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UDC's Madibela-Tlhopho Win Against IEC

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LETLHOGILE MPUANG

The Umbrella for Democratic Change (UDC) has been granted an interdict and a declaratory order against the Independent Electoral Commission (IEC) ahead of voter registration for the 2024 general elections.

Yesterday morning, the UDC filed an urgent application before the Francistown High Court seeking an interdict against the IEC from obstructing, deny-

ing or preventing the opposition coalition's registration observers access to polling stations throughout the registration period.

Interdicted and restrained

The order, which was granted in the evening yesterday (Tuesday), states: "Pending the final determination of an application determining the extent of the applicant's constitutional right to observe and monitor national elections, which

application is to be filed on or before the 7th November 2023, the respondent and any other party at all, is interdicted and restrained from preventing the applicants agents whose full particulars the applicant shall provide to respondent from observing and monitoring the national elections registration process scheduled to start on 1st November 2023."

Full access

The order means the UDC observers, known as Madibela-Tlhopho, will be granted full access to monitor all proceedings and activities around the national elections registration process

scheduled for 1st to 31st November 2023. The UDC was represented by its president, Duma Boko, in the matter.

Meanwhile, the IEC has on several occasions stated that it does not recognise Madibela-Tlhopho because they are neither a person nor a group that is stated and defined in the Constitution and the Electoral Act.

Madibela-Tlhopho is an official UDC group or arrangement endorsed by the UDC national executive committee (NEC) and a project under the office of the UDC president. It describes its purpose as to guard against any chances of rigging in the 2024 general elections.



IEC UNABLE TO DETECT VOTER TRAFFICKING DURING REGISTRATION PROCESS

- IEC only relies on public to pick voter trafficking
- Perpetrators are struck off voters roll or fined P5,000

SESUPO RANTSIMAKO

Despite reports of voter trafficking being a cause for concern, the Independent Electoral Commission (IEC) faces a torrid time in picking the irregularity during the registration process.

This was revealed by the spokesperson of the IEC, Osupile Maroba, in an interview ahead of the much-anticipated registration process for the 2024 general elections that commences today (Wednesday).

Alarm

Maroba told *The Botswana Gazette* that although the process is always accompanied by reports of voter trafficking, detecting the perpetrators is a challenge and the IEC has no way of determining if people are really voting at their principal residence in accordance with the requirements of the Electoral Act.

"Queries of voter trafficking normally come later during the inspection of voters rolls," he said. "Once alarm is raised, the commission steps in to investigate and the matter may reach the courts."

Distorts the real picture

"If an accused person is found guilty, they are either struck off the roll or are fined P5,000 because deliberately misinforming voter registration clerks is an offence."

He took the opportunity to warn against voter trafficking, saying it diminishes the prospects of candidates whose voters are being ferried away and distorts the real picture of where such voters cast their ballots.

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ReconAfrica Oil Drilling Plans Land Botswana in Trouble

- UN blasts Botswana over oil and gas exploration activities
- Environmental concerns emerge over planned drilling

GAZETTE REPORTER

Botswana’s recent decision to issue a license to Canadian oil and gas company, ReconAfrica, for oil exploration in the ecologically sensitive Okavango Delta has ignited a strong response from the United Nations.

The United Nations Educational, Scientific and Cultural Organisation (UNESCO) has raised concerns about potential environmental impacts and has caught the attention of international conservation bodies.

Both Botswana and Namibia have granted ReconAfrica licences for oil prospecting in the Okavango Delta, a region known for its rich biodiversity and unique ecosystems.

In a newly released report, UNESCO has criticised the decision to license ReconAfrica.

The organisation has voiced its utmost concern regarding the advancement of oil and gas exploration activities in the Okavango Delta, particularly in the environmentally sensitive upstream areas located outside the buffer zone.

UNESCO’s concerns were expressed during a recent meeting held by one of its committees responsible for heritage sites.

According to the report by UNESCO: “The advancement of the oil and gas exploration activities within the Okavango River Basin in Botswana and Namibia is of great concern, given the significant risks the expansion of these activities and any eventual exploitation of reserves would pose to the interconnected water system and the ecosystem, and hence the property’s OUV (Outstanding Universal Value),” said the report by UNESCO:

UNESCO urged Botswana, Angola and Namibia to ensure that petroleum exploration and other large scale development projects with potential adverse impact on the OUV of the property are subject to rigorous and critical prior review, including through EIAs (Environmental Impact Assessments) that correspond to international standards.

This should also include an assessment of social impacts and a review of potential impacts on the World Heritage property.

According to UNESCO, despite its committee’s request for Botswana and Namibia to keep the World Heritage Centre informed of the further stages of the oil and gas project, no information on the reportedly completed EIA and EMP for the ongoing exploratory activities in Namibia has been shared.

Declaring its disappointment with Botswana and Namibia’s conduct, UNESCO said it was of utmost importance that any stage of the project is subject to rigorous and critical prior review, including through EIAs that correspond to international standards, including an assessment of social impacts and a review of potential impacts on the World Heritage property, in conformity with the new Guidance and Toolkit for Impact Assessment in a World Heritage context.

UNESCO said it was its position that mineral exploration or exploitation is incompatible with World Heritage status, which is supported by the International Council of Mining and Metals’ (ICMM) Position Statement of not undertaking such activities within World Heritage properties.





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PROPERTIES
FOR AUCTION

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RAMOTSWA, LOT 1037.
BOATLE

Bid starts at: No Reserve Price.
Date of sale: 17th November 2023
Time: 10: 30am | Plot Size: 900m²

The property comprises of master en-suite, 2 x bedrooms, sitting room, dining room, fitted kitchen, guest bathroom and toilet, gyming room, storeroom, screen wall and double sliding gates.

Deputy Sheriff: Nonofa Mabina
Cellphone: 71657100 / 73280689



Bokaa Tribal,
Lot 3014

Bid starts at: P830,000.00.
Date of sale: 14th November 2023
Time: 10:30am | Plot Size: 1,043m²
The property comprises of 2 x separate 2 bedroomed houses with kitchen, toilet, bathroom, separate double garage, tuckshop, screen wall, electric fence and electric gate.
Deputy Sheriff: Ditiro Priger Gabobakwe
Cellphone: 72409161



Gaborone, Plot 62114
Tsholofelo East

Bid starts at: P1,140,000.00.
Date of sale: 8th December 2023
Time: 10:00hrs | Plot Size: 400m²
Accommodation comprises of 3 bedroomed house, all en-suite, sitting room, fitted kitchen, guest toilet, double garage, boundary wall, paved yard, electric fence and a motorised gate.
Deputy Sheriff: Nonofa Mabina
Cellphone: 71657100 / 73280689



Francistown, Plot 10754
Block 7

Bid starts at: No Reserve Price
Date of sale: 2nd November 2023
Time: 14:00hrs | Plot Size: 420m²
Three bedroomed house with built in wardrobes and air conditioners, lounge with fire place, common bathroom, common toilet, dining room and fitted kitchen.
Deputy Sheriff: Urgent Chilisa
Cellphone: 71594008



Metsimotlhabe, Plot No. 2218-KO
Sub Lease Area

Bid starts at: No Reserve Price " Subject to the Bank's Confirmation".
Date of sale: 7th December 2023
Time: 10:30hrs | Plot Size: 450m²
Three bedroom house with master en-suite, sitting room, kitchen, bathroom, toilet and a separate staff quarters in walled yard.
Deputy Sheriff: Ditiro P. Gabobakwe
Cellphone: 73900288 / 72901534



Maun, Plot 11419
Sedie Ward

Bid starts at: No Reserve Price " Subject to the Bank's Confirmation".
Date of sale: 3rd November 2023
Time: 14:00hrs | Plot Size: 1,521m²
Three bedroom house with master en-suite, sitting room, kitchen, bathroom, toilet and a separate staff quarters in walled yard.
Deputy Sheriff: Urgent Chilisa
Cellphone: 71594008



Phakalane, Lot . 21740
Mowana Park

Bid starts at: P3,000,000.00.
Date of sale: 1st December 2023
Time: 10:00am | Plot Size: 1,800m²
The property comprises a Double Storey House with master bedroom (ensuite), Upstairs, Three bedrooms with wall wardrobes on the Ground floor, Fitted kitchen, Sitting Room, Dining Room, Entertainment area, Double garage, Swimming pool, Paved yard, Maid's quarter, Screen Wall and Electric Fence.
Deputy Sheriff: Opelo Mothibi
Cellphone: 77636760



Tatisiding, Tribal
Lot 8867.

Bid starts at: No Reserve Price
Date of sale: 2nd November 2023
Time: 10:30am | Plot Size: 1,004m²
The property being a three (3) bedroomed house with sitting room, kitchen, bathroom and a toilet enclosed in a walled yard.
Deputy Sheriff: Urgent Chilisa
Cellphone: 71594008



Gaborone, Lot 57721
Block 10.

Bid starts at: P1,624,000.00.
Date of sale: 24th November 2023
Time: 10:30am | Plot Size: 849m²
Three bedroomed house consisting of master ensuite, toilet and common bathroom, lounge with fire place, kitchen and a single garage with screen wall. All bedrooms are air-conditioned. It has a maid's quarter ensuite with shower wash and basin.
Deputy Sheriff: Urgent Chilisa
Cellphone: 71594008

*Detailed terms and conditions of sale may be inspected with the Deputy Sheriff as indicated in the advertisement.

BIUST Loses Big In Graduation Scandal

- Court declares dismissal of BIUST dean wrong and unfair
- Court orders BIUST to pay dismissed dean
- BIUST says failure to hold graduation ceremony embarrassed it

GAZETTE REPORTER

The Botswana International University of Science and Technology (BIUST) has become the biggest

loser in a case in which its former Dean of Students, Dr Kitso Sedisa, took the institution to the Industrial Court to challenge his dismissal. Justice Galesite Baruti of the Francis-



The Botswana International University of Science and Technology (BIUST) has become the biggest loser in a case in which its former Dean of Students, Dr Kitso Sedisa, took the institution to the Industrial Court to challenge his dismissal.

Deposit & Lending Interest Rates

For the month of November 2023

Type of Deposit Account	Nominal Interest Rates (%)	Effective Interest Rates (%)	Minimum Opening Balance
	(Lowest-Highest)	(Lowest-Highest)	(Pula)
Current	Nil	Nil	NIL
Call	0.10% - 0.50%	0.10% - 0.50%	1000
Savings	0.15% - 5.25%	0.15% - 5.38%	100
91Day	1.00% - 3.25%	1.00% - 3.29%	1000
6 Months	1.75% - 2.00%	1.76% - 2.01%	1000
12 Months	2.05% - 2.25%	2.05% - 2.25%	1000
24 Months	2.25% - 2.50%	2.25% - 2.52%	1000
Over 24 Months	2.55% - 3.00%	2.55% - 3.02%	1000

Lending Rates	Nominal Interest Rates (%)	Average Effective Interest Rate (%)
MoPR	2.65%	2.65%
Access Bank Botswana Prime Lending Rate	6.76%	6.76%
Mortgage Facility	From ABB Prime +0.5% to ABB Prime + 15%	From ABB Prime +0.50% to ABB Prime + 16.1%
Overdraft Facility (Revolving credit lines)	From ABB Prime + 1.0% to ABB Prime + 30%	From ABB Prime + 1% to ABB Prime + 34.9%
Credit Card	Up to 32%	Up to 37.1%
Lease Loans	From ABB Prime + 1% to ABB Prime +15%	From ABB Prime + 1% to ABB Prime +16.1%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	From ABB Prime + 1% to ABB Prime +25%	From ABB Prime + 1% to ABB Prime +28.1%
Other Long-Term Loans	Not Available	

*Minimum Pricing Available

Effective from **01 April 2023**, all commercial banks are authorized to set their own Prime Lending Rate (PLR). The Prime Lending Rate will now be referred to as the "Access Bank Botswana Prime Lending Rate". The Access Bank Botswana Prime Lending Rate is maintained at **6.76%**.

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Airport Junction Branch - 371 9700
The Square Branch - 398 5700

Ghanzi Sales and Service Centre - 659 8800
Molepolole Sales and Service Centre - 592 3050
Lethakane Sales and Service Centre - 298 5011
Kanye Sales and Service Centre - 544 6300
Shakawe Sales and Service Centre - 6875244

For deposits more than P1,000,000 please contact **367 4377**

Type of Deposit Account	Foreign Currency	Nominal Interest Rates	Effective Interest Rates	Minimum Opening Balance
		(Lowest-Highest)	(Lowest-Highest)	(Pula)
Current	USD	Nil	Nil	Nil
	ZAR	Nil	Nil	Nil
	EUR	Nil	Nil	Nil
	GBP	Nil	Nil	Nil
Call	USD	0.10% - 0.25%	0.10% - 0.25%	100
	ZAR	1.95% - 2.50%	1.97% - 2.53%	100
	EUR	0.10% - 0.25%	0.10% - 0.25%	100
	GBP	0.10% - 0.25%	0.10% - 0.25%	100
91Day	USD	0.00%-1.40%	0.00%-1.41%	1000
	ZAR	2.50% - 3.15%	2.53% - 3.19%	1000
	EUR	0.10% - 0.25%	0.10% - 0.25%	1000
	GBP	0.10% - 0.25%	0.10% - 0.25%	1000
6 Months	USD	1.20% - 2.15%	1.20% - 2.16%	1000
	ZAR	3.15% - 3.65%	3.17% - 3.68%	1000
	EUR	0.10% - 0.25%	0.10% - 0.25%	1000
	GBP	0.10% - 0.25%	0.10% - 0.25%	1000
12 Months	USD	3.00% - 3.85%	3.00% - 3.85%	1000
	ZAR	3.65% - 4.00%	3.65% - 4.00%	1000
	EUR	0.10% - 0.25%	0.10% - 0.25%	1000
	GBP	0.10% - 0.25%	0.10% - 0.25%	1000
24 Months	USD	Negotiable		
	ZAR			
	EUR			
	GBP			
Over 24 Months	USD	Negotiable		
	ZAR			
	EUR			
	GBP			

Francistown Branch - 245 0000
Selebi Phikwe Branch - 263 1000
Palapye Branch - 494 1000
Maun Branch - 682 0000

Mahalapye Sales and Service Centre -4749399
Lobatse Sales and Service Centre -5330341
Kasane Sales and Service Centre -6250017
Mochudi Sales and Service Centre -5777162
Mogoditshane Sales and Service Centre -3164584

town Industrial Court declared that the decision of BIUST management to terminate Sedisa's employment contract was substantially wrongful or unfair.

"The termination of applicant's employment contract (dismissal) was procedurally wrongful or unfair with respect to one aspect of procedural fairness," said Justice Baruti.

Consequently, the court ordered that BIUST to pay Sedisa P156,929.14, being two times his monthly salary as compensation for his unfair dismissal within 30 days.

According to papers before court, the background to the matter is that during the tenure of his employment, Sedisa was appointed to and served on a committee that was specifically set up to prepare for and organise the graduation ceremony for each year.

Sedisa chaired the committee at times, and in doing so assumed overall responsibility for ensuring the graduation ceremony for that particular year was properly organised and ran smoothly on the appointed date.

For the year 2020, there was general consensus that the committee that organised the 2019 graduation ceremony, of which Sedisa was a part, should organise and prepare for the 2020 graduation ceremony.

Welcomed

There was no opposition to this proposal by members of the previous committee, thus the 2020 graduation committee was constituted. Furthermore, Sedisa volunteered to chair the committee, which proposition was also welcomed.

It was then resolved, on account of the COVID-19 pandemic and the challenges it presented, that the 2020 graduation ceremony would be held and conducted virtually on 20 November 2020 commencing at 0900hrs.

However, on 20 November 2020, at the appointed hour with the respective graduates, their families and friends, sponsors and various stakeholders tuning in to participate and/or to spectate, the video which was to air virtually was not ready and failed to play.

Court papers say this is notwithstanding the fact that the applicant had given several verbal assurances to the Deputy Vice Chancellor - Academic Affairs (DVC AA) who was Sedisa's direct report in respect of the graduation and to the Vice Chancellor that the graduation virtual ceremony would take place as planned and that all the necessary arrangements had been made.

Sick leave

However, to make matters worse, Sedisa was not present as events unfolded on the designated day and had not appointed anyone to take his stead.

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BIUST Loses Big In Graduation Scandal

From page 4

He simply sent a text communicating that he was unwell and only later informed his supervisor that he was given sick leave. To-date, the purported sick note has not been located in his file or system.

“Following the failed graduation ceremony, which not only was an embarrassment to the university and discredited the university’s reputation, but which also deprived the 2020 graduates an opportunity to celebrate their achievement, BIUST commissioned an independent investigation to establish, using objective criteria, what caused non-delivery of the graduation ceremony and to produce a report with recommendations,” court documents say.

“These offences were just created to get rid of me from the university.”

The final report was delivered on 14 December 2020, and in terms thereof it was established that Sedisa had failed to discharge his leadership role as the Chairperson of the graduation committee from the onset, which is what culminated in an unsuccessful graduation ceremony.

According to court papers, the graduation did not take place on the date and time it was scheduled for and it was on that basis that the investigation report recommended that Sedisa be subjected to a disciplinary process.

The disciplinary enquiry took place on the specified date before an independent panel where the applicant was afforded the right to plead, to cross examine the complainant and his witness and to present his own case and have witnesses adduce evidence on his behalf following which the enquiry was adjourned to allow the panel to make the necessary deliberations.

The disciplinary panel was appointed by the Chairperson of the Human Resources Committee of Council and recommendations from the panel were submitted to the Chairperson for ratification or otherwise.

Found guilty

Dr Sedisa was found to be guilty; unsatisfactory work performance (negligence of duty) and giving false evidence, which led to him being fired from work.

Following the findings of guilt, the applicant was afforded an opportunity to present factors in mitigation and the complainant an opportunity to present aggravating factors.

These were duly considered by the panel, which recommended dismissal with notice in respect of the first charge and summary. The recommendations of the panel were upheld, and the applicant accordingly dismissed on 6 February 2022.

In his affidavit, Dr Sedisa said the first count did not make sense to him because: “My understanding of unsatisfactory work performance is that there were set standards for performance which the employees are required to meet or perform.”

Sedisa argued that his employment contract is silent regarding his partici-

pation in the graduation ceremonies of BIUST. He said there is a proper procedure that could have been followed for someone whose work performance was unsatisfactory.

Regarding the second count of giving false evidence, Sedisa said the update he gave about the graduation ceremony was the truth until the last disappointing result time of the system.

Created

According to Dr Sedisa, at the time he gave the update, he did not know that the

system would not function on the date of the event.

“How then does that amount to dishonesty? In any case, I was not charged with dishonesty. These offences were just created to get rid of me from the university,” he said.

For its part, BIUST argued that since Sedisa chaired the committee, he therefore assumed the overall responsibility for ensuring the graduation ceremony for that particular year was properly organised and ran smoothly on the appointed date.

BIUST argued that on the 20 November

2020 at the agreed hour during the day of graduation, the video which was to air virtually was not ready and it failed to play despite that the applicant having given several verbal assurances to the then Deputy Vice Chancellor – Academic Affairs Dr Siginer whom he reported to regarding the graduation.

BIUST said after the graduation failed, it commissioned an independent investigation to establish what caused the non-delivery of the graduation ceremony and to produce a report with recommendation. BIUST said the investigation established that Dr Sedisa failed to discharge his leadership role as the Chairperson of the graduation Committee from the onset, which led to the failure of the whole graduation ceremony.



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BDP Hopefuls in Boteti East Primaries at Loggerheads

- MP accused of declaring himself parliamentary candidate ahead of primaries
- Party urges hopefuls to use neutral colours in posters encouraging voter registration

SESUPO RANTSIMAKO

Tensions are simmering between Botswana Democratic Party (BDP) hopefuls Sethomo Lelatisitswe and Ketshwereng Galeragwe in primary elections for Parliament in Boteti East.

Accusations are flying thick and fast, with Galeragwe saying Lelatisitswe is confusing the electorate by declaring himself the 2024 general elections candidate in posters around the constituency when there was never an endorsement by the party.

Galeragwe is expected to run against incumbent Lelatisitswe in the primary elections that are yet to be scheduled.

Seeking clarification

In the posters, Lelatisitswe does appear in BDP regalia together with President Mokgweetsi Masisi in a picture captioned “Road to 2024.”

According to Galeragwe, since the posters went up, democrats have been seeking clarification from him about whether he has withdrawn his interest and surrendered even before the primaries.

“If we are going to urge people to register to vote, we should use neutral colours in flyers because the message is for Batswana in general.”

“These posters indicate that the MP has already declared himself the parliamentary candidate, yet the primary elections have not been held,” he said.

Stern action

“This is totally wrong and has spread confusion among democrats in the constituency. It calls for stern action against Lelatisitswe because the party leadership has long cautioned hopefuls against this kind of behaviour.”

However, Lelatisitswe says there is no malice in the posters because it is aimed at voter registration. On the other hand, BDP spokesman Kagelelo Kentse has warned democrats against using party colours when urging Batswana to register to vote.

Neutral colours

“If we are going to urge people to register to vote, we should use neutral colours in flyers because the message is for Batswana in general,” he said in an interview.

“The only picture of a democrat that can be used is that of President Masisi because he is the face of the party for 2024.

“It becomes a problem when people put their pictures next to the President’s and claim to be encouraging Batswana to register for elections.”



People with posters and placards joined the March for Palestine in Gaborone. This Free Palestine Solidarity March is to raise awareness on the bombing and plight of Palestinians in Gaza and West Bank . This march is organised by DITSHWANELO- The Botswana Center for Human Rights with invited groups.(Pic: Monirul Bhuiyan/PRESS PHOTO)



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CONFERENCE & GALA DINNER

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Gare - Minister of Entrepreneurship

Theme: Amplifying Corporate
Governance and Ethics

Dates: 15-17
November 2023



Her Excellency Sian Rhyannon Price - British High
Commissioner to Botswana - Gala Dinner Guest
Speaker



Icho Molebatsi - Institute of Internal
Auditors Botswana - President



Thapelo Tsheole - Botswana Stock
Exchange - Chief Executive Officer



Olerato Claud Madiabaso - CIPA - Registrar of
Companies and Business Names (Acting)



Aobakwe Aupa Monyatsi - Letshego
Holdings Ltd - Group Chief Executive



Boitumelo Mogopa - Metropolitan
Botswana - Chief Executive Officer



Rizwan Desai - Desai Law Group -
Founder and Managing Partner



Dr. Precious Serero - Phemo Clinic -
Medical Director



Thomas Nkhoma - Media Institute of
Southern Africa - Chairman



Mmametsi Sethlare - Debswana - Head
of Audit Services



Aparna Vijay - Grant Thornton - Partner
& Head of Corporate Services



Fortunate Tshabalala - Deloitte South Africa -
Manager Risk Advisory Strategic Governance and
Risk Management



Brett Reimers - BDO South Africa -
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Gert Van Wyk - MSD Mesotlo & Associates -
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CURRENCY DEPOSIT INTEREST RATES
November 2023

Stanbic Bank Botswana Prime Lending Rate (SBBPLR) - 6.76%



Type of Deposit Account	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)	Minimum Opening Balance
Current	NIL	NIL	P50
Youth Account	2.00%	2.02%	P50
Call	0.05% - 1.00%	0.05% - 1.00%	P10,000
Premium Call	0.80% - 1.80%	0.80% - 1.81%	P50,000
32 Day Notice	0.25% - 1.00%	0.25% - 1.00%	P1,000
Savings (Pure Save)	0.25% - 0.75%	0.25%-0.75%	P50
Koketso Savings	2.40%	2.43%	P100
Matshelo Savings	0.50% - 1.50%	0.50% - 1.51%	P500
Maitlamo Savings (12 - 36 months)	2.30% - 2.80%	2.32% - 2.84%	P100
91 day fixed deposit ^{*a}	1.90%	1.92%	P1,000
6 month fixed deposit ^a	2.10% - 2.30%	2.12% - 2.32%	P1,000
12 month fixed deposit ^a	2.20% - 2.35%	2.22%-2.38%	P1,000
24 month fixed deposit ^a	2.55% - 2.80%	2.58% - 2.84%	P1,000
Over 24 month fixed deposit ^a	2.80% - 3.30%	2.84% - 3.35%	P1,000
Stanbic Bank Prime Lending Rate	6.76%		

^{*} Reference rate
^a Rate applies to Flexi - Access Account

Lending Interest Rates

Lending Rates	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)
MoPR	2.65%	2.65%
SBBPLR Lending Rate	6.76%	6.76%
Mortgage Facility	SBBPLR +2% - SBBPLR + 5%	SBBPLR +2.02% - + SBBPLR 5.12%
Overdraft Facility (Revolving credit lines)	SBBPLR +5% - SBBPLR +12%	SBBPLR +5.12% - SBBPLR +12.68%
Credit Card	28% - 32%	31.89% - 32.14%
Lease Loans	SBBPLR +2% - SBBPLR +5%	SBBPLR +2.02% - SBBPLR +5.12%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	SBBPLR +8% - SBBPLR +20%	SBBPLR +8.30% - SBBPLR +21.94%
Other Long-Term Loans	NIL	NIL
[*] Scheme related lending is per the scheme contract and is negotiable.		

Foreign Currency Deposit Interest Rates

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
SA RAND	SA RAND	SA RAND	SA RAND
Current	0.0%	0.0%	100.00
Call	0.00%-1.75%	0%-1.76%	500.00
1 Month	1.50%-2.50%	1.51%-2.53%	1,000.00
2 Months	1.60%-2.60%	1.61%-2.63%	1,000.00
3 Months	1.70%-2.70%	1.71%-2.73%	1,000.00
6 Months	1.80%-2.80%	1.81%-2.84%	1,000.00
12 Months	2.20%-3.20%	2.22%-3.25%	1,000.00
Over 24 Months	2.40%-3.50%	2.43%-3.56%	1,000.00

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
BRITISH POUND	BRITISH POUND	BRITISH POUND	BRITISH POUND
Current	0.0%	0.0%	50.00
Call	0.05%	0.05%	100.00
1 Month	0.05%-0.07%	0.05%-0.07%	100.00
2 Months	0.07%-0.09%	0.07%-0.09%	100.00
3 Months	0.09%-0.10%	0.09%-0.10%	100.00
6 Months	0.10%-0.15%	0.10%-0.15%	100.00
12 Months	0.20%-0.30%	0.20%-0.30%	100.00
Over 24 Months	0.25%-0.40%	0.25%-0.40%	100.00

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
U.S. DOLLAR	U.S. DOLLAR	U.S. DOLLAR	U.S. DOLLAR
Current	0.0%	0.0%	50.00
Call	0.05%-1.00%	0.05%-1.00%	100.00
1 Month	0.25%-0.35%	0.25%-0.35%	100.00
2 Months	0.35%-0.42%	0.35%-0.42%	100.00
3 Months	0.37%-0.45%	0.37%-0.45%	100.00
6 Months	0.40%-0.60%	0.40%-0.60%	100.00
12 Months	0.45%-0.75%	0.45%-0.75%	100.00
Over 24 Months	0.75%-1.25%	0.75%-1.26%	100.00

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
EURO	EURO	EURO	EURO
Current	0.0%	0.0%	50.00
Call	0.00%	0.00%	100.00
1 Month	0.00%	0.00%	100.00
2 Months	0.00%	0.00%	100.00
3 Months	0.00%	0.00%	100.00
6 Months	0.00%	0.00%	100.00
12 Months	0.00%	0.00%	100.00
Over 24 Months	0.00%	0.00%	100.00

Foreign Contractors Organise Against New Procurement Model

- Over P13bn to be rolled out countrywide through Development Manager model
- President wants citizens to get largest share of the pie under new model
- Citizen contractors rally in consortium for lucrative DM projects

GAZETTE REPORTER

The construction industry is embroiled in a growing conflict as civil servants and foreign contractors face off in a contentious stand-off over a new procurement model that uses a Development Manager (DM). All ministries have reportedly received instructions to transition away from the old procurement method of

Project Manager due to unavailability of government funds for large scale projects across the country. Under the new model, the Development Manager assumes responsibility for the complete spectrum of engineering, procurement, construction and management services associated with facilities and infrastructure projects from inception to completion.

Implementation challenges

Speaking in Parliament last April, the Minister of Transport and Public Works, Eric Molale said the DM model is designed to ensure timely delivery of major projects within budget. “The adoption of such a model was motivated by the ongoing project implementation challenges in Botswana, which have led to the misallocation of public funds, hindered economic growth, and fostered corruption, despite the existence of sound policies and measures,” the minister said. Sources say the DM model is intended to advance President Mokgweetsi Masisi’s Citizen Economic Empowerment (CEE) agenda by promoting and accelerating citizen involvement.

“Citizens are being encouraged to collaborate and establish large companies capable of competing with multinational players for major projects.”

Political will

“Although there are some people in government who are opposed to the new model for reasons best known to themselves, the political will is there,” said a source. “Citizens are being encouraged to collaborate and establish large companies capable of competing with multinational players for major projects.” The Botswana Gazette is informed that some foreign investors have attempted to engage with politicians and senior civil officers in a bid to prevent adoption of the DM model.

Consortium

“Batswana clearly have an opportunity to compete with them now,” the source said. “We recently witnessed some of the most accomplished Batswana in the construction industry coming together to form a consortium known as Legacy Pursuit, with the aim of challenging multinational companies.” According to reliable sources, Legacy Pursuit is made up of citizen owned companies that include MPI Consulting, BWR Quantity Surveyors, Ingenious Designs, Landmark Projects, NMCJ International, QED Consulting Engineers, and Joe’s Electrical. Mega projects valued at over P13 billion will be rolled out across the country through the Development Manager model. The budget is likely to increase overtime.



Fairness & Integrity in Procurement

THEJOB

The primary mandate of the Tribunal is;

To adjudicate over public procurement disputes and grievances emanating from a procurement process. To deal with disputes and grievances arising from registration, declassification, or disciplinary process of contractors/bidders. To deal with disputes and grievances arising from a breach, termination, or interpretation of a procurement contract and/or the Public Procurement Act, 2021. To deal with any issue within the scope of the Public Procurement Act, upon which the Tribunal has received a written petition from the public, which the Tribunal deems to be of public interest, in respect of the procurement process.

1. Registrar
2. Director Legal Services
3. Manager - Procurement
4. HR Specialist
5. ICT Officer

Interested applicants can visit the Staffwise website: www.staffwise.co.bw for further details on the roles. Only applications submitted via the Staffwise website will be considered.

Deadline for applications is **10th November 2023**. Any application that is submitted beyond this date will not be considered.

391 3996
72826386
www.staffwise.co.bw



UN Deputy Humanitarian Affairs Chief to Visit Botswana

- Botswana among the most vulnerable to climate variability and change
- Itinerary to take in Mozambique, Botswana, Kenya and Tanzania



GAZETTE REPORTER

The Assistant Secretary General for Humanitarian Affairs and Emergency Relief Coordinator,

Joyce Msuya, is set to visit Botswana as part of a pivotal four-country mission to southern and eastern Africa to emphasise the critical need for proactive measures in addressing climate-induced crises.

According to a statement from her office, as one of the destinations on this mission, Botswana is particularly vulnerable to climate variability and change. The nation heavily relies on rain-fed agriculture and natural resources, which are increasingly under threat due to climate-related challenges.

The combination of changing precipitation patterns, population growth, and socio-economic factors makes communities in semi-arid areas particularly susceptible to food insecurity, unstable livelihoods and agro-ecological issues.

The statement notes that as the frequency and intensity of disasters escalate, the humanitarian needs within the country continue to rise.

Taking action

Msuya's mission commenced in Maputo, Mozambique on Saturday 28 October, thereafter extending to Botswana, Kenya, and Tanzania. The primary objective of the visit, according to the UN statement, is to underscore the urgency of taking action before climate-induced disasters strike.

According to the UN, the humanitarian community is increasingly recognising the significance of early interventions and climate resilience in addressing the growing challenges posed by extreme weather events, droughts and climate-related crises. These challenges, they say, not only endanger lives and livelihoods but also exacerbate the strain on already limited resources.

The UN report says during her visit, Msuya will engage in discussions with government officials, private sector representatives, and delegates from international and regional financial institutions.

Climate finance

She will also interact with individuals directly impacted by extreme weather conditions. This interaction will emphasise the humanitarian community's collective commitment to ensuring that climate finance reaches those on the frontlines of the crisis.

Msuya's mission is centred on mobilising resources and raising awareness about the challenges posed by climate-induced crises. It underscores the UN's dedication to addressing climate change and its associated humanitarian impacts.

Msuya's mission is centred on mobilising resources and raising awareness about the challenges posed by climate-induced crises.

Valuable opportunity

The tour across these four African nations presents a valuable opportunity to engage with stakeholders, evaluate the situation on the ground, and strengthen efforts to mitigate the effects of climate-induced crises.

This visit by Joyce Msuya is therefore expected to bring attention to the urgent need for international collaboration, capacity-building, and innovation in addressing climate-induced challenges. It further seeks to ensure that communities are better prepared to face the impacts of an increasingly unpredictable climate.



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UDC Candidates Troubled by Delays in Opposition Talks

Uncertainty remains because candidates cannot be sure of much



Frustration is mounting among candidates of the Umbrella for Democratic Change (UDC) as formation of a unified opposition front for the 2024 general elections keeps encountering delays. Photo Credit: Social Media

LETLHOGILE MPUANG

Frustration is mounting among candidates of the Umbrella for Democratic Change (UDC) as formation of a unified opposition front for the 2024 general elections keeps encountering delays.

While UDC president Duma Boko

recently told the media that negotiations were 95 percent completed, doubts have started to creep in among some members, leading them to voice their dissatisfaction with the situation.

Delicate process

“We understand that negotiations are a delicate process, but the parties need to reach a resolution soon,” said a high-

ranking UDC member.

“We must commence the campaign process because but as things stand, it remains unclear who will be running in which constituencies.”

Although Boko has refuted it, several reports have suggested that the holdup in opposition talks revolves around the allocation of constituencies.

Each wants more

Unconfirmed reports indicate that the Botswana Patriotic Front (BPF) is seeking most, if not all, the constituencies that were formerly associated with the Botswana Congress Party (BCP).

Inside sources at the BPF are suggesting that leaders of the party may still be divided over joining the UDC.

The Alliance for Progressives is reportedly asking for constituencies previously assigned to the Botswana Movement for Democracy (BMD), while the Botswana Peoples Party (BPP) wants its allocation of constituencies increased.

Meanwhile, inside BPF sources are suggesting that leaders of the party may still be divided over joining the UDC.

Designated representatives

“Negotiations are ongoing and the party has designated representatives to engage in talks,” said the Chairman of the party, Carter Morupisi.

“Any statements made by individuals are their personal opinions and do not reflect the official position of the party.”

F/town West WDCs Petition Mayor and Town Clerk

- Reject council project memorandum diverting development funds
- Want use of funds to build shopping centres at Gerald and Monarch

SESUPO RANTSIMAKO

Ward Development Committees (WDCs) in Francistown West are planning to petition the Mayor of Francistown Godisang Radisigo and the Town Clerk Steven Motlogelwa over a decision to divert constituency funds to projects that were not priorities.

The petition, which will be delivered on Friday at the council, is signed by all the nine chairpersons of WDCs and the MP for Francistown West, Ignatius Moswaane.

Moselewapula, Kanana, Botsalano, Blue town and White City are some of the WDCs that have signed the petition.

Priority projects

In the letter addressed to the Town Clerk, the WDCs say they approved a five-year development plan that guides Constituency Community Projects (CCPs) and annual plans in 2022.

They say it is therefore surprising for the council to stop them from proceeding with the priority projects.

While they prioritised building shopping centres at Gerald Estates and

Monarch Phase 6, the council has diverted constituency funds to non-prioritised projects.

“We have decided to equally distribute resources and funds amongst ourselves, hence the submission of the Gerald Estates and Monarch shopping centres,” the WDCs state in a letter.

“We reject the council project memorandum and seek to request that you stick to our approved CCP projects.”

Long distances

“For more than 30 years, Gerald residents have been travelling over 20 kilometres to access shopping centres while those in Monarch also travel long distances to access necessities.

“Before any decision was taken, we as the WDCs and the MP’s office conducted kgotla meetings to get ideas. Eventually the residents approved a five-year plan.

“However, due to COVID-19, we did

not receive funds for the year 2020/21 and 2021/22. This created a setback into our planned developments.

Self-sustaining

“To our surprise, the council wants us to abandon our priorities and divert the funds to storm water drainage and street lights.

“As the WDCs, we reject the council project memorandum and seek to request that you stick to our approved CCP projects.”

Further WDCs argument is that the proposed shopping centres are self-sustaining and would help create badly needed jobs.

The diversion of constituency funds by the council came after cabinet moved to focus on internal roads and storm water drainage.

National outcry

The Minister of Local Government and Rural Development, Kgotla Autlwetse, told the Parliament that there had been a national outcry about the bad state of internal roads and storm water drainage in most villages across the country. Autlwetse said in response to this, the government took a decision to utilise the 2023-24 CCP funds to ad-

dress this national outcry.

The minister said in the long term, the National Planning Commission would advise on how CCP and other development programmes would evolve and noted that the commission was currently developing a National Development Transitional Plan that would outline projects and programmes for the next two years.

Reached for comment, the Town Clerk first claimed ignorance of the planned petition and then said he has learnt of it from social media.

“Procedurally, if there is a petition against me, I have to be informed so that I prepare to receive it,” Motlogelwa said. “So far I only learnt in the grapevine but I’ll keep waiting.”

TIRED OF SHARING?

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Shortage of Ear Tags Disrupts Livestock Sector

- Farmers are unable to sell their livestock, especially cattle
- Minister Molao blames shortage on "procurement issues"
- Says the situation should be resolved by mid-November



(Pic:Monirul Bhuiyan/PRESS PHOTO)

SESUPO RANTSIMAKO

The government has confirmed that farmers are constrained to sell their livestock because of a serious shortage of ear tags used in the country’s livestock identification and tracking system.

“It is true there are no ear tags and farmers know it through their associations and public platforms,” the Minister of Agriculture, Fidelis Molao, said in an interview this week.

According to the Chairman of Sandvelt Farmers Association, Boitshoko Sekwati, livestock should be ear tagged from as early as two or three months after birth, “but many farmers are no longer in compliance because there are no ear tags”.

Since July

He added that most farmers can no longer sell their weaners. “We have been experiencing the shortage of ear tags since July,” he said.

“Most farmers dispose of weaners early but they cannot do so because no livestock can be sold without ear tags.”

Gosata Mosweu of the Nata/Gweta Beef Producers Association is saying much the same thing. “Because the Ministry of Agriculture is the sole supplier of ear tags, it disrupts the entire industry if they run out of them,” he said.

Routine failure

“We were told that they would be available in three months when we

enquired. However, the shortage continues to-date.”

But Mosweu blamed both the government and farmers for the situation; the government for the shortage, some famers for their routine failure to comply with regulations and therefore being unable to sell their livestock.

“Most farmers dispose of weaners early but they cannot do so because no livestock can be sold without ear tags.”

Communicated publicly

“Some farmers choose to comply only when they want to sell,” he said.

Upon being contacted, Minister Molao, confirmed the shortage of ear tags, saying this has been communicated publicly.

“This shortage obviously disrupts the smooth running of the cattle industry,” he said.

The minister attributed the shortage to procurement issues. “Procurement is ongoing and we hope to have resolved this by mid-November,” he said.



Beyond Transactions, Building Connections Introduction of New Fees effective 23 November 2023

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Point of Sale (POS)

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POS Installation (Hardware)	P433.00	Up to 5 machines	P155.00
		6 - 10 machines	P124.00
		More than 10 machines	P93.00
MERCHANT COMMISSION	VAT INCL		
Minimum	2.04%		
Maximum	5.10%		

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MERCHANT COMMISSION	VAT INCL
Minimum	2.04%
Maximum	5.10%

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INVITATION TO TENDER FOR PROVISION OF BOARD ASSESSMENT SERVICES TENDER NO: MINET (BOBS STAFF PENSION FUND) 02/2023

Tenders are invited from reputable and professional service providers in the provision of Independent Pension Fund Board Assessment Services to Review the Governance Strategy of the Fund and Evaluation of the Board’s performance of the Botswana Bureau of Standards Staff Pension Fund, in line with section 15 (3) of the Retirement Funds Act, 2022.

The tender is open to reputable companies who have the necessary experience in the above-mentioned services.

1. The scope and terms and conditions of the work are provided in the Invitation to Tender Documents which can be collected upon payment of a non-refundable tender documentation and administration fee of P500.00 (Five Hundred Pula) VAT inclusive from the Minet Botswana Head Office-Plot 50368 Fairgrounds, Gaborone, starting from **Monday 30, October 2023**.
2. Payment can be made between 08:30 and 16:30 hours from Monday to Friday, at the above address.
3. **Tender documents must be clearly marked: Tender for Provision of Board Assessment Services (BOBS STAFF PENSION FUND) 01/2023** and must contain one (1) marked Original and seven (7) marked Copy and one (1) electronic copy to the following e-mail address: tlamelo.moepeng@minet.co.bw or thandiwe.giyose@minet.co.bw. The hardcopy tender documents are to be submitted to Minet Botswana at the above-mentioned address.
4. The closing date for submission of tenders will be, **20 November 2023 at 11:00 am**.
5. Tenders received after the closing date and time will not be considered including the electronic copy. Furthermore telephonic, telex, facsimile or electronic mail submission will also not be accepted.

Notwithstanding anything contained above and in the tender document, Botswana Bureau of Standards Staff Pension Fund is not obliged to accept any tender whether lowest or highest, nor incur any expenses in the preparation nor give reasons for rejection or acceptance of any tender submitted thereof.

Any further information relating to this tender should be directed in writing to the Administrators of the Fund, Minet Botswana, for the attention of Minet Botswana Retirement Solutions – Pension Consulting. The email address is tlamelo.moepeng@minet.co.bw. or thandiwe.giyose@minet.co.bw.



NATIONAL TOURISM MANAGEMENT AGENCY LOOKING FOR TALENT!!!

PROFILE

Botswana Tourism Organisation (BTO) is a parastatal body set up through an Act of Parliament with the mandate to market Botswana’s tourism product, promote investment in the tourism sector as well as to grade and classify licensed tourist enterprises.

BTO invites applications from driven qualified and experienced Botswana citizens for the positions of:

EXECUTIVE MANAGER- HUMAN RESOURCE & ADMINISTRATION

MAIN PURPOSE OF THE JOB

Reporting to the Chief Executive Officer (CEO), the Executive Manager- Human Resources and Administration will be tasked with and have the vision to drive the following deliverables:

- Creating and maintaining a high-performance organisational culture
- Maintaining corporate governance best practice
- Developing a conducive work environment
- Administration of cost effective and efficient facilities management

JOB REQUIREMENTS

KEY PERFORMANCE AREAS:

Creating a high-performance Organisational Culture:

- Talent Management
- Organisational Development and Change Management
- Performance Management
- Succession Planning & Management

Maintaining Corporate Governance best practice:

- Develop and implement HR and Administration Policies
- Develop and implement HR Strategy and objectives
- Alignment of organisational policies, procedures and processes with relevant National statutes, Acts and Legislations

Leadership & General Management

- Contribute to the review and implement of the Organisational Strategy as a member of the Executive Management team
- Manage HR and Admin Department resources including its human capital

Developing a Conducive Work Environment:

- Improve staff engagement for the Organisation
- Develop, Implement, and manage SHE initiatives
- Undertake Employee Climate surveys and recommends and implements best practice resolutions
- Manage Employee Relations

Administration of cost effective and efficient Facilities Management:

- Organization fleet management
- Acquisition and optimization of Office space
- Telephone and communication Systems
- Records and information management
- Management of SLA's, Leases and Contracts

KEY COMPETENCIES:

- Strategic Leadership & Motivation
- Relationship Management
- Change Management
- External Environment Orientation
- Communications, Influence & Impact
- Governance
- Budget and Resource Management

QUALIFICATIONS & EXPERIENCE:

- Master's Degree in Human Resources Management or related field (Business Administration/Industrial Relations/Psychology).
- 10 years' work experience in Human Resources Management field, 5 of which should have been spent at Senior Management level
- Knowledge of Botswana Labour/Employment Laws is essential

If you meet the above requirements, please apply to:

Chief Executive Officer

At: recruitment@botswanatourism.co.bw

Closing Date: Friday, 10th November 2023

Correspondence will be limited to shortlisted candidates only.

EXECUTIVE MANAGER- INVESTMENT & PRODUCT DEVELOPMENT

MAIN PURPOSE OF THE JOB

Reporting to the Chief Executive Officer, directly responsible for:

- Formulation and implementation of strategies, systems and programmes which promote and enhance investment in the tourism industry.
- Develop, evaluate and operationalize tourism products to drive the Organisation's Product Development and Diversification mandate.

JOB REQUIREMENTS

KEY PERFORMANCE AREAS:

Strategic and Leadership Roles

- Assist in the formulation, cascading and implementation of the Organisation strategy to drive the Organisation mandate.
- Develop, implement and monitor the Investment and Product Development department's annual strategy, objectives and performance.
- Interpret, Align and Implement Investment and Product Development strategy in line with National Tourism Development Plans and Agenda.

Tourism Product Development and Diversification

- Develop, implement and monitor systems, plans and programmes to drive and promote investment in the country's tourism product.
- Conduct research to identify potential new products by marketability, investment and geographically.
- Liaise with Marketing and Quality Services departments to infuse marketability and quality control in the development of new products.
- Evaluate existing Organisation's tourism projects for operationalization, investment promotion and increase financial output.
- Liaise with Local Authorities for identification and acquisition of land with tourism potential for development and investment.
- Facilitate Trusts to develop potential of Community Based Organisations.

People and Administration Roles

- Administration of Satellite Offices, Investment Promotions and Estates Divisions.
- Develop, evaluate, implement, and monitor the annual budget for the Investment & Product Development department.
- Build, support and manage competent human capital and cross-functional team from the Product Development, Estates, Investment Facilitation and Satellite Offices functions for excellence and continuity.

KEY COMPETENCIES:

- Strategy Thinking & Innovation
- Leadership and Motivation
- Communications, Influence and Impact
- Governance
- Business Orientation
- Decisiveness and Assertiveness
- External Environment Orientation
- Budget and Resource Management
- Project Management
- Product Research & Development
- Performance Management

QUALIFICATIONS & EXPERIENCE

- Bachelor's Degree in Business Administration, Tourism Management or equivalent
- Master's Degree in Business Administration, Tourism Management or equivalent
- 10 years' experience in a highly competitive business development environment, 5 of which should have been spent at Management level
- Experience in the Tourism Industry will be an added advantage.

If you meet the above requirements, please apply to:

INTERNAL AUDIT MANAGER

MAIN PURPOSE OF THE JOB

Reporting to the Chief Executive Officer, the incumbent will responsible for:

- To provide Management and the Finance and Audit Committee of the Board objective and independent assurance on the adequacy and effectiveness of the governance, risk management and control processes, as well as consulting services to improve operations.

JOB REQUIREMENTS

KEY PERFORMANCE AREAS

- Manages the Internal Audit Function, according to the Performance Management System (PMS).
- Plans and schedules audits and ensures compliance to International Standards for the Professional Practice of Internal Auditing (Auditing Standards) on all engagements.
- Monitors departmental performances against objectives and scheduled plans.
- Co-ordinates and collates specialist audit information and formulates recommendations in the preparation of audit reports.
- Provides advice and discuss audit findings with heads of the functional areas being audited.
- Prepares final reports of findings and recommendations for submission to management and the FAC, availing copies of reports to External Auditors.
- Develops the audit strategy for BTO.
- Liaises with External Auditors and other providers of assurance services.
- Ensures that policies and procedures are complied with. Checks the effectiveness of such policies and procedures and advises Management accordingly.
- Reviews organizational activities for economy and effectiveness and advises management on opportunities for improvement and change.
- Investigates non-compliance with systems and procedures. Conducts investigations on behalf of the organization and ensures that business controls are in place and maintained.
- Appraises the controls that safeguard the assets of the organization.
- Coordinates identification of organizational risks and evaluates the risk management by identifying bad or weak processes, making recommendations and proving follow up.
- Provides assurance to various stakeholders on the Corporate Governance of the organization.
- Evaluates the adequacy, economy, efficiency and effectiveness of the business control framework, systems, and the risk management and governance processes, and recommends improvements to Manage-

ment.

- Follows up recommendations contained in the engagement communications to Management, to confirm implementation, and reports accordingly.
- Prepares the Unit budget proposals and manages the Unit allocation of the budget according to the delegated authority.

KEY COMPETENCIES

- Technical knowhow
- Business Acumen
- Economics and Accounting
- Risk Management
- Innovative
- Planning, Organising and Coordinating
- Results focused
- Development of others

QUALIFICATIONS AND EXPERIENCE

- Bachelor's Degree in Accounting and/or Auditing or related field
- Professional stage of an internationally recognised Qualification e.g. (CIA, ACCA, CIMA)
- Membership of the Institute of Internal Auditors Botswana (IIAB)
- Eight (8) years' experience in auditing medium to large scale operations, four (4) of which should have been spent at management level.
- Post Graduate Certification in Enterprise Risk Management

LEGAL OFFICER

MAIN PURPOSE OF THE JOB

Reporting to the Corporate Legal Counsel/Board Secretary, the incumbent will be tasked with:

- Providing internal legal advice.
- Assisting internal divisions and departments on all legal matters.
- Drafting legal documents for the Organisation.
- Providing legal interpretation and stance of the Organisation on legal matters to external stakeholders.

JOB REQUIREMENTS

KEY PERFORMANCE AREAS:

- Provide analysis and counsel on legal policy matters to the Board and the Organisation
- Provide legal counsel on issues arising from actual or anticipated lawsuits
- Anticipate and guard against legal risks facing the Board and the Organisation
- Develop and recommend company policy and position on legal issues
- Conduct and coordinate research into a variety of legal issues to ensure that the Board and the Organisation keep abreast with current legal trends and developments
- Developing and recommending up to date and best practice methodologies in developing corporate governance structures to ensure compliance by Management and Board of Directors
- Providing Company secretarial services to the BTO Board and its Committees including: scheduling and coordinating attendance of meetings, preparing agendas and packs, and compiling and circulating minutes.
- Provide legal services in the management of tourism related commercial transactions and contracts at organisational, national and international levels. Undertake legal research and provision of legal advice
- Undertake general administration of the legal services office including correspondence, drafting of contracts and preparation of reports
- Investigate and prepare reports on compliance matters and prepare responses to regulatory inquiries or examinations
- Provide guidance on regulatory and ethical business conduct

KEY COMPETENCIES

- Planning and Coordinating
- Results focused and Commitment
- Decisiveness and Assertiveness
- Consultation and Interpersonal Skills
- Development of others
- Good Communication skills
- Customer oriented

QUALIFICATIONS & EXPERIENCE:

- LLB or equivalent
- Must be admitted to practice as an Attorney, Conveyancer and Notary Public
- At least five (5) work experience in a versatile environment

f you meet the above requirements, please apply to:

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Closing Date: Friday, 10th November 2023

Correspondence will be limited to shortlisted candidates only.

SEZA Hosts Benchmarking Parliamentary Delegation from the Gambia

Visit focused on learning how to improve the oversight and efficiency of SOEs in the Gambia

GAZETTE REPORTER

The Special Economic Zone Authority (SEZA) recently hosted a delegation of Members of Parliament from the Gambia.

The Gambian MPs were on a fact-finding mission to understand international best practices and governance structures for State-Owned Enterprises (SOEs) in order to improve the oversight and efficiency of their own SOEs.

Lamin Sanneh, who headed the Gambian Delegation, expressed their interest in how data from SEZA is utilised for internal and public purposes. The SEZA executives provided insights into oversight, roles, responsibilities, and data-sharing with the government during the visit.

SMMEs

Lonely Mogara, the CEO of SEZA, explained that the Authority was created to address issues such as industrialisation and unemployment.

SEZA focuses on economic diversification, creating a favourable business environment, and generating employment opportunities, primarily for small and medium enterprises (SMMEs).

SEZA has the mandate to acquire and develop land, establish primary infrastructure, determine priority sectors, and approve specific financing requirements for special economic zones.

Oversight agencies

The Authority is supervised by a Board of Directors and several committees that oversee functions like human resources, finance, investment and infrastructure.

Tapiwa Masie, SEZA's Legal Director and Company Secretary, noted that several government agencies, including the Public Procurement Regulatory Authority (PPRA), the Botswana Accountancy Oversight Authority (BAOA), the Ethics Directorate, and the Information and Data Protection Commission, oversee SEZA's operations.

Positive example

Furthermore, SEZA reports to the Government of Botswana as the sole shareholder and is required to appear before Parliament, respond to Parliamentary questions, and implement adopted Parliamentary motions.

The Gambian delegation commended Botswana for its governance and oversight of SOEs. They viewed Botswana as a positive example and com-

mended the oversight mechanisms put in place to ensure accountability, financial prudence, and operational efficiency.

This visit marks an effort by the Gambian government to improve the governance and efficiency of their own State-Owned Enterprises, drawing inspiration from Botswana's successful model.



SEZA CEO, Lonely Mogara

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Driving Positive Change: Botho University Community Initiative Golf Day

... not just about golf but driving change



On 27 October 2023, the Phakalane Golf Estate was not just a place for golf enthusiasts; it became a symbol of community engagement and philanthropy during

the Botho University Community Initiative (BUCI) Golf Day. In his opening remarks, Mr Lucky Moahi, the Chairperson of BUCI, set the tone for the day. He welcomed all participants and

emphasised that the event was not just about golf but about making a significant impact on the community and driving change. “I must emphasise these funds raised are not for the regular op-



erations of the university,” he said. “Instead, they will be allocated to various BUCI initiatives, including entrepreneurial projects by students, student mobility programmes for international exposure, scholarships for alumni pursuing further studies, and community development projects spearheaded by Botho University staff, students, and alumni.”

Extensive reach

Dr Sheela Raja Ram, Vice Chancellor and Managing Director of Botho University, highlighted Botho University’s extensive reach, operating in five African countries and offering a wide range of academic programmes. “Botho University considers itself an integral part of society and the community,” she said.

Given the high levels of unemployment in the countries they operate in, Dr Ram emphasised the need for students to engage with the community and employers beyond the classroom. This involves connecting students to employers, encouraging entrepreneurship, and providing seed

funding for student entrepreneurial ventures. Additionally, facilitating opportunities for alumni to further their qualifications is critical, with many alumni pursuing post-graduate studies in developed countries. Dr Ram also underscored the importance of community-based research projects in building sustainable futures, emphasising the significant impact of BUCI fundraising in supporting these initiatives.

Generous support of sponsors

Said Mr Jay Ramesh, Chairperson of the Botho University Board: “The event was well put together and I thank all participants for their presence and the organising team for their meticulous preparations, ensuring a seamlessly run tournament.”

The success of the BUCI Golf Day would not have been possible without the generous support of sponsors like Stanbic Bank Botswana, Phakalane Golf Estate, 03 Beverages, Bank Baroda, Alpha Direct, Naledi Motors, RSM, and Granite Master.

At the Heart of Botswana’s Wealth: Jwaneng Mine Hosts Media Tour

The true value of diamonds lies in the dedication and innovation of those who unearth them from the earth

PHENYO MOLEFE

In a land renowned for its unassuming name, Jwaneng Mine, proudly stands as one of the world’s most prosperous diamond mines, defying its humble beginnings.

But inspite of its name, “place where small stones are found,” Jwaneng Mine has evolved into a global diamond industry powerhouse, consistently producing some of the world’s most valuable gems.

Journalists heard this remarkable success story in the course of a media tour recently and learnt about what continues to solidify the mine’s status as the flagship operation of Debswana, the joint venture between De Beers and the Botswana Government.

Ever evolving

Jwaneng Mine consistently yields exceptionally valuable diamonds, contributing significantly to Debswana’s revenue, accounting for roughly 60-70% of the company’s total income.

In the ever-evolving diamond industry, maintaining operational efficiency and achieving breakthrough performance remain essential. Jwaneng Mine is making impressive progress towards this ambitious goals.

The General Manager, Mr Koolatotse Koolatotse, has proudly announced that the mine had not only met but exceeded its Big Harry Audacious Goal (BHAG) target of saving P3.5 billion during the ODOT 2024 strategy period.

Leading by example

The goal was a crucial part of the Debswana 2024 strategy, launched in 2019, which aimed



to return an additional P10 billion to shareholders through cash efficiency and cost containment.

Mr Koolatotse emphasised: “By June 2023, we had already reached the P3.5 billion target set for us, and we have now surpassed it, currently standing at P3.7 billion, well ahead of our 2024 goal.”

He underlined the significance of leading by example and mentioned the decision to cancel an expensive corporate trip, showcasing their commitment to fiscal responsibility.

“Human diamonds”

Mr Koolatotse urged corporate organisations and the business community to invest in and empower local enterprises. He stressed the importance of training and developing the local workforce, thus turning them into valuable assets.

Jwaneng Mine’s dedication to human resource development is evident through its efforts to nurture “human diamonds.”

Meanwhile, Naledi Mining Services, a subsidiary of Debswana, is making substantial strides in expanding its business beyond its parent company. Established to manage mining operations at

Jwaneng’s Cut 9 project, Naledi is already exploring opportunities to diversify its revenue sources.

Naledi

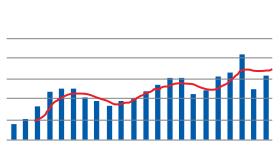
Bokang Thitoyamore, Senior Manager at Naledi Mining Services, unveiled their ambitious plan to increase revenue from P300 million per annum to P1 billion by the 2026 financial year.

The company is actively engaging with stakeholders in the mining industry to explore opportunities beyond Debswana and Botswana’s borders.

Jwaneng Mine’s significance to the Botswana economy is immeasurable. Even in challenging market conditions, the mine achieved a remarkable 21% revenue growth from January to September, defying market trends of declining sales.

As the golden goose of Botswana and De Beers Group, Jwaneng Mine underscores the nation’s commitment to excellence and progress in the diamond industry.

At the heart of Botswana’s wealth, Jwaneng Mine continues to demonstrate that the true value of a diamond lies not only in its brilliance but in the dedication and innovation of those who unearth them from the earth.



Okavango Wilderness Safaris Names Joe Matome Interim MD

- Matome is a highly respected figure in tourism and conservation
- Ex-Debswana Tourism Project and Kalahari Conservation Society



Joseph "Joe" Matome is the Caretaker Managing Director of Okavango Wilderness Safaris (OWS) Photo Credit: Botswana Unplugged

GAZETTE REPORTER

Joseph "Joe" Matome is the Caretaker Managing Director of Okavango Wilderness Safaris (OWS) effective from 1st November 2023, the company has announced.

Matome, a highly respected figure in the field of tourism and conservation, is set to steer the company until the search for a permanent Managing Director concludes, which is estimated to take three

to four months.

"We have chosen not to rush this process to ensure we secure the most suitable leader for this exceptional business," OWS stated, emphasising their commitment to finding a candidate who aligns with their vision and values.

Unique skills set

Matome's extensive experience, including leading the Debswana Tourism Project and serving on the board of Kalahari Conservation Society for over two

decades, positions him as an ideal guide in this transitional phase.

The Chairman of the OWS Board, Kabelo Binns, expressed his enthusiasm about Matome's appointment, emphasising his passion for conservation, community, and safari.

Binns noted that Matome's unique skills set is instrumental in laying a solid foundation for OWS's future endeavours.

Founded in Botswana in 1983, OWS has emerged as a pioneer in sustainable

tourism, leaving a positive footprint on the communities, ecosystems, and conservation efforts in Botswana's pristine wilderness.

Matome's extensive experience, including leading the Debswana Tourism Project and serving on the board of Kalahari Conservation Society for over two decades, positions him as an ideal guide in this transitional phase.

1,000 employees

With over 20 camps and a workforce of more than 1,000 employees, the majority of whom are Batswana, OWS has become a significant contributor to the country's economic and social development.

The Wilderness Training Academy, established over 18 years ago, has trained over 1,000 Batswana, offering free Botswana Qualifications Authority (BQA) accredited courses.

Additionally, OWS directs at least 80 percent of its procurement expenditure towards Botswana-registered entities, underlining its commitment to supporting local businesses.



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FNBB Sustains Growth Amidst Competitive Landscape

- Cites POS machines and asset and vehicle finance as areas of competitions
- Points to exponential growth of its CashPlus outlets for customer convenience
- Says Banking the Under- and Unbanked and Client Engagement are key commitments
- Aware most clients have experienced income pressure from supporting retrenched family members
- Closed year at 578 274 active clients with P6.25bn in deposits and P10.76bn in gross advances

GAZETTE REPORTER

Despite the persistence of challenges experienced in 2021, First National Bank of Botswana (FNBB) remains steadfast in its pursuit of digital transformation as a fundamental pillar of its strategy.

Writing in the bank's latest integrated report, chief executive Steven Bogatsu reaffirms commitment to achieving strategic objectives for 2025.

The report highlights the increasing shift towards digital channels among clients, with an impressive 87 percent now utilising at least one of FNBB's digital platforms and 54 percent actively engaging with the FNB App.

Dynamic market

Discussing the evolving competitive environment, Bogatsu acknowledges the expansion of competitor offerings beyond traditional banking products to include services such as POS machines and asset and vehicle finance.

He underscores FNBB's readiness to confront these challenges, citing the institution's focus on technological innovation and its efforts in catering for both under- and unbanked segments.

"We are dedicated to addressing this dynamic market through our commitment to 'Banking the Under- and Unbanked' as well as prioritising 'Client Engagement and Innovation,'" he says.



FNBB Chief Executive Officer Steven Bogatsu

Homegrown innovations

Emphasising the bank's proactive approach, Bogatsu highlights the collaborative efforts of a proficient team of

young developers tasked with delivering agile solutions tailored to the evolving needs of the clientele.

Notably, he says, these homegrown in-

novations are now seamlessly integrated into the broader Group's systems, indicating FNBB's dedication to enhancing its product and service offerings.

The CEO highlights the critical role of connectivity in expanding banking services, particularly to underprivileged communities. The establishment of a container branch in Shakawe was highlighted as a significant step towards ensuring banking accessibility for all.

Inclusivity and accessibility

Bogatsu points to the exponential growth of the bank's CashPlus outlets, indicating a remarkable 69 percent increase, accompanied by an 86 percent year-on-year rise in transactional volumes, a testament to FNBB's commitment to enhancing convenience for its customers.

"As we continue to pioneer innovative solutions, our focus remains on fostering inclusivity and accessibility in banking services," he says, underscoring FNBB's dedication to leveraging technology to bridge the gap and enhancing financial access for all segments of the population.

Bogatsu says during the period under review, FNBB enjoyed very selective and responsible growth in its retail loan book by focusing on schemes and applying due consideration for the circumstances of applicants before a decision to extend credit.

Simplified self-service

"We had valuable discussions with our clients on the income pressure they experienced because of the pandemic," he notes. Even though most clients did not necessarily lose their income, they did experience income pressure as a result of supporting other family members who were retrenched."

Meanwhile, during the review period, the retail segment grew to close the financial year at 578 274 active clients with P6.25 billion in deposits and P10.76 billion in gross advances.

"Considering these dynamics, we have been engaging clients on the merits of restructuring loans as opposed to a traditional collections drive," says Bogatsu.

"Our strategy to providing digital solutions and driving digital adoption continues as we will be introducing more simplified self-service capabilities using advanced platforms and technology. However, where there is a need for human interaction, this will be provided."

decreased by 12 percent to 5.8 million carats, as a result of lower throughput at Orapa due to planned maintenance.

In Canada, production saw a decline of 9 percent to 0.7 million carats, driven by the intentional treatment of lower-grade ore.

De Beers maintains a workforce of over 20,000 individuals across multiple continents, cementing its pivotal role in the global diamond market.

De Beers Diamond Production Declines by 23% Due to Planned Operations Shifts

- Production in SA, Botswana and Canada down 78%, 12% and 9% respectively
- Rough sales amounted to 7.4m carats down from 9.1m carats in previous quarter

GAZETTE REPORTER

The world-renowned diamond company, De Beers, experienced a significant 23 percent decrease in rough diamond production, says a recent report released by parent company, Anglo American.

The decline, primarily attributed to

planned operational adjustments in various regions, has prompted a thorough examination of the company's strategies for the coming quarters.

The data unveiled a notable decrease in production across key regions. In South Africa, production plummeted by a staggering 78 percent to 0.4 million carats, largely due to the anticipated

conclusion of Venetia's open pit operations in December 2022.

Lower throughput at Orapa

However, the report indicates that Venetia will continue to process lower-grade surface stockpiles during the transitional phase to underground operations.

Similarly, in Botswana, production



Bank of Botswana (BOB) Governor Cornelius Dekop briefing the media after the Monetary Policy Committee (MPC) meeting in Gaborone. MPC opted to maintain the Monetary Policy Rate (MoPR) at the level of 2.65 percent. (Pic: PRESS PHOTO)

BoB Report Reveals Slower Growth in Household Loans in 2022

- Says tightening monetary conditions a key factor
- Highlights preference for personal loans over mortgages
- Details expansion in bank's branch and ATM network

GAZETTE REPORTER

The household sector has experienced a slower growth trajectory of loans and advances of 4.8 percent from P45.6 billion in 2021 to P47.8 billion in 2022, the Banking Supervision and Annual Report Bank of Botswana (BoB) of 2022 has revealed.

However, despite this growth, the rate was slower compared to the 6.2 percent expansion observed in 2021.

According to the report, the loans were predominantly composed of personal (72 percent), mortgage (22 percent), motor vehicle (4 percent), and credit card and other loans (2 percent).

Motor vehicle loans down

Personal, mortgage, and credit card loans saw varying degrees of growth, with personal loans reaching P34.2 billion, mortgage loans reaching P10.6 billion, and credit card loans reaching P888.9 million.

Conversely, motor vehicle loans experienced a marginal decline of 0.4

percent, dropping to P2 billion in 2022.

The report attributes the deceleration

The report highlights the preference for personal loans over mortgages within the household sector due to the relative ease and speed of obtaining personal loans.

in credit growth to the tightening of monetary conditions, evidenced by the bank's decision to raise its Monetary Policy Rate (MoPR) during the year.

Furthermore, the report highlights the preference for personal loans over mortgages within the household sector

due to the relative ease and speed of obtaining personal loans.

Return on loans up

It notes that many customers opt for personal loans to finance property acquisitions as maximum personal loan amounts have increased over the years across various banks.

Additionally, the report points out that the return on loans and advances increased from 8.2 percent to 9.4 percent, while the interest spread fell slightly from 3.8 percent to 3.7 percent. The average cost-of-deposits ratio also saw an increase from 1.9 percent in December 2021 to 2.6 percent in 2022.

Moreover, the report highlights positive trends in the banking sector, including a rise in the net income-to-employee cost ratio from 89.8 percent to 126.3 percent, resulting in an increase in net income per employee from P412,457 to P611,166.

Assets per employee

Notably, assets per employee also grew from P24.6 million to P26.3 mil-

lion, indicating a faster growth in the balance sheet compared to employment levels.

The report also details an expansion in the branch and ATM network, with an increase from 162 to 172 bank branches and a net increase of 46 ATMs, reaching 629 in 2022.

It underscores the role of ATMs in providing convenient and interactive access to various financial products and services.

Regarding the geographical distribution of the branch network, the report reveals a consistent pattern, with the South East District leading at 63 branches, followed by the Central District with 39 branches.

Notably, the branch network saw incremental growth in several districts, including the North West, Central, Kgatleng, Southern, Chobe, and Kweneng districts.

De Beers Diamond Production Declines by 23% Due to Planned Operations Shifts

From Page 18

Macro-economic environment

Furthermore, the report highlights a cautious approach by sightholders in response to current macro-economic environment and elevated levels of diamond inventory in the midstream.

Consequently, rough diamond sales amounted to 7.4 million carats, down from 9.1 million carats in the previous quarter.

Moving forward, De Beers aims to support its sightholders by offering increased flexibility in rough diamond allocations during upcoming events, with a focus on restoring equilibrium between wholesale supply and demand.

20 000-strong workforce

With its global footprint spanning 35 countries, De Beers continues to be a significant player in the diamond industry, with the majority of its earnings originating from operations in Botswana.

As a subsidiary of Anglo American, De Beers maintains a workforce of over 20,000 individuals across multiple continents, cementing its pivotal role in the global diamond market.

BIHL Hails Sanlam, Allianz Merger as a Landmark for African Financial Services

The alliance amalgamates giants of the industry, Sanlam and Allianz

GAZETTE REPORTER

Botswana's leading financial services provider the BIHL Group celebrated the formation of SanlamAllianz, an alliance that amalgamates the giants of the industry, Sanlam and Allianz.

At a prestigious event hosted by the BIHL Group in Gaborone, Heinie Werth, CEO of SanlamAllianz, paid homage to the enduring partnership between BIHL and Sanlam, emphasising their shared commitment to excellence and client service.

Werth lauded the consolidation's potential to revolutionise financial ser-

vices in Africa, citing the robust foundations laid by BIHL Group's stability and Sanlam's majority equity partnership.

Service excellence

"BIHL Group's stability, coupled with Sanlam's majority equity partnership, is a testament to mutual respect, collaboration, and service excellence to our clients," said Werth during the celebratory event.

With operations spanning 27 African markets and over 80 businesses, SanlamAllianz has emerged as the continent's largest non-banking financial entity, boasting a combined group equity value of approximately R35 billion.

The joint venture, with Sanlam holding a 60 percent stake and Allianz owning 40 percent with an option to increase to 49 percent, anticipates leveraging their collective expertise to foster financial inclusion, innovative products and robust governance.

New chapter

Catherine Lesetedi, CEO of the BIHL Group, expressed her enthusiasm for the new chapter, declaring: "Tonight we celebrate this significant achievement through which the BIHL Group is now a proud member of SanlamAllianz."

She emphasised the alignment of the Group's purpose with that of Sanla-

mAllianz, highlighting their joint focus on "improving livelihoods" and empowering communities.

"We celebrate this significant achievement through which the BIHL Group is now a proud member of SanlamAllianz."

Asserting Botswana's readiness to embrace the transformative collaboration, Lesetedi reiterated the Group's dedication to furthering the prosperity and financial confidence of the nation's citizens.

"Botswana is ready. The BIHL Group is ready," she affirmed, echoing the shared vision of fostering secure and prosperous generations.

Letshego Namibia Wins 2023 Best Locally Listed Company Award



Letshego Holdings Namibia Ltd ("Letshego Namibia") is the proud winner of the 2023 Best Locally Listed Company title at the prestigious Namibia Top Company Awards ceremony in Windhoek.

GAZETTE REPORTER

Letshego Holdings Namibia Ltd ("Letshego Namibia") is the proud winner of the 2023 Best Locally Listed Company title at the prestigious Namibia Top Company Awards ceremony in Windhoek. Organised annually by Cirrus Capital and judged by an independent panel, the national awards seek to recognise the exceptional achievements of Namibian companies.

Ester Kali, Letshego Namibia's Country CEO expressed her delight at the independent industry recognition. She emphasised that this award denotes Letshego Holdings Namibia's unwavering commitment to exemplary corporate governance and sustainable growth in its day-to-day operations, all while delivering social and

economic benefits to more Namibians.

Despite economic challenges faced during the 2022 Financial Year, including higher interest rates, reduced affordability, and intensified competition in lending rates, Letshego achieved remarkable results. Profit after tax grew by an impressive 16 percent, and deposits increased from N\$386 million in 2021 to N\$536 million in 2022. Letshego Namibia also distributed a final dividend of 44.89 cents per share on 15 June 2023, establishing a remarkable dividend yield of 18.7 percent, the highest among NSX local tickers.

Dedicated efforts, innovation, and product diversification drove this inclusive finance subsidiary's success. Over the last two years Letshego Namibia has extended its services beyond government

employees, broadening customer choice in products, introducing low-cost transactional bank accounts extending access to high-yield savings solutions.

Aupa Monyatsi, Group Chief Executive of Letshego Africa Holdings Limited added: "Ester Kali, our Namibia CEO, and the Namibia country team remain steadfast and dedicated to extending the reach of simple, affordable and appropriate financial solutions to more Namibians. This accolade is recognition of the teams' collective hard work and commitment. On behalf of Letshego Africa we are proud to congratulate our Namibian family, and continue to support their unrelenting efforts in increasing social impact and sustainable shareholder returns."

The Best Locally Listed Company category around three fundamental assess-

ment criteria: return, growth, and investor relations management. The return accounted for 60 percent of the overall assessment, including share price appreciation, dividend yield, net profit to market capitalisation, and return on equity. Growth contributed 20 percent to the overall score, considering revenue and profit growth. Investor Relations made up the remaining 20 percent and was supported by a survey assessing interactions, the quality of information distributed to stakeholders, and integrated reporting, all independently conducted by Cirrus.

These stringent criteria and meticulous evaluation process underscored Letshego Namibia's exceptional performance and unwavering commitment to upholding the highest standards of corporate governance. Letshego Namibia is progressing well with integrating its Environmental Social and Governance (ESG) policy, promoting the value for companies to adopt sustainable and responsible business practice and boosting long term shareholder value.

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BTC Invests on its Enterprise and Service Provider Networks

GAZETTE REPOTER

Botswana Telecommunications Corporations Limited (BTC) has invested over P69 million in the state-of-the-art modernisation of its enterprise and service provider (E&SP) network in partnership with Cisco. The enterprise and service provider network project's main objective is to modernise and refresh BTC's internet edge, IP MPLS core and enterprise network.

Giving an update on the project, the BTC Chief Operations Officer Aldrin Sivako stated that the modernisation of the enterprise and service provider network project has been ongoing for the past 18 months and will be completed in November 2023.

He said: "With the advance and integration of emerging technologies, cloud connectivity, voice and beyond, reports show that BTC's legacy network infrastructure simply could not provide for the bandwidth, speed, and low latency needs that are now imperative to deliver on these demands".

Strategic goal

The strategic goal of the project is to create a digitally transformed, agile and customer-centric network infrastructure that drives unparalleled value for stakeholders and sets the gold standard for the future of connectivity. "Our dedication to innovate and provide superior service delivery is exemplified through the initiative to modernise and upgrade the enterprise and service provider networks and core



BTC Chief Operations Officer Aldrin Sivako

network infrastructures countrywide as well as integrating the Senthaga data centre where BTC hosts several international content providers such as Facebook/Meta, Google, and Akamai," said Sivako.

Unparalleled digital services

The investment positions the BTC network to deliver unparalleled digital services to customers ranging from Government, businesses (large and small) to home users. This investment comes on the backdrop of the recent upgrade of BTC's mobile network

from 2G to 4G in 63 sites in the Okavango and Northwest Districts in collaboration with the Universal Access and Service Fund (UASF) thus leading to an increase in its national 4G/LTE footprint to over 500 sites countrywide.

"With the advance and integration of emerging technologies, cloud connectivity, voice and beyond, reports show that BTC's legacy network infrastructure simply could not provide for the bandwidth, speed, and low latency needs that are now imperative to deliver on these demands"

Chief Technology Officer and Head of Engineering at Cisco Sub-Saharan Africa, Conrad Steyn said on their partnership with BTC: "We have helped BTC optimise, integrate, scale, sustain, and secure their core network and services, bringing state-of-the-art technology to Botswana. Our partnership with BTC is a testament to Cisco's commitment to powering an inclusive future for all. By supporting BTC in their digitisation journey and modernisation efforts, we are working towards bridging the digital divide and empowering communities in Botswana to thrive in a connected world."

Minergy Group Reports Increased Revenue Amid Challenging Market Conditions

- Reinforces its leading position as key global supplier of coal
- Achieves pure coal sales of P459m from P297m in 2022

GAZETTE REPORTER

Minergy Group has reported a substantial 21 percent surge in total revenue to P512 million compared to the previous year's figure of P425 million, the company's latest integrated report for 2023 shows.

Focusing on its key asset, the Masama Coal Mine situated in the Mmamabula coalfield, Minergy has solidified its position as a leading supplier of high-quality coal to industrial clients and power utilities across multiple continents, leveraging its strategic location, robust infrastructure access, and cost-effective open-cast mining operations.

Despite a challenging market landscape, the prominent coal mining and trading Group showcased resilient performance, with pure coal sales (excluding transport recoveries) escalating to P459 million from P297 million in 2022.

Market downturn

However, this achievement was tempered by a market downturn in the latter half of 2023, leading to a substantial decline in sales to just P161 million, compared to the buoyant P298 million in the first half of the year.

Notably, Minergy managed to curtail its operating losses by 30 percent, amounting to P52 million, and saw a substantial 48 percent reduction in

EBITDA losses, which stood at P30 million.

This positive trajectory was propelled by a significant boost in operational and EBITDA numbers during the initial half of 2023, although it was partly offset by amplified mining costs, particularly for diesel and explosives, which surged by more than 50 percent due to the global energy security crisis.

Stabilised

The report highlights that while these costs stabilised towards the end of the latter half of 2023, they remained at elevated levels, exacerbated by a higher mining strip ratio and supplementary fixed costs during the scaling up to full capacity.

In terms of sales and production volume, the report reveals a decline in monthly averages, with sales dropping from approximately 67,000 tonnes per month in the first half of 2023 to around 40,000 tonnes per month in the latter half.

Despite these challenges, Minergy successfully dispatched 174,000 tonnes of coal across four vessels from Walvis Bay for export markets, amounting to a total of 210,000 tonnes across six vessels.

Sustainable expansion

The report also highlights a corresponding decrease in production, with average mining and beneficiation feed dropping from approximately 120,000 tonnes per month in the first half of 2023 to approximately 80,000 tonnes per month, a necessary adjustment in response to the reduced market demand.

Throughout its operational journey, Minergy has showcased a consistent annual growth trajectory, having moved 17.6 million m3 of waste and mined and processed 3.4 million tonnes of coal since its inception, demonstrating its commitment to sustainable expansion and operational excellence.

A Very Unholy War

Bombs do not kill ideology but inflame it, writes DOUGLAS RASBASH

There, in the heart of world monotheism, a place that many have called The Holy Land, people are killing each other in their thousands - as they have done for millennia. Atheists can surely be forgiven for gloating at the obvious

failures of religions yet again. No wonder religious leaders are anxiously imploring the factions to cease fire and work towards peace. The perpetual violence is an embarrassment to all religious dogma, whether Muslim, Jew or Christian. Inevitably the warring factions

invoke the one God as being on their side in a just and holy war. As the Arab world funds and supports directly and indirectly the Palestinian position, so generally the Judeo-Christian world supports Israel. The atheists of China and Russia, having no particular axe to grind, simply demand it to unconditionally stop, and are very right. The Middle East has long been a region plagued by conflict and turmoil. The complexities of its political, religious, and ethnic tensions have given



There, in the heart of world monotheism, a place that many have called The Holy Land, people are killing each other in their thousands - as they have done for millennia. Photo Credit: cfc.org

rise to a seemingly never-ending cycle of violence and instability.

In this essay, we will explore why guns can never provide a solution to the Middle East and why they often exacerbate the problems rather than solving them. This ongoing conflict is indeed an unholy war, and it requires alternative approaches to achieve lasting peace and stability.

Existing tensions
The Middle East's turbulent history is a testament to the ineffectiveness of guns in resolving its issues. The conflicts in the region date back centuries and have evolved into multifaceted, deeply-rooted problems that cannot be addressed by simple military solutions. From the Israeli-Palestinian conflict to sectarian strife in Iraq, the region's problems are deeply embedded in history, culture, and religion.

The introduction of guns and modern weaponry into the Middle East has only served to escalate the violence and deepen the divisions. Rather than acting as a stabilising force, these weapons have often been used to exacerbate existing tensions. The proliferation of arms in the region has made conflicts deadlier and more difficult to resolve. It has fuelled a never-ending arms race that only benefits arms dealers and perpetuates suffering among the populations.

One of the most tragic consequences of relying on guns to address Middle East conflicts is the immense civilian suffering it has caused. Innocent men, women and children bear the brunt of the violence, displacement, and economic devastation. The indiscriminate nature of modern warfare means that civilians are disproportionately affected, leaving entire communities in ruins.

The overreliance on military force has consistently undermined diplomatic and political solutions. Negotiations, peace talks, and diplomacy have been overshadowed by the power of guns, leading to a persistent stalemate in the region. Guns tend to perpetuate a zero-sum mentality where one side's gain is seen as the other's loss, making it difficult to achieve mutually beneficial agreements. Guns have contributed to cycles of retaliation that seem endless.

cycle of revenge and hostility
When one side resorts to violence, it often triggers a response from the other, perpetuating a cycle of revenge and hostility. The result is an unholy war with no end in sight as parties become increasingly entrenched in their positions and distrust deepens. The Mid-

dle East conflict has attracted international involvement, with global powers often using the region as a proxy for their own interests. The presence of guns and military support from various nations has complicated the situation further. Rather than promoting stability and peace, these external influences have often exacerbated existing problems.

Given the ongoing suffering in the Middle East, there is an urgent moral imperative to seek alternative solutions. Relying on guns as a means of resolving these conflicts is not only ineffective but also inhumane. The world must prioritise the well-being of Middle Eastern populations and work toward lasting peace.

Turning the pages of history back to 1940s Germany applies the same tactics of incarcerating huge numbers of Jews in the Warsaw Ghetto - breaking every rule in the book of human rights - and exterminating them. So it is with Israel and the Palestinians. Such violence can never provide a basis for peace in the Middle East and can only inflame Palestinian Ideology. The region's complex history, deep-rooted tensions, and the humanitarian imperative make it clear that alternative approaches are necessary to break the cycle of violence and establish lasting peace.

Ideology of freedom
The ongoing conflicts in the Middle East are indeed unholy wars, and it is incumbent upon the international community to support diplomatic, political, and humanitarian solutions that prioritise the well-being and future of the people in the region. Only by focusing on dialogue, cooperation, and reconciliation can the Middle East begin to heal and move towards a more stable and prosperous future.

While bombs may destroy their homes and many lives, it cannot and will never destroy the ideology of freedom, opportunity and decent life free of oppression, exactly as the Zionists had a few generations ago. There is a much that Botswana can do: 1) Set aside the unwritten policy of non-interference on global issues and in particular conflict; 2) Promote the nation as a pre-eminently peaceful one, understanding what it takes to resolve conflicts and build peace; and 3) Establish a UNU campus in Botswana responsible global conflict studies and resolution - specialising in the Southern Hemisphere.

Such would elevate the status of Botswana in the eyes of the world. Let us stand up and be counted - this is a very unholy war and it must stop.

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... as they share
the stage
with Joyous
Celebration

GOSEGO MOTSUMI

Local artist Khabara Makuku's dreams came true when he collaborated and shared the stage with Joyous Celebration at the "Life Changing Concert" at UB Sports Arena in Gaborone over the weekend, thanks to one of the show's sponsors, BotswanaPost.

Makuku was crowned the BotswanaPost Gospel Icon after winning the competition organised by the postal parastatal to unearth new gospel talent.

He mesmerised the audience with his "Jeso Rato la Hao" that he sang alongside the South Africa award winning gospel group.

Wealth of experience

"Our partnership with the Life Changing Concert is our way of investing in the creative and entertainment in the country," said the CEO of BotswanaPost, Cornelius Ramatlhakwane, at the event.

To make the occasion even more special, BotswanaPost brought on board one of their employees who is a music artist, Kealeboga 'Cheki' Mothusi, as one of the opening acts of the show.

Cheki is a Customer Service Assistant at Maun Post Office and has a wealth of

LIFE CHANGING MOMENT FOR BATSWANA ARTISTS



experience in music production and performance. He was the first price winner at the 2017 Presidential Competitions.

Iconic seventh edition

Even more, local superstar Ezra Neethings of "Danko" fame thrilled the audience

to the marrow with his hit songs.

Brave Heart successfully presented an iconic seventh edition of the Life Changing

Concert with Joyous Celebration.

The audience got to enjoy the ensemble's popular renditions alongside their recently released 27th album titled "Hope & Victory" that shared the powerful message of faith and renewal.

Certificate of appreciation

At the end of the night, founding member of Joyous Celebration, Lindelani Mkhize, awarded the founder of Brave Heart, Joe Manuel, with a certificate of appreciation for consistently producing a world-class event without cutting corners.

He mesmerised the audience with his "Jeso Rato la Hao" that he sang alongside the South Africa award winning gospel group.

"As Joyous Celebration, we award this certificate with much appreciation, respect and gratitude for your unwavering support, loyalty, dedication and long lasting and outstanding relationship with us," Mkhize said.

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Adventure Awaits at Seanokeng Limpopo Camp Festival

Event aims to promote Kgatleng East as a tourist destination

GOSEGO MOTSUMI

Nature lovers are in for a treat as Ramotlabaki Village, nestled in the Kgatleng District, will host a bushveld event styled Seanokeng Limpopo Camp Festival. Slated for 9 December 2023, the festival is designed for patrons who want to explore cultural exchange, unwind off grid and enjoy live music while watching the beautiful African sunset.

In partnership with *The Voice* newspaper, Seanokeng Limpopo Camp Festival was officially launched last week at Ramotlabaki as the event's destination aims to promote Kgatleng East as a tourist destination.

Mindset Change

The Assistant Minister of Local Government and Rural Development, who is also the MP for Mochudi East, Mabuse Pule, was at the launch. "This media launch marks significant progress in the quest to accelerate economic diversification and promote Value Chain Development and Mindset Change," he said. "The festival is set to celebrate our diverse and rich cultural heritage and unlock opportunities in the Mochudi East Constituency."

The confluence of Limpopo and Ngotwane

Adventure seekers can dust off their camping gear for a memorable weekend breather two hours' drive from Gaborone in the village of Ramotlabaki that lies at the confluence of the

Limpopo and Ngotwane Rivers. Patrons will get to explore the hidden treasures of SeKgatla heritage, which includes many tourist attractions such as game ranches for hunting, fishing, mokoro rides and scenic views of the area. The first of its kind camping festival will also showcase the culture of BaKgatla through their a capella folk music, dikopelo.

Said Pule: "Initiatives such as this one will propel our communities to sustainable growth and evolve into vibrant globally-competitive private sector-developed (enterprises) to meet domestic, regional and international standards."

Cross-border linkages

The minister added that a plethora of events of this magnitude will further promote business linkages among small, micro and medium enterprises (SMMEs), as well as between SMMEs and large local or foreign companies, as well as promote cross-border business linkages in line with Botswana's regional integration efforts. "We need to support Seanokeng Limpopo Camp Festival and other events to drive and sustain our economy," Minister Pule said. "The success of the festival hinges on the involvement and commitment of all relevant stakeholders, hence it is imperative that there is a sustained effective process that links the implementing agents and provides due public awareness of the Camp Festival."

ROLE OF INNOVATION IN A KNOWLEDGE ECONOMY

Industry leaders spark conversation at Innovation Botswana Day

GOSEGO MOTSUMI

In a bid to help the country's transition into a knowledge-based economy, this year's "Innovation Botswana Day" sparked a dialogue that confronted pressing questions, advocated for change, and ignited evolution of people in the realms of innovation and entrepreneurship. The gathering in Gaborone recently put together some of the brightest minds and industry leaders to guide discussions on the role of innovation in a knowledge economy. Said the Director of the University of Botswana Innovation Centre, Richie Moalosi, in a panel discussion: "Innovation is the bedrock of a knowledge economy because it drives entrepreneurship."

Startups

"Innovators find a gap in the market and design a solution that addresses issues faced by society. Innovation also drives economic growth as startups begin to produce goods and services and some of them are exported while they become a global player in the knowledge economy." For the Senior Project Manager at Dimension Data, Jullian Mogotsi, the government's am-

bition and drive set to transform Botswana into a knowledge-based economy is a process that has a goal. He pointed out that with its traditional resource-based economy, Botswana is currently at the start of innovation and is moving towards a knowledge-based economy where there is high use of intellectual capacity to build and nurture economic growth.

Data collection and analysis

The Chief of Staff at the Office of the President, Boyce Sebetela said innovation must respond to daily problems: "The produced goods and services must meet basic societal needs and we cannot do that without collection of data, analyzing it and turning it into information to know exactly what goods and services we want to develop," he said. The Founder and CEO of Alpha Direct, Arun Iyer, who is a member of the BIUST Board, said one of the changes they want to make is to figure out how they can take their commercial creations from the university and build actual companies that create jobs within the country's ecosystem.

All on the same team

"The only way we can do that is if we sit down and talk to each

other and realise that we are all on the same team that is trying to make Botswana a centre of innovation and entrepreneurship," he said. Iyer also emphasised the need for exposure to entrepreneurship and innovation from a young age that includes introducing students to role models who can inspire and demonstrate what is possible in the world of innovation. For Executive Director at BITRI, Dr Sebusang Sebusang, as Botswana grapples with becoming a high export-led economy, the biggest missing piece in its ecosystem of research and development is transitioning products and services to the market and lack of funding.

Less optimal

"Someone will have an idea and bring it to government as the biggest consumer," he said. "Instead of the government finding value in that idea and running with it, it suggests that it be tendered for. It is then going to be won by someone who has no idea where it came from and we get something that is less optimal." Dr Sebusang said the country needs to develop a public policy that accommodates people with ideas and allow regulation to catch up.

VACANCY ANNOUNCEMENT

VACANCY ANNOUNCEMENT RE-ADVERTISEMENT

Sea Rail (Botswana) (Pty) Ltd ("SeaRail") runs the Botswana Dry Port in Walvis Bay, Namibia. The company provide integrated transport and logistics solutions for imports and exports in and out of Southern African region. The Dry Port is located strategically at the Port of Walvis Bay and provides bonded facilities for handling dry containers, reefers, bulk and breakbulk commodities offering a one stop shop managing the logistics supply chain from origin to destination.

The company invites fully qualified transport and logistics candidates with a good track record to apply for the position of Business Development Manager tenable in Gaborone, Botswana. This position reports directly to the Managing Director.

POSITION: BUSINESS DEVELOPMENT MANAGER

MAIN PURPOSE OF THE JOB

To grow the market share and customer base for the Botswana Dry Port in Namibia on cargo exported from or destined to Botswana and the Southern Africa Region. The goal of this role is to maximize the utilization of the Dry Port's physical capacity and potential revenue through the development of customized flexible storage and distribution solutions for an array of clients.

POSITION REQUIREMENTS

EDUCATION:

- Degree in Logistics & Supply Chain Management or equivalent (Masters in a related field will be an advantage) or
- Diploma in Business related field with over 10 years' experience in freight forwarding and or transport and logistics industry

EXPERIENCE:

- At least 5 years of experience at a senior level in the transport & logistics industry with exposure to sales and business development;
- Experience conducting business with senior supply chain executives;
- Knowledge and experience selling a broad suite of integrated logistics services; and Knowledge of fuel industry and distribution.

COMPETENCIES:

- Effective oral and written communication skills
- Problem-solving and analytical skills, as well as strong attention to detail
- Action-oriented and results-driven,
- Innovative and customer-focused individual
- Strategic thinking and statistical analysis skills
- Strong Organizational and management skills

KEY PERFORMANCE AREAS

- Increase in revenue for the company
- Generate new business leads
- Ensure customer satisfaction
- Plan and execute marketing initiatives.
- Development of staff

REMUNERATION:

Sea Rail (Botswana) (Pty) Ltd offers competitive salary and benefits. Interested applicants with the required qualifications can email their CV's together with certified copies of ID and certificates and cover letter to the Managing Director at executive.secretary@searail.com.na. Only shortlisted candidates will be contacted.

Closing date: **07 NOVEMBER 2023**

Head Office, Botswana Dry Port, Corner of 5th Road & 5th Street, Lagoon, Walvis Bay, Namibia
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ARTIST YOROKEE: RECIPIENT OF THE BANANA CLUB ARTIST FUND

The selection panel reviewed over 20 applications and shortlisted five outstanding candidates before ultimately selecting Yorokee



GAZETTE REPORTER

Inter-disciplinary collective, Banana Club, recently announced the incredible progress of their artist fund recipient, Yorokee, who is currently recording his very first EP with the support of seasoned producer Flex the Ninja.

Banana Club will share the

artist's journey with audiences through an upcoming short documentary that will give a glimpse into the inspiration that fuels Yorokee's artistic vision.

"Everything seemed to have happened so fast before I could process what I was getting into, and it forced me to step out of my shell and be bold with my craft to find comfort with using my voice

as an instrument to put my mind to pen and paper to let the world in on my poorly wired mind," said the artist in a statement.

Wildest dream

"I feel blessed to have found a team that worked relentlessly to help me make my wildest dream a reality. At first it felt overwhelming and my inferiority complex got the better of me. But to know that there are people who are willing to walk with me an extra mile to help see this through has been nothing short of incredible."

Established in 2022, The Banana Club Artist Fund (BCAF) is a three-month-long residency designed to support LGBTQIA+ artists and creative entrepreneurs as they produce and present artistic projects. BCAF's mission is to provide a safe and supportive space for artists to explore and express their creative visions.

Zambian-born and Botswana-raised Moonga Kapambwe, popularly known as Moonga K, is this year's Artist Fund 2023 Mentor. He has earned recognition as Apple Music's New Artist Spotlight and OkayAfrica's "15 Best South African Albums So Far" in 2018. His mentorship will undoubtedly be invaluable to Yorokee.



"At first it felt overwhelming and my inferiority complex got the better of me."

This year, BCAF had the honour of hosting an esteemed jury led by Creative Arts Economist, Strategist, and Public Private Partnerships Facilitator, Lerato Motswarakgole of Ora Loapi; esteemed Motswana Painter, Thebe Phetogo; Founding Manager and Gallerist of The Space Botswana, Atang Arnold; and Cultural Producer and Strategist, Thabo Makgolo.

Talent and diamonds

The selection panel reviewed over 20 applications and shortlisted five outstanding candidates before ultimately selecting Yoro-

kee.

Reflecting on the selection process, 2023 Juror Makgolo remarked: "It has been an eye-opening and rewarding experience as I finally got a glimpse at the vast amount of talent and diamonds that Botswana has to offer. My only criticism is we could not award them all a residency.

Banana Club Founder and Creative Director, Tanlume Enyatseng, concluded: "We are excited to witness Yorokee's journey and look forward to sharing the fruits of his artistic labour with the world."

From Influencer to Entrepreneur

- Socialite Lala just announced her cleaning business venture in order "to put food on the table"
- Says she's often paid in kind in the rough and tumble world of being an influencer

GOSEGO MOTSUMI

Influencer and socialite Larona Bagaladi is transitioning from being an influencer to becoming an entrepreneur with her latest business venture, Mmaolala's Cleaning Company.

As the name suggests, her new business venture in the cleaning industry is a passion project by which she is determined to bring freshness to the home, industry

and office spaces.

Affectionately known as Lala on social media, she told Time Out: "I have always had a passion for cleaning and decided to turn it into a business. Besides, I wanted to leverage on my significant online following.

The girl child

"I have always been known for social media and relationship scandals and I wanted to do



something positive on my platforms to inspire the girl child who looks up to me."

Lala has amassed more than 219,000 followers on her Facebook page and has been able to change people and their behaviour towards goods and services through her social media posts. She advertises and sells business products and services while forming personal relationships with her followers.

Even so, the socialite revealed that the local influencer space does not offer much in monetary rewards, and this has prompted her to seek more financially sta-

ble opportunities.

Loyal followers

"Businesses often prefer to offer products or services in exchange for advertising rather than paying influencers," she noted. "Even if I charge a small fee of P500, they negotiate the price and say I am expensive. So people are using us for free in the name of the spotlight.

"You can't survive off influencing here. But I have not left influencing entirely because I still have my loyal clients that I am happy to serve but I now want to do work that will put food on the

table because I am mother."

Shortly after announcing her cleaning business over the weekend, Lala received an enthusiastic response from her followers and potential clients. She already works with four people and aspires to turn her business into a profitable enterprise that can also create job opportunities for others.

Education

"I have tried other businesses before but I realised that cleaning is a sustainable business because it is a daily routine with no complications. I have a number of promising clients because I just made the announcement."

At the end of last year, Lala was offered sponsorship to complete her studies in Early Childhood Development by Mabaila Foundation after her dream to further her studies was almost shattered when she fell pregnant and failed a module. She did not finish and still has one more module to do before graduation.

"If more opportunities open up with my qualifications, I will gladly take them while I continue with my passion businesses," she said. "It's always a good idea to venture into different industries."



The Health Hazards Of Climate Change

With global warming happening due to climate change, the risks of food poisoning will most certainly increase, writes **DOUGLAS RASBASH**

The heatwave notice issued on 23 October and consequential temperatures in excess of 40 degrees C has a profound impact on public health. While the specific risks and reactions can vary, there are some general public health hazards associated with extreme heat, and in the context of disease prevention and containment, food management and quality control.

This item is also published a month before the next major climate change conference on 30 November to 12 December called COP28 that will be held in Dubai. It serves as a salutatory reminder that global warming has important and significant public health consequences that will need managing by governments. The global costs of climate change, now estimated to be \$400 million per day, which runs to \$2.5 trillion by 2030, are astronomical. The loss of life through malnutrition, diarrhoea and heat stress caused by global warming is expected to be 250,000 per year, according to the WHO.

Of course, these are purely academic estimates since everything depends on the commitments to reduce the emissions of greenhouse gases that cause the planet to heat up. Business-as-usual will literally make the planet uninhabitable for our species by 2100. If steps are taken now, the catastrophe will be avoided.

High temperatures can lead to various heat-related illnesses, including heat exhaustion and heatstroke, which can be life-threatening. Symptoms can include dizziness, nausea, rapid heartbeat, and confusion. Hot weather can cause people to lose fluids through sweating, leading

to dehydration. Severe dehydration can result in electrolyte imbalances and kidney problems.

High temperatures can worsen air quality, increasing the risk of respiratory problems, especially for individuals with pre-existing conditions like asthma or chronic obstructive pulmonary disease (COPD). Extreme heat can put extra stress on the heart and the circulatory system, increasing the risk of heart attack, especially in older individuals. People with chronic illnesses, such as diabetes or hypertension, may see worsened symptoms during a heatwave.

Food recalls and advisories related to heatwave-related food safety risks may be issued, but individuals may ignore or overlook them

Physiological reactions

Prolonged exposure to high temperatures can lead to elevated body temperatures, which can cause a cascade of physiological reactions. The body tries to cool down by sweating, which can lead to fluid and electrolyte losses if not adequately replaced. Blood vessels may dilate in an attempt to dissipate heat, which can affect blood pressure regulation. Prolonged heat stress can weaken

the immune system, making individuals more susceptible to infections, including foodborne illnesses.

In addition to disease, excessive heat challenges effective food management and quality control. During a heatwave, there is a higher risk of foodborne pathogens multiplying in food. Proper food handling, storage, and cooking are crucial to prevent foodborne illnesses. High temperatures can accelerate food spoilage.

Proper refrigeration and temperature control are essential to maintain food quality. Increased demand for water during heatwaves can strain water supply systems, potentially leading to contamination issues. Contaminated water can be a source of foodborne illnesses. Extreme heat can lead to power outages (because thermal energy generation is water dependent), which can affect refrigeration and food storage. Businesses and households should have contingency plans for such situations. Higher temperatures can encourage growth of bacteria and other pathogens in food, increasing the risk of foodborne illnesses. Ensuring the safety of drinking water is critical during heatwaves. High temperatures can affect water quality, and maintaining a safe water supply is vital for food preparation and hygiene.

Increased temperatures can lead to the proliferation and increased activity of various pathogens, especially foodborne pathogens. Here are some of the most common pathogens and how higher temperatures can increase their propensity to cause illness. Salmonella is a common foodborne bacterium found in raw meat,

poultry, eggs, and unpasteurized dairy products. Higher temperatures can promote the growth of salmonella in these foods. Also, salmonella can survive in warmer conditions, increasing the risk of contamination during food handling.

E. coli

Campylobacter is another common cause of foodborne illness, often associated with poultry. It thrives at higher temperatures and can multiply rapidly in warm, humid conditions. Some strains of E. coli, like E. coli O157:H7, can cause severe foodborne illness. Increased temperatures can encourage its growth in contaminated foods, such as undercooked ground beef or unwashed and rotting vegetables.

Listeria monocytogenes is a bacterium that can grow at refrigeration temperatures but is more heat-resistant compared to many other pathogens. When exposed to higher temperatures, such as those found during heatwaves, it can thrive and contaminate a variety of ready-to-eat foods. Norovirus is a highly contagious virus that causes gastroenteritis. Although it is not a bacterium, it can be transmitted through contaminated food. Warmer temperatures can increase the likelihood of food handlers or consumers contaminating food with the virus.

Clostridium perfringens bacterium is often associated with improperly cooked or reheated meat dishes. It forms spores that are heat-resistant, and if food is not reheated thoroughly, these spores can become active and multiply, leading to illness. Vibrio vulnificus is a bacterium found in seafood, particularly in warmer coastal waters. Increased ocean temper-



Increased temperatures can lead to the proliferation and increased activity of various pathogens, especially foodborne pathogens.

The Health Hazards Of Climate Change

From Page 26

atures due to climate change can lead to higher levels of this pathogen in seafood.

The mechanisms by which higher temperatures increase the propensity of these pathogens include faster reproduction where many bacteria reproduce more quickly at higher temperatures, leading to increased populations in contaminated food. Warmer temperatures reduce the time it takes for pathogens to begin growing in food, making them more dangerous.

Pathogen transmission

Some pathogens are more heat-resistant, allowing them to survive and multiply even when exposed to heat during cooking or storage. People are more likely to mishandle food and cross-contaminate it when they are uncomfortable due to heat, which can lead to pathogen transmission.

Climate change, including extreme weather events like heatwaves, can alter the distribution and behaviour of pathogens. For example, it can lead to vibrio vulnificus becoming more prevalent in previously unaffected areas.

To mitigate these risks, it is crucial to maintain proper food handling, storage, and cooking practices, especially during periods of extreme heat, and to be aware of the potential for increased pathogen activity in warmer conditions. Public health agencies and food safety authorities provide guidelines and recommendations for safe food handling to minimise these risks and how they can lead to foodborne illnesses.

During a heatwave, power outages or equipment failures can result in inadequate refrigeration or freezer temperatures. Food stored at improper temperatures can lead to the growth of foodborne pathogens. Pathogens like salmonella and listeria can multiply in warm refrigerators, increasing the risk of contamination. Higher temperatures can lead to increased sweating and discomfort, making individuals more prone to poor hand hygiene and cross-contamination between raw and ready-to-eat foods.

The impact is that cross-con-

tamination can transfer pathogens from raw meats to fresh produce or other ready-to-eat items, leading to food poisoning. Heatwaves can lead to a desire for lighter, no-cook meals. When people do cook, they may rush or not cook food to the proper internal temperature.

Leftover food can be mishandled during a heatwave. People may leave food out for extended periods, especially when picnicking or eating outdoors. Bacteria can rapidly multiply in leftover food left at warm temperatures, leading to food poisoning when consumed later. With the discomfort of high temperatures, people may overlook inspecting food for signs of spoilage, such as changes in colour, texture, or odour. People may not drink enough water during heatwaves, which can lead to dehydration. Inadequate hydration can impair the body's ability to fight off infections.

Food recalls

In hot and sweaty conditions, people may neglect proper handwashing practices, which are critical for reducing the risk of foodborne illness. Food recalls and advisories related to heatwave-related food safety risks may be issued, but individuals may ignore or overlook them. Consuming recalled or advisory-affected food products can lead to foodborne illnesses as these products may be contaminated.

To mitigate these malpractices during heatwaves, it is important for individuals to remain vigilant, follow food safety guidelines, and prioritise safe food handling practices. Public health agencies and must exercise increased vigilance and should also raise awareness about the risks associated with heatwaves and provide specific guidance on food management during extreme weather conditions.

Proper education, awareness, and adherence to food safety practices are essential in preventing food poisoning during heatwaves and with global warming due to climate change the risks of food poisoning will most certainly increase.

BTU Hosts National Personal Finance Summit To Empower Educators

Union called on financial institutions to educate their clients about their products

PHENYO MOLEFE

The Botswana Teachers Union (BTU) hosted the National Personal Finance Summit in Gaborone on 25 October 2023 that was themed "Navigating Debt Management and Leveraging for Financial Success."

Addressing the conference, the president of BTU, Gotlamang Oitsile, emphasised the importance of financial empowerment for teachers.

Valuable insights

The summit served as a platform for educators to gain valuable insights into financial literacy and prudent debt management. Accordingly, Oitsile highlighted the need for ongoing financial education and access to certified financial advisors for teachers.

One of the key takeaways from the conference was establishment of a Financial Wellness Clinic by BTU. This clinic provided members with a comprehensive understanding of financial literacy to enable them to make informed financial decisions.

Oitsile expressed the union's commitment to ensuring that educators have the necessary tools and resources to navigate their financial journeys successfully. He also shed light on the role of BTU in facilitating access to financial tools, workshops and support networks for teachers.

Collaborative efforts with financial institutions to create special and affordable services tailored to teachers' unique financial needs were also discussed.

Clients' ignorance

Oitsile called on financial institutions to educate their clients about their products instead of exploiting their clients' ignorance.

The summit aimed to empower educators with knowledge and awareness to make sound financial decisions and avoid falling into financial traps set by profit-driven financial institutions.

BTU's National Personal Finance Summit provided a valuable platform for educators to enhance their financial literacy and management skills.

Embracing Team Service: The Heart of Exceptional Customer Service



THAMISOTUTUKILE, BRAND MANAGER

Every year, the world celebrates Customer Service Week to highlight the importance of customer service, and the people who serve and support customers on a daily basis.

According to the IMD World Competitiveness Yearbook, Botswana's overall competitiveness rank is 61st out of 64 economies. Furthermore, Botswana also struggles with low worker motivation (64th) and poor customer satisfaction (64th). Unfortunately, poor service delivery, low work ethics and low worker motivation adversely affect business operations and efficiency, which in turn hampers national competitiveness.

Due to the importance of the customer and their intricate needs and wants, in my organisation, we decided to extend the week to Customer Service Month under the international theme "Team Service". I would like to reflect on the essence of

what it means to be part of a team that values providing exceptional service to customers. Early on when I joined Bank Gaborone, I learnt that the Bank was built on the foundation of the mantra; "Great service, great service, great service!". The growth of the Bank over the past 17 years is a true testament of having great service at the core and heart of all that we do. Ultimately, it can only be achieved through team service.

In short, "Team Service", means that regardless of our roles, titles, or responsibilities, we are all on the same team. We come together, weaving different threads to present a final package to our clients. It is important that every member of an organization play a crucial role in serving its customers, directly or indirectly. Whether you're a teller, an Information Technology Officer, or part of the Marketing team, we are all interconnected in the grand tapestry of customer service. Our collective efforts drive exceptional customer experiences, making it easier to appreciate the significance of our individual contributions. We're not just serving customers; we're serving alongside our colleagues, united by a shared commitment to service excellence.

Synergy is a key component of creating lasting impressions and improving customer loyalty. The continuity it creates in the customer journey makes the organization stand out and affirm its position as reliable in the customer's mind. For example, in the realm of banking, significant investments in technology have become imperative. This tech-savvy approach requires all departments and teams to pool together their collective knowledge and experience to craft a seamless customer journey that seamlessly integrates all processes all while ensuring that customers are able to get 24/7 assistance at the touch of a button.

It is therefore evident that Team Service is the heartbeat of exceptional customer service. It represents our commitment to working together as a team, providing personalized service, and embracing the digital era. Customer centricity should be at our core, enabling us to focus on our mission of creating a positive impact in the lives of our customers.



Climate Change Impacts on The San A Social Survey

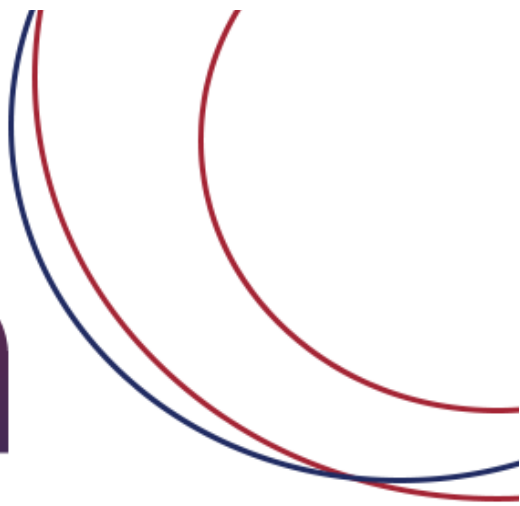


**TAKE THE
SURVEY**

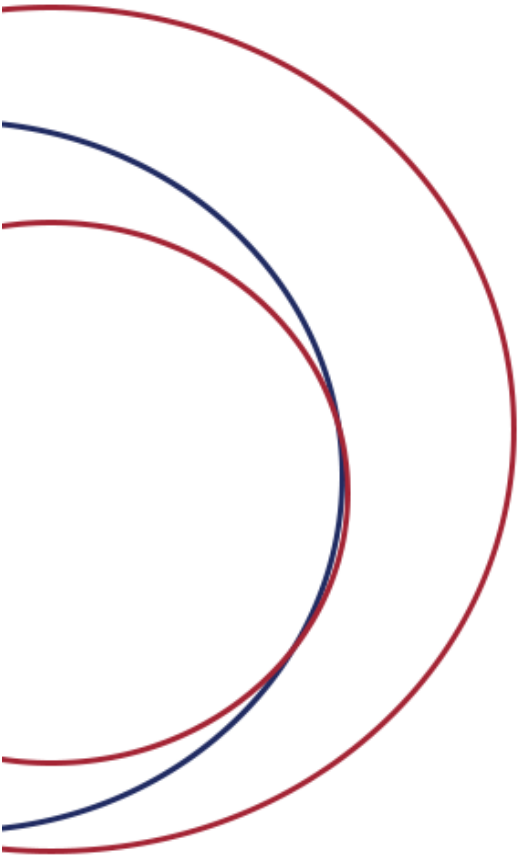
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HERE**

Temperature records are being broken each year. Botswana is a high risk area where hotter weather and longer drought periods will cause increasing stress. The most vulnerable will be affected the most. To determine what can be done research has been commissioned by the Botswana Khwedom Council – the representatives of the San People. It is called ‘Exploring the impacts of climate change on the indigenous peoples of the Kalahari’. The purpose in this survey is to understand how these changes are affecting us, particularly our livelihoods, health, access to resources, and our traditions. Your perspectives and experiences are immensely important in helping us advocate for the needs and concerns of our community. While some of you may not read or write, your voices and stories are vital in shaping policies and actions that will benefit us and future generations. We are here to listen, learn, and work together towards a sustainable and resilient future. Your honest and open responses will guide us in making informed decisions that reflect our community's values and needs. Thank you for your time and willingness to participate. Let's begin this journey of understanding and empowerment together.

Take the survey: <https://www.surveymonkey.com/r/KXQB5Y7>



join our. amazing team.

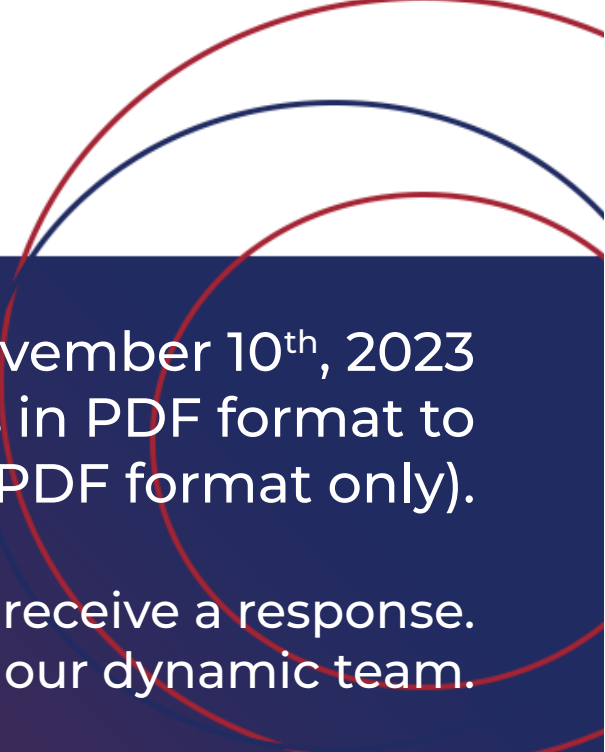


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FIRST AND FINAL LIQUIDATION AND
DISTRIBUTION ACCOUNT

IN THE ESTATE OF THE LATE LLOYD ELDRIDGE
GEORGE IVES: ESHFT 0000 022-21 who died at
PLOT NO. 9279,SOMERSET EAST, FRANCISTOWN,
BOTSWANA on the 4TH DAY OF FEBRUARY 2021. 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 30TH day of AUGUST
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 FRANCISTOWN

In the matter between:
ABSA BANK BOTSWANA LIMITED
formerly BARCLAYS BANK OF BOTSWANA LIMITED
And
ONALENNA KAMUSHA

CASE NO: CVHFT 000 777/21

Plaintiff

Defendant

NOTICE OF SALE IN EXECUTION

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

DATE OF SALE : 22nd December 2023
VENUE : Lot 15185, Francistown
TIME : 1000 Hours
PROPERTY TO BE SOLD : Piece of Land being Lot 15185, Francistown, measuring 450m² (Four Hundred and Fifty Square Metres), held under Deed of Transfer No. FT 659/2018 dated the 17th day of December 2018 and made in favour of **ONALENNA KAMUSHA**, together with developments thereon, consisting of 2 and half House with Kitchen, Bathroom combined with Toilet. The yard is dura walled.

TERMS OF SALE : Cash or bank guaranteed cheques only.

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

DATED AT FRANCISTOWN ON THIS THE 23RD DAY OF OCTOBER 2023

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

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

In the matter between:
ABSA BANK BOTSWANA LIMITED
formerly BARCLAYS BANK OF BOTSWANA LIMITED
And
MONOSI IDAH MADISAKWANA

CASE NO: CVHFT 000 567/2020

Plaintiff

Defendant

NOTICE OF SALE IN EXECUTION

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

DATE OF SALE : 22nd December 2023
VENUE : Tribal Lot 5971, Tonota
TIME : 1400 Hours
PROPERTY TO BE SOLD : Piece of Land being Tribal Lot 5971, Tonota, measuring 2076m² (Two Thousand and Seventy Six Square Metres), held under Memorandum of Agreement of Lease No. FT TL 881/2015 dated the 16th day of September 2015 and made in favour of **MONOSI IDAH MADISAKWANA**, together with developments thereon, consisting of a 3 bedroomed residential house (master ensuite, separate bath and toilet, dining room, sitting room, and kitchen. A two and half , storeroom, chicken coup and a pit latrine. The yard is fenced.

TERMS OF SALE : Cash or bank guaranteed cheques only.

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

DATED AT FRANCISTOWN ON THIS THE 23RD DAY OF OCTOBER 2023

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

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

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

CASE NO: CVHFT 000 135/20

Plaintiff

Defendant

NOTICE OF SALE IN EXECUTION

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

DATE OF SALE : 15th December 2023
VENUE : Tribal Lot 10000, Palapye
TIME : 1030 Hours
PROPERTY TO BE SOLD : Piece of Land being Tribal Lot 10000, Palapye, measuring 1213m² (One Thousand Two Hundred and Thirteen Square Metres), held under Memorandum of Agreement of Lease No. FT TL 520/2007 dated the 28th day of September 2007 and made in favour of **PHATSIMO SEBONEGO**, together with developments thereon, consisting of a 3 bedroomed residential house (master ensuite, A kitchen, dining room, Living room, 1 Bachelor Pad with a Sitting room, bedroom, Kitchen, Shower and Toilet. The yard is fenced.

TERMS OF SALE : Cash or bank guaranteed cheques only.

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

DATED AT FRANCISTOWN ON THIS THE 23RD DAY OF OCTOBER 2023

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

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

In the matter between:
ABSA BANK BOTSWANA LIMITED
formerly BARCLAYS BANK OF BOTSWANA LIMITED
And
JUDAH CLEMENT SIYA

CASE NO: CVHFT 000 137/2020

Plaintiff

Defendant

NOTICE OF SALE IN EXECUTION

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

DATE OF SALE : 22nd December 2023
VENUE : Tribal Lot 3836, Tati Siding
TIME : 1000 Hours
PROPERTY TO BE SOLD : Piece of Land being Tribal Lot 3836, Tati Siding, measuring 1191m² (One Thousand One Hundred and Ninety One Square Metres), held under Memorandum of Agreement of Lease No. FT TL 185/2008 dated the 16th day of June 2008 and made in favour of **JUDAH CLEMENT SIYA**, together with developments thereon, consisting of a Lodge with 7 Lodging rooms, a Gazebo, Swimming Pool and Dura walled.

TERMS OF SALE : Cash or bank guaranteed cheques only.

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

DATED AT FRANCISTOWN ON THIS THE 24TH DAY OF OCTOBER 2023

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

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

In the matter between:
ABSA BANK BOTSWANA LIMITED
formerly BARCLAYS BANK OF BOTSWANA LIMITED
And
STEPHEN THOMAS VENN

CASE NO: CVHFT 000 598/22

Plaintiff

Defendant

NOTICE OF SALE IN EXECUTION

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

DATE OF SALE : 12th December 2023
VENUE : In front of Broadhurst Magistrate Court, Broadhurst, Gaborone.
TIME : 1000 Hours

PROPERTY TO BE SOLD : 2020 Ford Everest 2.0 BI, station wagon, silver in colour, Registration B 986 BMP.

TERMS OF SALE : Cash or bank guaranteed cheques only.

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

DATED AT FRANCISTOWN ON THIS THE 24TH DAY OF OCTOBER 2023

VAN NIEKERK ATTORNEYS
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Telephone No. 241 3421

Andliz Pty Ltd is urgently looking for 3 Farm workers at Tlokweng/Letlapeng
Application documents to be addressed to The manager, PO Box AD 534 Gaborone and
sent to rotarypower@ymail.com Alternatively contact office:3190292

DTCB Launches Girl-Specific Grassroots Football Centre in Kang



- Centres a part of DTCB’s mission to foster inclusivity and empower young girls through football
- F/town, Jwaneng, Mahalapye, Hukuntsi, S/Phikwe have similar centres
- Girls taught football skills and receive vital safeguarding guidance at the centres

GAZETTE REPORTER

Diamond Trading Company Botswana (DTCB), in partnership with the Botswana

Football Association (BFA), unveiled a specialised Girls’ Grassroots Centre in Kang over the weekend. The initiative marks yet

another significant stride in DTCB’s mission to foster inclusivity and empower young girls in the realm of football across Botswana.

“Through this initiative, we continue to elevate our communities and add sparkle to lives,” DTCB said in its official social media site. “DTCB continues to directly aspire for gender equality and parity through football, and this is one of the initiatives.”

“DTCB continues to directly aspire for gender equality and parity through football, and this is one of the initiatives.”

BFA professionals

The development adds to the successful establishment of six

Girl-Specific Grassroots Centres in Francistown, Jwaneng, Mahalapye, Hukuntsi, Kang, and Selibe-Phikwe.

As a part of the programme, young girls are not only taught fundamental football skills but also receive vital safeguarding guidance from seasoned BFA professionals.

The collaborative efforts between DTCB and BFA are part of a comprehensive three-year sponsorship plan aimed at bolstering grassroots training initiatives across various regions in the country.

In late 2021, DTCB injected a substantial P2.43 million into women’s football leagues and grassroots programmes.

45m carats a year

DTCB is the world’s largest and most sophisticated rough diamond sorting and valuing operation that has the capacity to sort 45 million carats a year.

The company is a 50/50 joint venture partnership between the Government of Botswana and De Beers which aims to facilitate, drive and support creation of a vibrant, sustainable and profitable downstream diamond industry in Botswana through superior sorting and valuing practices.

NSAs LAMENT ABSENCE OF BOTSWANA GAMES

Highlight impact on youth development

GAZETTE REPORTER

National Sports Associations have expressed concern about the absence of Botswana Games and the potential impact the lacuna can have on development of young athletes.

Botswana Athletics Association (BAA), Botswana Boxing Association (BoBA), and Botswana Netball Association (BONA) are among NSAs that have raised this concern.

The Botswana National Sports Commission (BNSC) was recently quoted as saying the cancellation of this year’s

games was linked to a shift in the approach to incorporate school sports competitions as part of the national finals around December each year.

Extra hard

BAA’s vice president of administration Oabona Theetso has stated: “For us, it is bad because we are going for the World Junior Championships next year.

“This means we have to work extra hard to look for athletes to compete there. If Botswana Games were there, they would help a great deal.”

The Secretary General of BoBA, Taolo Tlouetsile,



underscored the crucial role of development competitions. “Absence of development competitions affects everyone,” he said. Botswana Games are a form of feeder system for identifying talent and keeping our feeder programmes flowing.”

Development programmes

For BONA, Mokeresete Mokeresete, commented: “We have our development programmes in conjunction with BNSC, the Re Ba Bona Ha and Centre School of Excellence.

“We also empower our clubs to strengthen their development programmes and are planning to introduce a youth

league soon.

“Botswana Games complement the systems we have. With them not happening this year, we are going to miss talent from other regions of the country.”

All Africa Games

Meanwhile, Botswana Games was conceptualised in 2005. The idea was to have a national multi-sport event that could be used to prepare young Batswana athletes of 19 years of age and under for international multi-sport competitions.

The African Union Sports Council Region 5 Under 20 Youth Games, the All Africa

Games, the Commonwealth Games and the Olympic Games are among these competitions.

The Games are a biennial finals event in which athletes representing their respective districts compete.

“Absence of development competitions affects everyone.”

Selecting youth teams and preparing them for international sporting events such as the AUSC Region 5 Under 20 Youth Games and the All Africa Games and giving sports administrators at home an opportunity to practise for hosting mega international events was also an idea behind the Games.

Botswana Women's Cricket Team to Leave for India Under Special Programme

- BTA says programme holds great promise for cricket in Botswana
- Programme includes grassroots level coaching clinics for boys



GAZETTE REPORTER

Botswana's national women's cricket team, the Herons, is due to leave for India as part of a comprehensive support from Karnataka State

Cricket Association (KSCA) of Botswana Cricket Association (BCA).

Coming under the auspices of the India High Commissioner to Botswana, Bharath Kumar Kuthati, BCA will make significant

strides in its cricketing endeavours.

This historic partnership has laid the groundwork for a promising collaboration between BCA and KSCA, signalling a new chapter for Botswana's cricket-

ing landscape.

Early Christmas for The Herons

"Christmas has come early for the Botswana women's team, The Herons, as we embark on this transformative journey," said Sumod Damodar, the vice chairman of BCA in an interview.

"We are extremely privileged and excited to announce this partnership, which holds great promise for the future of cricket in our nation."

Under the leadership of KSCA, an institution renowned for nurturing cricketing legends such as Gundappa Vishwanath, Anil Kumble, and Rahul Dravid, a comprehensive plan has been devised to fortify the ties between the two nations through cricket.

"Christmas has come early for the Botswana women's team, The Herons, as we embark on this transformative journey."

Bilateral relations

"KSCA is committed to leveraging cricket as a vehicle to foster a strong partnership with the BCA, bolstering India's bilateral relations with the Republic of Botswana," Damodar emphasised.

He said KSCA's strategic plan encompasses three pivotal phases that cater for the specific needs and development of cricketing infrastructure in Botswana.

These phases are an immersive focus on women's cricket, grass-

roots level boys coaching clinics, and structuring of cricket league matches to pave the way for comprehensive growth and sustenance of cricket in Botswana.

Coaching sessions

"We are extremely privileged and excited to announce that The Herons are scheduled to depart on November 2nd 2023, arriving at Bengaluru, India on the morning of November 3rd 2023," Damodar said.

"They are scheduled to return on November 14th 2023. KSCA will extend expertise and resources to The Herons during their visit to Bengaluru.

"They will provide in-depth coaching sessions, practical training, and an immersive experience of the vibrant cricketing culture at the M Chinnaswamy International Stadium and the National Cricket Academy."

All expenses

He acknowledged the generous support extended by the High Commissioner of India and KSCA, which will cover all expenses, including transportation, accommodation and meals for the team.

"BCA would like to express our warm and sincere appreciation to the High Commissioner of India and KSCA, for their willingness and unconditional support," Damodar said.

He acknowledges the efforts and commitment of all stakeholders, including the Ministry of Youth, Sports and Culture, the Botswana National Sports Commission and support personnel.

"We also appreciate the huge role, encouragement and support of the media in our continued quest and efforts to promote and grow the game by 'Bringing Cricket to the Nation,'" he said.

Renowned for its premium sports and energy beverages, Energade, will serve as the official hydration provider, ensuring that participants remain invigorated and hydrated throughout the race course and at the finish line.

With the event on the cusp of becoming a hallmark occasion, the organisers are anxious to ensure the safety and enjoyment of all participants and spectators. Regular updates and crucial information can be accessed on the official website, www.kazungulabridgema-rathon.com, and through the event's dedicated social media channels.

Botswana Post and Energade join a list of blue chip sponsors that includes FNB Botswana, Halfway Toyota, Spar, Kwa Nokeng Oil, HATAB, Botswana Tourism, Blue Crystal, Travelodge, Chobe Safari Lodge, Air Botswana, O3, Bomaid, Abaricom, BOCRA, MYSC, Weekend Post, and Chobe District Council.



dedication to community connection and seamless exchange of goods perfectly aligns with our vision to deliver an exceptional race experience for participants and supporters."

A hallmark occasion

New Additions Join List of Blue Chip Sponsors of Kazungula Marathon

- Botswana Post for logistics and People with Disabilities
- Energade for hydration of runners and spectators

GAZETTE REPORTER

With only four months until the highly-anticipated 2024 FNB Kazungula Marathon (FNBKBM), two significant sponsorships have added to the excitement around the annual race that takes place at the nexus of four nations.

Botswana Post has joined as the logistics partner and sponsor for the category of People with Disabilities (PWD) to the tune of P50,000 in prize money while renowned energy drink brand, Energade, will be the official hydration partner for the marathon, courtesy of CA Sales.

Said the CEO of the FNB Kazungula marathon, Obert

Morgan, when he announced the latest sponsors: "The 2024 FNBKBM Organising Committee warmly embraces Botswana Post and Energade.

Regional prominence

"The involvement of these esteemed sponsors is poised to propel the marathon's continued expansion and success."

He was addressing a presser at Travelodge in Gaborone recently where he emphasised the significance of these new partnerships and their potential to elevate the marathon's regional prominence further.

"We are delighted to welcome Botswana Post as our logistics partner and sponsor for the PWD category," he said. "Their



"We owe this achievement to the collective efforts of our stakeholders, including parents, clubs, the International Tennis Federation, CAT, and our esteemed sponsors."

BTA has the "Best Development Programmes in Southern Africa"

Receives relevant award from ITF

GAZETTE REPORTER

Botswana Tennis Association (BTA) has the Best Development Programmes in Southern Africa and received an eponymously styled award by the Confederation of African Tennis (CAT)/International Tennis Federation (ITF) at a ceremony held in Nairobi, Kenya over the weekend.

An elated BTA president, Oaitse Thipe, subsequently told *Gazette Sports* that the accolade did not come as a surprise, given the organisation's

steadfast commitment to nurturing emerging talent.

Accessibility

Despite the challenges posed by the global COVID-19 pandemic, BTA implemented its development initiatives, particularly through execution of the JTI programme at the national tennis centre in Gaborone to increase accessibility of the sport by school children.

"We have worked tirelessly to decentralise tennis from major urban centres like Gaborone and Francistown,

reaching out to communities in various villages across Botswana through an extensive expansion of the JTI programme," he noted.

Under his leadership, BTA has achieved considerable progress in key performance indicators, with a significant surge in the number of young players participating in development sessions across the country.

Seamless transition

Thipe highlighted a staggering 231 percent increase in the

total number of unique players from 2022 to 2023, currently standing at 4,130, along with a 26 percent rise in entries for Tennis10s competitions, demonstrating the association's focus on fostering grassroots talent development.

Thipe also underscored BTA's efforts to ensure a seamless transition of players from the JTI programme to national teams, saying it points to a comprehensive and effective developmental pathway.

He emphasised the pivotal role of a fulltime coach at Maun Tennis Club who actively introduces tennis in public schools and organises tennis festivals.

Supportive network

In collaboration with partners like ITF, BTA prioritises continuous education for coaches, parents and the communities.

"We owe this achievement to the collective efforts of our stakeholders, including parents, clubs, the International Tennis Federation, CAT, and our esteemed sponsors," Thipe said.

He underlined the importance of a collaborative and supportive network in the success of BTA's development programmes, which he described as the cornerstone of the organisation's existence.



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