

WEDNESDAY 22 NOVEMBER 2023

FREE!

"Kitso ke maatla"

NEW TWIST IN ALLEGED POLICE STATION SUICIDE

Deceased's mother engages Modimo and Associates to sue the police for her daughter's death

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Govt Appeals Retired Soldiers' Class Action Victory

- Ex-soldiers assert their right to have their pensions calculated under BDF Act
- Govt holds the ex-soldiers were also public officers subject to Public Service Act
- The matter being a class action case is potentially gravid for the ex-soldiers



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New Twist in Alleged Police Station Suicide

Deceased's mother engages Modimo and Associates to sue the police for her daughter's death

SESUPO RANTSIMAKO

he case in which an uncle of deceased Pedzani Keneilwe Mosala recently absolved Botswana Police Service (BPS) of blame in the death of his niece took a new twist when Uncle Baagi Dintwa was accused of misrepresenting the facts.

Before then, Dintwa, had dismissed allegations that linked the police to the death of Mosala. The 22-years old allegedly committed suicide in a cell at Kutlwano Police Station in Francistown where she was detained in connection with common theft.

According to the police, the deceased used her jacket tied to an overhead shower pipe to commit suicide.

Initially skeptical

Dintwa cleared the police of any wrongdoing last week, saying although he was initially skeptical about Mosala's alleged suicide, he was convinced beyond all doubt after being shown the scene and the corpse that it was indeed a suicide.

However, the mother of the deceased, Sapelo Mosala, holds differently and has instructed lawyers at Modimo and Associates to pursue the matter. She says she refused to sign papers that she accepted her daughter's death as a suicide.

"Any claim that the police have been cleared of any wrongdoing is a simplistic and callous fabrication of an irresponsible police service that is covering up," said a lawyer at the firm.

Personal capacity

"If Dintwa has made statements absolving the police, he made them in his per-



sonal capacity and for reasons best known to himself. It is only our client or a person mandated by our client who can competently make statements regarding this matter."

According to the lawyer, no sensible answers have come from the police and that it is their client's reasonable view that the police have been on a vicious propaganda spree in an attempt to evade liability by blaming the victim.

"In the aftermath of the deceased's death, the police rendered an explanation that drastically fails to make sense even to a person of average cognitive ability, which is that the deceased hanged herself using a jacket in a cell that she shared with an unknown Zimbabwean detainee," said the lawver.

Tortured or assaulted?

"However, various witnesses testify seeing the deceased prior to her death in a very bad condition that was consistent with someone having been severely tortured or assaulted.

"After the death of the deceased, the police proceeded to acquire the services of their own pathologist and lied to our client that the pathologist was based at Nyangabgwe Referral Hospital when the truth is that the pathologist works for the police and is therefore in all probability inclined to give the police an outcome favourable to them because he is on their payroll."

Boko to Propose Child Support Grant to Combat GBV

- Says financial dependence of mainly young women on men lies at the heart of GBV
- Calls for a child support grant and an unemployment benefit to stem the dependency syndrome
- Sees fighting GBV without fighting unemployment as a losing battle

SESUPO RANTSIMAKO

he MP for Mahalapye East, Yandani Boko, plans to propose introducing a child support grant and an unemployment benefit as means to combat Gender-Based Violence (GBV) and related social issues.

According to Boko in an interview, he will table a motion in Parliament in three weeks to that end, saying this arose from his concern that cases of GBV are rising. "The country seems to be fighting a losing battle against GBV cases," he said.

"What is more disturbing is that Botswana does not have a specific budget for fighting GBV despite this being a serious cause for concern. I believe introducing an unemployment benefit and a child support grant could help a lot in combating this social ill." **Money**

Boko emphasised his belief that the scourge GBV revolves around money, with the victims usually reflecting a dependency syndrome on perpetrators.

"The victims, who are mostly women, are usually on the receiving end because they depend on the perpetrators financially," he asserted. "In many instances, they do not want to bite the hand that feeds them. That is why women who report GBV cases to police and later withdraw

them.

"Another clear example is the high HIV prevalence in mining towns where dependence of financially stable men is pronounced. So if we had a budget for GBV, this dependence on other people would end and accordingly hopefully the extent of the violence."

GBV and unemployment

Boko said fighting GBV must go hand in hand with fighting unemployment. which is rampant among the youth and mostly young women.

"Once we improve the lives of these people, GBV will also decline because there will be no dependence on other people for financial support," he said and expressed the hope that the House will support his motion.

Meanwhile, according to the website of the United Nations Population Fund (UNPF), over 67 percent of Botswana women have experienced abuse, which is over double the global average.

Culture of silence and normalisation

The UN agency says while GBV undermines the health, dignity, security and autonomy of its victims, it remains shrouded in a culture of silence and normalisation.

UNPF says victims of violence, the majority of whom are women and girls, can suffer sexual and reproductive health consequences, including forced pregnancies, HIV and death.

TENDER NOTICE



Addendum 1 - RFP021/2023: Procurement of a Service Provider: Security Services at Plot 29062 Block 5 Gaborone

- 1. The closing of the above-mentioned tender has been extended to 6th December 2023 at 11:00hrs.
- 2. The following critical dates have also been extended:
 - a) Selling of the tender 27th November 2023
 - b) Compulsory site visit **24th November 2023** at 0930hrs at Plot 29062, Block 5, Gaborone (24°38′46.8″S 25°52′14.1″E)
 - c) Queries and clarification 30th November 2023
- 3. Prospective bidders who attended the site visit on 20th November 2023 need not attend again.
- **4.** All else remain the same.
- 5. Queries and/ or clarifications may be addressed to: Procurement Unit Email: <u>procurement@bdc.bw</u> Tel: +267 365 1300

Bosswana Development Corporation Faincage Precinct, Plot 70667 | Faingrounds Office Parh P/Bag 160, Caborone Tel: +267 365 1300 | Fax: +267 390 384

Govt Appeals Retired Soldiers' Class Action Victory

- Ex-soldiers assert their right to have their pensions calculated under BDF Act
- Govt holds the ex-soldiers were also public officers subject to Public Service Act
- The matter being a class action case is potentially gravid for the ex-soldiers



Former Commander of the Botswana Defence Force (BDF), Gaolathe Galebotswe

GAZETTE REPORTER

he state has made an application for leave to appeal the recent decision by Gaborone High Court Judge Michael Leburu to dismiss its bid to challenge the class action status granted to former soldiers.

The judge's ruling allowed the exsoldiers to proceed collectively in their legal battle against the government regarding pension fund transfers.

The legal dispute originated when five former soldiers, led by former Commander of the Botswana Defence Force (BDF), Gaolathe Galebotswe, contested the government's decision to move the pension plan of BDF members who enlisted prior to 1st April 2001 to the Botswana Public Officers Pension Fund (BPOPF).

Unlawful

The retired soldiers argue that this transition was unlawful and lacked a proper legal foundation. They assert their right to have their pension entitlements calculated in accordance with the regulations under the BDF Act.

The government has now appealed the ruling and is seeking a stay of the impugned order, saying it will raise points of law in the application.

In his recent ruling, Justice Leburu stated that the key issue revolves around whether the interim order designating the case as a class action is appealable.

He clarified that the order, issued on 2nd August 2023, merely addressed procedural aspects of the trial and did not impact the final relief sought by the former soldiers.

The judge refuted the government's argument that the court lacked the authority to order a trial through a class action. Citing Order 16 Rule 8, Justice Leburu asserted that the High Court possesses discretionary power to order a class action.

He challenged the interpretation that would grant this right only to defendants, emphasising the potential for discrimination and absurdity.

Addressing the government's concern about the denial of the right to cross-examine each ex-soldier, Justice Leburu emphasised that the nature of a class action entails a selective presentation of evidence.

He noted that not every claimant is required to give oral testimony aligning

with the inherent characteristics of proceeding via a class action.

The government's application for leave to appeal and a stay of the order reflects its determination to contest the class action status granted to the ex-soldiers.

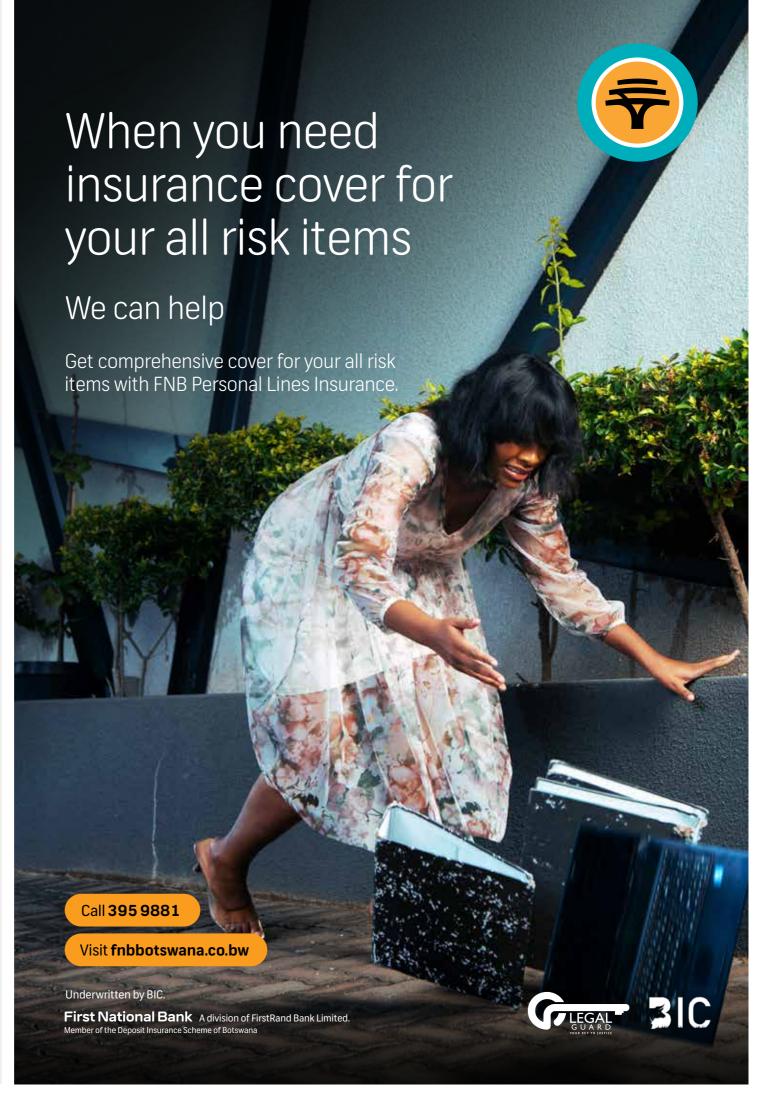
The legal battle, which began in 2020 with around 200 soldiers, has garnered

increased support, with more than 2500 soldiers now seeking to join the lawsuit collectively.

Govt's position

The government holds that despite being part of the military, former BDF members were concurrently considered public officers, making them subject to the Public Service Act and associated pension legislation governing public officers

It emphasises that the transition to the BPOPF pension scheme was both voluntary and lawful, noting that applicants had the choice to join.



Domkrag Will Keep Its Distance From UDC-IEC Case - Kentse

BDP spokesman says the law must take its course



Expression Of Interest For Registration
On Our Supplier Database for the Supply of
Agricultural Products to our Hotels.



Cresta Marakanelo Limited hereby invites local farmers, across the country to register on their supplier database for the supply of agricultural products.

Invited are farmers in the following categories:

AGRICULTURAL PRODUCE

- 1. Meat and meat products e.g. beef, mutton, lamb etc.
- 2. Farm fresh fruits and vegetables e.g. tomatoes, apples etc.
- 3. Poultry and poultry products e.g. eggs, gizzards, chickens etc.
- 4. Crops and grains e.g. maize, sorghum, watermelon, peas etc.
- 5. Herbs e.g. thyme, basil, oregano etc
- 6. Fish e.g bream, hake e.t.c.

Applications must be accompanied by the following documents:

REQUIREMENTS

- · Price list.
- · Trade licence where applicable.
- · Company profile.
- · Tax Clearance.
- · Certificate of Incorporation.
- · Letter from the bank confirming bank account.

Please note that the adjudication process will involve site visits to the various farms on the dates mutually agreed.

Interested companies/individuals should submit their applications to the following email address tenders@cresta.co.bw

Submissions should be made on or before 8th December 2023.

Applications should be made to:

The Procurement Committee Cresta Marakanelo Limited Head Office Marula House Prime Plaza CBD Gaborone

Bona Botswana Jwa Rona, and Experience Cresta Hotels Where One Smile Starts Another



LETLHOGILE MPUANG

he Botswana Democratic Party (BDP) will not get involved in any way in ongoing legal proceedings between the Umbrella for Democratic Change (UDC) and the Independent Electoral Commission (IEC) where the UDC is seeking access for its electoral agents to the entire voter registration process before the 2024 general elections.

According to the official spokesman of the BDP, Kagelelo Kentse, the party will respect the rule of law and allow due process to unfold.

"We may wish voter registration had started but we must respect due process, especially as the ruling party."

Constitutional rights

Speaking to *The Botswana Gazette* in an interview this week, Kentse emphasised the BDP's respect for the constitutional rights of the UDC to approach the courts on any matter it deems fit to.

"We may wish voter registration had started but we must respect due process, especially as the ruling party," he said

Last week, Justice Gaolapelwe Ketlogetswe of the Francistown High Court issued an order in favour the UDC and restrained the Chief Justice and the Acting Registrar of the High Court from appointing specific judges to preside over the case that is set to return to court today.

Conflict of interest

Before this order, on 31 October, the same court had granted an initial order allowing electoral agents of the UDC to participate in the voter registration process of the IEC.

In a subsequent development, the IEC filed an application on Tuesday for the recusal of Justice Ketlogetswe, alleging a conflict of interest because the judge is a former member of the Botswana National Front (BNF), which is a contracting partner of the coalition.

Justice Ketlogetswe had previously rejected an initial request by the IEC to recuse himself from the case.

Mayor of F/town May Face His Mentor in BDP Primaries for Parliament

- Godisang Radisigo was introduced by Buti Billy to politics in 2014
- Billy has confirmed his intention to defend his parliamentary seat



Mayor of Francistown Godisang Radisigo

SESUPO RANTSIMAKO

In what is seen as a battle between mentor and protege, the Mayor of Francistown Godisang Radisigo will square off against the incumbent MP for Francistown East Buti Billy in primaries to determine the candidate for Parliament.

Although Radisigo would not be drawn into discussing his parliamentary aspirations, indications are that he is a man on a mission to oust his political mentor from obtaining the third term that Billy wants.

Observers say the Mayor's actions have been loud and clear since last year when he began his campaign, although dates for BDP primary elections have yet to be set and announced.

Snacks and football tournaments

Sponsoring football tournaments and touring the constituency handing out snacks to people are being used to indicate his intentions.

Radisigo was reportedly introduced to politics by Billy towards general elections in 2014 and immediately ran successfully as the council candidate for the BDP in Satellite South Ward.

His political career was put on a firmer footing in his first term as a councillor when he was elected Deputy Mayor of Francistown under the mayoralty of Sylvia Muzila.

Third term as MP

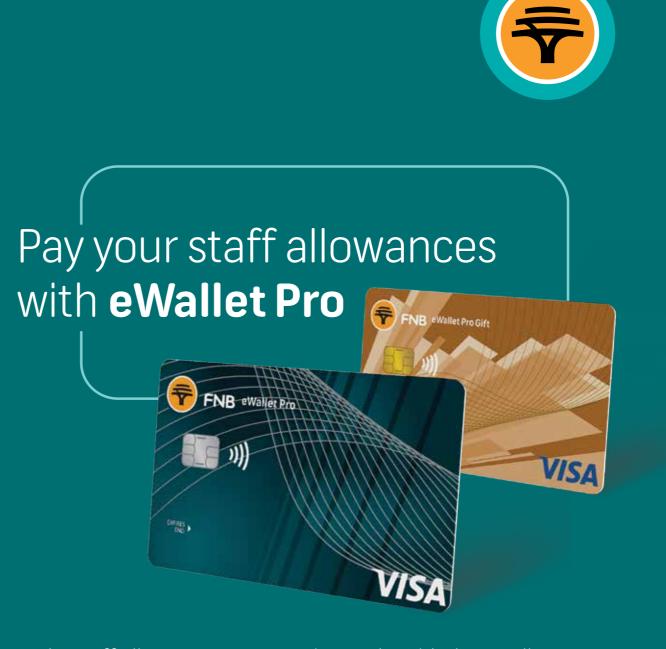
Radisigo went on to win his second term as a councillor in the 2019 general elections and was subsequently elected Mayor of Francistown.

On the other hand, his political mentor and now likely opponent in the primaries, Billy, has confirmed his intention to defend his parliamentary seat.

In accordance with BDP rules and regulations on declaration of candidacy, he has signed the Expression of Interest issued by the BDP and awaits the party's vetting process.

The incumbent MP, who is a former mayor of Botswana's second city, initially won his parliamentary seat in 2014 after being a councillor for two consecutive terms.

In Botswana's next general election next year, Billy - who is also the Assistant Minister of Youth, Gender, Sports and Culture, will be seeking his third term as MP for Francistown East.



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First National Bank A division of FirstRand Bank Limited Member of the Deposit Insurance Scheme of Botswana.

PULAMED LAUNCHES WELLNESS MOBILE APP

16 NOVEMBER 2023 GABORONE,

Multitudes of Pulamed members logged into Zoom to join other stakeholders who graced Hotel 430 in Gaborone's CBD to witness the launch of Fund's wellness the mobile app.

Through this app, members will now have access to their digital membership card, be able to enroll in a range of wellness programs such as mental, emotional, physical, and financial, and browse through a trove of information via articles, webinars, and videos. The launch of the app signified a partial achievement of Pulamed's digitalization agenda, where technology is employed to bring convenience to its members.

At the cocktail launch event, which was also live streamed Pulamed's social media platforms, the Fund's Principal Officer, Dr. Khumoetsile Mapitse, informed attendees that the development of the app was conceived through the Fund's 5-year strategy that began in 2021, wherein digitalization is one of the key strategic intents of the organization. The ambiance of the venue was typical of a tech launch where attendees were taken through the features of the App via a navigation video.

The chairman of the Board of Trustees of Pulamed, Mr. Maleho Mothibatsela, informed the attendees that in developing the app, they employed the Agile methodology, which allows Pulamed to start off by offering a basic working solution that is to be further developed and enhanced over time.

"To this end, the App has been developed to enable ongoing feature enhancements and inclusion to keep it relevant to you and help Pulamed maintain its competitive advantage through backend data analytics. Therefore, today's App solution marks the beginning of the development of a total

interactive solution in your pocket," remarked Mr. Mothibatsela.

It is expected that the app will bring convenience to members and service providers alike, as they will be able to instantly access information which, previously, required them to call or visit the administrator's offices. Moreover, the app gives a member the ability to easily input and track preventative screening results for Body Mass Index (BMI), cholesterol, glucose, and blood pressure - and thereby track progress and be directed to appropriate interventions.

Reacting to the app launch, Mr. John Kelly, a longtime member of

Pulamed, applauded the scheme for developing and releasing the app to the market. He reiterated that the mobile app will empower members to have control of their well-being given the wellness capabilities that come with it, and those touted to still come. Members can download and access the app on both the Apple store and Google Play.

#Hello Convenience, Hello Life!



















About Pulamed.

Pula Medical aid Fund (Pulamed) was established in 1991 and is adminis-

(AFA) (Pty) Ltd. The Administrators, appointed by the Board of Trustees in terms of the Scheme

the operational business of the Scheme under the direction of the Board of Trustees.

tered by Associated Fund Rules, are responsible for The Fund is open to all to a Fund that offers the Administrators Botswana the proper execution of institutions in the private most comprehensive benparastatals, sector, NGOs, etcetera.

> Our members have the certainty that they belong

efits in the industry and continues to deliver value for money.

INTRODUCING THE PULAMED APP



hello life!

Now available on App Store and Google Play





Nurses Win Overtime For On-Call Time

GAZETTE REPORTER

urses and midwives in the public service eligible for overtime pay exceeding the 30 percent commuted allowance can individually file claims for unpaid overtime, provided the claim is within the expiration period.

This results from resolution of legal disputes between Botswana Nurses Union and Directorate of Public Service Management (DPSM).

A Court of Appeal (CoA) panel, which comprised judges Goemekgabo Tebogo-Maruping, Isaac Lesetedi, and acting CoA judge Tshegofatso Mogomotsi, ruled that time spent on call by nurses and midwives is not considered working time unless the employee is physically present at the health facility.

Declaratory orders

In the previous year, BONU brought DPSM to the Industrial Court for declaratory orders concerning members' work hours and overtime entitlement.

The Industrial Court favoured the BONU, affirming that time spent on call and accompanying patients on referral is working time, necessitating payment.

Accordingly, it directed DPSM to factor in on-call time and time spent accompanying patients when calculating nurses' overtime entitlement.

The panel maintained that time spent on call is not working time unless the employee is physically present at the health facility.

Excess

It also affirmed that if a nurse's or midwife's overtime pay exceeds the 30 percent commuted allowance, the excess must be paid.

The CoA last week affirmed that nurses will continue receiving the commuted overtime allowance. It stressed that negotiations with the intends to cancel this allowance.

The CoA reiterated that the time a nurse spends accompanying a patient on referral constitutes working time, requiring payment.

Time spent on call

It emphasised that when computing

union are essential if the government nurses' overtime entitlement, DPSM must consider the time spent on call and accompanying patients.

> The panel maintained that time spent on call is not working time unless the employee is physically present at the health facility.

It clarified that when a nurse is on call but not present at the health facility, they can include time spent at home or in the vicinity when calculating overtime pay.

Physically present

"I have no difficulty with a declaratory order that time spent on call by the nurses and midwives be regarded as working time and, where appropriate, as overtime if they are required to be physically present at the health facility," the judgement said.

The appeal only succeeded in ordering that time spent on call by nurses and midwives to be considered working time and, when necessary, overtime if they are required to be physically present at the health facility.



TENDER NUMBER: BOL/RFP/2023-24-15

A SERVICES TENDER FOR PROVISION OF DESIGN & SUPERVISION CONSULTANCY SERVICES FOR THE PROPOSED BOL NEW HEAD OFFICE AS A CONSORTIUM

 $Bots wan a \ Oil \ Limited \ is seeking \ to \ procure \ an \ experienced \ and \ suitably \ qualified \ Consortium \ for \ the \ provision \ of \ Design \ and \ Supervision \ Consultancy \ Services$ for its new proposed Head Office building

SCOPE OF WORKS AND PROJECT TEAM

The Consultant shall have a Project Consultancy Team comprising of a Quantity Surveyor, Physical Planner, Building Architect, Interior Designer, Landscape Architect, Civil Structural Engineer, Mechanical Engineer and Electrical Engineer. The Scope of Works of the Projects is detailed in the RFP documents.

Procurement Method: Open Domestic Bidding.

ELIGIBILITY REQUIREMENTS

This tender is reserved for 100% citizen-owned companies. All members of the consortium must be 100% citizen-owned companies

Tenderers must be registered with Public Procurement Regulatory Authority (PPRA) in all of the following categories (Verification of registration shall be

PPRA CODE	CATEGORIES OF CONSULTANT	SUB-CODE DESCRIPTION (IF APPLICABLE)
301	Architecture	01 Architecture Services
317	Other Consultancy Services	12 Interior Design
317	Other Consultancy Services	13 Landscape Design
320	Town and Regional Planning	01 Urban & Regional Planning
302	Quantity Surveying Services	01 Quantity Surveying Services
303	Civil Engineering Services	04 Civil/Structural Engineering
304	Electrical Engineering	01 Electrical Design-General
305	Mechanical Engineering	01 Mechanical Design-General

SECURING OF THE RFP DOCUMENT

A non-refundable deposit of P500 payable in favour of Botswana Oil Limited is required as a tender fee for the tender documents. Eligible youth-owned companies will pay half the price which is P250.00. Bidders are required to make payment to the account below:

Bank Name: ABSA Bank Botswana Account Name: Botswana Oil Limited Account Number: 1017833 **Branch Number: 290267**

Branch Name: Absa House REF: (Company/Consortia Name and Tender Subject)

Proof of Payment must be sent via email to procurement@botswanaoil.co.bw with the email subject as the tender subject (Tender BOL/RFP/2023-24-15 -A $Services\ Tender\ For\ Provision\ Of\ Design\ \&\ Supervision\ Consultancy\ Services$ For The Proposed BOL New Head Office) and details of the company/ $consortium \, name, \, contact \, person \, and \, contact \, details \, in \, the \, body \, of \, the \, email.$

Request for Proposal (RFP) documents will sent via return mail to those who have paid the non-refundable deposit and shared their proof of payment, on weekdays between 0800Hrs and 1700Hrs from November 20th 2023.

COMPULSORY SITE VISIT

A compulsory site visit and tender clarification meeting with representatives of the Procuring Entity will take place at the site on the 28th November

2023 at 1000 Hrs. Bidders are informed to assemble in front of Botswana Innovation Hub, Plot 68184, Block 8, Gaborone. Late comers will not be registered, and failure to attend the pre-tender site visit and the tender clarification meeting will lead to render prospective bidders not legible for participation in the tender.

SUBMISSION OF RFP RESPONSES

This tender follows the Two Envelope Submission Method in which the sealed original and all the sealed copies of the Technical Offer are placed in one separate sealed envelope, whilst the sealed original and all the sealed copies of the Financial Offer are enclosed in another separate sealed envelope. The two sealed envelopes are then placed in one outer securely sealed envelope. Submission requirements and evaluation criteria are detailed in

Submissions must be hand-delivered to the following physical address:

The Procurement Department **Botswana Oil Limited** 1st Floor, Grand Union Building, Central Business District, Plot 54373 Gaborone, Botswana

The closing time for receipt of tender offers is 20th December 2023 at 1000Hrs which shall be immediately followed by the tender opening. Late tender offers will not be accepted.



procurement@botswanaoil.co.bw

www.botswanaoil.co.bw

Botswana Oil Limited



Controversy Surrounds Khoemacau Mine Acquisition

- Mine acquired by a company owned by China Minerals Corporation Botswana Mine Workers Union demands transparency

GAZETTE REPORTER

The Botswana Mine Workers Union (BMWU) has thrust the acquisition of Khoemacau Mine into the spotlight, demanding transparency and accountability in the process of the sale.

Despite initial participation in management business update meetings, the union has expressed discontent with subsequent lack of updates at the crucial pre-feasibility and due diligence stages at Khoemacau

PROJECT ACCOUNTANT

BIDPA House

Private Bag BR-29

Gaborone, Botswana

Tel: + (267) 397 17 50

Fax: + (267) 397 17 48

Website: www.bidpa.bw

A statement by BMWU president, Joseph Tsimako, reads: "Whilst the union acknowledges management business update meetings held during the pre-due diligence and bidding stages in the sales

134 Gaborone International Finance Park

once the pre-feasibility and due diligence were commenced at Khoemacau Mine.

Disclosure

"Upon this realisation, the union - in the discharge of its representative mandate and as a key stakeholder in the mining sector - requested disclosure of the prospective bidders for the mine in an effort to conduct external scrutiny of each company and to avert the potential risk of mining arbitrage."

process, no further updates were given

By insisting on the disclosure prospective bidders, BMWU aimed to assess each company's credentials and preempt potential risks associated with mining arbitrage. "This intervention by the union was intended to be effected before completion of the sale process, this done notwithstanding both management and shareholders prerogative in the facilitation of its companies commercial transactions," Tsimako said.

The union holds that the bidding and adjudication process in the sale of Khoemacau systematically marginalised and/ or sidelined it despite the legitimate concerns that it raised about the prospective buyers of the mine.

"The union received communication the same time as the general public on the announcement of the preferred buyer of the mine."

Human rights record

"The union received communication the same time as the general public on the announcement of the preferred buyer of the mine," reads the statement.

Although admitting that they were notified by the CEO of Khoemacau on 21 November 2023 of the acquisition of Khoemacau Mine by MMG Limited, a company owned by China Minerals Corporation (CMC), the union is concerned about lack of information regarding MMG Limited's management and human rights record in jurisdictions where it owns assets.

Furthermore, BMWU has highlighted a dearth of understanding about the company's competency, technical abilities, regulatory compliance, and other sustainability obligations.

4,500 workers

"The union has no knowledge of how the company's conditions of work and general welfare of its 4,500 workers across all these jurisdictions," Tsimako noted.

Despite lodging a petition to the Minister of Minerals and Energy and the Minister of Labour and Home Affairs on 11 October 2023 outlining critical concerns about safety, health, employee welfare, and regulatory non-compliance at Khoemacau Copper Mine, Tsimako revealed that the government has not responded or acknowledged receipt of the petition.



VACANCY ANNOUNCEMENT

The Botswana Institute for Development Policy Analysis (BIDPA) was established in 1995 as a Trust through a Presidential Directive. BIDPA focuses mainly on Research, Policy Analysis, Capacity building in policy analysis and provision of consultancy services to a wide array of stakeholders. The focus of BIDPA work is informed by the Institute's mandate as defined in the deed of trust that formed the

Full details about the Institute are found at its website: http://www.bidpa.bw

BIDPA seeks to recruit through the Technical Assistance Programme, a qualified and self-driven Botswana National for the position of Project Accountant in the Transition from Cash to Accrual Basis of Accounting Project, under the Office of The Accountant General. The post is tenable at the Office of the Accountant General in the Ministry of Finance and Economic Development.

MAIN PURPOSE OF THE JOB:

The Project Accountant is a work stream technical lead for the transition from cash to accrual basis of accounting project, with the ability to manage the successful implementation of the project and ensure realization of intended outcomes and benefits. The Project Accountant will be responsible for the identification of issues and potential solutions in complex areas of accounting, such as Property, Plant and Equipment, and will provide operational management of the related transition implementation processes. He/she will be responsible for managing all technical activities of the work stream, including guiding, and reviewing the work of team members, and facilitating all project consultants and contractors to ensure that contracts and agreements are executed accordingly. In addition, the Project Accountant will work closely with stakeholders across government and government entities in accordance with the project communication plan on matters related to the transition from cash to accrual basis of accounting.

RESPONSIBILITIES:

- The Project Accountant will be responsible for, but not limited, to the following:
- Planning, directing, coordinating, and leading work stream activities of the transition from cash to accrual accounting project to ensure that objectives and all elements of the transition roadmap are accomplished within the prescribed timeframe and funding parameters within the contract term.
- Monitoring and tracking work stream performance against agreed plans and taking corrective action required to meet defined objectives.
- Interpreting reporting requirements covered by the Sector Accounting Standards (IPSAS) their application to Botswana Government circumstances.
- Facilitating in-house training on IPSAS application.
- Reviewing financial information resulting from policy and procedure implementations for compliance Identifying system and procedure implications, solutions and
- changes arising from required policy positions. Planning and reviewing work stream reports.
- Building the capacity of project team members by guiding and supervising their activities under each work stream.
- Identifying and solving potential problems to enhance project efficiency and effectiveness Determining the communication needs of different stakeholders
- and ways to address them.
- Risk identification, assessment, and analysis for purposes of establishing mitigation measures

- Reviewing, refining, and improving the Chart of Accounts and budget classification in accordance with IPSAS and Government Finance Statistics Manual (GFSM) 2014 requirement.
- Working closely with other teams and advisers providing assistance under the Public Finance Management Reform Programme (PFMRP), to ensure that the project activities are fully consistent with, and link to the overall PFMRP.

EDUCATIONAL QUALIFICATIONS:

Candidates should have a professional account ancysuch as CIPFA, ACCA, CIMA, BICA or equivalent. Knowledge of International Public Sector Accounting Standards is essential. PROFESSIONAL BODY MEMBERSHIP

Candidates should be members in good standing of a Professional Accountancy body. Registration with BICA is a requirement.

EXPERIENCE:

- At least ten (10) years relevant experience in public or private sector accounting or auditing roles.
- Knowledge, practical application, and implementation of International Public Sector Accounting Standards.
- Specific experience of engaging with complex areas of accounting and identifying solutions to implementation challenges.
- Knowledge of Financial Management Information Systems and their architecture.
- Previous experience of delivering change/ transformational projects successfully.

COMPETENCIES:

- Analytical and Strategic thinking
- Deciding and Initiating action
- Teamwork and Partnering Communicating effectively
- Planning and Execution

REMUNERATION

A competitive and negotiable salary package is offered including medical aid and gratuity. Salary will be commensurate with work experience.

TENURE

The appointment would be for an initial period of 3 years with the possibility of renewal contingent upon need.

Applicants should submit a narrative letter describing their suitability for the position applied for, as well as their experience and achievements, a detailed CV, certified copies of Omang, educational certificates, and names and addresses of two (2) referees to:

The Acting Executive Director BIDPA Private Bag BR 29 Gaborone, Botswana.

Applications may also be submitted through E-mail to

CLOSING DATE: 01 December 2023

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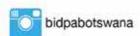








BotsThinkTank



Masisi Links Rising Intergenerational Sex To Joblessness

- Underlines creating jobs for stemming social ills
- Says 25% of HIV/AIDS infections are due to intergenerational sex
- But Saleshando blames rising joblessness on Masisi administration
- Says economy excludes "our most educated generation since independence"

GAZETTE REPORTER

President Mokgweetsi Masisi has linked the growing and disturbing trend of intergenerational relationships in Botswana to increasing unemployment rate.

Addressing a Kgotla meeting recently, the President noted that with the prevalence of such social dynamics, the nation may be fighting a losing battle against the spread of HIV/AIDS.

Urging the older generation to refrain from engaging in relationships with young people and vice versa, he emphasised the importance of discouraging such practices by addressing unemployment.

Youth particularly vulnerable

"I urge the older generation to refrain from engaging in intimate relationships with the youth and similarly implore the younger generation to avoid such relationships with their elders," said the President.

"Research indicates that approximately 25 percent of HIV/AIDS infections are attributed to these intergenerational relationships, with the youth being particularly vulnerable to transmission from older partners"

In highlighting the link between intergenerational sex and youth unemployment, he stressed the critical need to generate jobs for the younger population.

"We must create jobs for the youth"

"We must create jobs for the youth to drive them away from such relationships," he said.

However, responding to President Masisi's State of the Nations Address in Parliament recently, the leader of the Botswana Congress Party, Dumelang Saleshando, said unemployment in Botswana was a creation of the Botswana Democratic Party.

"When President Masisi assumed office in 2018, unemployment in Botswana stood at 19.8% and today it stands at 23.5%," Saleshando said.

Numbers don't lie

"If the quote by Max Halloway that 'Numbers don't lie. Women lie, men lie,

but numbers don't lie' is anything to go by, surely the numbers tell us that President Masisi has achieved the reverse of what he promised.

"It goes without saying that unemployment is the darkest cloud hanging over the lives of Batswana. High or rising unemployment makes it difficult for individuals and households to escape poverty and the indignity that accompanies it.

"Failure to open opportunities for those willing and capable of working is tantamount to promoting an economy that excludes citizens from participation."

Electric car

Unemployment for the youth (18 to 35 years) stands at 33.5%, he said, adding: "We can thus conclude that Botswana has not become an inclusive economy under President Masisi. We have an economy that excludes our most educated generation since independence."

According to Saleshando, President Masisi never had a plan for employment

creation. "He was never committed to the electric vehicle that he said would deliver over 100 000 jobs and even denies ever having made the promise of an electric car to be manufactured in Botswana," he stated

"After congregating multitudes of unemployed young people to be addressed by a billionaire Zimbabwean businessman and promising young people jobs, none of this has come to pass.

"The Town Hall job summit was just a fallacy by the President, similar to what he told the people of Maun in 2018 that he has many rich friends, one with three jets, who would help to develop Botswana."



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SCAN TO LEARN MORE

Khama Dismisses BRP as a Threat

- Says its core members created a lot of instability in the BPF
- BRP to court like-minded parties for electoral collaboration



LETLHOGILE MPUANG

ormer president Ian Khama has shrugged off concerns over the emergence of the Botswana Republican Party (BRP), which is a breakaway entity led by former senior members of the Botswana Patriotic Front (BPF).

Khama - who is also the patron of the BPF - stated that the BRP poses little threat to the BPF, emphasising that the instability of the BPF during their time is now a thing of the past.

"Now that they are outside, it will be smooth sailing for us," he said in a brief interview with *The Botswana Gazette*. "The colours of their party should explain everything."

Potential collaboration

The Registrar of Societies, Ofentse Gojamang, approved registration of the

BRP on 14 November.

The new party is led by Biggie Butale and other former senior BPF members, including Prince Maele and Moiseraele Goya.

It is expected that the party will be launched officially by the end of this year or early next year.

"Now that they are outside, it will be smooth sailing for us."

BCP a likely target

According to Butale, the BRP has plans to engage with like-minded opposition parties for potential collaboration leading up to the 2024 general elections.

While he did not specify the parties, there are indications that the Botswana Congress Party (BCP) may be targeted.

BCP spokesperson, Mpho Pheko, has previously expressed openness to working with Butale's new-fangled party.

Botswana Ascends to Chairmanship of ARIPO

Country hosts ARIPO Governing Bodies Sessions whose objective is to review the operations of the Secretariat and deliberate on strategic and policy matters that affect advancement of Intellectual Property in the African region



GOSEGO MOTSUMI

otswana is hosting the 47th Session of the Administrative Council and the 19th Session of the Council of Ministers of the African Regional Intellectual Property Organisation (ARIPO) from 20 to 25 November in Gaborone.

It has been 14 years since Botswana has had the privilege to host the governing bodies of ARIPO and the country was announced as the new Chair of the Organisation's governing bodies, taking over from Zimbabwe.

"As we host the governing bodies of ARIPO, we are also greatly honoured that we will be ascending to the Chairmanship of the organisation," said the Minister of Trade and Industry, Mmusi Kgafela, at the opening ceremony on Monday.

Fit-for-purpose IP laws

"Hosting this prestigious event aligns perfectly with our pursuit to transform our economy into a knowledge-based economy underpinned by innovation, creativity and fit-for-purpose intellectual property laws.

"Botswana cannot boast of its IP suc-

cesses without acknowledging the contribution of ARIPO in fostering regional cooperation and harmonising intellectual property laws across its member states."

During the sessions, the Administrative Council will deliberate on matters that will continue laying foundations for the creation of robust frameworks that will ensure that intellectual property rights are protected, respected and utilised to their full potential for the benefit of the region.

The Board Chairperson of the Companies and Intellectual Property Authority (CIPA), Tshiamo Motsumi, asserted that

key to the agenda of the Administrative Council is to examine the health status of the organisation.

Limited IP awareness

"(This will be done by) looking at its governance structures, financial position, and most importantly, review its performance and provide guidance to the Secretariat to ensure that ARIPO's delivers on its mandate to promote IP for socio-economic growth and development," he said.

Motsumi said some of the challenges in the region's IP landscape include limited IP awareness, lack of infrastructure and insufficient legal frameworks.

As a collective, the session presented the opportunity to exchange valuable insights and chart the course to ensure that vibrant cultural expressions, traditional knowledge and innovative works become the foundation to create sustainable and vibrant business enterprises within nations.

Unlocking IP potential

He added: "Through ARIPO, we can shape policies that align with our shared vision of unlocking the IP potential of this continent that we are privileged to call home.

"We must ensure that the initiatives that we agree on must celebrate the diversity of the member states of ARIPO whilst at the same time being accommodative of the needs and aspirations of the collective."

The event brought together 22 ministers, 22 heads of IP offices, senior government officials, intellectual property agents and industry experts from ARIPO member and observer states, as well as other international organisations.

As a keen advocate for the utilisation of IP for development, President Mokgweetsi Masisi will deliver the keynote address at the opening of the 19th Session of the Council of Ministers on 24 November.

Phikwe Residents Complain of Earth Tremours Cracking their Houses



- Say the tremours are so serious that houses crack as they are being built
- Study to determine link between the tremors and houses cracking ongoing

SESUPO RANTSIMAKO

eople of the neighbourhoods of Newstands, Phase 1 and Phase 2 in Selebi-Phikwe say earth tremours are making it difficult for them to build new houses because the walls crack before completion.

They say the tremours began after the closure of BCL Mine almost seven years

ago

While the Minister of Minerals and Energy, Lefoko Moagi, has consistently denied any link between houses cracking and mining-induced seismic activity, people of these neighbourhoods are convinced that the tremours cause the cracking.

Intensified

One is a resident of Newstands who gave her name as Malebogo Sejankabo. "My house cracked back in 2019 when the earth tremours intensified," she said in an interview.

"This issue of cracking houses was a hot potato when it began because it sparked fears in the community. However, it seems it will never be addressed because we are now being sent from pillar to post.

"But the situation has worsened because the tremors are now affecting ongoing construction

When the problem began, we approached BCL management and civic leaders and were directed to register our concerns with the District Commissioner's office for possible assistance. We did but nothing has happened to-date."

Legal route

An irate Sejankabo is now threatening to take legal action. "I have been waiting patiently for feedback," she said. "That is why I am thinking of taking the legal route over this issue.".

Another resident, Grace Baipidi, cannot

understand why the government does not want to admit that the houses are cracking because of the earth tremours that result from flooding in the mine shafts.

PAGE 11

"The DC's office long promised to address this issue. Our list is there, but surprisingly there is no feedback," she said.

Living in fear

Esi Lekono is similarly disappointed that the government will not take responsibility in the matter. "Before the closure of BCL Mine, we never experienced earth tremours or cracking of houses," he said. "We are living in fear because we do not know what

"Before the closure of BCL Mine, we never experienced earth tremours or cracking of houses."

will happen to our houses in future.

Meanwhile, efforts to reach the District Commissioner's office proved futile. However, the Minister Moagi recently told Parliament that studies are being conducted to determine whether the tremours are responsible for the cracking of houses.

Founder of The Botswana Gazette Honoured

Al Osman recognised for his significant contributions to the media industry and acknowledged as a living media veteran

GAZETTE REPORTER

surprise dinner held in Blantyre, Malawi to honour the legendary founder of *The Botswana Gazette* newspaper and *Capital Radio* in Malawi, Alaudin Osman, was a deeply emotional and gratifying occasion for both Osman and the numerous media practitioners who gathered to express their gratitude.

Over 100 former Capital Radio employees, spanning various fields globally collaborated in secret for a month to organise the event and celebrate Osman's invaluable mentorship.

"I was truly surprised and humbled by the honour that was bestowed on me by the current and former staff," he said in an interview.

A living legend

"I plan to pay a visit to Botswana next month to pay my respects to old colleagues and to meet with the crop of new journalists who are now keeping *The Gazette* alive and buzzing as an online publication."

The surprise dinner aimed not only to commemorate Osman's significant contributions to the media industry but also to acknowledge him as a living legend whose influence extends beyond national borders

After working as a sub editor at in the Southern African Economist in London

in the 1970s, he moved to Botswana and became Chief Press Officer in the Ministry of Information and Broadcasting where he also founded the Botswana Press Agency.

Possible deportation

"I launched *The Botswana Gazette* in 1981 after completing my work contract as Chief Press Officer of the Government of Botswana," Osman said.

"My journey with *The Gazette* began with warnings of possible deportation after the paper exposed the involvement of several high ranking officials in corruption over a plot of land in a government enclave in Gaborone.

"I was fortunate to have some legislators who stood up to defend the report. I later sold my majority shareholding to Peter Olsen and his spouse, Clara, who was a fiery legislator and a former journalist.

Shaping careers

"I remain one of the shareholders of News Company Botswana (Pty) Ltd, which is the holding company of *The Botswana Gazette*. The paper is now an online publication under the able management and editorship of Shike Olsen."

The heartfelt words of appreciation reflected the impact that Osman had on shaping the careers of those he mentored. The decision to honour Osman while he is still alive was a symbolic gesture, with the former presenters and journalists expressing their gratitude through bouquets of flowers and personal testimonials.

The surprise dinner concluded with presentation of a pencil portrait to Osman - an artistic representation of the lasting imprint he has left on the hearts and minds of those fortunate enough to be guided by him.

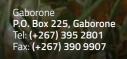
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BDP Councillors Gang Up Against MPs

- BALA meetings reportedly used as a forum for toppling MPs
- Delayed BDP primaries believed to feed the councillors' 'rebellion'



LETLHOGILE MPUANG

DP councillors are accused of forming alliances against incumbent Members of Parliament (MPs) in anticipation of the party's primary elections.

Although dates for the primaries have not yet been set, a senior BDP member disclosed that numerous sitting councillors aim to challenge and replace their

The reported move to unseat MPs by councillors is said to be evident in constituencies like Molepolole South, Kanye South, Tonota, Kgatleng East, Boteti East, Francistown East, and Selebi Phikwe West.

BALA meetings

It is alleged that some of the plans have taken shape during the Botswana Association of Local Authorities (BALA) meetings.

"MPs are thinking of ditching this sitting of **Parliament** because they feel the situation is getting out of hand."

"This calls for immediate intervention by the leadership of the party," said a source. "MPs are thinking of ditching this sitting of Parliament because they feel the situation is getting out of hand."

The source added that the delay in setting dates for primaries is causing some serious restlessness within the BDP.

Last month, the party's chief Whip Liakat Kablay told this publication that they were due to meet with President Mokgweetsi Masisi to express some of these concerns.

Deadline

The Secretary General of the BDP, Kavis Kario, has had to appeal for calm among members amid tensions caused by the delayed primary elections, saying the party will make an announcement soon.

Meanwhile, the deadline for Expression of Interest for candidates of primary elections expired on 2nd November 2023.

Indications are that BDP primaries will be held in March next year.

Children's **Summit to Chart** Welfare Roadmap

- Resourcing children's agenda through funding bodies on the agenda
- Adopting technologies to enhance children's protection and rights to be considered
- State funding of NGOs without compromising their independence up for discussion

GAZETTE REPORTER

Children's Summit scheduled for November 28 to 30 in Gaborone, will focus on key issues like financing and strengthening civil society organisations.

Organised by Childline Botswana Trust, the summit aims to develop and adopt a roadmap for resourcing a children's agenda through funding organisations, address child welfare and protection, mobilise governments to strengthen Child Helplines, and share emerging technologies to

enhance children's protection and rights.

According to the Communications Officer at Childline Botswana, Gaone Chepete, the overall objective of the summit is to provide a platform for dialogue and engagement to promote practices and policies that fulfil children's rights and welfare.

Mixed reactions

Child Helplines in the southern African region meet bi-annually to reflect on the state of children, evaluate their contribution, and share experiences and



But the issue of financing NGOs by the state has generated mixed reactions within civil society.

Some argue that state funding threatens NGO activism and operational independence while others emphasise the importance of collaboration, especially in providing essential services like child welfare and protection.

University of Botswana academic Kenneth Dipholo has criticised the direct involvement of the state in charity work, arguing that it may stifle innovation, limit the ability of organisations to think independently, and promote mono-culturalism.

The overall objective of the summit is to provide a platform for dialogue and engagement to promote practices and policies that fulfil children's rights and welfare.

Partners in develop-

He has suggested that the state should focus on supporting NGOs to operate in a system combining philanthropic work and state welfare programmes.

Speaking at the Civil Society Child Rights Convention in 2020, the Assistant Minister of Local Government and Rural Development, Setlhabelo Modukanele, emphasised the critical role of NGOs as partners in the country's development agenda, recognising their contribution to the development land-





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and limitations on housing benefits for employees earning more than P57 600 per annum

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YOUR PRESENTER



Jonathan Hore has over 24 years practical experience in Tax and Customs matters acquired from working in Canada, Botswana and Zimbabwe. Along with his team at Aupracon Tax Specialists, he has served 10 Botswana Stock Exchange listed entities, 7 local commercial banks, 2 statutory banks and South Africa's largest law firm, among other clients. His firm has served clients based in Botswana, the UK, South Africa, China, Germany, Nigeria, among other countries.

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Kgatleng Deputy Council Chairman Calls for New Approach to Road Construction

- Expresses Concern about shoddy work and costly maintenance
- Praises Khato Civils for Mmamashia Water Treatment Works Al Access Road

PHENYO MOLEFE

n a passionate address at the access road to Mmamashia Water Treatment Works from the A1 Highway, the Deputy Chairman of Kgatleng District Council, Modise Ncube, highlighted the chronic issue of substandard road quality in Botswana.

Expressing dismay at the frequent need for maintenance, often within two years of project completion, in stark contrast to the intended 10-year lifespan of such infrastructure.

He excoriated companies that deliver such substandard work that necessitates additional government funds for post-project maintenance.

Financial strain on the gov-

Urging prioritisation of tenders for companies committed to impeccable results. Ncube emphasised the financial strain on the government that is imposed by shoddy work and called for quality work to obviate the burden of recurrent repairs.

He cited the imminent development of 25 kilometres of internal roads alongside the Modipane-Mabalane road as a project he had in mind.

Ncube warned that without selecting reputable companies through the tender process, the prospect of having good roads will remain elusive, potentially turning the infrastructure project into a nightmare for residents and commuters.

Roads in neighbouring SA

He singled out Khato Civils

for praise of its exemplary work on the Mmamashia Water Treatment Works A1 Access Road.

Expressing a desire for similar high-quality roads in Kgatleng, Ncube emphasised the lack of progress in construction of a road being completed today only for the road to require maintenance tomorrow.

Ncube said roads that meet standards are rare in Botswana and constitute less than 10 percent of the country's entire road network.

Drawing a comparison to South Africa, he noted the longevity of older roads, highlighting a need for Botswana to adopt a similar approach.

Less than 10%

Ncube said roads that meet standards are rare in Botswana and constitute less than 10 percent of the country's entire road network.

He called for a paradigm shift in the selection of companies and execution of road projects, saying his was a clarion call for Botswana to enhance its infrastructure.

Ncube urged focus on longevity, economic prudence, sustainable development and overall well-being of citizens.



Choppies CEO, Ram Ottapathu

Choppies Long Service and Excellence Awards 2023 Celebrate Commitment and Achievement

rominent Retailing and Fast-Moving Consumer Goods chain boasting over 250 stores, Choppies, recently held its Long Service and Excellence Awards for 2023.

Established in 2018, these awards aim to recognise and appreciate the dedication of employees who have served the company for 10 years or more, as well as those who have demonstrated exceptional performance in recent years.

Notable dignitaries

The prestigious event was graced by notable dignitaries, among them the Minister of Entrepreneurship, Honourable Karabo Gare; the Minister of Minerals and Energy, Honourable Lefoko Moagi; the Minister of Trade and Industry, Honourable Mmusi Kgafela, the Mayor of Gaborone, his Worship Austin Abraham, the Permanent Secretary of the Ministry of Labour and Home Affairs, Jimmy Opelo, and the CEO of Choppies, Ram Ottapathu.

In his opening remarks, Ottapathu expressed his enthusiasm for the occasion and noted: "This gesture is to encourage all our colleagues and associates across the organisation." He highlighted the significance of having representatives from countries where Choppies operates, such as Namibia, Zambia and Zimbabwe.

Constant improvement

The keynote speaker, Honourable Karabo Gare, commended the recipients of the awards as a true reflection of constant improvement throughout their years of ser-

vice. He emphasised the pleasure it brings to the government when private entities like Choppies honour and value their employees through such initiatives.

Honorable Gare praised Choppies for being the second highest employer after the government, particularly acknowledging its employment of a significant number of women and as the largest employer of people with disabilities.

In his closing remarks, Honourable Mmusi Kgafela expressed his admiration for the Choppies gesture and thanked the company for allowing the ministry to witness the occasion.

"We in the Ministry of Trade are forever grateful to see such initiatives in the light of day as they propel staff to work harder and be more motivated to deliver," he said.

Commitment and loyalty

Minister Kgafela also extended gratitude to employees working over holidays, ensuring service to the people of Botswana during the festive season.

The Choppies Long Service and Excellence Awards not only celebrate the commitment and loyalty of long-serving employees but also underscore the company's dedication to recognising and fostering excellence within its workforce.

As a significant player in the retail and consumer goods sector, Choppies continues to set an example for corporate responsibility and employee appreciation, contributing to a motivated and dedicated workforce.



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Qualifications: Bachelor's Degree in Engineering or Diploma in Computers. Having 8 years' experience in IT Systems. Repair of Desktops, Laptops and Servers with Windows and Linux knowledge and firewall and router knowledge a must. Knowledge on Service Desk and accounting systems will be useful. Driving License and full experience and knowledge on storage, cisco routers & servers a must. Experience in Diamond and Allied industry is mandatory. Handling and knowledge of ERP System a must.

ELECTRICAL & Instrumentation MANAGER - CODE: 05-EIM

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BUSINESS I EWS



LUCARA MANAGING DIRECTOR: Naseem Lahri

Lucara Extends Maturity of \$50m Working Capital Facility

Defers cost overrun reserve account requirement

GAZETTE REPORTER

ucara Diamond Corporation has announced a further short-term extension of the maturity of its \$50 million senior secured working capital facility (WCF) and a deferral of the requirement to place \$52.9 million in a cost overrun reserve account (CORA) to the earlier conclusion of discussions with its Lenders on 15 December 2023.

"An earlier extension granted by the Lenders on October 31, 2023 was due to expire on November 15, 2023," reads a recent statement by Lucara.

The largest shareholder

"The company also announces that it has fully drawn the \$15 million liquidity support guarantee provided by its largest shareholder, Nemesia, and issued 450,000 common shares as consideration for this

"The company's debt package consists of two facilities, a project finance facility of \$170 million to fund the development of an underground expansion at the Karowe Mine (the project loan), and the WCF which is used to support ongoing opera-

The statement shows that presently, \$90 million is drawn from the Project Loan and \$35 million is drawn from the WCF. "The terms of the WCF extension do not permit further draws from either the Project Loan or the WCF," the statement says.

New deadline

"The CORA balance is currently \$18.4 million. All currency figures are in US Dollars, unless otherwise stated.

"In connection with the further extension of the WCF maturity and deferral of the CORA requirement to the Longstop Date,

the company's largest shareholder, Nemesia, has also agreed to extend its liquidity support guarantee in favour of the Lenders to align with the new deadline.

"In August 2023, as part of the first WCF extension, Nemesia agreed to provide the company with liquidity support of up to \$15.0 million in aggregate (Liquidity Guarantee) while discussions with the Lenders continued."

According to the statement, Lucara is required to maintain a minimum cash balance of \$10.0 million. "The terms of the extension of the Liquidity Guarantee to the Longstop Date remain the same, and no further consideration is payable to Nemesia for the extension," it says.

7,500 common shares per month

"The TSX has approved the Liquidity Guarantee. In August 2023, the company issued a debenture (Debenture) to Nemesia and issued 450,000 common shares to Nemesia as a fee upon execution of the Debenture.

"On November 14, 2023 the company drew \$15.0 million from the Debenture and issued a further 450,000 common shares to Nemesia as consideration for the liquidity support provided.

"For each \$500,000 drawn down under the Liquidity Guarantee, the company will be required to issue, subject to the receipt of all required regulatory approvals, 7,500 common shares per month to Nemesia until the amounts borrowed are repaid."

The transaction contemplated by the **Liquidity Guarantee was** considered a "related party transaction" under **Multilateral Instrument 61-**101 - Protection of Minority **Security Holders in Special** Transactions (MI 61-101).

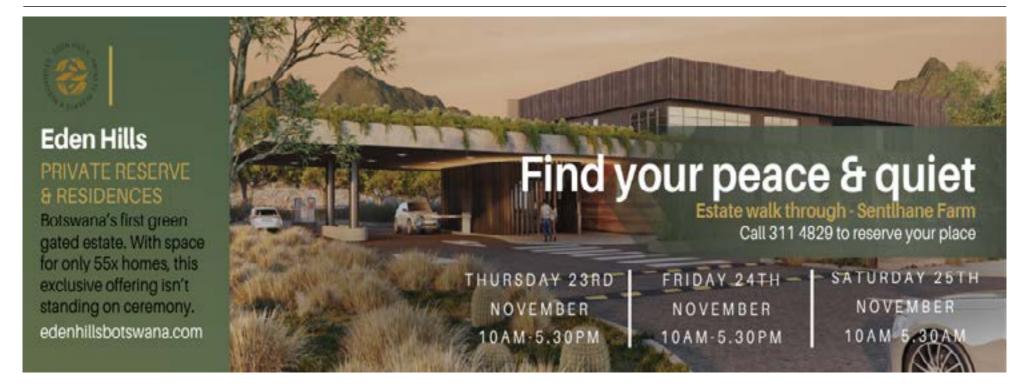
Related party transaction

The statement shows that Nemesia is an insider of Lucara and, as a result of their provision of the Liquidity Guarantee and receipt of the Debenture and common shares in connection with the execution and draw down thereof, the transaction contemplated by the Liquidity Guarantee was considered a "related party transaction" under Multilateral Instrument 61-101 - Protection of Minority Security Holders in Special Transactions (MI 61-101).

"The company relied on the exemptions set forth in Sections 5.5(a) and 5.7(a) of MI 61-101 from the valuation and minority shareholder approval requirements of MI 61-101 in respect of Nemesia's provision of the Liquidity Guarantee as the aggregate fair market value of the common shares issued to Nemesia upon signing of the Liquidity Guarantee was less than 25 percent of the company's market capitalisation," says the statement.

"A material change report in respect of the Liquidity Guarantee and the Debenture was filed on September 1, 2023."





Chobe Thrives Amidst Global Challenges

- · Credits improved occupancies due to recovery of global leisure travel
- Notes competitive pricing and strong relationships with suppliers
- CEO says Group invests in new and improves existing green projects

GAZETTE REPORTER

hobe Holdings has seen a significant improvement in financial performance throughout the first half of the financial year, CEO and Group Deputy Chairman, Jonathan Gibson, has said.

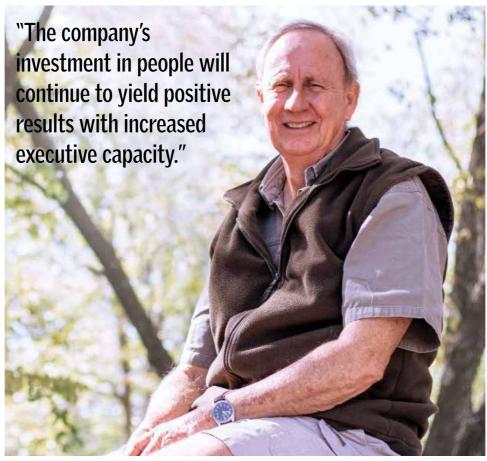
This was driven by improved occupancies, which exceeded pre-COVID-19 pandemic levels and increased net achieved rates, coupled with the relative strength of the US Dollar in which the majority of the company's revenue is derived.

According to Gibson in the company's results for the period ended 31 August 2023, the improvement in occupancies across the Group is due to the rapid recovery of global leisure travel, Chobe's competitive pricing and the Group's ever strengthening relationships with its suppliers.

Breadth and depth

"Our marketing teams have worked hard to improve both the breadth and depth of their marketing efforts in conjunction with operations delivering excellent innovative services on the ground," he said.

"Chobe continues to experience challenges within global and local supply chains across the Group, which add an inflationary pressure to the cost base. But (the Group) has sought to manage these



Chobe Holdings CEO and Group Deputy Chairman, Jonathan Gibson

through leveraging established relationships with suppliers, active management of procurement and other innovative cost containment solutions."

Gibson added that by putting in place rigorous capital expenditure controls

during the COVID-19 pandemic and protecting assets but not making significant new investments, the Group has been able to return to an expansionary posture.

Chobe's asset base

This is because of investments in up-

grading and increasing Chobe's asset base, including the purchase of an additional light aircraft and the opening of Shinde Footsteps, which has been very well received by the market.

"A complete rebuild of Savuti Safari Lodge commenced after the reporting period, which will much improve this important property," said the CEO in the report.

"Across the Group, we continue to invest in new and improve our existing solar and other green projects."

Gibson noted that bookings for the remainder of the financial year remain strong across the Group with projected occupancies for the subsequent financial year showing similar strength.

Robust operations

"These occupancies are driven by our competitive pricing and the strategic fit of camps and lodges supported by both energetic marketing and robust operations," he said.

"The company's investment in people will continue to yield positive results with increased executive capacity coupled with additional human capacity building programmes improving internal efficiencies and creating space for successful acquisitions.

"Increased global uncertainty has the potential to dampen demand for travel as well as fuel inflation both in the near and medium term, but, as this reporting period has shown, the Group has built significant resilience into the business to largely mitigate this.

"The Group's strong cash position remains, providing flexibility to take advantage of opportunities across the business space."

Financial Stability Council Affirms Country's Resilience Amid Global Challenges

- Reports emphasises pivotal role of policy and regulatory frameworks
- · Says domestic financial system remains robust, safe and unconstrained
- Lauds strong capital and liquidity buffers of Botswana's financial system

GAZETTE REPORTER

he Financial Stability Council (FSC) of Botswana has affirmed the resilience of the domestic financial system amid global challenges.

Chaired by the Governor of the Bank of Botswana, the FSC is a statutory body established by the Bank of Botswana (Amendment) Act 2022 and comprises key stakeholders, including the Permanent Secretary of the Ministry of Finance, the CEO of NBFIRA, the Director General of FIA, and Director of DISB, with the CEO of the Botswana Stock Exchange Limited serving as an observer.

Unconstrained

In its latest report compiled by BoB, the FSC's assessment concluded that the domestic financial system remains robust, safe and unconstrained in delivering a diverse range of financial services crucial for supporting the economy.

The Council emphasised the pivotal role of policy and regulatory frameworks in fortifying the stability of Botswana's financial landscape.

Credit risk is deemed moderate, with commercial bank lending aligned with GDP growth and a relatively modest ratio of non-performing loans to total loans.

According to the report, financial stability prevails when institutions such as banks, non-bank lenders, insurance companies, pension funds and payment infra-

structure entities can effectively provide services supporting economic activity and inclusivity.

Global and regional risks

The report has underscored the FSC's affirmation that the domestic financial system is well-supported by these criteria.

It also highlighted global and regional risks, including high interest rates affecting debt servicing and sustainability, potential threats to banks with models reliant on low interest rates, and economic disruptions due to geopolitical tensions.

However, the FSC has emphasised that the global financial system remains stable and resilient, attributing this to post-2008/09 global financial crisis regulatory reforms.

Robust regulatory environment

Domestically, the FSC found that the

financial system's resilience is anchored on strong capital and liquidity buffers, profitability, innovation, adaptability, and a robust regulatory environment.

The macroeconomic environment, marked by positive economic growth, prudent government fiscal management, modest inflation, and effective macroeconomic policy frameworks, further supports financial stability.

The Council highlighted that stress tests for banks validate strong solvency and resilience, with effective supervision and robust liquidity and capital positions mitigating contagion risks.

Moderate credit risk

Credit risk is deemed moderate, with commercial bank lending aligned with GDP growth and a relatively modest ratio of non-performing loans to total loans.

In addressing emerging issues and innovations such as financial technology, digitalisation, cybersecurity and climate change, the FSC emphasised the need for adaptive and responsive policy-making.

The Council committed to combating misconduct, illegal deposit taking and fraud to uphold consumer confidence in financial services and foster positive innovation and financial inclusion.

The FSC has also affirmed its commitment to monitoring financial sector developments and vulnerabilities, responding appropriately to threats to financial stability and contributing to related legal, policy and institutional improvements.



The Regional Vice President for Eastern and Southern Africa, of the World Bank Group, Dr. Victoria Kwakwa with the Bank of Botswana (BOB) Governor Cornelius Dekop during the Drivers of Growth Report presentation in Gaborone. Kwakwa is in Gaborone for a working visit. (Pic:Monirul Bhuiyan/PRESS PHOTO)

Botswana's 2023 Food Imports Unveiled: Beverages Take the Lead

Mineral Waters and Aerated Waters Containing Sugar or Other Sweetening Matter or Flavoured dominated at 47.0%

Annual Inflation Eases to 3.1%, Fueled by Food and Services

- Rural Villages 0.3% down decrease from 3.4% in Sept to 3.1% in Oct
- Urban Villages at 2.9% in October down from 0.2% in Sept
- Cities & Towns down 0.1% from 3.3% in Sept to 3.2% in Oct

GAZETTE REPORTER

he Consumer Price Index of October 2023" shows the annual inflation rate in a modest decline, down by 0.1 percentage point from the September 2023 figure of 3.2 percent to settle at 3.1 percent.

According to Statistics Botswana, key contributors to this shift were the Food & Non-Alcoholic Beverages group, accounting for 0.9 percentage points, and Miscellaneous Goods & Services, contributing 0.8 percentage points.

The report further details regional variations in inflation rates for October. Rural Villages experienced a 0.3 percentage point decrease from 3.4 percent in September to 3.1 percent in October.

Urban Villages saw a 0.2 percentage point drop, landing at 2.9 percent in October, while Cities & Towns recorded a 0.1 percentage point decrease from 3.3 percent to 3.2 percent.

Inched up

The national Consumer Price Index



The Clothing & Footwear group index showed a growth of 0.6 percent, attributed to increases in Clothing (0.9 percent) and Footwear (0.7 percent).

nudged up to 132.0 in October, reflecting a marginal 0.1 percent increase from September's 131.9.

Notably, the Cities & Towns index rose

by 0.2 percent, reaching 132.0, while Rural Villages inched up by 0.1 percent to 131.9, while Urban Villages remained steady at 132.1.

GAZETTE REPORTER

n August 2023, food items claimed a substantial share of P1.2 billion, equivalent to 15.9 percent of Botswana's total imports that reached P6.9 billion in value.

This is according to a recent report by Statistics Botswana titled "Botswana Food Imports of 2023."

Within the category of Beverages, Spirits & Vinegar, the report reveals that Mineral Waters & Aerated Waters Containing Sugar or Other Sweetening Matter or Flavoured dominated the charts at 47.0 percent.

"Following closely behind were Beer Made from Malt at 16.7 percent while Fermented Beverages, Mixtures of Fermented Beverages & Non-Alcoholic Beverages accounted for 15.9 percent," the report shows.

Cereals and Sugars

The report also highlights significant players in the Cereals and Sugars and Sugar Confectionery categories. In Cereals, Dried Maize (corn) Excluding Seed took the lead with impressive 42.3 percent, followed by Other Wheat & Muslin at 27.4 percent.

"Semi-Milled or Wholly Milled Rice, whether polished or glazed, made a noteworthy contribution of 21.2 percent," says the report.

In terms of overall food imports, the Beverages, Spirits & Vinegar category claimed the lion's share at 26.9 percent, with Cereals and Sugars and Sugar Confectionery followed at 13.4 percent and 8.8 percent, respectively.

The report highlights the stability in group indices between September and October 2023, with changes generally below 1.0 percent. The Clothing & Footwear group index showed a growth of 0.6 percent, attributed to increases in Clothing (0.9 percent) and Footwear (0.7 percent).

Alcoholic beverages

Similarly, the Alcoholic Beverages & Tobacco group index rose by 0.4 percent, fuelled by increases in Alcoholic Beverages (0.5 percent) and Tobacco (0.2 percent).

The Food & Non-Alcoholic Beverages group index saw a 0.2 percent uptick, driven by rises in Fruits (1.2 percent), Meat (Fresh, Chilled & Frozen) (1.0 percent), and Vegetables (0.8 percent).

Examining tradeables, the All-Tradeables index increased by 0.1 percent, with the Domestic Tradeables Index rising to 134.8, a 0.2 percent increase from September.

Non-Tradeables

The Imported Tradeables Index inched up by 0.1 percent, while the Non-Tradeables Index saw a 0.1 percent increase to

Inflation rates for October revealed a 3.0 percent for All-Tradeables, down by 0.3 percentage points from September's 3.3 percent. Domestic Tradeables inflation dropped to 5.4 percent, a decrease of 0.8 percentage points.

The Imported Tradeables inflation rate registered a 0.2 percentage point decrease to 2.1 percent, while Non-Tradeables inflation moved up by 0.1 percentage point to 3.1 percent, compared to September's 3.0 percent.

Lessons From The Boardroom – Highlights From The Annual Wise Leadership Conference Governance Conference



Wise Leadership Pty (Ltd) had the pleasure of hosting the annual corporate governance conference on the 26th to the 27th of October 2023 at Phakalane Golf Estate Hotel and Convention Centre

MPHO MOLETLO KGOSIETSILE, WISE LEADERSHIP MANAGING DIRECTOR

ise Leadership Pty (Ltd) had the pleasure of hosting the annual corporate governance conference on the 26th to the 27th of October 2023 at Phakalane Golf Estate Hotel and Convention Centre. The conference theme, "Transforming the Corporate Governance Landscape: Key Trends and Emerging Issues," gathered thought leaders, industry experts, and stakeholders dedicated to enhancing corporate governance practices in Botswana and in the region.

In laying the foundation, Mr Majinda, Botswana Accountancy Oversight Authority (BAOA) Advisor, answered key questions within the market regarding the mandate of BAOA. Currently, Botswana does not necessarily have a universal governance code for entities to apply, but rather a mix of governance codes being the King III Code on Corporate Governance for South Africa (King III) and the King IV Code on Corporate Governance for South Africa (King IV). However, the Authority is in the process of developing a local code called the Pula Code of Corporate Governance, which will be applied by all Public Interest Entities per the Financial Reporting Act. On the other hand, the Government is in the process of developing a governance code for State Owned Entities (SOE's). This is probably in a bid to facilitate improved application of corporate governance for SOE's. For some time now, BAOA reviews have revealed that most SOE's experience challenges in complying with corporate governance codes mostly because they are governed by statutes which determine the board composition and other relevant governance processes and procedures. To that effect, BAOA is working with the Office of the President to reconcile the Pula Code of Corporate Governance with the Code for State Owned Entities for alignment and smooth transition.

With increasing volatility in the market (Russia/Ukraine war, Israel/Hamas war and rising prices), risk governance is a critical pillar for every organisation given the new workplace demographics, climate change, cyber-crime, digitization and digitalisation. In risk, culture is important as people are normally the weakest link. TRUST is the true cost of the governance of risk. Participants noted that risk management supports the strategy, and the strategy is supported by governance. One of the greatest risks in Botswana is that we don't look forward enough, usually risk management is tied to the strategy period. Organizations can be future centric by initiating scenario planning to identify what could go wrong. Ms. Lesego Bannalotlhe charged risk management professionals to facilitate this process. Directors were also advised to set the tone from the top and activate a mature culture that will enforce a robust risk management and compliance framework.

BAOA reviews have repeatedly indicated poor results regarding elements of board effectiveness such as board composition, succession planning, director training and development, board inductions and so on. Mr Escher Luanda touched on enablers of board effectiveness. Board composition is a critical component of board effectiveness. Board appointments should be made based on the board's skills matrix, diversity and inclusiveness and digital inclusiveness. There should be continuous rotation and new appointments to refresh the board. The Board has the responsibility to ensure that a succession plan for the Chairperson is in place, and the above considerations will assist the board to make such a critical decision. Recently, there is a wave of requests for board performance evaluations across different industries, basically because of a response to regulation, not as a voluntary exercise for the board to measure itself and intentionally improve. Board performance evaluations serve as a yardstick for the board and should be done periodically to. It helps determine the group and individual dynamics and resolve somehow unnoticed issues that have the potential to ender the board ineffective and thus, what does not get measured does not get improved.

With increasing volatility in the market (Russia/Ukraine war, Israel/Hamas war and rising prices), risk governance is a critical pillar for every organisation given the new workplace demographics, climate change, cyber-crime, digitization and digitalisation.

Gary Hardy laid out the issues concerning Information and Technology governance. The governance of Information and Technology has proven to be a challenge for most boards. There is a misalignment between boards and IT Specialists basically because IT specialists see governance as bureaucracy whereas directors deem IT to be too technical. You don't have to be a technical expert to exercise oversight on information and technology. Gary Hardy broke down the

four steps for every director to follow to ensure good governance; Are you doing the right things, are you doing them the right way, has the board effectively delivered right and were the right benefits derived. Gary emphasised that everything evolves around people and culture, if you don't get it right with people, then culture won't work. Effective culture results in good governance.

Sipho Showa, Kusigani Mbambo and Sibani Mngomezulu zeroed in on challenges faced by boards and shared from their perspective as company secretaries in a panel dicussion. There is usually a misalignment in terms of what kind of reports the board prefers to get and what management usually brings to the board. Sometimes when reports are summarised and too high level, the board would complain that there is not enough information, when there is more detail, the board would say the reports are too operational. The board and management should work together to ensure that the board gets information that is pitched at the right level to enable them to make informed and strategic decisions. Boards are struggling with crises management. There does not seem to be a process to follow when a crisis arises, thereby leaving everyone in confusion and not knowing what to do. Often, the board relies on Lawyers, Journalists or public relations experts instead of relying on the company secretary for guidance especially where governance issues are concerned. That is a recipe for disaster. There was emphasis that that company secretaries must assert their independence and exercise emotional intelligence when dealing with issues and people as they are the glue that holds together the board, management and external stakeholders. There should be mutual trust and confidence by all stakeholders to enable an effective and ethical board leadership.

The Integrated report is one of the key corporate governance requirements per different corporate governance principles and codes. As Professor Mervyn King would say "reporting is not what it used to be". The traditional way of reporting is no longer applicable. Reporting has changed as informed and influenced by calls for transparency and appropriate disclosures. Claude Kamangirira guided participants on what organisations should do to incorporate integrated thinking and integrated reporting by giving a background on integrated reporting, the ESG reporting perspective, the Value Reporting Foundation and what entails the integrated reporting Framework. Ultimately, the integrated report must enable companies to create a value creation story that will communicate to all stakeholders. To bring out a more local context, Moitshepi Chalashika from FNB Botswana shared the Bank's Journey on transitioning from an annual report to an integrated report providing a true and evidently working benchmark for the participants.

Environmental, Social and Governance (ESG) issues have become relevant in this era where investors are concerned about how businesses operate and ensure sustainability by incorporating these three pillars. With climate

Botswana University of Agriculture and Natural Resources and Coca Cola beverages signs a Memorandum of Understanding



n 16th November 2023 Botswana University of Agriculture and Natural Resources and Coca Cola beverages signed a Memorandum of Understanding on the donation of water from the water treatment plant of Coca Cola Beverages Botswana for use at BUAN.

n 16th November 2023 Botswana University of Agriculture and Natural Resources and Coca Cola beverages signed a Memoran-

dum of Understanding on the donation of water from the water treatment plant of Coca Cola Beverages Botswana for use at BUAN. Speaking on behalf of the University, Vice Chancellor Professor Ketlhatlogile Mosepele said that the objectives of the MoU are to foster water stewardship where water is treated as a critical resource at the heart of operations and as a shared resource with various stakeholders.

Coca Cola beverages General Manager Mr David Chait stated that the water will be coming from Coca Cola's new wastewater treatment plant which allows the company to return clean water to the environment. This paradigm shift is essential to drive long-term sustainable change and where possible, the newly constructed facilities tend to use local suppliers, including the large water tanks and the water reticulation machinery.

Another key objective mentioned by Prof. Mosepele is to assume the leadership role of convener, partners and advocate for change as the two parties recognize that water security cannot be achieved in isolation. He reiterated that the MoU focuses on accelerating actions to increase water security where both Institutions operate, at all levels.

The duo will develop localized solutions and prioritize actions where needed. These include innovative approaches to regenerative water use, prioritization of replenishment interventions, and holistic approaches to water-based health.

Mr David Chait said that the MOU signed with the university to-day is an example of how Coca Cola puts its water strategy into practice, replenishing water and giving it back. Adding that "Profitability is important, but so is doing business the right way by growing with a conscience". In his concluding remarks, Prof. Mosepele said that The MOU is a testament of BUAN and Coca Cola beverages 'commitment to water security and sustainability.

An Extraordinary Career At The Chalkface Of Education: Peter D'arcy

eter Anthony D'Arcy is in his 35th year as a teacher and seems not to be losing steam. At the turn of 2024 he will be moving to Flamingo School in Sowa, run by Botash Mine, having spent four years at Morula school in Selibi Phikwe. It has been four years of bringing about outstanding transformation at that school. He is happily married with three children.

"From an early age, while I was still schooling in England, I was fascinated by an elder who came from overseas and spoke of how she had taught as a volunteer in Africa for a couple of years. This was the spark that has led to a lifetime commitment to being a teacher and dedicating myself to educational service excellence." mentioned D'Arcy.

D'Arcy has two elder sisters. One joined the Police, the other the Nursing fraternity. Their mother trained as a Physiotherapist."

Peter D'Arcy did a probationary year teaching in a small town just North of London, after completing a one-year post-graduate teaching qualification at Birmingham (Edgbaston) University. He was approached by a lecturer who showed him an advertisement posted by the British Council for vacancies in teaching in Botswana. The rest is history, as the old cliché goes! He has impacted many young minds having passed through eight different senior Secondary schools in Botswana over a period of 25 years.

"Every student is different. Each has to be approached in a manner that increases their chances of enjoying the Sciences". "I have always volunteered to take the classes which had lower academic performance as I believed they needed extra motivation to do better. I taught Double Science, (Biology, Chemistry and Physics) for most of my early career. "I am fortunate to have worked with many talented science teachers in producing good results for the Science departments I worked in," he said.

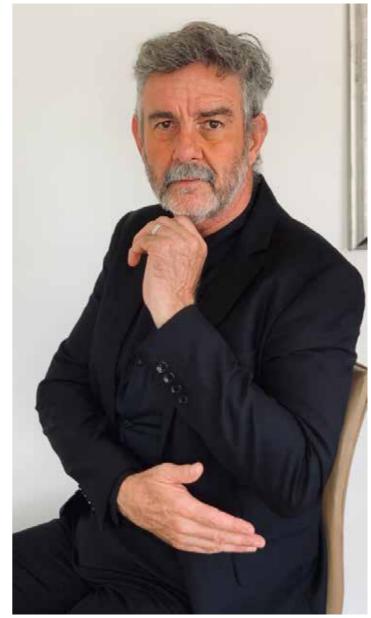
He also mentioned that he would be classified as a disciplinarian of sorts. Not always popular amongst

students while at school, but the blessings that are showered on him by ex-students when they meet him on the street make up for that. They finally see why he was strict on them and how it helped them get to where they are now. He also said that he got popular for his 'Science Clinics'. "It was my job to give them a weekly dose of medicine at the clinics I would hold on Friday afternoons in the school hall. There would be a minimum of 150, sometimes 250 students. I would insist that they all come, and this improved their science performances as they had a chance to re-do their challenging topics and discuss with other students."

"I am still teaching two classes of IGCSE at my current school. I love the close interaction with the children in the classroom. It's a nice break from my administrative function too", said D'Arcy.

While in Orapa, where he served with Debswana for 5 years, he volunteered in the Adult Education Centre a couple of evenings a week, for the same reason, teaching Double Science and Human and Social Biology. "In the post COVID classroom" Peter says, "things have changed", he believes for the better. "There is far more direct interaction with the parents than there was before the Pandemic". Social media has brough parents and teachers closer together, especially in the Primary School context. Homework can be shared online, instant communication with parents on a range of issues is very helpful in nurturing growth in the children's academic and social life. So now, being at the peak of his chosen career, he looks forward to his next steps in life. "I have no regrets. I have been very fortunate indeed to have been able to follow this path. I thank God and all the people I have worked with that I have been privileged to get to where I am today. I am a hard worker."

Apart from the way everything in D'Arcy's life seems to gravitate towards education in all its forms, he is also in love with birds. This interest also started in his youth on the North Norfolk coast in the UK where he used to go for holidays as a child. He has been part of BirdLife Botswana for more than 20 years, most of which time he has volunteered as the Board Secretary.



Peter Anthony D'Arcy



Okavango Wilderness Safaris MD Joe Matome with Honourable Minister Kereng

Wilderness Celebrates Members' Club Supporters Of Children In The Wilderness Programme

kavango Wilderness Safaris gathered stakeholders from its exclusive Botswana Members Club programme, to express its heartfelt gratitude for the Members' ongoing support, and the positive impact they enable.

The Wilderness Member's Club, inaugurated in 2012 and launched in Botswana in 2017, invites Southern African residents to join the Wilderness community, offering discounted camp rates in exchange for an annual registration fee. The entirety of this

fee goes directly to Wilderness' renowned Children in the Wilderness (CITW) programme – the primary driver of the business' Educate pillar in its recently launched impact strategy. CITW is dedicated to sustainable conservation through the development of leadership and education for children in Africa

"With 397 members in Africa, of whom 75 are resident in Botswana, their generosity is a testament to their commitment to CITW's life-changing efforts. As we mark

40 years of Wilderness, we take a moment to acknowledge this unique group of stakeholders, who provide both direct and indirect support to CITW on a monumental scale. Every renewal by a Member directly adds to CITW's impact. Through this cherished partnership, over 4,500 students have benefitted from our programmes over the past 10 years. More than 60 trainers have been empowered to educate our young people on the environment so that they protect this environment and be proponents of

conservation in their communities", said Joe Matome, Managing Director of Okavango Wilderness Safaris, and Chairman of the Board of CITW Botswana.

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CITW's work spans diverse initiatives, from its Eco-Club programme at partner schools to annual Eco-Camps hosted at Wilderness and partner camps for children in rural communities bordering wild areas across Africa, including Botswana. To date, CITW has enriched the lives of more than 40,000 children in eight countries. In Botswana, the programme has operated for 22 years, reaching over 2,100 children through annual camps. There are 455 Eco-Club Members in Botswana at present across eight schools in Botswana and with a special partnership with the FNB Foundation at Parakarungu Primary School in the Chobe District.

Insight, care, and commitment are essential for conserving Africa's pristine wilderness. "Our Children in the Wilderness programme focuses on the next generation of decision-makers, inspiring them to care for their natural heritage and become custodians of these areas in the future", Joe notes.

Wilderness, through CITW, extends its commitment to education through initiatives such as a recent Memorandum of Understanding (MOU) with the Okavango Sub-District Council to enhance infrastructure at Eretsha Primary School. This project aims to construct additional classrooms, ablution facilities, and provide water to create a conducive learning environment for over 200 students.

"Tremendous strides have been made by CITW Botswana, with much more to celebrate in the future. For now, we extend our deepest thanks to our Members and all contributors, weaving this beautiful tapestry of partnership for progress. Mabogo dinku a a thebana. Let's unite for the growth of our community", concluded Joe.

Khoemacau Copper Mining to be acquired by MMG Limited

ommitments to continuing investment, growth and sustainability

Khoemacau Copper Mining ("Khoemacau") announced today that the shareholders of the parent company of Khoemacau have reached an agreement to sell 100% of their interests to MMG Limited ("MMG").

MMG is a global resources company that mines, explores and develops copper and other base metals projects on four continents, and is headquartered in Melbourne, Australia. MMG currently operates the Dugald River zinc mine and the Rosebery polymetallic mine in Australia, the Kinsevere copper mine in the DRC, the Las Bambas Mine in southern Peru, in addition to their Izok Corridor development project in northern Canada. In 2022, MMG produced 305,053 tonnes of copper and 224,551 tonnes of zinc.

MMG is listed on the Hong Kong Stock Exchange (HKEx 1208) and has an enterprise value of approximately US\$10 billion. MMG employs over 4500 people globally, of which over 90% are nationals within each respective operating jurisdiction. MMG's 68% shareholder is China Minmetals Corporation, China's largest metals and minerals group.

MMG has extensive operating and project delivery expertise across a range of underground and open pit mining operations in various jurisdictions, and is



Khoemacau Copper Mining ("Khoemacau") announced today that the shareholders of the parent company of Khoemacau have reached an agreement to sell 100% of their interests to MMG Limited ("MMG").

committed to the highest standards of safety, responsibility, and sustainability across all these operations. This is consistent with Khoemacau's prioritisation of sustainability with its particular focus on safety, health, community and the environment. MMG applies the principles of good corporate governance as set out in the Corporate Governance Code of the Hong Kong Listing Rules, and as a member of the International Council on

Mining and Metals ("ICMM") is aligned with their sustainable mining principles.

Over the last 12 years, the current shareholders have advanced the Khoemacau project from exploration and discovery through to the development of a sustainable, long-life operation. Over this period approximately US\$1bn has been deployed on this development.

With a pre-feasibility study on the Khoemacau expansion and a solar pow-

er project now completed, the focus now turns to the feasibility study as the pathway to increased production capacity from 3.65Mtpa to 8.15Mtpa, and subsequently an increase in payable copper from c.60ktpa to c.130ktpa. This, along with extensive exploration opportunities across the license area, positions Khoemacau for an exciting new phase in its development.



In reflection of a transformative series, Absa Bank Botswana is pleased to announce the successful conclusion of its Women in Business Workshops.

Absa Bank Botswana Concludes Empowering Women in Business Workshop Series

n reflection of a transformative series, Absa Bank Botswana is pleased to announce the successful conclusion of its Women in Business Workshops. The final installment, held on Friday, 17 November at Cresta Lodge, featured dynamic sessions on crucial topics for women entrepreneurs; Becoming a Supplier to Big Business and Marketing Basics for Sustainable Business Expansion.

Geoffrey Phonchi, who serves as the Head of Sourcing at Absa Bank Botswana, led a session on Becoming a Supplier to Big Business. Mr. Phonchi expressed the importance of this highlighting that, "being a supplier to big businesses goes beyond transactions. It is about creating a symbiotic relationship that adds immense value to both parties. By navigating this path, entrepreneurs can gain access to larger markets, secure consistent orders, and integrate into a broader value chain, fostering long-term growth, sustainability, and contributing significantly to the economic fabric of our communities."

Throughout the workshop series, attendees gained valuable insights from various speakers, and the final event provided a unique opportunity for participants to showcase their businesses; products and services. This platform

not only enhanced brand visibility but also fostered collaboration among women entrepreneurs.

Valeta Mthimkhulu, Retail Director at Absa Bank Botswana, focused on Marketing Basics to Support Sustainable Business Expansion. Ms. Mthimkhulu highlighted the significance of marketing for business growth adding that, "Effective marketing is key to sustaining and expanding any business. I looked forward to sharing insights that would empower these women to build strong brands and achieve lasting success."

"The workshop series represented our dedication to fostering an ecosystem-

where women entrepreneurs thrive. We envisioned these workshops not just as educational sessions but as catalysts for empowerment and economic growth. By equipping these women with knowledge and providing platforms for their businesses to shine, we were not just supporting individuals; we were nurturing the heartbeat of vibrant, resilient communities." added Ms. Keabetswe Pheko-Moshagane, Managing Director, Absa Bank Botswana

Throughout the workshop series, attendees gained valuable insights from various speakers, and the final event provided a unique opportunity for participants to showcase their businesses; products and services.

In line with the commitment to supporting women in business, Absa Bank Botswana recognised the dedication and achievements of all participants by awarding Certificates of Participation. This gesture acknowledged their commitment to personal and professional development over the course of the workshop series.

These workshops were more than educational sessions; they represented our commitment to empowering women in business. The social impact was profound as these women, from diverse backgrounds, contributed not only to their businesses but also to the communities they represent. Absa is proud to have been a catalyst for their success. Pheko- Moshagane concluded

The final workshop was a celebration of achievements, a sharing of knowledge, and a testament to the resilience and innovation of women entrepreneurs. Absa Bank looks forward to continuing its journey of empowerment and support for women in business.

Khoemacau Copper Mining

From Page 21

Khoemacau CEO Johan Ferreira commented: "We would like to thank the current owners, who as custodians of Khoemacau over many years, successfully transformed the company from a development idea to a fully-fledged operating copper mine. Having successfully completed the ramp up of the Zone 5 / Boseto operations, the company will now be focused on the expansion study, which will seek to double production. We are excited by Khoemacau's future with MMG, who share our vision for the expansion and have the capacity to support the significant investment needed to realise Khoemacau's full potential, working with our team. This will ensure that Khoemacau will continue to be a safe, successful, highly profitable mining business for many decades to come, delivering employment, community benefits and economic development in Botswana. We would also like to thank our employees, the Botswana government and other stakeholders for their support during this sale process."

MMG Chairman Jiqing Xu commented: "The addition of Khoemacau to MMG's international portfolio delivers on our growth strategy and vision – to build a global diversified minerals and metals company and create opportunities for all stakeholders – including our shareholders, employees and communities. Khoemacau has significant expansion potential and we look forward to working with the current team to make Khoemacau's potential a reality".

The sale is subject to certain conditions precedent and approvals and is expected to close in the first half of 2024.



Khoemacau has significant expansion potential and we look forward to working with the current team to make Khoemacau's potential a reality".

Pulamed Medical Aid Scheme Unveils Cutting-Edge Digital App

The app is about leveraging technology for the benefit of its members and providing a convenient one-stop solution in a seamless experience

PHENYO MOLEFE

ulamed Medical Aid Scheme has launched a digital app for member convenience, showcasing a strategic step towards digital transformation.

The mobile app was unveiled

on Thursday 16 November 2023 at Hotel 430 in Gaborone, aligning with Pulamed's commitment to leveraging technology for the benefit of its members and providing a convenient one-stop solution.

The comprehensive app allows Pulamed Medical Aid

Scheme members to effortlessly check their membership status and includes valuable health tips covering aspects like blood pressure, sugar diabetes and dietary advice.

Re-engineering

In his welcome remarks, Pulamed Principal Officer, Dr



and improving our current processes to provide new, improved products and services to create and deliver value to our customers".

- Pulamed Principal Officer, Dr Khumoetsile Mapitse

Khumoetsile Mapitse, noted that "digital transformation means more to us; it means reengineering and improving our current processes to provide new, improved products and services to create and deliver value to our customers".

The app's primary objective is to empower members to manage their health effectively, eliminating the need to visit the medic aid offices for routine services. Pulamed envisions this digital platform as a means to strengthen proactive and preventative healthcare interventions for its members.

The Chairperson of Pulamed Board of Trustees, Maleho Mothibatsela, stated: "This app intends to deliver efficiency of the scheme and a more interactive way to interact with the scheme. What you are seeing today is a product that is being developed to be enhanced incrementally and is therefore aligned with future developments in technology and your needs."

Obsolete

The app features various functionalities, rendering the traditional physical membership card obsolete. Members can easily view their medical aid details, including the medical aid card number.

Additionally, the app facilitates enrolment in wellness programmes and allows tracking of preventative measurements, such as body mass index.

A notable aspect is the app's ability to monitor wellness progress, providing a holistic approach to personal and family health. Pulamed aims to achieve cost savings and efficient management through this digital initiative, enhancing member engagement satisfaction with healthcare offerings.

Pulamed emphasises that wellness goes beyond the absence of illness and advocates for a proactive approach that encompasses physical, mental and emotional health.

Beyond absence of illness

Pulamed emphasises that wellness goes beyond the absence of illness and advocates for a proactive approach that encompasses physical, mental and emotional health.

The app extends its utility by helping users locate local facilities, offering financial wellness programmes and providing information on medical treatments for chronic diseases like diabetes and arthritis.

The Pulamed Medical Aid Scheme app is poised to redefine the healthcare experience for its members, bringing a new era of accessibility, convenience, and proactive health management.





EXTERNAL RECRUITMENT MANAGER, PROCUREMENT OVERSIGHT

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

JOB SUMMARY

To provide oversight on all procurement activities, supplier relationships, contract management and ensuring compliance with the provisions of the Public Procurement Act, regulations, and best practice. To provide strategic direction in the development, implementation and maintenance of the organization's procurement strategy and policies, materials management and tender adjudication procedures and processes to support business objectives.

POSITION REQUIREMENTS

Education

 $Bachelor's\ degree\ in\ supply\ chain\ management\ and\ Logistics/\ Purchasing\ \&\ Materials\ Management\ or\ Chartered\ Institute$ of Procurement and Supply (CIPS) or any other relevant field. Master's Degree will be an added advantage.

Member of Chartered Institute of Procurement and Supply

At least seven (7) years working experience of which four (4) must have been at supervisory level preferably in the wholesale/retail industry with detailed knowledge of grains, arable agricultural production, and related products.

Competencies

- Strategic orientation
- Tender Management
- Logistics Knowledge Financial Acumen
- Communication, influence and impact
- · Leadership and motivation Organizational skills
- Negotiation and conflict resolution skills Decisiveness and assertiveness
- Business orientation Stakeholder management
- · Budgeting and resource management

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

Applications with detailed CVs and certified copies of certificates should be submitted not later than the 02nd December 2023 and addressed to:

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

Or email to. recruitment@bamb.co.bw NB. We will only respond to shortlisted candidates



The Minister of Entrepreneurship, Karabo Gare

Lessons From The Boardroom From Page 19

change and other environmental issues rising and becoming a threat to the habitat we call earth, and issues surrounding b people become more challenging, boards are increasingly charged with the responsibility to ensure that in their exercise of governance oversight, they pay particular attention and ensure that the necessary disclosures are made. Jonathon Hanks gave an overview of ESG and the relevant standards that support ESG reporting and disclosures. The ESG environment in Botswana is just picking up momentum, indicating that there is a lot more to be done to ensure that foundations for ESG reporting ad disclosures and even processes and procedures are set. To that effect Jonathon, through his company, Incite has partnered with Wise Leadership to develop the Botswana Stock Exchange ESG Disclosure Guidelines that will be used by listed entities. This is a welcome development to set the tone for ESG reporting in Botswana.

ISO 37000 is a governance standard that was developed in 2020 to guide organisations in developing good governance. As Carolynn Chalmers said, the standard is not a management system standard or a compliance standard but rather a guidance standard. The standard recognises that the governance of any

organisation is a human based system. Leadership is about doing the right things while management is about doing the right things in the right way. Therefore, those that are charged with governance need to understand what makes good governance.

In conclusion, the conference delivered according to the expectations of the participants as evidenced by the overwhelming feedback. It is our believe and hope that participants gained practical ways to ensure good governance in their organisations as guided by the speakers, some of them dismantling what people would term technical jargon which could prove to be difficult to implement due to lack of understanding. Great connec tions and networks were made. It would be amiss of me to not acknowledge our sponsors, HRDC and Mascom Wireless Botswana, for sponsoring this event and trusting Wise Leadership to deliver the annual corporate governance conference. The message has been delivered, the seed has been planted and we look forward to fruitful engagements. Finally, we would like to thank the participants for trusting us, we could not have done it without them, and the Wise Leadership team for delivering the conference per expectations. Kudos to you!

"Empowering Ethics: Insights from the 12th National Conference of the Institute of Internal Auditors Botswana"

PHENYO MOLEFE

he Institute of Internal Auditors Botswana recently hosted its 12th national conference at the Avani Hotel in Gaborone.

Industry leaders, experts, and professionals in internal auditing gathered for discussions under the theme, "Amplifying Corporate Governance and Ethics."

In his opening speech, IIAB president Icho Molebatsi acknowledged the year's challenges and highlighted achievements, such as hosting a breakfast seminar, the inaugural graduation of Internal Auditors, nationwide workshops, and accrediting six courses with HRDC.

Governing structures

The Minister of Entrepreneurship, Karabo Gare, stated: "As an imperative, the internal audit profession should make a concerted effort towards ensuring that the organisational ethical culture and governance practices are the most appropriate by effectively evaluating governing structures before making appropriate recommendations.

"We should not look aside and pretend we are not seeing anything when things are happening for fear of being dismissed or our contracts not being renewed."

"We need to talk about situations where governance is met right in our organisations. We should not look aside and pretend we are not seeing anything when things are happening for fear of being dismissed

or our contracts not being renewed."

The British High Commissioner to Botswana, Sian Price, added an international perspective to the gala dinner during which discussions explored enhancing corporate governance and upholding ethical standards.

Ethical conduct

The Institute expressed gratitude to participants, sponsors and contributors, emphasising its commitment to advancing internal audit and fostering ethical conduct.

As the conference concluded, participants gained renewed purpose and a deeper understanding of internal auditors' vital role in transparency, accountability and ethical behaviour.

The impact of shared insights is anticipated to resonate, influencing positive change in Botswana's business landscape.





EXTERNAL RECRUITMENTRISK & COMPLIANCE MANAGER

Botswana Agricultural Marketing Board (BAMB) seeks the services of a qualified, innovative, results oriented and self-driven individual for the position of **RISK & COMPLIANCE MANAGER.**

JOB SUMMARY:

To plan, organise and oversee the implementation of the company's risk management and compliance framework and ensure alignment with the company strategic goals. To contribute to the reduction of the financial and operational exposure through the performance of comprehensive risk assessment programmes, compliance strategies and the monitoring and management of the adequacy of internal and external controls.

POSITION REQUIREMENTS

Education: Business Related Degree or CA, ACCA, CIMA, CIA, IRM, CRISC, CFE, CRMA, PRM, ERM or equivalent professional qualification and membership of an internationally recognised professional body

EXPERIENCE:

- Seven (7) years post qualification experience in a risk function of which four (4) must have been at supervisory
- Experience establishing risk, compliance and internal audit plans, programs, policies and procedures and leading risk, compliance, and audit functions.

COMPETENCIES:

- Strategic Thinking
- Team Leadership
- Critical and analytical thinking
 Interpersonal Relations
- Interpersonal RelationsCommunication, Influence, and Impact
- Organisational and coordinating skills
- Negotiating skills, decisive and assertiveAdapting and responding to change
- Integrity and honesty

SALARY

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

Applications with detailed CVs and certified copies of certificates should be submitted not later than the **02**nd **December 2023** and addressed with **subject heading of the applied position** to:

Head of Human Resources Private Bag 0053 Gaborone

Or email to;

recruitment@bamb.co.bw NB. We will only respond to shortlisted candidates





THE BOTSWANA GAZETTE



BK Proctor invites fashion enthusiasts to a night of elegance and innovation to celebrate five years in the business

GOSEGO MOTSUMI

ashion enthusiasts, brand partners, supporters and friends of "Collections By BK Proctor" are set to gather by the poolside at the Grand Palm Resort for the homegrown brand's fashion gala that is slated for 2nd December.

Styled "Express Yourself Fashion Gala," the lifestyle event will showcase innovation, style and elegance.

"In celebration of our fifth year in the fashion industry, we bring you a fashion gala event to celebrate with our brand partners, clientele, supporters and friends of the brand," founder Bakang Proctor told *Time Out*.

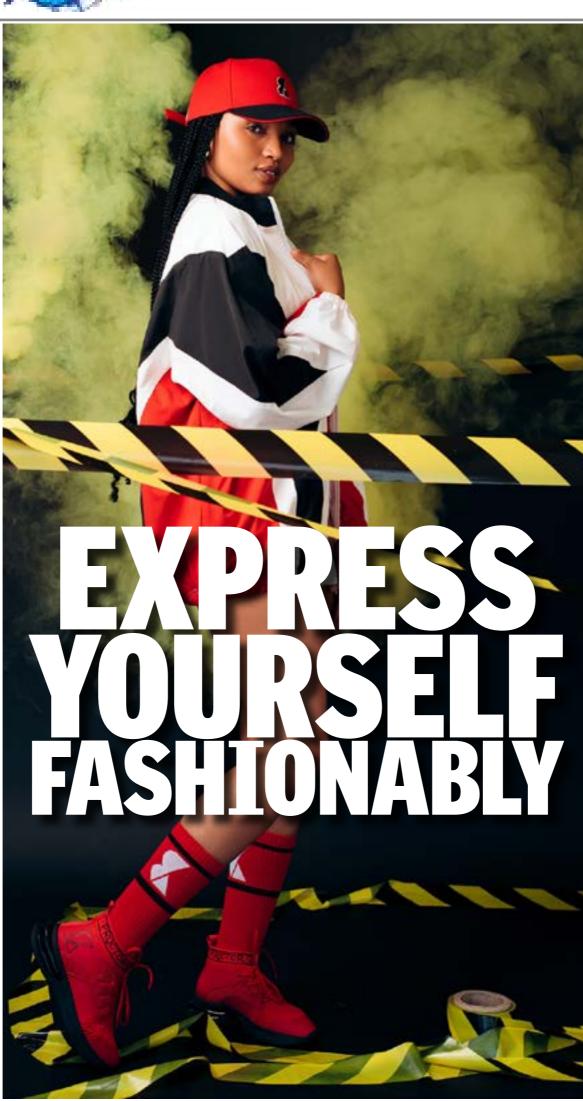
Special appearance

Proctor shared that their guest list features celebrities who have become friends of the brand. They were selected based on the fact that they are dedicated to sharing their experiences with the brand with existing and prospective brand supporters and clientele.

Special appearances will be made by music artists Han-C, Chef Gustos, Samantha Mogwe, Veezo View, Tori Lee, Ban-T, Scar and Brando Keabilwe. Media personality Ratie Kefitlhile will also be there, as will Lebogang Mos, DJ TCM Grove Cartel, Mafitlhakgosi Traditional Dance and Tsikitsiki ke a Gotela the Poet.

Admission

Said Proctor: "Our mission is to create a meaningful and stylish lifestyle brand that explores unique



designs and materials for fashion-adventurous individuals who pride themselves in celebrating their individuality."

The golden P1000 ticket includes a complimentary apparel package, a welcome drink, finger foods, reserved

seating, serving waiters, access to a cash bar, and discounted accommodation at Mondior, Metcourt & Peermont Hotels in Gaborone on the night.

The VIP P2500 ticket includes a complimentary apparel package, a welcome

drink, one complimentary bottle of sparkling wine, finger foods, reserved seating, serving waiters, access to a cash bar and discounted accommodation at Mondior, Metcourt & Peermont Hotels in Gaborone on the night.

Effortless style

The VVIP P25 000 ticket includes 10 VIP tickets, a complimentary apparel package, a welcome drink, finger foods, a bar/drinks tab limit of P5,000, reserved seating, a dedicated waiter and discounted accommodation at Mondior, Metcourt & Peermont Hotels in Gaborone on the night.

Special
appearances
will be made
by music
artists
Han-C, Chef
Gustos,
Samantha
Mogwe,
Veezo View,
Tori Lee,
Ban-T, Scar
and Brando
Keabilwe.

Collections by BK Proctor is a lifestyle brand specialising in footwear, apparel and accessories. The company is a fashion-influenced brand that aims to bring to life high-quality masterpiece designs for the globally conscious consumer.

Effortless style, exclusivity and authenticity are at the heart of the Collections by BK Proctor's business philosophy and long-term mandate.

9th Annual Heavyweight International Comedy Festival Comes To Gabs

Audiences will #LaughForACause in support of Mochudi Resource Centre for the Blind

GAZETTE REPORTER

he 9th Annual Heavyweight International Comedy Festival (HI-COFEST) is bringing non-stop laughter to Gaborone on Thursday 23 November at Avani Gaborone Resort and Casino with the most sought-after and in demand international and local comedians.

Beginning at 7.30pm, the audience will be treated to much hilarity and great silliness from a variety of heavyweight comics.

Major Moves Comedy's biggest annual flagship comedy event, which has grown in leaps and bounds, will feature over 12 comedians. The headliners are local heavyweight Thapelo Malani and legendary South African comedian Roni Modimola.

Laughing for a cause

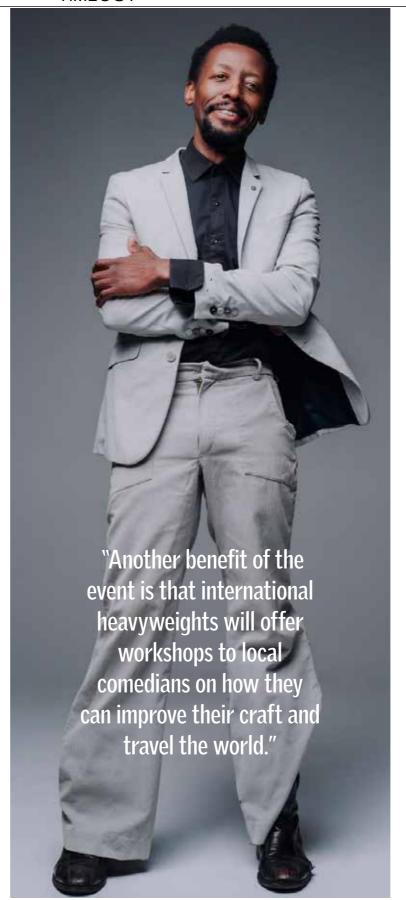
Said events coordinator for Major Moves Comedy, Gaolathe Kediemetse, in a statement: "Thapelo Malani, who is visually impaired, has been getting bookings internationally.

"This year alone he has performed in Namibia, South Africa, Zimbabwe and Lesotho. He is an inspiration to all artists that anything is possible.

"He is a product of Mochudi Resource Centre for the Blind and there are a couple of amenities they need. The motivation for the 9th HICOFEST is to raise funds for his former school through #LaughForACause initiative so that more Thapelos, even in other disciplines, can be produced by the centre.

Dry yet witty

"Another benefit of the event is



that international heavyweights will offer workshops to local comedians on how they can improve their craft and travel the world."

Roni Modimola is a talented and versatile South African comedian who is known for his dry but witty style that can win over any audience. His comedic talent has taken him beyond the borders of South Africa to various international comedy festivals.

These include the Melbourne International Comedy Festival, the Edinburgh Festival Fringe, and the New York Comedy Festival

The ultimate entertainment

Major Moves Comedy has been increasing the lineup gradually to give the audience an unforgettable experience. The event features Dr Shakes from Eswatini, MaForty from Zimbabwe, Chingliz from Zambia, Angel Gabriel from Nigeria, Lilaphalapha from Lesotho, Tye Lamar from the USA with Botswana's Queen of Comedy Kelekwang 'Rekunde' Mophaleng, Abel Maruza and resident host Onkgopotse 'Mdala Ka Tjeludo' Mugende.

MaForty hosted Thapelo in Zimbabwe at Bulawayo's Kwantuthu Comedy Festival while Lilaphalapha hosted Thapelo and Mdala Ka Tje at the Lesotho International Comedy Festival in Maseru.

Said Kediemetse: "We promise a truly enjoyable, relaxing and fun event with this production. We have a fresh new lineup and fresh new headliners. People must come and experience the best and ultimate entertainment from beginning to end."

Tickets for the comedy night are available at Webtickets & Spar outlets from P200 single to P300 double.

Men N' Mind Conference is About Creating a Safe Space for Men

The organisers have been concerned that most people, especially men, usually try to figure things out on their own but often resort to coping mechanisms that are destructive to themselves and the people around them

GAZETTE REPORTER

n a bid to create safe spaces for men to share their everyday struggles and ways to overcome them, Exquisitely Boity Events Management will host the Men N' Mind conference at Sky View, Orange Roof Top, in Gaborone on 25 November.

According to the organisers, this is a new initiative to try to include and empower men with the tools and resources that women have access to, among them self-awareness and emotional intelligence.

"The event will promote therapy because it is very important, the organiser, Boitumelo Keoagile, told *Time Out*. "It helps to acknowledge and understand challenges better and to remove shame, failure, stigma or any negative feelings attached to trying to be in touch with one's feelings."

In men's shoes

Mental health is a topic that Keoagile is passionate about and one of the reasons she has organised this conference. The event is open to both men and women but addresses panelists as men because the organisers genuinely want to understand and to try to walk in men's shoes.

The idea is to help them walk to a healthy sustainable lifestyle

for themselves and those around them and to build vibrant environments, especially homes and workplaces through storytelling, panel discussions and questions and answers.

"We have Thabo Andile Mhlanga, Dr Kgomotso Jongman, Pastor van Rooyen, Dr Nthebolang and Mothusi Ncube among the speakers," Keoagile shared.

The Men N' Mind
Conference will
advocate for
structures and tools
that can be put
together to help men
strive through the
challenging times that
they live in.

Carefully chosen

"The Master of Ceremonies

will be Benson Phuthego while Oneal Africa will provide the entertainment alongside by Obolokile and Lereko Almond Lesole as saxophonists."

She noted that the speakers were carefully chosen to ensure impact and positive delivery and deliberation on the topics and to contribute meaningfully to the proceedings.

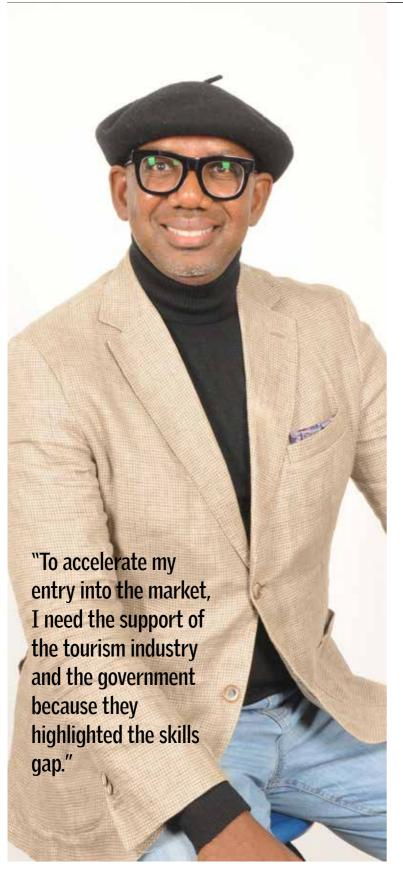
The Men N' Mind Conference will advocate for structures and tools that can be put together to help men strive through the challenging times that they live in.

Unlearning and relearning

Keoagile said most people usually try to figure things out on their own and often find coping mechanisms that are destructive to themselves and the people around them.

The conference will also be fun-filled with a lot of learning, unlearning and relearning. "We are creating a safe space for learning and development and constructive criticism and feedback," Keoagile added.

TIMEOUT PAGE 27



Meet Kgosidintsi, Wine Ambassador at Large

A lawyer by profession, this ex-investment banker has added viticulture and viniculture to his range of expertise and is courting the tourism sector for support. StaffWriter **GOSEGO MOTSUMI** reports

rom the vineyard to a drinking glass, wine is a poetry written in taste, each wine is a unique experience that needs an ambassador to share it with the world.

Boikanyo Kgosidintsi is one such Wine Ambassador at Large who has dedicated a large part of his adult life to the humble grape.

In the course of time, his entrepreneurial spirit has driven him to set up his own wine marketing company, Wine By Dzyne.

"I don't work exclusively for a brand but provide a service to an industry," he says in an interview. "That is what a Wine Ambassador at Large does. "I have always had a passion for wine.

Wine list

"When I moved to South Africa in 2008, this passion grew as I discovered more wines. When I travelled, I would fly business class and was provided with a wine list. I would disembark with the list and then go looking for the particular wines to enjoy."

A lawyer by profession and exinvestment banker, Kgosidintsi completed courses in Introduction to South African Wines and Certificate Wine from the Cape Wine Academy in March and June 2023 respectively.

His company, "Wine By Dzyne," was incorporated this year and specialises in curating,

marketing and events. The company also develops bespoke wine lists for the hospitality industry and discerning individuals.

Viticulture and viniculture

Services include hosting wine tastings, professional expertise to enhance classic food and wine pairings and training courses in wine

"I just drank wine until last year when I decided I wanted to study and get a formal education in wine. The training entailed two broad subjects – viticulture, which covers everything to do with the grapevine, and viniculture, which is the production of wine.

"Locally, what people do out of habit is go out and get drunk. That is the culture. The culture that I am trying to cultivate is one of knowledge, firstly by knowing what this beverage is and the dos and donts."

Skills gap and tourism

Taking *Time Out* through the basic requirements of a wine tasting, Kgosidintsi says it is important to walk into the experience with an open mind and avoid spicy food, strong perfumes, applying lipstick and drinking before the tasting because these may change the taste buds.

Wine By Dzyne's vision is to

integrate the tourism sector in Botswana into the knowledge economy by leveraging their expertise in wine, execution capabilities and education to curate an authentic Cape winelands experience in Botswana for the old and new generation of wine drinkers.

Kgosidintsi shares that there was a skills gap in the market when he established the business. "So I identified the gap and went to study in order to positions myself in a niche market with the knowledge that not everybody has," he says.

More consumer awareness

"If you read the national tourism strategy and policy that was approved by cabinet two years ago, it highlights very specifically that there is a skills gap in the tourism industry at all levels.

"To accelerate my entry into the market, I need the support of the tourism industry and the government because they highlighted the skills gap."

The wine professional has been in the field since July this year and says although it's not enough to sustain him, there is interest in the work he does as he has been with some clients.

He has concluded that he needs to do more public education and consumer awareness before people can understand his services.

Mascom Donates P252K to BOSASNet

Notes that 73% of drug cases of abuse recorded in 2022 were among the youth, 86% of them involving the boy child

GOSEGO MOTSUMI

ascom Wireless recently donated proceeds (P251,860) of this year's annual Batanani Walk, which took place in Francistown in August, to BOSASnet.

The fifth edition, this year's Mascom Batanani Walk focused on "drugs and substance abuse" as a social ill that has deeply affected society.

"Batanani is an iKalanga word meaning, "tshwaraganang" and the Mascom Batanani Walk is all about coming together for change in acknowledgment that there is strength in unity and that change starts with you," said the CEO of Mascom, Dzene Makhwade-Seboni, at the handover in Gaborone.

Relevant and significant

"Statistics indicate that in 2022 alone, close to 73 percent of drug abuse cases recorded were amongst the youth, with 86 percent of those cases implicating the boy child," she said.

"These numbers are greatly concerning. They should also indicate that the Mascom Batanani Walk 2023 theme relating to drugs and substance abuse, "Take the Step Towards Social Recovery," was not only relevant but significantly important."

Felt across the country

Makhwade-Seboni said the Botswana Substance Abuse Support Network, commonly known as BOSASNet, is a deserving beneficiary because it



has been at the forefront of the battle against addiction.

She noted that the organisation has been providing comprehensive support and rehabilitation services to individuals and families affected by substance abuse through tireless efforts.

"Their commitment to restoring lives and reintegrating individuals into society cannot go unnoticed," Makwade-Seboni said. "Though based in Gaborone, their work is seen and felt across the country.

Tsabong

"Their footprint has also increased with the recent opening of their office in Tsabong. Congratulations on this achievement! I hope this donation will go some way in furthering their mission and strengthening their ability to provide critical services to those in need.

"We believe that by supporting BOSASNet, we are investing in the future of our nation, a future where individuals can break free from the chains of addiction and lead fulfilling, purposeful lives."

She thanked the First Lady, Neo Masisi, for taking time to be a part of this year's walk, as well as other people and entities who registered and donated to the walk, among them corporate sponsors and partners, for their support.

"We were but a vessel to channel your generosity to BOSASNet," said Makwade-Seboni. "Thank you, for you truly heeded the call of the Mascom Batanani Walk when you showed that 'Change Starts With You."

Through the Mascom Batanani Walk, Mascom Wireless has united behind issues such as mental health, gender-based violence and protection of children's rights.



The School of Business and Leisure (SBL) and the School of Post Graduate Studies (SPGS) at the Botswana Accountancy College (BAC) invite academics, industry practitioners, students locally and internationally to participate in an international conference themed:

Sustainable Global Economic Recovery and Resilience from Crises Through Knowledge Based, Innovative and Creative Initiatives

SUB-THEMES

- Sustainable business practices
- Economic diversification
- Tourism and hospitality
- Technology & Information-based knowledge
- Knowledge-based economy
- Talent management
- Research and Development
- Strategy & Leadership

KEY DATES

 Opening for Submission of Abstracts: 11 /08/23 Closing Date for Submission of Abstracts: 30/11/23 Submission of full papers: 31/12/23

Conference Date: -29/02/24 - 01/ 03/24

N.B: All qualifying papers will be published as conference proceedings with Emerald or any other recognisable academic publisher.



SUBMISSION OF ABSTRACTS AND CONFERENCE PAPERS

To submit your abstract or conference paper, please follow the link below: https://easychair.org/conferences/?conf=serick23

or alternatively contact bacconference2024@bac.ac.bw

Sign up by first creating an account on EasyChair.

After logging in click on Conferences.

Click on the Conference Acronym: SERICK23

Click on make a new submission

Fill in the necessary information and click Submit.

















APPLICATION FOR ISSUE OF CERTIFIED COPY OF TITLE DEED

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of Deed of Deed of Transfer No. 811/1998 registered on the 25th day of June, 1998 in favour of **GATEWAY INVESTMENTS PROPRIETARY LIMITED** in respect of the following property:

CERTAIN: piece of land being Lot 1061, Dumela Township, Francistown;

SITUATE : in the North East Administrative District;

MEASURING: 2296m² (Two Thousand Two Hundred and Ninety Six Square Metres);
 CERTAIN: piece of land being Lot 1063, Dumela Township, Francistown;

SITUATE: in the North East Administrative District;

MEASURING: 2450m² (Two Thousand Four Hundred and Fifty Square Metres);

All persons having objection to the issue of such copy are hereby required to lodge the same in writing with the Registrar of Deeds within twenty-one (21) days of the last publication of this notice.

DATED AT FRANCISTOWN ON THIS 13TH DAY OF NOVEMBER 2023.

M. MMOHE ATTORNEYS

Plot No. 3936, Peolwane Street

Minestone P.O. Box 1860 FRANCISTOWN

Telephone No. 2441616

BEFORE HONOURABLE MOTSWAGOLE J.

IN THE HIGH COURT FOR THE REPUBLIC OF BOTSWANA

HELD AT GABORONE

CASE NO: CVHGB - 003187 - 21

In the matter between: **MOABITIDI**

Plaintiff

And
TIRAFALO SEOBE

Defendant

KAFALO SEOBE

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to a Writ of Execution of the above Honourable Court the following inmovable goods of the Defendant TIRAFALO SEOBE will be sold by public auction by **DEPUTY SHERIFF ZACHARIAH**

MASHAMAITE to the highest bidder as follows:-**DATE OF SALE**: 13th DECEMBER 2023

TIME : 10.00 hours

VENUE : PLOT 30230, KHURUMELA WARD PALAPYE

PROPERTY TO BE SOLD: LOT: 30230, SITUATED AT PALAPYE, KHURUMELA WARD, MEASURING 793 SQUARE METERS, WHICH PROPERTY IS HELD UNDER MEMORADUM OF AGREEMENT OF LEASE LIR NO: NLB/325/2021 py MADE IN FAVOUR OF TIRAFALO SEOBE.

DEVELOPMENTS: 2 X COMPLETE BACHELOR PADS, 1 X INCOMPLETE STRUCTURE AT WINDOW LEVEL, SLAB, SCREEN WALLED, WATER AND ELECTRICITY CONNECTED AND PAVED YARD.

TERMS OF SALE : Cash or Bank Guaranteed Cheques

DATED AT GABORONE THIS 27^{th} DAY OF OCTOBER, 2023.

DEPUTY SHERIFF ZACHARIAH MASHAMAITE

CELL: 74271019
C/o GABORAPELWE ATTORNEYS
(Plaintiff's Attorneys)
PLOT 10403, EXTENSION 7, WHITE CITY
P.O. BOX 600102
GABORONE

TEL: 3164878

Notice of Intention to Enter into a Transaction with a Non-Citizen Company

(In terms of Section 34 of the Tribal Land Act, 2018)

NOTICE IS HEREBY GIVEN in terms of Section 34 of the Tribal Land Act, that Bantika Investment (Pty) Ltd intends to enter into a sale agreement with Zonelite Enterprises (Pty) Ltd, a non-citizen owned company based in Gaborone, in respect to the below mentioned property, for the sum of **P410,000.00**;

CERTAIN : piece of land being an Industrial plot;

SITUATE : in the Bangwaketse Tribal Territory being Tribal Lot No 903, Moshupa
 MEASURING : 2792m² (Two Thousand Seven Hundred and Ninety Two square metres)
 HELD : by Memorandum of Agreement of Lease for Business Plots dated 19 April

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Any Citizen interested in a similar transaction in respect of the above property shall be given priority notwithstanding the agreement reached by the above parties.

Any citizen objecting to this transaction should do so, in writing, giving reasons thereof, to the Board Secretary, Ngwaketse Land Board Private Bag MK11 Kanye, within thirty (30) days of publication hereof.

MAKATI LAW CONSULTANCY Plot 59860, Block 7, Off Western Bypass (Basotho Drive) P O BOX 108, Gaborone Tel: 3975726

APPLICATION FOR ISSUE OF CERTIFIED COPY OF TITLE DEED

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of Deed of Deed of Transfer No. 810/1998 registered on the 25th day of June, 1998 in favour of **GATEWAY INVESTMENTS PROPRIETARY LIMITED** in respect of the following property:

CERTAIN: piece of land being Lot 1062, Dumela Township, Francistown;

SITUATE: in the North East Administrative District;

MEASURING: 2373m² (Two Thousand Three Hundred and Seventy Three Square Metres);

All persons having objection to the issue of such copy are hereby required to lodge the same in writing with the Registrar of Deeds within twenty-one (21) days of the last publication of this notice.

DATED AT FRANCISTOWN ON THIS 13TH DAY OF NOVEMBER 2023.

M. MMOHE ATTORNEYS

Telephone No. 2441616

Plot No. 3936, Peolwane Street Minestone P.O. Box 1860 FRANCISTOWN

Fuel Industry Services Pty Ltd is looking for senior Fuel Technicians.

Location : Plot 422kp, Mmamashia

Candidate should have minimum 5 years experience in Fuel tanker repairs, Services and certification.

Certification

machine shop engineering certification GRW Fuel tanker certification GRW multi seal certification Calibration oc meters and BOBS certificate Certificate for Bartec and multiseal alfonsaar

Application documents to be addressed to: The Manager, P O Box AD 534 Gaborone and email to: fisbotswana@fuelis.co.za or alternativelycontact 3190292





BTA Launches Nationwide Tennis Festivals to Nurture Young Talent

The primary objective of these festivals is to encourage children under the age of 10 to join the sport and extend outreach to primary schools across the country

GAZETTE REPORTER

o foster a love for tennis among Botswana's youth, the Botswana Tennis Association (BTA) launched tennis festivals in Palapye, Maun, Francistown, and Serowe over the weekend, the organisation has announced.

The primary objective of these festivals is to encourage children under the age of 10 to join the sport and extend outreach to primary schools across the country.

According to the president of BTA, Oaitse Thipe, the significance of these festivals is to broaden the pool of young tennis enthusiasts beyond Botswana's capital city, Gaborone.

Passion for tennis

"Already there are coaches based in these places who have been running programmes," he said in an interview.

"The goal is to increase the number of children participating, ensuring that we don't just have players from Gaborone but can cultivate national team players from across the entire country."

The festivals aim to introduce children to tennis at an early age, fostering a passion for the sport that will contribute to its continuity.

Tswapong

Thipe noted that this initiative is already yielding positive results, with players in regions like Tswapong being selected for the national team, thanks to the dedicated coaches who are playing a crucial role in expanding the reach of tennis

development programmes.

The BTA leader disclosed that the festivals witnessed substantial participation when they commenced over the weekend.

In Serowe, 60 children from public primary schools enthusiastically took part while Maun saw a turnout of 70 young participants.

"Following the festivals, a database will be built to track and support the development of young talent."

Thipe expressed satisfaction with the response, underlining the success of the festivals in engaging children from various regions.

Highlighting the broader vision, he stated: "Following the festivals, a database will be built to track and support the development of young talent."

He also revealed the presence of a dedicated coordinator at the BTA office who is responsible for overseeing the development and junior tennis programmes nationwide.

BOKA Aims To Unlock the Power of Karate Development

BOKA president explains "bold vision" for development

GAZETTE REPORTER

otswana Karate Association (BOKA) is aware of limitations of the government and the Botswana National Sports Commission (BNSC) in managing development of sports by itself, the president of

BOKA, Shihan Bakwadi, has

Explaining the "bold vision" of BOKA for development and the future of karate in Botswana to *Gazette Sports* in an interview, Bakwadi said his organisation is gearing up to expand its initiatives to include compre-



hensive training clinics and programmes for children ranging from primary to senior secondary school-going levels.

"Even though we are yet to meet with our affiliates to agree more on this, we want to establish four centres nationwide where children can train on weekends, specifically on Saturdays or Sundays," he said.

"Our dedicated coaches will lead these sessions, ensuring that the next generation of karate enthusiasts receives top-notch training."

Healthy competition

The focus of the initiatives will be in structured training and fostering healthy competition among young karate practitioners through mini-tournaments at these centres, creating an environment where young talents can showcase their skills and passion for the sport.

"It is our aim as the executive committee to ensure that development is taken seriously in karate," Bakwadi asserted. "After addressing various issues, it is now time to elevate the sport to greater heights where it belongs."

Recognising the BNSC's commitment to development, the BOKA leader expressed confidence in receiving support for the ambitious plans.

"Karate deserves the best, and we as relevant stakeholders must do our best to contribute to its growth," said Bakwadi.

BAA Says World Athletics Nomination Reflects Global Growth

- Botswana beat formidable contenders like the US to the nomination
- World Athletics cites Letsile Tebogo's achievements as a factor in BAA's nomination

GAZETTE REPORTER

otswana Athletics Association (BAA) has been nominated for the prestigious Member Federations Award to be presented at the World Athletics Awards 2023.

Coming ahead of formidable contenders like the USA, Botswana's nomination is seen as a testament to BAA's global growth, as the organisation's vice president administration, Oabona Theetso, characterised it in a telephone interview this week.

"We are obviously happy about the nomination," he said. "It shows that we are doing something right and our efforts are being recognised. Notably, being nominated against powerhouses such as the USA is a great achievement on its own. It signifies growth at the global level."

Growth and profile

Meanwhile, World Athletics says the Member Federations Award acknowledges a Member Federation that has distinguished itself in accomplishments throughout the year,



growth and profile of the sport.

The winner will be announced on World Athletics' platforms in early December as part of the World Athletics Awards 2023.

The statement by World Athletics highlights BAA's nomination for its work with athletes, particularly citing the achievements of sprinter Letsile Tebogo in 2023.

Tebogo's historic feat

The 20-year-old two-time world U20 100m champion secured a senior world medal, claiming a 100m silver and 200m bronze at Budapest '23 last August.

The statement emphasises Tebogo's historic feat as the first African man to claim a 100m medal and the first man from Botswana to win a medal

in any event at the World Athletics Championships.

Developed locally, Tebogo is hailed as a positive role model for aspiring athletes across the African continent.

"It shows that we are doing something right and our efforts are being recognised."

Australia, Chile, Spain

Other nominees for the award are Australia (Athletics Australia, Oceania), Chile (Federacion Atletica de Chile, South America), Spain (Real Federacion Espanola de Atletismo, Europe), Thailand (Athletic Association of Thailand, Asia), and the United States (USA Track & Field, NACAC).

Notably, the BAA is the sole African nominee for this esteemed award.

BONA Privation Remains as Date for 2023 Africa **Netball Cup Looms**

- BONA spokesperson blames short notice for impecunious state
- Thanks BNSC for helping secure venue and some funds

GAZETTE REPORTER

otswana Netball As-(BONA) sociation spokesperson Mokeresete Mokeresete has confirmed that Botswana is set to host the prestigious 2023 Africa Netball Cup.

The success of Botswana hosting the 2023 Africa Netball Cup – which is scheduled for



28 November to 6 December in Gaborone, hangs in the balance because Botswana Netball Association (BONA) is in dire finan-

Even so, according to BONA spokesperson Mokeresete, the

determination to host is unwavering. "We are going on with preparations," he said in a telephone interview.

Not in camp

"We have accumulated some

funds but they are not enough for preparations and to ensure that our team is ready. For now, the team is not in camp because we don't have the funds necessary to call a camp and provide the necessary meals and allow-

Mokeresete pointed to exorbitant competition participation fees as another issue. "We also have to secure funds for such funds and are trying our best to ensure that this competition is a success," he said.

He iterated his appeal to more companies and individuals to contribute in cash or in kind to support BONA for a smooth running of the competition.

UB Indoor Sports Arena

Acknowledging the Botswana National Sports Commission (BNSC) for its support, Mokeresete thanked the country's umbrella sports body for assisting to secure some funds and the University of Botswana Indoor Sports Arena as the venue of the competition.

The decision for Botswana to host the event came after Uganda - which had secured the hosting rights during the general assembly of the African Netball - suddenly withdrew, leaving the

tournament in limbo.

Botswana and Kenya were then called upon to rescue the event. "However, after showing interest, we made it clear that we did not have the capacity to host, and by 'capacity' we meant funds," Mokeresete noted.

High-profile tournament

"It must be understood that this is a high-profile tournament, the biggest in Africa. So one can't just wake up and say they will host it even if they are interested. It requires funds."

Recognising Botswana's willingness to step in, the Africa Netball Board met with BONA and the BNSC in early September and collectively agreed to give hosting a try. Each party assumed specific roles, the most critical being securing the necessary funds.

In light of the stark reality of financial privation that is partly due to the short notice, Mokeresete has emphasised that BONA and BNSC remain committed to making the 2023 Africa Netball Cup a success and will tap into Botswana's previous hosting experience with the Netball World Youth Cup in 2017 for inspira-

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'Tholakele's Rise Inspirational To The Nation'- Analysts

The positive implications for the nation came under sharp relief when The Mares' striker won the Golden Boot Award and her team the championship of the CAF Women's Champions League

GAZETTE REPORTER

otswana's national women's football team striker Refilwe 'Seven' Tholakele has garnered widespread acclaim for her standout performance that earned her the Golden Boot Award after she contributed the most to the success of Mamelodi Sundowns Ladies in CAF Women's Champions League tournament that ended last Sunday.

The award was the culmination of her team's campaign in the continent-wide competition that ended with Mamelodi Sundowns Ladies crowned champions, marking a historic achievement for both herself and Botswana.

Triumph over SC Casablanca

The team's resounding 3-0 triumph over SC Casablanca of Morocco, played out in Ivory Coast, was thanks to Tholakele's brace and teammate Boitumelo Rabale's one goal.

Goalkeeper Sedilame Bosija, who is also a crucial member of The Mares, played no less pivotal a role in securing the title even as an unused substitute.

Renowned sports journalistturned football-administrator, Tshepo Molwane, lauded Tholakele's remarkable growth since joining Sundowns Ladies in a telephone interview with this publication.

Concordance

He emphasised her improved concordance, finishing ability and strategic gameplay before attributing her success to the astute decision-makers who facilitated her move to Sundowns.

Molwane expressed optimism about Tholakele's impact on the upcoming Mares away game against Kenya, foreseeing her CAF Champions League experience being a catalyst for the success of The Mares.

"Her performance is going to benefit us as a country," he said, underlining the positive implications of the achievements of what is Africa's most outstanding woman footballer at the moment for women's football in Tholakele's native country.

The time of her life

Football analyst Jimmy George echoed similar sentiments, describing Tholakele as "having the time of her life" after clinching the Golden Boot Award over the weekend.

Reflecting on the broader national significance, George emphasised the inspirational roles that Tholakele and Bosija play, saying they serve as a reminder of what happens when young people believe in their dreams.

As the spotlight shines on Tholakele and Bosija as integral components of The Mares, the focus shifts to their crucial roles in the team's quest to qualify for the TotalEnergies Women Africa Cup of Nations.

Tholakele's mettle in Nairobi

The upcoming clash against Kenya at Nyayo National Stadium in Nairobi on Wednesday 29 November 2023 is poised to test Tholakele's mettle further on the international stage.

The return fixture at the National Stadium in Gaborone on 5 December promises to be a defining moment for her and her compatriots whose aim is to solidify their place among Africa's football elite.

