

MPs Contented With Fairgrounds Special Economic Zone

... but urge for meaningful inclusion of Batswana in anticipated economic opportunities

GAZETTE REPORTER

Fairgrounds Special Economic Zone (SEZ) has been hailed as a key development project that has the potential to help Botswana realise its ambitions of becoming Africa's financial services hub.

Fairgrounds has been zoned off as a financial services and technology (FinTech) SEZ that targets investors in business processing outsourcing (BPO), investment fund management, international banking products and services and international insurance.

Familiarisation tour

It is already home to leading financial institutions like the Botswana Stock Ex-

change (BSE), Botswana Development Corporation (BDC), Botswana Accountancy College (BAC) and Botswana Insurance Holdings Limited (BIHL).

The Special Economic Zones Authority (SEZA) recently took legislators and local authorities on a familiarisation tour of Fairgrounds.

They expressed satisfaction with the pace of development and called for greater inclusion of citizens in economic opportunities offered by the SEZ.

Speaking during the tour, the MP for Gaborone Central, Tumisang Healy, said Fairgrounds was ideally located in the centre of the city with easy access to Sir Seretse Khama International Airport (SSKIA) and the best schools in the capital city, health facilities and entertainment centres.

Financial services hub

"We greatly appreciate that this financial services hub is located in Gaborone Central," he said.

"However, I must encourage SEZA to make sure that citizens and local businesses benefit from the economic opportunities that development of this SEZ will present.

"This speaks directly to our commitment to ensuring citizen economic inclusion and developing our value chains for the benefit of Batswana."

For his part, Assistant Minister of State, Dumezweni Mthimkhulu, said in recent years the government has enacted policies and legal instruments aimed at improving the maturity, openness and accessibility of Botswana's financial markets to make them more competitive and attractive to foreign investors.

"Our biggest concern ... is whether local businesses have built enough capacity to compete with the best in the world."

Regional integration

"Our biggest concern, however, is whether local businesses have built enough capacity to compete with the best in the world," Mthimkhulu, who is also the MP for Gaborone South, noted.

"We are now talking regional integration, and this speaks to the need for our people to be prepared and well-resourced to compete. We need SEZA to facilitate that."

Also speaking at the occasion, the CEO of SEZA, Lonely Mogara, said development of the 120 hectare Fairgrounds SEZ is well underway, with the Master Planning, Detailed Urban Design Scheme and Cadastral Survey completed.

"The Business Case and Urban and Landscape Designs will guide the future development of the Fairgrounds SEZ," he noted. "We hope to proceed to the Detailed Engineering Designs soon."

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Public Notice



REGISTRATION AND PRACTICING STATUS OF FRANCIS WILLIAM WAKHU OKETCH REGISTRATION NUMBER: 20151483

Consumers of Engineering Services, employers of Engineering Professionals and Procuring Entities are hereby informed that **Francis William Wakhu Oketch** formerly registered with the Engineers Registration Board is no longer registered with the Engineers Registration Board and does not hold a valid Practicing Certificate and is by law prohibited to practice engineering in Botswana.

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INVITATION TO TENDER

Suitably qualified, experienced **companies** are hereby invited to submit their Expression of Interest to receive the tender below for the following services to Debswana Diamond Company (Pty) Ltd:

DOC1376433634 – PROVISION OF HUMAN RESOURCE MANAGEMENT CONSULTANCY SERVICES FOR JWANENG UNDERGROUND PROJECT – EARLY ACCESS FEASIBILITY STUDY

BRIEF

Provision of Human Resource Management Consultancy Services for Jwaneng Underground Project – Early Access Feasibility Study for a period of 24 months. The Service Provider will be required to develop a comprehensive Human Resources Management Plan, as guided by the Project Delivery Standards applied by Debswana, as well as a Human Resources Development/Skills Transition Plan. The service provider will be expected to serve as a vehicle for the actual trainee development on behalf of Debswana.

This tender is open to all companies whether registered with Debswana or not. However, companies not registered with Debswana will be required to commence with registration immediately upon expressing interest to participate in the tender.

SITE VISIT

No site visit is required.

TENDERING ON ARIBA

Debswana has adopted SAP Ariba – an online bidding and supplier management solution for all its tendering and supplier registration requirements. There is no requirement to purchase the tender document. Please contact Mr. Gofaone Mohutsiwa at gmohutsiwa@debswana.bw, Telephone 364 8083 specifically for supplier registration on SAP Ariba Platform and Mr. Koobonye Montsho at kmontsho@debswana.bw, for support around the SAP ARIBA Platform.

Bidders who wish to participate in this tender will need to register their interest with **Mr. Koobonye Montsho** at kmontsho@debswana.bw; contact +267 7131 0506, by **31 March 2023**.

It is important to note that bidders who are already registered with Debswana on SAP Ariba are only required to register their interest in receiving the RFP as per the requirements under **Part 2 [Indicating Interest to Participate in the RFP]** below.

Bidders who are not yet registered with Debswana as Suppliers are required to complete the following steps in the Debswana SAP Ariba platform (Part 1 and Part 2):

PART 1: REGISTERING AS A VENDOR ON SAP ARIBA

In order to participate in any event on Ariba, a supplier will need to be registered on Ariba and have a valid SAP Ariba Network Supplier account and profile by following the steps below:

1. Go to Debswana SAP Ariba self-registration page: <http://www.debswana.com/Supply-Chain>
2. Click on Register as a Supplier
3. Complete account registration; and
4. Once you have SAP Ariba Network Supplier Account and access credentials, proceed as required on Part 2 below:

PART 2: INDICATING INTEREST TO PARTICIPATE IN THE RFP (FOR ARIBA REGISTERED SUPPLIERS)

1. Register your interest with Mr. Koobonye Montsho on or before **31 March 2023** by following the steps below:
 - a. Send an email to kmontsho@debswana.bw with the following details.
 - b. Subject of the Email, **“DOC1376433634 - PROVISION OF HUMAN RESOURCE MANAGEMENT CONSULTANCY SERVICES FOR JWANENG UNDERGROUND PROJECT – EARLY ACCESS FEASIBILITY STUDY”**
 - a. Name of the Company (as registered in Part 1 above);
 - b. Name of the Contact persons; and
 - c. Contact Details of the Company (Phone Number, Email Address and Postal and Physical Address).
2. Debswana will then invite you to participate in the RFP on **07 April 2023**.
3. Once invited by Debswana, you will receive an email notification that you have been invited to participate on the RFP
4. Respond to the RFP and submit through Ariba platform

SUBMISSION

Bidders are required to submit their respective bids on or before **21 April 2023 at 1200hrs** through the Debswana SAP Ariba platform as per the instructions to be provided.

Offline Tenders and Tenders received via telephone, telex, email or facsimile will not be considered. Debswana reserves the right to accept or reject any tender and does not bind itself to accept the lowest tender.

For any enquiries, please contact Mr. K. Montsho at Tel: +267 71 31 0506 or e-mail: kmontsho@debswana.bw

This tender notice can also be viewed at: <http://www.debswana.com/Supply-Chain/Pages/Current-Public-Tenders.aspx>

Malawi Flooding Exacerbated by Deforestation

The world's largest, most powerful and record breaking cyclone slammed into Southern Africa last week; it brought unprecedented rainfall that wrought destruction and loss of life. Freddy was borne on West of Indonesia in early February and insidiously moved 7,000 km across the Indian Ocean to crash into Madagascar and thence onto Mozambique and finally Malawi.



DOUGLAS RABASH

At one point wind speeds of 215 kph were recorded. Many have rightly attributed the severity of the storm to Climate change, because as the atmosphere warms so water vapour increases. According to the laws of thermodynamics, for each degree Celsius increase in air temperature there will be a 7% increase in water vapour. Consequently, with the increase in atmospheric water vapour, precipitation intensifies. It is no coincidence that the prevalence of the highest intensity storms has occurred as annual temperatures have risen. The latest IPCC report issued this week confirms that atmospheric temperatures have increased 1.3C from pre-industrial level and CO₂ levels are now 423 ppm. The report grimly forecasts CO₂ of 450 ppm by 2050 and temperature increases of 3C. At plus 3C the water vapour will be 21% more – by applying the law of thermodynamics. Cyclone Freddy and his ilk will be common place and no longer extreme. Social disruption will be total.

It is no coincidence that the prevalence of the highest intensity storms has occurred as annual temperatures have risen.

We need to worry.

The blame or culpability for climate change damage is not straight forward. Yes, it is true that the polluters of the industrial north are most certainly to blame for emitting greenhouse

To Page 12

Botswana Agricultural Marketing Board



Head of Finance



THEJOB

To lead, direct and coordinate the provision of financial management and accounting services to the board, to ensure that the board maintains a healthy financial position and thus facilitate the achievement of organizational and business objectives.



THEREQUIREMENTS

Education:

ACCA, ACA, CIMA or equivalent qualifications.

Experience:

Ten years post graduate experience, of which 5 years should have been spent at a Managerial level. Must demonstrate experience leading, establishing and implementing finance policies, processes, systems and internal controls in a medium to large organisation

Professional Membership

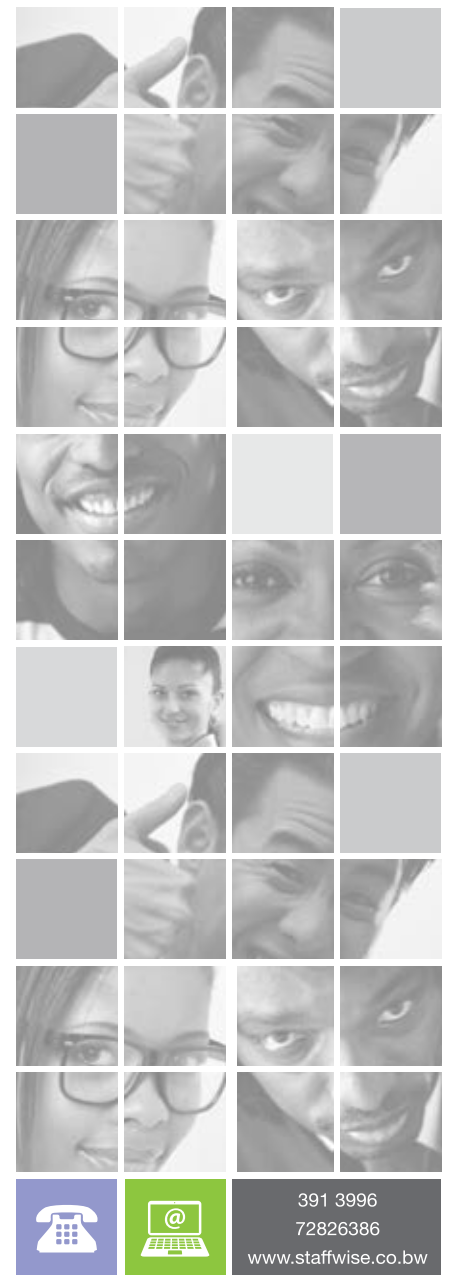
ACCA, ACA, CPA, CIMA

Responsibilities

- Strategy and Policy Development
- Budgets and Accounts
- Cash Flow Management and Investments
- Costing and Revenue Maximization
- Records Management
- Stakeholder Engagement
- Finance, Human Capital and Risk

All interested applicants can visit the Staffwise website: www.staffwise.co.bw for further details on the role. Only applications submitted via the Staffwise website will be considered and the deadline for applications is **29th March 2023**. Any application that is submitted beyond this date will not be considered.

All inquiries and clarifications pertaining to this vacancy should be made directly with Staffwise.



391 3996
72826386
www.staffwise.co.bw



Malawi Flooding

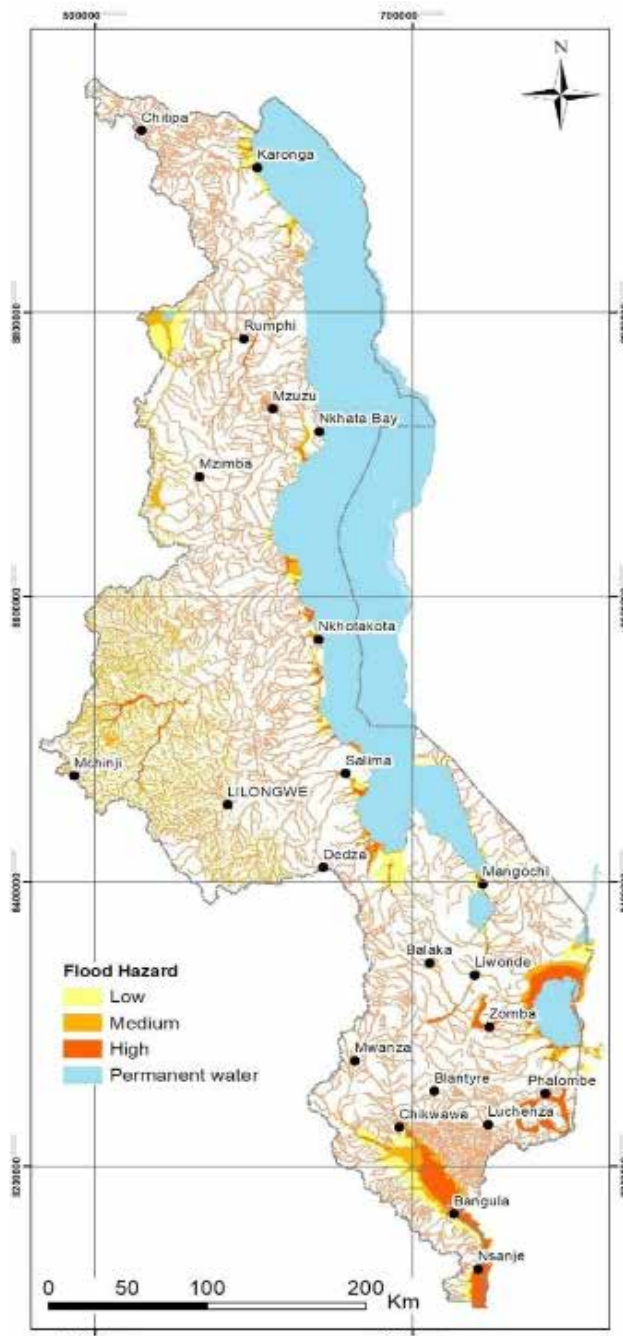
From Page 11

gases that have caused global warming. But what of the producers of fossil fuels such as Saudi Arabia that have grown very rich on the sale of fossil fuel – and other producers. And what of global consumers whose insatiable appetite for all kinds of goods and services that have driven the demand for energy. We all have benefit from the modern industrialised world. Many developing countries have thrived by selling fossil fuels, others by using the fuels and most of us have indulged as consumers – just pause for a moment to consider the rise of the mall. When we drive our nice new or second-hand cars we need to remember that Ford emitted about 6 tons of CO₂ to produce it and the owner about 4 tons per year to operate it. The arguments around culpability will continue to circle.

The other contributor to the devastation wrought by Freddy and his family of global climate terrorists is land management. For example Malawi has lost almost all its forest cover, incredibly only 3% of it remains. Run-off from vegetation depleted land is rapid, almost no rainwater is absorbed into the ground. Whereas forests are like sponges, it may take many hours or even days for water to percolate through into rivers and flooding. Wetlands are also a sink for surface water but these have been drained for farmland. It is sadly ironic that the SADC regional coordination for forestry used to be headquartered in Malawi – the fifth most deforested country on Earth – until all sectors were concentrated in the SADC HQ Botswana.

According to a Reuters Journalist, floods, other water-related disasters could cost global economy \$5.6 trillion by 2050.

Flooding in Pakistan in 2022 was more devastating than Malawi – it killed 1,700 people and caused \$15 billion in damage while 300 died in Malawi causing significant loss of housing and farm produce – the amount of which has yet to be assessed. Of course the Pakistan population is ten times that of Malawi, so on a per capita basis the impact of Freddy was more severe. According to a Reuters Journalist, floods, other water-related disasters could cost global economy \$5.6 trillion by 2050. <https://www.reuters.com/business/environment/floods-other-water-related-disasters-could-cost-economy-56-trillion-by-2050-2022-08-29/>. This includes the impact of rising sea levels on coastal populations. Generally the costliest severe weather event types are drought, with an average cost



of \$10.9 billion per event; wildfires, with an average cost of \$6.3 billion per event and flooding, with an average cost of \$4.8 billion per event. The source for this is <https://www.ncei.noaa.gov/access/monitoring/dyk/billions-calculations>.

The impacts of all such extreme weather events can be contained and minimised given sufficient resources. Climate change loss and damage funding should be directed to measures that will reduce impacts. While drought – affecting countries like ours – is the most intractable challenge, arguably flooding is most preventative extreme weather event which calls for a total rethink on land management. Reforestation on a massive scale is justifiable because not only do forests stabilise landscapes and reduce the rate of water runoff – trees take in carbon dioxide. But staying with adaptation rather than mitigation – in climate change parlance – the benefits of tree planting are irrefutable. The runoff coefficient from one hectare of dense natural forests is about 0.1 while that for degraded farmland would be about 0.7. Note that a runoff coefficient of 1.0 is that of surface water on built up areas like concrete and paved roads. Forests help maintain high water quality, influence the volume of available water,

and regulate surface and groundwater flows. Forests also help reduce water-related risks such as landslides, floods and droughts and prevent desertification and salinization. The priority for Malawi should be a national reforestation programme that especially targets watersheds.

Malawi flood hazard mapping shown reveals that most of the flooding is likely to occur in the South and where seasonal rivers flow into Lake Malawi.

Flood hazard mapping is a very useful tool for governments to have. Malawi flood hazard mapping shown reveals that most of the flooding is likely to occur in the South and where seasonal rivers flow into Lake Malawi. Such flood hazard mapping appears not to have been produced for Botswana, but it will be useful to prepare adaptation plans for our critical infrastructure. But in a water scarce country, would it be unfair to say that flooding is not really considered to be of concern, even though Dineo and other cyclones should have taught us a lesson? https://www.researchgate.net/publication/368494562_Geohazard_assessment_of_Malawi/figures?lo=1&utm_source=google&utm_medium=organic.

Pressure of land for producing food to enhance food security needs balancing with the need to avert flooding that will destroy crops that exacerbates food security. Tree planting needs to be stepped up. There remains a challenge to reverse the loss of permanent vegetation and the biodiversity that it generates. The SADC Green Belt Programme needs accelerating. Trees need not only be fruiting, but indigenous species that stabilise land, counter desertification and sequester CO₂. Yesterday 21st March was World Forest Day so let us celebrate this by ensuring tree planting must be mainstreamed into land management and start reducing the impact of cyclones like Freddy and Dineo – by law if necessary. Legislators to take note.

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Security Officers Decry Sexual Harassment

- Male supervisors allegedly make sexual advances on females in return for promotion
- Says most cases go unreported for fear of losing jobs
- Botswana Security Association non-committal



SESUPO RANTSIMAKO

Sexual harassment is rampant in the private security sector where it is largely unreported for fear of losing jobs by female employees, the Security Officers Association Botswana (SOAB) has said.

According to the President of SOAB, Batanani Morapelo, who doubles as a member of the Private Security Licensing Board (PSLB), the failure to report cases of sexual harassment is itself a problem.

Deployment officers

“I want to confirm that there is lot of sexual harassment mostly by Deployment Supervisors and Managers. In most case these people use their positions to solicit sexual favours from female security guards.

“They make sexual advances promising promotion. However, for fear of losing their jobs, some heed these advances,” he said, adding that the situation is made worse by the notoriety of the sector for late payment or failure to pay employees.

In addition to making sexual advances on their female colleagues, Morapelo accused senior officers of using threats to instil fear in their juniors.

Threatened and suborned

“They are threatened and suborned to do something that violates the Employment Act” he asserted. “Afraid of losing their jobs, the juniors officers end up doing as told.”

Morapelo expressed concern that security officers are reluctant to join SOAB when joining is the only way that the organisation can investigate cases of sexual harassment and other issues.

“Security officers should join the association freely in large numbers for their own benefit,” he said.

Reached for comment, the Chairman of Botswana Security Association (BSA), Grembo Kealotswe, became non-committal. “Sometimes female employees use it when they are on the wrong side of things,” he said. “They do this to shift the focus sexual harassment is a sensitive matter.”



**REQUEST FOR PROPOSAL(RFP) – PRODUCTION OF MERCHANDISE FOR SALE (BTO EVENTS)
RFP NO: BTO032/3003-22-23/ EVENTSMERCHANDISE**

PROFILE

The Botswana Tourism Organisation (BTO) is a parastatal body setup through an Act of Parliament with the mandate to: market and promote Botswana as a tourist destination of choice; promote investment in the tourism sector; as well as to grade and classify tourist facilities.

INVITATION

BTO invites 100% Botswana Citizen Owned Companies to consider and submit proposals for the following Request for Proposal (RFP);

RFP NO	DESCRIPTION	PPRA CODE	CLOSING DATE
BTO032/3003-22-23/ EVENTSMERCHANDISE	Production Of Merchandise for Sale for BTO Events	Code 213 General Manufactures / Producers Sub Code 09 Clothing and Fabrics Code 211 General Supplies Sub Code 04 Clothing, Apparels & Fabrics	Thursday 30th March 2023 @ 1200hrs.

The RFP documents are purchased at a non-refundable fee of BWP 250.00 (Two Hundred and fifty Pula) made in favour of BTO. Purchase of RFP documents shall be made through electronic transfer or deposit at the following banking details.

Account Name: Botswana Tourism Organisation
Bank Name: First National Bank of Botswana
Branch: Corporate
Branch Code: 282267
Reference: RFP Number
Account Numbers: 62098945804 (Current Account)

Youth Owned Companies will purchase the RFP document at a non-refundable fee of BWP 125.00.

Once the payment is made, the stamped deposit slip should be attached and a request for the RFP document sent via email at procurement@botswanaturism.co.bw

Interested parties are advised to start purchasing and collecting documents on weekdays from **Monday, 20th March 2023** during working hours **(0730hrs to 1630hrs)**.

RFP offers submitted late and after the closing date will not be accepted. Facsimile, telex, or email RFP submissions shall also not be accepted.

For any enquiries regarding this RFP, kindly contact: **Email: procurement@botswanaturism.co.bw**
NB: All enquiries should be made at least three (3) days before closing date.

All RFP documents shall be hand delivered and registered at the below address;
Botswana Tourism Organisation
Fairscape Precinct, Plot 70667
Fairgrounds Office Park, Building 1A & 1B (East Wing), 1st Floor Gaborone, Botswana

Khama: Guma Can Go

- Says Guma is not the first person to leave the BPF
- "I am running to become party president and I am not apologetic about it"

GAZETTE REPORTER

The Patron of the Botswana Patriotic Front (BPF), Ian Khama, does

"not see anything special about Guma (Moyo) leaving the party because he is not the first person to leave the BPF". Khama made these remarks



"He is not the first person and will probably not be the last to resign from the party."

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in response to the resignation of Guma who has been quoted as saying Khama has accused him of being an operative sent to destabilise the BPF.

Bona fide

"Guma can go," Khama said in an interview last night (Tuesday). "He is not the first person and will probably not be the last to resign from the party. Many have resigned before, just as many have joined.

"It's the order with political movements. My only crime I know is to contest the BPF presidency as a bona fide member of the party with all democratic rights to. Another is to curtail constitutional delinquency by some members of the NEC."

Khama added that he does not mind being in Guma's accusations. "I am used to being accused of all manner of things and I am not bothered because I know that my actions are in the interest of the party," he said.

Although he may not have delivered any letter of resignation to the party, Guma has been quoted as saying his relationship with Khama is too tense for him to continue working with the man who is the patron of the BPF.

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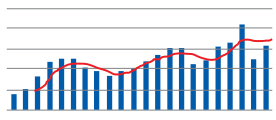
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BSE-listed Standard Chartered Bank Botswana expects its profit before tax for the year ended 31st December 2022 to increase by more than P170 million.

Standard Chartered Profit To Increase By More Than P170m

- Issues cautionary statement on the BSE in fulfilment of rules
- Warns investors to exercise caution when dealing in StanChart securities

GAZETTE REPORTER

BSE-listed Standard Chartered Bank Botswana expects its profit before tax for the year ended 31st December 2022 to increase by more than P170 million.

This is according to a cautionary announcement by the bank published with the BSE.

“In line with the Equity Listing Requirements of the BSE, the Board of Standard Chartered Bank Botswana Limited wishes to advise shareholders that the audited consolidated

Profit Before Tax (PBT) for the year ended 31 December 2022 will be approximately between 224 percent to 234 percent (P172 million to P180 million) higher than the P77 million reported for the year ended 31st December 2021,” says the cautionary statement.

Details on 31st March

Standard Chartered expects to publish the results of the year ended 31 December 2022 before 31 March 2023 and full details will be provided thereupon. “The actual results may differ from as disclosed herein,” it says.

“The financial information on which this trading statement is based has not been reviewed or reported on by Standard Chartered Bank Botswana Limited (SCBBL’s) Independent Auditors,” says the statement

Accordingly, shareholders and investors have been advised to exercise caution when dealing in the company’s securities until a full announcement is made.

“The financial information on which this trading statement is based has not been reviewed or reported on by Standard Chartered Bank Botswana Limited (SCBBL’s) Independent Auditors,” says the statement.





Morupule Coal Mine (MCM) and Letshego Botswana signed a Memorandum of Understanding in Gaborone to provide financial support to Micro and Small Entrepreneurs (MSEs) and drive Citizen Economic Empowerment. The agreement enables Morupule Coal Mine's contract suppliers the unique opportunity to access affordable funding through the commitment of a P2.2 Billion facility by Letshego Botswana over a period of 5 years. Morupule Coal Mine Chief Executive Officer, Edwin Elias and Letshego Botswana's Acting Chief Executive Officer Letso Gaborekwe signed the MOU on behalf of the respective organisations. (Pic:PRESS PHOTO)

Tlou Announces Progress On Lesedi Project Begins operations on a core-hole

GAZETTE REPORTER

Tlou Energy says work has begun on the next phase of drilling at its Lesedi Gas-to Power project.

The power generation company is developing clean energy solutions for Botswana and sub-Saharan Africa through gas-fired

power and ancillary projects.

The Lesedi Gas-to-Power Project is 100 percent owned by Tlou and is the company's most advanced project.

"Operations have commenced on a core-hole and will be followed by drilling of the next gas production well," said Tlou, which listed on the ASX (Austra-

lia), AIM (UK) and the Botswana Stock Exchange, in a recent report.

Core-hole drilling

According to the statement, the objective of the core-hole is to provide additional geological control in the vicinity of the planned Lesedi 6 gas production pod.

"The core-hole, designated C8-1X, is at a depth of approximately 200m with a proposed total depth

of ~550m," the company noted.

According to the statement, it is anticipated spud for the Lesedi 6 gas production pod is later this month.

"The pod consists of three wells in total, one vertical production well and two intersecting lateral wells," the company said. "Lesedi 6 is located approximately 500m west of the existing Lesedi 4 production pod.

"Lesedi 6 is the first well of a planned drilling programme to expand gas production at the Lesedi Project.

"Gas flows from Lesedi 6 are planned to be converted to electricity for the existing 10MW Power Purchase Agreement (PPA) with Botswana Power Corporation (BPC) once the transmission line, substations and associated electrical infrastructure are in place."

Transmission line and substations

The statement added that the transmission line for grid connection from the Lesedi Project to BPC's Serowe substation is steadily progressing and is approximately 60 percent complete with anticipated completion towards the middle of the year.

"Stringing of the power poles has already commenced and work is continuing in relation to the substations at either end of the transmission line," the company noted.

February Inflation Decreases to 9.1%

- Decrease reflects fall in annual price change for 'Transport'
- Transport category due to the decreasing vehicle prices
- Pula gained strength against SA Rand between Jan and Feb '23

GAZETTE REPORTER

Headline inflation declined from 9.3 percent in January to 9.1 percent in February 2023 but remained above the Bank of Botswana's (BoB) medium-term objective range of 3 – 6 percent and lower than the 10.6 percent in February 2022.

"According to Statistics Botswana, the decrease in inflation between January and February 2023 reflects the fall in the rate of annual price change for the 'Transport' category (from

"Inflation remained unchanged for: Restaurants and Hotels (6 percent); Housing, Water, Electricity, Gas and Other Fuels (4.6 percent); and Health (3.3 percent)."

15.4 to 14.3 percent) due to the decrease in prices for purchasing vehicles as the Pula gained strength against the South African Rand," notes BoB in a statement.

The central bank says there were partially offsetting movements in the annual price change for other categories of goods and services.

Recreation and Culture

"Inflation fell with respect to: Recreation and Culture (from 3.5 to 3.3 percent); Miscellaneous Goods and Services (from 8.7 to 8.5 percent); Communication (from 2.7 to 2.6 percent); and Education (from 5.5 to 5.4 per-

cent)," say the statement.

"The downward pressure on inflation was partly offset by inflation increasing with respect to: Alcoholic Beverages and Tobacco (from 2.4 to 2.8 percent); Clothing and Footwear (from 5.3 to 5.6 percent); Food and Non-Alcoholic Beverages (from 17.2 to 17.3 percent); and Furnishing, Household Equipment and Routine Maintenance (from 6.2 to 6.3 percent).

Unchanged

"Inflation remained unchanged for: Restaurants and Hotels (6 percent); Housing, Water, Electricity, Gas and Other Fuels (4.6 percent); and Health (3.3 percent)."

Similarly, BoB says the 16 percent trimmed mean inflation and inflation excluding administered prices decreased from 8.5 percent and 9.1 percent to 8.2 percent and 8.7 percent, respectively, in the same period.



Photo Credit: www.miningmx.com

Minergy Forecasts Losses

Losses anticipated to be between 27% and 47% lower than previous interim period

GAZETTE REPORTER

Minergy Limited the coal mining and trading company that owns Masama Coal Mine at Mmamabule Coalfields, expects to record a net loss before tax amounting to millions in the six months that ended 31st December 2022.

“The reported net loss before tax for the previous interim period was P91 million,” notes the company in a cautionary statement released recently.

“The Board of Minergy is pleased to advise shareholders that the net loss before tax for this reporting period will be between 27 percent and 47 percent lower than the previous interim period.

Between P25m and P43m

“This equates to a reduction in the net loss before tax of between P25 million and P43 million for the interim period ended 31 December 2022.”

In accordance with Section 5.4 of the Listing Requirements of the Botswana Stock Exchange (BSE), companies are required to announce - through the BSE and in the press - any circumstances or events that may impact their financial results.

In addition, companies must publish a cautionary announcement as soon as they are satisfied that a reasonable degree of certainty exists that the expected profit or loss (before tax) for the period to be reported upon next will differ by at least 10 percent to the corresponding comparative period.

The coal mining and trading company, which owns Masama Coal Mine at the Mmamabule Coalfields, says it is currently finalising results for the six months ended 31 Decem-

ber 2022 (interim period) that are expected to be released through the BSE.

The corresponding comparative period for this cautionary announcement is the six months ended 31 December 2021 (previous interim period).

Debt-weighted capital structure

“During the interim period, we enjoyed the benefits of running operations at full capacity supporting the surge in demand for coal both locally and internationally,” says the statement.

This equates to a reduction in the net loss before tax of between P25 million and P43 million for the interim period ended 31 December 2022.”

“For the first time, Minergy will post an operating profit and positive Earnings Before Interest, Tax and Amortisation (EBITDA).

“Increasing finance charges from the compounding of capitalised finance costs still create a net loss before taxation on the back of a heavy debt-weighted capital structure.”

Minergy recently announced that production has stopped at Masama Coal Mine after the mining contractor there, Jarcon Open Cast Mining, downed tools due to overdue payments.

However, said the company, operations such as sales of stockpiles will continue “but mining, and indirectly, beneficiation operations, have currently stopped and will be resumed in line with demand and price”.

Debswana, Huawei Partnership Unveils 5G Mine Project in Jwaneng

- Project makes Jwaneng Mine the world's first 5G-oriented smart diamond mine
- Debswana's Orapa, Damtshaa and Letlhakane mines to follow in the course of this year

GAZETTE REPORTER

Debswana Diamond Company and Chinese tech giant Huawei have partnered to deliver the world's first 5G-oriented smart diamond mine project.

Huawei-enabled smart mine solution has been deployed at Debswana's Jwaneng open-pit diamond mine where the project started operation in December 2021.

In a statement released by Huawei recently, Debswana's Head of Information Management, Molemisi Nelson Sechaba, said the solution provides stable connectivity for Jwaneng Mine, connecting more than 260 pieces of equipment, including drilling rigs, excavators, heavy trucks, and pickup trucks.

Equipment more stably connected

He added that this enables interconnection between the mine's production, safety and security systems, saying it is important to deploy the solution to connect mining equipment more stably.

This makes Jwaneng Mine the world's first 5G-oriented smart diamond mine. It means hardware equipment, such as base stations used in the mine's digital transformation solution, support network upgrades to 5G.

5G features like high bandwidth and low latency can support application of cutting-edge technologies like autonomous driving, enabling more intelligent digital transformation of the mining industry in the future.

In Ghana

For his part, Chief Technology Officer of Huawei Mine, BU in Xu Jun, noted that Huawei is committed to using its strengths

in ICT technologies like 5G, cloud, AI, and IoT to develop smart mine solutions that are based on an industrial Internet architecture for customers in the mining industry worldwide.

“These solutions make mine production safer, more efficient and more intelligent,” he said in the Huawei statement. “In China, Huawei has jointly developed a number of intelligent applications with leading mining enterprises.

“For example, Huawei has commercially deployed the AI mining model in projects with Jinneng Holding Group and Shandong Energy Group. Huawei has also delivered mining digital transformation projects in regions like Asia Pacific, Latin America and Africa. Huawei's collaboration with Debswana is an example of such successful projects.”

Liao Yong, Vice President of Huawei Sub-Saharan Africa Region, noted that mining is the economic backbone of many sub-Saharan African countries and plays an important role in the economy of Africa as a whole.

Local partners

“Over the past five years, Huawei has provided services to mining enterprises in a number of countries in the region, including South Africa, Botswana, Zambia, Namibia and Ghana,” Yong said. “Looking to the future, Huawei will work with more local partners to accelerate mining digital transformation and create more value in Africa.”

Meanwhile, following on the success of the Jwaneng Mine project, Debswana is planning to deploy the smart mining solution at its Orapa, Damtshaa, and Letlhakane mines in 2023.



UNLEASHING THE POWER OF MUSIC BUSINESS

...An interactive session is slated for this weekend

Key stakeholders in the music industry will convene in Gaborone in a couple of days for an interactive session that is set to provide attendees with a comprehensive understanding of the music business and equip them with the tools to succeed in this highly competitive industry.

Slated for 25 March at the Notwane Lifestyle Club from 10am to 5pm, the event will run under the theme “Unleashing the Power of Music Business: An Interactive Session.”

“The music industry is constantly evolving and individuals and organisations must stay ahead,” says the event organiser, Eddie Mihigo, in a statement.

Connect, network, collaborate

“The Music Business Networking Sessions aim to educate attendees on how they can improve themselves creatively, take advantage

of music business opportunities, and equip them with the necessary tools to succeed.”

The goal of the networking session is to provide a platform for attendees to connect, network and collaborate with music industry professionals, peers and thought leaders.

The event will bring together individuals from different parts of Botswana, SADC entertainment and creative industries ranging from artists, animators, videographers, writers and lawyers to record labels, managers, agents and music publishers, as well as relevant government departments, international organisations and media outlets to foster collaborations and professional development.

Lasting connections

The idea is to facilitate meaningful and productive conversations, foster new partnerships and promote an exchange of ideas and

best practices.

Says Mihigo: “We expect at least 50 attendees from the local and international community per session, with each attendee paying P150. By the end of the session, attendees will have expanded their professional network, gained valuable insights and made lasting connections in the music business community.”

Key takeaways

Attendees will have an up-to-date knowledge of the current state of the music industry and be fully aware of the best practices and innovative strategies for monetising music, networking opportunities with industry professionals and peers and inspiring insights and of practical means to succeed in the music business.



'Fragmentation is the Bane of Creatives'

- PS says working in silos enables exploitation
- Encourages them to work with anchors and distributors

GOSEGO MOTSUMI

Fragmentation of value chains and binding market costs are two of the biggest challenges of the creative industry, the Permanent Secretary in the Ministry of Entrepreneurship, Joel Ramaphoi, has said.

Speaking after the recent Khumo Studios' content Premiere at New Capitol Cinemas at Riverwalk in Gaborone, Ramaphoi noted: "It has been said that there about 200 production houses locally.

"If I may ask, is there any way they cooperate? It would not be surprising to find out that they are operating in silos, and that alone is an avenue for exploitation that is often talked about."

Demand-driven approach

He asserted that a demand-driven approach is the way to go for the creative industry because it is in the business of providing intangible products. He underscored the need for creatives to know where their market is; its taste, preferences and standards because theirs is the kind

of work where dealing with the end market would work before production.

"Once you have done that, you will know what is needed by those markets," Ramaphoi said. "You need the likes of Khumo Studios for anchors or distributors because they understand the complexities and dynamics of the market and are better positioned to interact directly with those markets on your behalf."

Resilient ecosystem

Creatives should also start building a resilient ecosystem with different players like co-operations and collaborations and do away with working in silos, he added.

"As industry players, we have an assignment to complete and from here we need to see how we progress from the issues that we continue to face," he said.

Intellectual Property

He noted how the creative industry is endowed with brilliant minds who raise Intellectual Property (IP), saying it is also important that they commercialise their IP.

As a typical example, he observed, Botswana is known for its traditional music but South Africans have copied the craft from Botswana and are doing it better.

"You need the likes of Khumo Studios for anchors or distributors because they understand the complexities and dynamics of the market and are better positioned to interact directly with those markets on your behalf."

"This is because we failed to protect this craft and before we know it, they would have created IPs and taken it from us," Ramaphoi said.

Time Out Briefs

Fireboy DML to Speak at Forbes Summit

Award winning Afrobeats Artist, Adedamola Adefolahan, known professionally as Fireboy DML, has been confirmed as one of the speakers at the Forbes Under 30 Summit that is scheduled for April in Botswana. Well known for his recent collaboration with Ed Sheeran on a song called "Peru," the Nigerian singer will discuss his journey from singing in his local church choir to being one of Africa's leading artists.

Fireboy first emerged on the Nigerian music scene in 2019 with the release of his breakout single "Jealous" and has since continued to change the world through his amazing ability to fuse Afrobeats, R&B, Pop and Soul into one unique sound that people can't stop jamming to.



Rhyme Like a Girl Band Performs with CITW Schools

Children in the Wilderness Botswana (CITW) prominent artist Chris Manto 7, in collaboration with US Embassy, recently hosted Rhyme Like a Girl (RLAG) at Eretsha Village in the Okavango District. Rhyme Like a Girl is an American Music Abroad (AMA) band featuring female US hip-hop performers who develop, grow and promote a positive image of women in the hip-hop music culture.

AMA itself is a cultural diplomacy programme that brings together American musicians with global audiences. AMA artists represent the new generation of musical ambassadors, reaching beyond concert halls to interact with other musicians and citizens around the globe.

Every year, approximately 10 ensembles of American music in different genres are selected to embark on a two- to three-week-long, multi-country tour where they engage with international audiences through public concerts.

This year Botswana was among the countries chosen for this cultural exchange, and CITW and its partner schools from the Okavango Community Trust area (Gudigwa, Beetsha, Eretsha, Gunotsoga and Seronga primary schools) were chosen to host the workshop.

The children performed in small groups and demonstrated their passion for the arts, poetry, singing and dancing alongside the band members. It was an amazing sight to watch the children's talent being unleashed.

The event was graced by Kgosi Boitshwarelo Mosenyegi of Eretsha and Regional Environmental Education Co-ordinator Veronica Ridge.



Alive N Bolder Wins Botswana's First Rock Music Battle

GOSEGO MOTSUMI

Gaborone-based rock band, Alive N Bolder, proved that they are a force to be reckoned with when they won the country's first battle of rock music bands that was held in Tlok-

weng over the weekend.

The four-piece band features legendary musicians whose reputations date back to the first bands on the country's rock scene, among them drummer Skit Kabomo who has performed in the US and Europe and renowned guitar-

ist Gaone Mokhawa.

"They have exceptional skills, great stage work and incredible audience interaction," said rock and heavy metal music ambassador and organiser of the battle, Tshomarelo "Vulture" Mosaka, in an interview.

Sold out

"They are great timekeepers on stage and rock and roll professionals. Their music has a strong message but is also fun and crazy because they play refreshing old school rock and roll tunes that will shake the world."

"They have exceptional skills, great stage work and incredible audience interaction."

The first-ever Metal Battle event featured five competing bands, namely Bankrupt Souls, Remuda, Alive N Bolder, Barren Barrel and Rokara.

Mosaka's company, Vulture Thrust Arts and Entertainment, was appointed by the Southern Africa Rock N Heavy Metal Music Committee to run a battle of rock music bands in Botswana in

which bands perform and compete.

Next stage Jo'burg

"The turnout was amazing and it was surprising to have a sold-out show and full house for our very first battle," he said. "The bands gave their best and it was not easy to decide on the winner."

"The event raised funds and donations that we will hand over to a chosen beneficiary around Tlokweg at a date to be confirmed."

Alive N Bolder will represent Botswana at regional finals in Johannesburg, South Africa on 29 April where the winning band will go to represent Africa at the world's biggest rock fest, the Wacken Open Air Fest, in Germany.

German fest within touching distance

The Wacken Open Air Fest has been held annually since 1990 in the village of Wacken in Schleswig-Holstein, Germany in the first weekend of August.

It is now one of the largest heavy metal festivals in the world and one of Germany's largest open-air festivals. Almost all styles and sub-genres of hard rock and metal music are represented there.

"We are 100 percent sure the band will represent our country well at the regional finals where their hope and aim is to win and then go and represent us in Germany," Mosaka said.

Kazeli is Bringing French Amapiano to BW

French artist's performance forms a part of weeklong Francophone celebrations

GOSEGO MOTSUMI

Hot off the heels of her southern Africa tour, French singer Kazeli will perform at an Amapiano Session in Gaborone after her Cape Town, Maseru, Stellenbosch and Pretoria music tour.

Slated for 23 March (Thursday this week) at the University of Botswana Amphitheater, Kazeli will perform alongside Botswana's DJ Hunter as part of Alliance Française's Francophonie celebrations.

Tags available

"Francophone Week is an international annual celebration promoting French speaking language and francophone cultures," the Director of Alliance Française of Gaborone, Angélique Saverino, told *Time Out*.

"A big thank you to the Department of French for the organisation of the concert at UB Amphitheatre," she said. "The concert is free and the tags are available at the Alliance Française or at the Department of French, Block 239, Office 216 at UB."

theatre," she said. "The concert is free and the tags are available at the Alliance Française or at the Department of French, Block 239, Office 216 at UB."

Who is Kazeli

Kazeli is a French artist living in South Africa. She is a vocalist and works mainly on the Amapiano music genre, mixing French, English and other African languages.

The Alliance Française of Gaborone is celebrating the week of Francophonie with a series of free events and activities from 20 to the 25 March this year. The celebrations kicked off with an educational event styled The Platform IF Prof which was launched on Monday this week at Alliance Française of Gaborone.

IF Prof is a social network dedicated to teachers of French and allows them to share teaching resources and content.

Schools will be given a chance



to submit poetry recites and to present under the theme 'A Tous les Temps' from which winners will receive an annual membership of the AFG. The public is also encouraged to partake in the poetry competition.

"Someone Had To Do It"

As part of the celebrations, French writer Soline Lippe de Thoisy will launch her new book titled "Que quelqu'un le fasse" (Someone Had To Do It) at 6pm at Alliance Française on Friday 24 March. The book is about a woman standing against injustices and revenging on behalf

of women who were victims of abuse and violence.

The French-speaking association, Gab accueil, will wrap up the week of celebrations by hosting a flea market for secondhand goods from which the profits made will be donated to a Francophone association in Burkina Faso while donations will go to Stepping Stones International.

Artistic expressions

At 12.30pm on the same day, an exhibition titled Through their Eyes by Francophone photographer Siân Pottok will be unveiled while DJ Norbert of France will keep the audience vibrant and entertained. "This week gives people an opportunity to recognise and celebrate the diversity of Francophone cultures," said Saverino. "It is important to showcase the variety of artistic expressions, whether it is music, writing or photos in interaction with Botswana artists and dedicated to a good cause."

The Status of Botswana's Business of Entertainment

- Industry is currently experiencing birth pains
- Regulation, legal framework and fragmentation hold industry back

GOSEGO MOTSUMI

In their quest to enlighten the public and the private sectors on how the business of entertainment makes money and how they can also benefit, Khumo Studios recently hosted a cross dialogue with key players in the film and entertainment industry in Gaborone.

Dubbed "Conversations with Khumo" a panel discussion formed part of the festivities of the night that also featured content that Khumo Studios is currently working on.

Status of industry

Spearheaded by Hollywood actor, producer and star of US drama series "Yellowstone," Denim Richards, the dialogue kicked off with the need to understand Botswana's current entertainment industry status and how it could get to its ultimate target.

The Chairperson of Botswana's Film Association Prince Monna said the industry is trying to find its feet and is neither realized nor completely informal.

"What is holding the industry back is regulation and a legal framework that enables an environment for this business to not only thrive but upscale and be competitive as a billion-dollar industry, Monna said.

Industry challenges

"In Botswana, we are experiencing birth pains and are not ready for what is coming, especially as policymakers and also the practitioners who have not yet realized the great art and cultural nuances that are in this industry that everybody on the international stage is waiting to interface with."

Serena Mmifinayana of N&M Productions said the narrative that creativity is a hobby in Botswana is among factors that prevent creatives from tapping into the giant opportunity for market value.

She pointed out that there is a need for a mindset shift to ques-

tion policies, actions and the creatives themselves about how they work and brand themselves for investors who want to see the numbers.

Return on investment

"We need to take ourselves seriously as creatives and show the public and the private sectors that this is how we want our things done," Mmifinyana said.

Hollywood star Richards pointed out that companies usually want 200 percent return on investment and questioned the challenges and what the industry needs to do to tap into the billion-dollar market.

Fenny Lekolwane of Botswood admitted that industry players work independently and are not united while production houses depend on a small group of broadcasters (Btv, Upic and NOW! tv), which leads them to operate like a manufacturing business that does not have a distributor.

Winds of change

"You can't keep manufacturing towels and then keep wearing them," she said. "Somebody has to say I will sell them. As Botswood, we have never wasted time looking for sponsorship. We decided we wanted to get into production and sourced loans, betting on ourselves. We had ideas and didn't wait for anyone to validate them."

For his part, Johnson Otladisa of New Look Studios said it was an exciting time in Botswana's entertainment industry because there are winds of change with more people creating new films and the world waiting with baited breath to receive Botswana's stories.

"Most people don't understand the opportunity that is present in them yet," he said. "However, it is up to us to take us back our power. The day we see a Botswana film making just US\$10 million in the box office is the day this country will wake up."



INVITATION TO TENDER

TENDER No. BHC 47-2022/23 CONSTRUCTION AND COMPLETION OF ELECTRICAL INSTALLATION FOR 96NO. IPS/ YOUTH UNITS OF 3-STOREY FLATS AND ASSOCIATED SITE WORKS AND SERVICES ON PLOT 59029 AT BLOCK 7- **C8662-2022/2023** and **C8663-2022/23**

TENDER No. BHC 48-2022/23 CONSTRUCTION AND COMPLETION OF ELECTRICAL INSTALLATION FOR 96NO. IPS/ YOUTH UNITS OF 3-STOREY FLATS AND ASSOCIATED SITE WORKS AND SERVICES ON PLOT 59029 AT BLOCK 7- **C9013-2022/2023** and **C9014-2022/2023**

TENDER No. BHC 49-2022/23 CONSTRUCTION AND COMPLETION OF ELECTRICAL INSTALLATIONS FOR 78NO. UNITS OF 3-STOREY FLATS WITH ASSOCIATED SITEWORKS AND SERVICES AT PLOT 59029, BLOCK 7, GABORONE

TENDER No. BHC 50-2022/23 CONSTRUCTION AND COMPLETION OF ELECTRICAL INSTALLATIONS FOR 48NO. UNITS OF 3-STOREY FLATS WITH ASSOCIATED SITEWORKS AND SERVICES AT PLOT 59029, BLOCK 7, GABORONE

1. The Botswana Housing Corporation invites tender proposals from duly 100% Citizen-Owned locally registered companies with PPRA Code **02 Electrical Engineering Works and Maintenance** Sub Code: **01 Electrical Installations, Grade E**
2. Tender documents containing details of the requirements are available for collection from **Tuesday 21st March 2023** at the following address:

**Procurement Office,
Botswana Housing Corporation
Plot 10236/7 Lejara Road, Broadhurst
Gaborone, Botswana**

Telephone: 3605100

Business hours are 0800hrs to 1500hrs (Mondays to Fridays)

3. Telegraphic, telephone, facsimile, email or any form of electronic tenders will not be considered.
4. Tenders shall be **HAND DELIVERED** to the address stated in (2) above and shall be clearly marked the correct tender title.
5. **Submission of Tender Bids:**
 - a. Tender No. **BHC 47-2022/23** and Tender No. **BHC 48-2022/23** must be submitted not later than 0900hrs on the **13th April 2023**.
 - b. Tender No. **BHC 49-2022/23** and Tender No. **BHC 50-2022/23** must be submitted not later than 0900hrs on the **18th April 2023**.
6. A non-refundable deposit of **BWP560.00** will be required upon collection of the Tender documents. All such payments shall be made by CASH or bank guaranteed cheques in favour of the **Botswana Housing Corporation**.



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INVITATION TO TENDER

TENDER No. BHC 51-2022/23 CONSTRUCTION AND COMPLETION OF ELECTRICAL INSTALLATIONS FOR 45NO. HOUSES AT MATLAPANA, MAUN

TENDER No. BHC 52-2022/23 CONSTRUCTION AND COMPLETION OF ELECTRICAL INSTALLATIONS FOR 55NO. HOUSES AT MATLAPANA, MAUN

1. The Botswana Housing Corporation invites tender proposals from duly 100% Citizen-Owned locally registered companies with PPRA Code: **02 Electrical Engineering Works and Maintenance** Sub Code: **01 Electrical Installations, Grade D**
2. Tender documents containing details of the requirements are available for collection from **Tuesday 21st March 2023** at the following address:

**Procurement Office,
Botswana Housing Corporation
Plot 10236/7 Lejara Road, Broadhurst
Gaborone, Botswana**

Telephone: 3605100

Business hours are 0800hrs to 1500hrs (Mondays to Fridays)

3. Telegraphic, telephone, facsimile, email or any form of electronic tenders will not be considered.
4. Tenders shall be **HAND DELIVERED** to the address stated in (2) above and shall be clearly marked the correct tender title.
5. Tenders must be submitted not later than **0900hrs on the 20th April 2023**.
6. A non-refundable deposit of **BWP560.00** will be required upon collection of the Tender documents. All such payments shall be made by CASH or bank guaranteed cheques in favour of the **Botswana Housing Corporation**.



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ADMISSION (BAR) EXAMINATIONS – JUNE 2023

NOTICE IS HEREBY given that the 2023 Admission Examinations prescribed in terms of the Legal Practitioners' Act of 1996 and Subsidiary Legislation shall be held as follows:

Venue : TBA
Dates : 19th – 23rd June 2023

Courses

1. Accounting for Lawyers
2. Administration of Estates
3. Civil Procedure
4. Criminal Procedure
5. Ethics
6. Conveyancing
7. Notarial Practice

Registration opens on: 1st April 2023
Registration deadline: 30th April 2023

The following are the prescribed examination fees:

Fee Type	BWP
Registration	BWP849.30 incl. VAT
Examination per paper	BWP342.00 incl. VAT

Courses 1. to 5. Are a prerequisite for Admission.

Prospective candidates are to address their enquiries and/or applications to:

tel: 3900200 or 3900777 **fax:** 3909355
e-mail: administration@lawsociety.org.bw

PLOT 69921 CHOBE CLOSE, VILLAGE, GABORONE
P.O. BOX 50889 GABORONE BOTSWANA TEL: +267 3900200/777 FAX: +267 3909355
E-mail address: administration@lawsociety.org.bw
Established under the Legal Practitioners Act No. 13 of 1996



The labour practices are dynamic as they are impacted by legislative changes as well as judgements by the courts, in particular, the Industrial Court of Botswana, High Court and Court of Appeal. Further, there are labour best practices which labour/HR practitioners need to deliberate on. On the other hand, tax is a matter to contend with in all instances involving employment. To that end, Aupracon Tax Specialists & Rockfall Lekgowe Law Group bring you the 2023 Labour & PAYE Webinar as detailed below:

Topics

- Recent court rulings on labour matters issued up to April 2023
- The mistakes which employers need to avoid to prevent legal backlashes
- The most common PAYE determination errors: how you can close the gaps
- The non-taxable fringe benefits and monetary allowances paid to employees
- HR best practice nuggets from practicing HR Practitioners

Who must attend: HR practitioners, Accountants, Lawyers, Tax practitioners and any interested persons.

SPEAKERS:



Tlotlo Tlankane
Associate Partner
Rockfall Lekgowe Law Group



Jonathan Hore
Managing Tax Consultant
Aupracon Tax Specialists

Date: Fri, 21 April 2023
Venue: Woodlane Hotel (Gaborone)
Time: 0900hrs - 1530hrs
Investment: P1750/person

An HR Practitioner will share their HR best practices nuggets!

E: tax5@aupracontax.co.bw
cc jhore@aupracontax.co.bw
C: 39 39 435

NB: The cost of this training is not eligible for HRDC claims. CPD certificates will be issued on request.



The Development Enigma of Botswana Part Two

Diminishing Returns

Douglas Rabash

In part one of the development enigma it was shown that despite continuing and increasing investment in fixed assets – such as infrastructure – and other actions, unemployment continued and increased. An explanation for the gradually increasing GFCF but high unemployment rate is that investment in fixed assets may not be translating into significant job creation or economic growth. This could be due to various factors, such as a lack of diversification in the economy, skill mismatches in the labour market, or inadequate infrastructure to support economic activity. Additionally, the COVID-19 pandemic has likely impacted investment and economic activity in the country, leading to higher unemployment rates.

Under normal conditions in Africa, inadequate infrastructure may cause unemployment: Investment in fixed assets may not translate into job creation if there is inadequate infrastructure to support economic activity.

There may be several reasons why investment in gross fixed capital formation (GFCF) has failed to reduce unemployment in Botswana and there are diminishing returns from public sector investment. Here are some possible explanations:

Botswana's economy is heavily reliant on diamond mining, which accounts for

around 30% of GDP and 70-80% of exports. While the government has recognized the need to diversify the economy and has invested in sectors such as tourism, agriculture, and manufacturing, progress in these sectors has been slow. As a result, there may be limited opportunities for job creation particularly for workers with limited skills or education. While employment in the mining subsector is relatively low and may even be reducing in the long term due to further mechanisation, the application of 4IR and eventually the loss of diamond mining, the employment outlook remains grim.

Botswana's labour market may suffer from skill mismatches, with workers lacking the skills required for the available jobs. This could be due to a mismatch between the skills taught in schools and those required by employers, or a lack of training and education opportunities for workers to acquire new skills. As a result, even with investment in fixed assets, there may be limited job opportunities available for workers who lack the necessary skills.

Under normal conditions in Africa, inadequate infrastructure may cause unemployment: Investment in fixed assets may not translate into job creation if there is inadequate infrastructure to support economic activity. For example, without reliable transportation infrastructure, it may be difficult for businesses to transport goods and services, limiting their ability to grow and create new jobs. Similarly, without reliable power infrastructure, businesses may be unable to operate at full capacity, reducing their ability

The Development Enigma of Botswana Part Two

From Page 22

to create jobs. However, investment in improving infrastructure has not generated new jobs as we have seen.

Investment in fixed assets may not reduce unemployment if the resources are not allocated efficiently. For example, if investment is primarily directed toward large firms or industries that are already well-established, it may not lead to significant job creation for workers in other sectors or for small and medium-sized enterprises (SMEs). Similarly there are diminishing returns on the investment of development infrastructure.

In the case of infrastructure investment in Botswana, as the country develops and invests more in infrastructure, the marginal benefit from each additional unit of investment may decrease.

There is a law of diminishing returns as a country develops and invests more in infrastructure. The law of diminishing returns states that as an input (such as investment in infrastructure) is increased, while all other factors are held constant, there will be a point at which the marginal benefit from that input will decrease.

In the case of infrastructure investment in Botswana, as the country develops and invests more in infrastructure, the marginal benefit from each additional unit of investment may decrease. For example, in the early stages of development, investment in basic infrastructure such as roads,

water supply, and electricity can have a significant impact on economic growth and job creation. However, as these basic infrastructure needs are met and the country moves toward more advanced infrastructure, such as high-speed internet, the marginal benefit of each additional investment may decrease. But, Botswana has not reached that point as it continues to spend far more on roads that internet infrastructure. Its aspirations to become a logistics hub is predicated on 19th Century thinking that location matters. Increasingly in the world wide web location does not matter so much.

Additionally, as the country develops, the cost of investing in infrastructure may increase. For example, building new roads or airports may become more expensive as land becomes scarcer and construction costs rise. This means that each additional unit of investment in infrastructure may become more expensive, further reducing the marginal benefit.

Overall, while investment in infrastructure is crucial for economic development, there may be a point at which the marginal benefit from each additional unit of investment decreases. To maximize the benefits of infrastructure investment, policymakers in Botswana should carefully consider the most pressing infrastructure needs and ensure that investments are targeted toward the most effective projects. Additionally, they should consider the cost-effectiveness of each investment and explore innovative financing mechanisms, such as public-private partnerships, to ensure that infrastructure investment is



In part one of the development enigma it was shown that despite continuing and increasing investment in fixed assets – such as infrastructure – and other actions, unemployment continued and increased.

sustainable over the long term. So if investment in infrastructure is no longer an efficient and effective strategy for economic

diversification and job creation, then what other ways can government provide a long term and sustainable solution to the

continued development trajectory of Botswana. Read part three for solutions to the development enigma.

CAREER OPPORTUNITIES



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About Us

Botho University is a dynamic University implementing new programmes and Faculties at a faster level- the University offers programmes in Campus Learning and Distance Learning mode. The Pro-Vice-Chancellor-Academics is responsible for the overall leadership, financial management and growth of academic operations and research activities in the University. They will also coordinate of all the Botho Campuses to ensure a cohesive strategy in designing, developing and delivering programmes of study and managing academic staff and resources.

1. Pro-Vice-Chancellor - Academics: Ref 23OVC001GBE

Location: Gaborone, Botswana
Qualifications/Experience required:

- PhD in Education or related areas.
- At least fifteen (15) years of experience in strategy and planning of the assigned functions and campus operations of which at least five (5) years should be on a senior management level. This could be at the level of Deputy Pro-Vice Chancellor or other similar post.
- Experience in working with funding agencies for research and consultancy.
- Experience with E-learning will be an added advantage.

Main Responsibilities:

- Provide academic leadership ensuring programme excellence and innovation for the ongoing and new activities of the University and beyond. Ensure that the University offers a comprehensive portfolio of industry-relevant, regulatory-compliant higher education and vocational qualifications that meet current and future local and Pan-African industry standards, needs and demands.
- Developing and implementing academic policies, procedures and regulations benchmarked on local, Pan-African, and international standards to promote and assure quality in all academic activities.
- Promote the research culture within the university and source external funding through research and consultancy.
- Develop and maintain strong networks that can grow the University's profile as per the strategic focus.
- Build strong networks that can enable Industry, Community and Government (ICG) Engagement.

2. Senior Manager – Assessments & Registry: Ref 23OAS002GBE

Location: Gaborone, Botswana
Qualifications / Experience required:

- Masters in IT, Business Administration or related areas with a minimum of 20 years' experience in university administration/academia preferred.
- A deep understanding of university registry and assessment functions, regulations and financial management.
- General knowledge of academic policies and the underlying principles; experience in administering academic policies in a university setting.
- Excellent knowledge and skills in IT, experience and demonstrated skills in using both quantitative and

qualitative information from multiple sources to inform decision-making, analysis, planning and execution.

- Experience in dealing with external partners, examination bodies and regulatory bodies.
- Proven track record of dealing with testing providers such as Prometric, Pearson VUE, AAT etc.
- Understanding of ERP systems, Turnitin, ISO QMS and Blackboard will be an added advantage.

Main Responsibilities:

- Responsible for supervising the registration of new and continuing students.
- Ensuring the integrity, accuracy, and security of all academic records of current and former students.
- Responsible for planning, implementing and supervising all assessment-related activities of the university at various campuses, liaising with various Faculties and campuses on centralised assessment matters.
- Responsible for preparing the required quantitative and qualitative information on results that informs the Faculty Board and Academic Board on decision-making, analysis, planning and execution.
- Responsible for ensuring the department is always fully compliant with the QMS and comes up with necessary policies, guidelines, process maps, forms, KPAs and KPIs.
- Responsible for supervising, motivating and training the departmental members, creating a positive work environment and contributing to the organization's growth in a customer-service-oriented manner.
- Develop and maintain strong networks with various external stakeholders including AAT, ACCA, British Council, Prometric, Pearson VUE etc.
- Responsible for finding partners in various countries to run the Distance Learning assessments.

To apply for these vacancies please follow the link below: <https://bothouniversity.applytojob.com/apply>
The closing date for these vacancies is **April 04, 2023**. Please note that only applications submitted through the **JazzHR** link will be accepted. Short-listing of candidates will be based on academic qualifications, relevant experience and general disposition. Only the shortlisted candidates will be called for an interview.

BOTSWANA Gaborone Campus: Tel: +267 391 9999 Fax: +267 3187858 | Botho Education Park, Kgale, Gaborone, Botswana

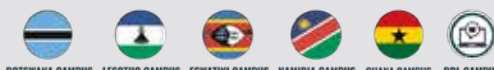
LESOTHO Maseru Campus: Tel: +266 2224 7500 / 6231 3521 Fax: +266 2231 3521 Maseru Mall, West Wing, Thetsane, Lesotho

ESWATINI Manzini Campus: Tel: +268 2505 2288 Fax: +268 2505 2299 Riverstone Mall, First Floor, Manzini, Eswatini

NAMIBIA Ongwediva Campus: Tel: +264 65 230227 / 230228 RF3296, Mandume Ndemufayo Street, Maroela Mall, Ongwediva, Namibia

GHANA Campus: P. O. Box KA 16158, Kotoka International Airport, Accra Ghana Email: Bughana@bothouniversity.ac.bw

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Ride for a King 2023 is dedicate to Balete

The Otsile Molefe Foundation, a cultural organization in Botswana, is set to host a unique event to celebrate the only female paramount king in the country, Kgosikgolo Mosadi Seboko of the Balete tribe. The event, dubbed the "Ride for a King," will take place on the 7th and 8th of April 2023, and will see horsemen ride from Mochudi to Ramotswa via Gabane.

The Ride for a King initiative seeks to honor and celebrate the paramount kings in Botswana, who are regarded as the custodians of the country's cultural heritage. The event will also feature a traditional choir competition, a horse parade around the hosting village, and a cultural extravaganza. The initiative will also move on to the Bakwena tribe, in honour of Kgosikgolo Kgari

Sechele the third, after the first installment in Gamalete.

According to the Chairman of the Foundation, Mr. Otsile Molefe, the initiative is a non-political event aimed at preserving and promoting Setswana cultural heritage.

When speaking at the Balete Cultural Day, which was held on the 21st of January 2023, at Ramotswa Main Kgotla, Mr. Mole-



Kgosikgolo Mosadi Seboko of the Balete tribe

fe expressed concern about the diminishing power and moral authority of the paramount kings in Botswana.

"The Ride for a King initiative seeks to celebrate the significance of Dikgosi and ensure that their legacy lives on."

Mr. Molefe emphasized that the initiative further seeks to transmit cultural knowledge to younger generations.

"The Ride for a King initiative seeks to celebrate the significance of Dikgosi and ensure that their legacy lives on."

"The young ones are clueless as to what these grey buildings are used for", he said pointing at the big food storage silos in Ramotswa Kgotla.

"To them these are just old buildings that have no significance to the community. They don't know that these buildings were used for food storage".

The event is expected to draw thousands of spectators from across the country, and the organizers are calling on individuals and businesses to support the initiative through donations.

"Through their donations, individuals and businesses will not only be contributing to the success of the event, but they will also be promoting their brand equity through the initiative's marketing and promotional activities," Molefe said.



NOTICE OF CHANGE OF SCHEME ADMINISTRATORS

The Botswana Public Officers' Medical Aid Scheme (**BPOMAS**) wishes to inform its Members and Stakeholders that the Scheme will change Administrators from Associated Fund Administrators to Health Risk Management Botswana on 01 July 2023.

In line with the Scheme Rules and the Scheme's Procurement Policy, the Management Committee (the Board of Trustees) appoints a Third-Party Administrator whose role is to provide scheme administration services. Since inception, **BPOMAS** has been administered by Associated Fund Administrators and through this partnership which has spanned over 30 years, the Scheme has achieved significant growth, both strategically and operationally.

In line with the above stated Scheme Rules and Procurement Policy, the Scheme issued an open public tender referenced as **TENDER FOR THE PROVISION OF ADMINISTRATION SERVICES - TENDER BID NO: BPOMAS/02-2022/ADMINISTRATION SERVICES** in March 2022 and through this process, the Management Committee resolved to appoint new administrators.

Health Risk Management Botswana is a locally established and majority citizen owned medical aid scheme administration and health risk management company incorporated in 2013. Health Risk Management Botswana has partnered with a South African based medical scheme administration company, Professional Provident Society Healthcare Administrators, to provide the **BPOMAS** scheme administration solution. The Management Committee is confident that the new administrator and its technical partner have adequate capability and capacity to provide the required service. More details about this change will be shared in due course.

For any questions regarding this announcement, Members and Stakeholders are advised to contact the Scheme through the Communications and Public Relations Office at the following contact details:

Contact Person: Lesire Sebowe

Email: change@bpomas.co.bw

Office Line: 370 2913



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

Case No. CVHGB- 000 023-21

In the matter between:
FIRST NATIONAL BANK BOTSWANA LIMITED: PLAINTIFF
 AND
MASEGO L. MOLEFABANGWE: DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to a judgment of the above Honourable Court, the following immovable property of the Defendant will be sold in a public auction by Deputy Sheriff RICHARD KENOSI to the highest bidder as follows:

DATE OF SALE : 12th April, 2023
PLACE : Tribal Lot 5979, TATISIDING
TIME : 10:00 hours
PROPERTY TO BE SOLD : Defendant's right, title and interest on a certain piece of Land being Tribal Lot 5979, Tatisiding, situate at Tatisiding in the Tati Tribal Area, Measuring 1043m², which property is registered in favour of MASEGO LYDIA MOLEFABANGWE, subject to conditions and reservation mentioned in the Deed with some developments thereon.

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

Dated this 21st day of February, 2023 at SELEBI PHIKWE.



DEPUTY SHERIFF RICHARD KENOSI
 c/o MARATA MOLEFE ATTORNEYS
 [Plaintiff's Attorneys]
 P O Box 358, The Mall
 Tel: 2610660
SELEBI PHIKWE
 [CVL: 5178/OGBM/LM]

MOROKA J.
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT FRANCISTOWN

Case No. CVHFT- 000 694-20

In the matter between:
FIRST NATIONAL BANK BOTSWANA LIMITED: PLAINTIFF
 AND
ONKEMETSE GABADIRWE: DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to a judgment of the above Honourable Court, the following immovable property of the Defendant will be sold in a public auction by Deputy Sheriff RICHARD KENOSI to the highest bidder as follows:

DATE OF SALE : 5th April, 2023
PLACE : Tribal Lot 3239, Palapye
TIME : 10:30 hours
PROPERTY TO BE SOLD : Defendant's right, title and interest on a certain piece of Land being Tribal Lot 3239, Palapye, situate at Palapye in the Bangwato Tribal Territory, Measuring 919m², which property is registered in favour of ONKEMETSE GABADIRWE, subject to conditions and reservation mentioned in the Deed with some developments thereon.

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

Dated this 13th day of February, 2023 at SELEBI PHIKWE.



DEPUTY SHERIFF RICHARD KENOSI
 c/o MARATA MOLEFE ATTORNEYS
 [Plaintiff's Attorneys]
 P O Box 358, The Mall
 Tel: 2610660
SELEBI PHIKWE
 [CVL: 6416/OCM/MS]

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

Case No. CVHGB- 001 713-19

In the matter between:
FIRST NATIONAL BANK BOTSWANA LIMITED: PLAINTIFF
 AND
JENNIFER TAU: DEFENDANT


NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to a judgment of the above Honourable Court, the following immovable property of the Defendant will be sold in a public auction by Deputy Sheriff RICHARD KENOSI to the highest bidder as follows:

DATE OF SALE : 14th April, 2023
PLACE : Tribal Lot 936, Raserura Ward, Mochudi
TIME : 10:30 hours
PROPERTY TO BE SOLD : Defendant's right, title and interest on a Certain piece of Land being Tribal Lot 936, Mochudi, situate in Mochudi in the Bakgatla Tribal Territory, Measuring 1 589 m², which property is registered in favour of JENNIFER TAU, subject to conditions and reservation mentioned in the Deed with some developments thereon being a developed four (4) Bedroomed House, Two Bathrooms, water and electricity.

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

Dated this 21st day of February, 2023 at SELEBI PHIKWE.



DEPUTY SHERIFF RICHARD KENOSI
 c/o MARATA MOLEFE ATTORNEYS
 [Plaintiff's Attorneys]
 P O Box 358, The Mall
 Tel: 2610660
SELEBI PHIKWE
 [CVL: 4728/OCM/MS]

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

HIGH COURT CASE NO: UAHGB-000176-20

In the matter between:-
MMOLOKI TIBE 1ST APPLICANT
SAMSON MOYO GUMA 2ND APPLICANT
 And
UNIBULK BOTSWANA (PROPRIETARY) LIMITED 1ST RESPONDENT
FRED BUZEINDEHUIT 2ND RESPONDENT

LEON MUTYAMBIZI 3RD RESPONDENT
EVANS MUNANULA 4TH RESPONDENT
MASTER OF THE HIGH COURT 5TH RESPONDENT

COMPANIES & INTELLECTUAL
PROPERTY AUTHORITY 6TH RESPONDENT
UNITED REFINERIES BOTSWANA
(PROPRIETARY) LIMITED (IN LIQUIDATION) 7TH RESPONDENT

In re:
UNIBULK BOTSWANA PROPRIETARY (LIMITED) APPLICANT
 And
UNITED REFINERIES BOTSWANA
(PROPRIETARY) LIMITED RESPONDENT

SUBSTITUTED SERVICE
 (Order 8 Rule 4)

TO: UNIBULK BOTSWANA PROPRIETARY (LIMITED) which is an unregistered entity with no legal capacity and whose further and better particulars are unknown and cannot be found in the register of companies in Botswana. (Herein called the "1st Respondent").
AND TO: FRED BUZEINDEHUIT an adult male of full legal capacity whose present address is unknown. (Herein called the "2nd Respondent").

TAKE NOTICE the above quoted case has been set down for hearing on the 26th of May 2023 at 09:00hrs at the Lobatse High Court for the following claims;

- The first and second respondent be ordered to furnish security for costs in the sum of **BWP 200 000.00**.
- Costs of suit
- Further and/or alternative relief the Court deems fit.

And that an order has been made that the publication of notice of set down shall be deemed to be good and sufficient service of the notice of set down of you. You are required to attend before Busang J on 26 May 2023 at 09:00am and, if you do not do so, judgment may be given against you in your absence.

DATED AT GABORONE ON THIS 14th DAY OF MARCH 2023

BHALA & COMPANY
 Applicant's Attorneys
 Plot 750 Robinson Road, Extension 2
 Tel: 311 9681, Fax: 311 1685 e- mail: info@bhalaandcompany.com
 P.O. Box 2006 AAD, GABORONE

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INTENTION TO CHANGE MARRIAGE PROPERTY REGIME

(In terms of Section 8 (1) Of The Married Persons Property Act, 2014)

- RINNIE IRENE MATISHA (Nee MOATSHE)** who is married to **LESENYEGILE MATISHA**, in community of property on the 13th day of December 1989, at Mochudi, intends to make an application to the High Court of Botswana for leave to change her property regime to out of community.
- RINNIE IRENE MATISHA (Nee MOATSHE)** intends to apply to the High Court of Botswana after the expiration of the three (3) weeks statutory notice from the date of first publication hereof.
- Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of **RINNIE IRENE MATISHA (Nee MOATSHE)** and **LESENYEGILE MATISHA's** estate, should they have objections to the proposed change of matrimonial property regime, should inform the **Applicant's Attorneys, PILANE LEGAL PRACTICE in GABORONE**, before the expiration of three (3) weeks period, or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED IN GABORONE ON THIS 7th DAY OF MARCH 2023.**PILANE LEGAL PRACTICE**

Applicant's Attorneys
205 Independence Avenue Building
1st Floor. Main Mall
GABORONE

2nd PUBLICATION**IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT LOBATSE**

In the matter between:
STANBIC BANK BOTSWANA LIMITED
and
MOABI GAOFORWE

CVHGB-002964-20**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 : 8th MAY 2023
TIME : 10:30 AM
VENUE : TRIBAL LOT 1384, MATEBELE

PROPERTY TO BE SOLD : Certain piece of land being **TRIBAL LOT 1384, MATEBELE**, in the **MATEBELE IN THE BAKGATLA TRIBAL TERRITORY**, measuring **770m²** (Seven Hundred and Seventy square metres), held under Notarial Deed of Cession **No. MA 433/2015** dated **26th MAY 2015** and made in favour of **MOABI ISAAC GAOFORWE**, together with the developments thereon being a screen walled with electric fence, motorised gate, main room, fitted kitchen, sitting room, dining room, single garage, separate toilet, fitted master ensuite, 2x fitted bedroom, separate bath, toilet, swimming pool, lapa, thatched house with one room, bath, toilet, sitting room, with open kitchen.

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

DATED AT GABORONE ON THIS THE 15th DAY OF MARCH 2023.

SWABI & COMPANY.
Plaintiff's Attorneys
First Floor, Unit 18 Kgale Mews, Gaborone International Finance Park
P O Box 403506, **GABORONE**
(Ref: DS.gno.012397)
Deputy Sheriff Ntshwarelang Ookame) **Cell no. 72879169**

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

In the matter between:
STANBIC BANK BOTSWANA LIMITED
and
NJIDZI WONA DUBE

CVHGB-001041-18**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 : 5th MAY 2023
TIME : 10:30 AM
VENUE : TRIBAL LOT 105, KUMAKWANE

PROPERTY TO BE SOLD : Certain piece of land being **TRIBAL LOT 105, KUMAKWANE**, at **KUMAKWANE** in the Bakwena Tribal Territory, measuring **980m²** (nine Hundred and Eighty square metres), held under Memorandum of Agreement of Lease **No. TL 469/2002** dated **5th JULY 2002** and made in favour of **NJIDZI WONA DUBE**, together with the developments thereon being a two (2) roomed house master ensuite, two separate toilet with shower and bath taps, fitted kitchen, sitting room, dressing room, dining room, store room, laundry room, servant's quarter with sliding doors, swimming pool, double door garage, boundary wall with electric fence.

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

DATED AT GABORONE ON THIS THE 15th DAY OF MARCH 2023.

SWABI & COMPANY.
Plaintiff's Attorneys
First Floor, Unit 18 Kgale Mews, Gaborone International Finance Park
P O Box 403506, **GABORONE**
(Ref: DS.gno.012397)
Deputy Sheriff Ntshwarelang Ookame) **Cell no. 72879169**

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

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
KHUMO WELCOME LEKAU

CASE NO. CVHFT 000 870-18**PLAINTIFF****DEFENDANT****NOTICE OF SALE IN EXECUTION**

BE PLEASED TO TAKE NOTICE that pursuant to a judgment of the above Honourable Court, the following property will be sold by Public Auction by Deputy Sheriff Stanley Sikalesele Mbolai to the highest bidder as follows:

DATE OF SALE : 26th MAY 2023
TIME : 10.00a.m.
VENUE : Lot 23571, Gerald, Francistown

PROPERTY TO BE SOLD : The Defendant's rights, title and interest to Lot 23571, Francistown Extension, situated in the Francistown Extension 37 Measuring 382 m², held under Deed of Transfer No. FT 1009/2012 dated 17th December 2012 registered in favor of **KHUMO WELCOME LEKAU** with some improvements thereon, comprised of house with 3 bedroomed house (master bedroom ensuite), 1 x bathroom and toilet, sitting room, dining room, kitchen, 1 x room separately, Pit Latrine Toilet, Fenced.

TERMS AND CONDITIONS : Cash and Bank guaranteed cheque otherwise detailed conditions of sale may be inspected with Deputy Sheriff Stanley Sikalesele Mbolai office, Tel No. 4925987, 71635200 Palapye.

DATED AT FRANCISTOWN ON THIS 14th DAY OF MARCH, 2023.

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

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

IN THE ESTATE OF THE LATE RUDOLPH FRITZ UYS: ESHFT 0000 224-22 who died at **SELEPA, FRANCISTOWN** on the **6th day of October 2022**. The First and Final Liquidation and Distribution Account in the above Estate will lie open for inspection at the chambers of the Assistant Registrar and Master of the High Court at Francistown for a period of Twenty One (21) days from the date of the second publication hereof.

DATED at FRANCISTOWN on this 8th day of MARCH 2023**THE EXECUTOR TESTAMENTARY**

C/O VAN NIEKERK ATTORNEYS,
Plot 4660, Ditau Street, PO Box 37, **FRANCISTOWN.**

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

In the matter between:
STANBIC BANK BOTSWANA LIMITED
and
CALVIN MACHAYA
KUTLWANO MACHAYA

CVHGB-003202-20**Plaintiff****First Defendant**
Second 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 : 3rd MAY 2023
TIME : 10:30 AM
VENUE : TRIBAL LOT 7128, RAMOTSWA

PROPERTY TO BE SOLD : Certain piece of land being **TRIBAL LOT 7128, RAMOTSWA**, in the **BAMALETE TRIBAL TERRITORY**, measuring **817m²** (Eight Hundred and Seventeen square metres), held under Notarial Deed of Cession **No. MA 824/2016** dated **24th NOVEMBER 2016** and made in favour of **KUTLWANO MACHAYA**, together with the developments thereon being a two (2) Bed- roomed house, master ensuite, sitting room, fitted kitchen, bathroom, toilet, visitors bathroom toilet, screen walled with electric fence, shower with toilet.

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

DATED AT GABORONE ON THIS THE 15th DAY OF MARCH 2023.

SWABI & COMPANY.
Plaintiff's Attorneys
First Floor, Unit 18 Kgale Mews, Gaborone International Finance Park
P O Box 403506, **GABORONE**
(Ref: DS.gno.013352)
Deputy Sheriff Ntshwarelang Ookame) **Cell no. 72879169**

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

In the matter between:
STANBIC BANK BOTSWANA LIMITED
and
TEBOGO KOKETSO

CVHGB-004241-18**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 : 4th MAY 2023
TIME : 10:30 AM
VENUE : PLOT 34844, GABORONE

PROPERTY TO BE SOLD : Certain piece of land being **PLOT 34844, GABORONE**, at **GABORONE** in the **GABORONE WEST EXTENSION 35**, measuring **595m²** (Five Hundred and Ninety Five square metres), held under Deed of Transfer **No. 1175/2013** dated **4th JUNE 2013** and made in favour of **TEBOGO EDWIN KOKETSO**, together with the developments thereon being a two (2) roomed house master ensuite, double garage, sitting room, fitted kitchen, visitors toilet, bathroom, paved yard, boundary wall, electric fence.

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

DATED AT GABORONE ON THIS THE 15th DAY OF MARCH 2023.

SWABI & COMPANY
Attorneys for the Applicant
First Floor, Unit 17, Kgale Mews, Gaborone International Finance Park
P O Box 403506, **GABORONE**
(Ref: DS.gno.012955)
Deputy Sheriff Ntshwarelang Ookame) **Cell no. 72879169**

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

In the matter between:
STANBIC BANK BOTSWANA LIMITED
And
APARANG LAPOLOGANG LAETSANG

CASE NO. CVHFT 0000 412-17**Plaintiff****Defendant****NOTICE OF SALE EXECUTION**

BE PLEASED TO TAKE NOTICE that pursuant to a judgment of the above Honourable Court, the following property of the Defendant shall be sold by Public Auction to the Highest Bidder by Deputy Sheriff Stanley Sikalesele Mbolai :

DATE OF SALE : 16th May 2023
TIME : 10.00a.m.
VENUE : Lot 21027, Phase 5, Francistown

PROPERTY TO BE SOLD : The Defendant's rights, title and interest to Lot 21027 Phase 5 Location, Francistown, situated in the Francistown Administrative District, Measuring 540 m², held under deed of transfer No. FT 381/2013 dated the 3rd May 2013 registered in favour of the said Aparang Lapologang Laetsang, a house comprised of sitting room, kitchen, bedrooms, toilet+ bath fitted, seventhquarter, electrified screenwall and some improvements therein.

TERMS OF SALE : Cash or Bank guaranteed cheques detailed conditions may be inspected at the offices of Deputy Sheriff Deputy Sheriff Stanley Sikalesele Mbolai, office, Tel No. 4925987, 71635200 Palapye.

DATED AT FRANCISTOWN ON THIS 14th DAY OF MARCH, 2023.

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

LOCAL COACHES ARE NOT QUALIFIED TO LEAD PREMIER LEAGUE CLUBS

Their lack of the CAF A licence is the matter

GAZETTE REPORTER

All but one local coaches currently leading premier league clubs are not qualified to be in charge at that level because they do not have CAF A licences, Botswana Football Association (BFA) has said.

Even though head coaches of premier league clubs are expected to have minimum of the Confederation of African Football B Licence – called CAF B licence, for short - the BFA insists that all coaches ought to have the CAF A licence.

Only three

BFA Technical Director Tshepo Mphukuthi told *Gazette Sports* in an interview this week that they are working hard to ensure that local coaches are qualified at the right level to take charge of premier league teams with a CAF A licence.

“We have only three CAF A licence holders in Botswana,” he said. “These are Benny Kgomela, Philemon Makgwengwe and Losika Keatlholetswe.

“The challenge that we have had in the past is that in 2014, CAF took a decision to review its licence scheme and in the process stopped running CAF licence courses until 2018.”

Compliance

As a result, Mphukuthi said, there is a need to ensure compliance because it is possible for all our premier league coaches to have CAF A licences.

“Premier league coaches should have a CAF A licence and not a CAF B licence under the current situation,” he pointed out. “This is because our coaching compliance manual says to coach at premier league level, you should have an A licence as a local but we had to waive that.”

Since 2020

The BFA instructor noted that strictly demanding the CAF A licence from all local coaches at the beginning of the current premier league season would have left many clubs without coaches.

“You will remember that after the convention, CAF decided that every member association should do its own manuals and submit it to CAF for approval for courses to be run locally Botswana,” Mphukuthi explained. “We have been working on that since 2020.”



There is a need to ensure compliance because it is possible for all our premier league coaches to have CAF A licences.

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Botswana Beach Volleyball Pair Wins Silver in Maputo



Finished 4th after 2 Mozambican teams and Angola but second overall

GAZETTE REPORTER

Outstanding Botswana Volleyball Federation (BVF) pair, George Chiswaniso and Sekao Jack, returned home with a silver medal following their exceptional performance at the final leg of 2022/23 CAVB Zone VI Beach Volleyball Tour in Maputo, Mozambique over weekend.

Ten teams from across the region, in-

cluding Angola, South Africa, Zambia, Zimbabwe, Lesotho, Tanzania, Botswana, Namibia and Malawi and host Mozambique were in the tournament.

Determined for a podium finish

Although wary of the threat that their close rivals Mozambique posed ahead of the final, Team Botswana went into the tournament with clear intentions of finishing on the podium.

They played over five matches and

lost to Mozambican teams and Angola to finish fourth but second overall by virtue of having had a high number of points accumulated in previous tournaments.

Mozambique first team won gold while their second team settled for bronze.

New strategies

In a subsequent interview with *Gazette Sports*, team captain Sekao Jack said he was pleased with his team performance because they had the opportunity to try out new strategies and techniques prior to the World Championships.

“We went into the game with a different approach because we wanted to establish what kind of play works for us so we could carry on with it as we prepare for the World Championships in Mexico later this year,” he said.

“We played very well and our coach was happy, even though we were thoroughly beaten by Angola. We tested our character against Angola because they often play in Europe and have massive experience in beach volleyball.

“We have learnt a lot from our games and are going to work hard to be in fine shape and form ahead of the new season.”

The team won P11 900 prize money in the culmination of a series of tournaments. Sekao said the money will go into preparations for intervening games before the World Championships.

“The money will go towards our preparations for the next games because we have been struggling to get

sponsors to finance our trips.”

Financial assistance needed

For his part, BVF Vice President Technical, Ndibo Lebala, said they are working around the clock to get financial assistance for the team in order to fully prepare them for the World Championships.

“The boys have proved their mettle beyond any reasonable doubt.”

“The boys have proved their mettle beyond any reasonable doubt,” he said. “It is for this reason that we wish to take them for training camps and friendly games overseas as they ready for the World Championships.

“We therefore appeal to different stakeholders to come on board and assist our team financially. They are guaranteed nothing less than good results.”

All Systems Go for Inaugural Women's Sports Awards

- Organisers say more sponsors are coming on board
- One has announced P100K for Sportswoman of the Year
- Organisers say sponsorship is a statement of support for gender parity

GAZETTE REPORTER

Three hundred athletes, administrators and sports enthusiasts will this week convene at Lekodi Football Centre in Gaborone for the inaugural Botswana Women Sports Awards.

The aim of the highly-anticipated event is to celebrate the sports excellence of women (athletes and administrators) across various sports codes who have put Botswana on the world map through their success on and off the field.

The initiative enjoys the support of Botswana National Sports Commission (BNSC), Botswana National Olympic Committee and Women and

Sports Botswana (WASBO) as partners.

Sponsorships

The chief organiser of the event, Kesego Okie of Inside BW Women Sports, says with only three days to go, sponsors continue to come on board and they are happy with progress thus far.

“Okavango Diamond Company (ODC) announced a P100 000 for the event last week, for instance,” she told *Gazette Sports*. “This is will go a long way towards ensuring the success of the awards.

“As part of the sponsorship, ODC will be rewarding the overall Sportswoman of the Year. I am happy with



“Female athletes and administrators continue to produce exceptional results, yet their recognition and reward are not commensurate with that.”

the progress and response from all stakeholders in support of this event.”

17 categories

Okie confirmed that the initiative has 17 categories altogether, among them the more coveted Sportswoman of the Year with Disability, Coach of the Year and Team of the Year.

“Botswana Medicines Regulatory Authority has chosen to sponsor two awards, Administrator of the Year and Young Promising Female Athlete of the Year,” she said. “Other sponsors are yet to name and commit to categories that remain and to state the prize money for them.”

Global topic

Okie noted that all the sponsors of

the initiative of women’s sports development and excellence are making a statement of their full support for gender parity, which is “a very important global topic”.

“The awards were really inspired by our core value as a company (Inside BW Women Sports) of significant contribution significantly to growth of women sports in Botswana,” she asserted. “We cannot achieve this without recognising and rewarding exceptional talent and performance.

“Female athletes and administrators continue to produce exceptional results, yet their recognition and reward are not commensurate with that. That is why we are so happy with each individual and every entity standing in support of this initiative.”



BTTA Ladies Team Eliminated Early in SA Open Championships

- Ramagapu knocked out in the last 16, Kuswane in the quarterfinals
- BTTA nevertheless happy for the girls' exposure
- Says some players are already earning a living out of table tennis

GAZETTE REPORTER

Efforts of the senior women's team of Botswana Table Tennis Association (BTTA) to win big at the recent continuation of South Africa Open Championships proved futile when they were knocked out in the preliminary stages of the competition in Cape Town over the weekend.

Order of play

The continuation followed a halting load shedding and other technical factors earlier this year.

Olorato Ramagapu and Constance Kuswane were the only Botswana players who were re-

called to replay the tournament in the ladies singles.

But both players were eliminated - Ramagapu knocked out in the last 16 while Kuswane bowed out in the quarterfinals in a tournament that was contested by top players in South Africa.

Exposure

BTTA mouthpiece Tshogofatso Malepa told *Gazette Sports* that they are nevertheless happy with the girls' efforts because they got the international exposure that will boost their confidence ahead of second-leg national team selections and other local tournaments.

"The girls got the much-needed

exposure and will surely work hard to earn slots in the national team again," she said. "This was not an easy tournament because they have made it to Top 40 after a tough contest in the initial tournament.

"We have noted a massive improvement in our teams, especially players who often play outside the country. Ramagapu and Kuswane are among our country's top players and we are sure that they will do better in the upcoming tournaments."

Consistency

The two recently earned their stripes by dint of their exceptional performance in the recent National Team Selections held in Gaborone, winning all of their games to retain their slots on the team.

BTTA president Kudzanani Motswagole applauded the team's efforts and attributed their performance to consistency in hosting local tournaments. "BTTA strives to host all tournaments in accordance with our calendar of events," he said.

Professionalising table tennis

"We always make sure to keep our players active and fit through competitions. We have also noted that our local competition standards have improved due to players hard work and commitment because everyone wants to be in the national team.

"We have also made a great progress in trying to professionalise table tennis in the country and I am happy to announce that some players are making a living out of table tennis."

Women athletes

In a post-election interview at Adansonia Hotel, Bantsi said he intends to focus on areas that have been lagging behind, especially the performance of women athletes and talent development at the grassroots level.

"We should produce a pool of athletes at junior level to go through all the structures that I am going to make sure are all functional."

"I am delighted that the affiliates showed confidence and trust in me," he said. "It is now time to deliver on my promises

and the mandate that we have.

"We have had a lot of promising female athletes who should have risen to stardom by now but their performance regressed drastically. I am happy that I have two women on my board to assist with ways of improving the performance of our women athletes heading to Paris 2024.

Nurturing talent

"We must also devise and implement strategies for nurturing talent from the grassroots level. We should produce a pool of athletes at junior level to go through all the structures that I am going to make sure are all functional. We don't have much time at our disposal and must begin to work immediately."

Not happy

Meanwhile, Bothale is reportedly unhappy with the results and has alleged that Bantsi beat him because sports minister Tumiso Rakgare campaigned for him in his keynote address to the congress.

"Bothale believes the slight margin separating them means he could have won if Rakgare had not campaigned for Bantsi indirectly," said one source who cannot be identified.

Bantsi Makes a Comeback as BAA President

- Beats Bothale by one crucial vote in a re-run
- Bothale cries foul and points a finger at Minister Rakgare
- Advancing women athletes among key goals in Bantsi's outlook

GAZETTE REPORTER

Twice president of Botswana Athletics Association (BAA) before, Moses Bantsi returned to the position for a third time at the BAA elective congress in a tightly contested race in which he garnered 13 votes against Paphane Bothale's 12 in Gaborone over the weekend.

The two had tied at 12 each before Bantsi gained one more crucial vote in a re-run and was declared the official winner.

Four candidates in Bothale's lobby retained their seats on the executive committee after Oabona Theetso won with 16 votes to Major Edward Joseph's 8 to become Vice President Administration.

Unopposed

Raymond Phale was unop-



posed for Vice President Finance while Mpho Bagwasi and Keamogetse Rancholo retained their positions as heads of the Central and Southern Regions respectively.

Kenneth Kikwe, Isaac Mbise

and Tebatso Omphithetse became the new faces on the committee after they were voted in.

Bantsi also serves as Vice President of the Confederation of African Athletics (CAA).

CRUNCH TIME FOR ZEBRAS IN AFCON BACK-TO-BACK FIXTURE

- Three points are of all the essence in Malabo
- Return leg in F/town on Tuesday next week



GAZETTE REPORTER

Botswana senior national football team, “The Zebras,” will lock horns with Equatorial Guinea in Malabo on Friday in the first of a back-to-back encounter whose return leg will be at Obed Itani Chilume Stadium in Francistown on Tuesday next week.

At stake are three crucial points in the Africa Cup of Nations (AFCON) qualifiers slated for the Ivory Coast next year.

The Zebras - who are in Group J alongside table-toppers Tunisia, second and third Equatorial Guinea and Libya respectively - will approach this match sitting at bottom of the group with a single point they got in their previous match against Tunisia in Francistown.

Before then the Zebras had lost their opening encounter against Libya by a solitary goal away from home.

Training camp in Morocco

In an exclusive interview from Equatorial Guinea, Coach Mogomotsi Mpoté said that the team has been in a week-long training camp in Morocco where they also played a friendly with a local club.

The players are in the right frame of mind and physical condition for the task before them.

“We arrived in Malabo

on Sunday morning and decided to skip training in order to give the players some rest,” he said.

“We then started tactical training on Monday morning for adaptation and went into another training session in the evening.

“We did three sessions working on our transitions from defence to attack and vice versa, and I was impressed by the way the players responded.”

In fine fettle

Mpoté noted that the squad is now complete following late arrivals of foreign-based players, including Tumisang Ore-bonye and team captain Thatayaone Ditlhokwe, both of whom had club commitments over the weekend.

“We had a good reception from the local association who have given us a good hotel 5km from the stadium,” he added. “We

really cannot complain in terms of hospitality.”

Coach Mpoté stated that the players are in the right frame of mind and physical condition for the task before them.

The Zebras, who last qualified for AFCON competition for the first time in 2012, will be looking to be one of the two teams from the Group to book their ticket to the Ivory Coast.