



NEW CJ ADMITS DROP IN PUBLIC TRUST IN THE JUDICIARY

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2

LAW SOCIETY CONDEMNS BOKO’S ATTACK ON THE JUDICIARY 2

- 3 DISS Under Scrutiny Over “Secretive” Legal Services Deals
- 4 UDC Yet To Hold NEC Meeting After Elections
- 8 Cervical Cancer Claims 200 Lives Per Year

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NEW CJ ADMITS DROP IN PUBLIC TRUST IN THE JUDICIARY

Botswana's newly-appointed Chief Justice, Gaolapelwe Ketlogetswe, has acknowledged a noticeable drop in public trust and confidence in the judiciary and committed himself to restoring its credibility to make it "the envy of the African continent" by steering it away from unnecessary controversy, writes **TEFO PHEAGE**

The newly-appointed Chief Justice, Gaolapelwe Ketlogetswe has openly acknowledged "a discernible drop in public trust and confidence in the judiciary by members of the public".

Speaking at the Opening of the Legal Year in Gaborone this week, he vowed to address this issue by promoting greater accountability and transparency within the judiciary.

"As part of promoting judicial accountability to the nation, the Chief Justice, together with the leadership of the judiciary, shall be addressing the public through the Chief Justice's Annual Press Conferences," he said. "These will be held at the end of every legal year to take stock of our activities during the year past."

World-class service

The press conferences, he added, would be open to both public and private media houses, offering the public a chance to hold

the judiciary to account.

Reflecting on the history of Botswana's judiciary, the Chief Justice described it as an institution committed to world-class service. He emphasised that the independence, impartiality, and ethical approach of the judiciary have long been core values that judges and magistrates work tirelessly to uphold.

"The future outlook of any organisation depends on its time-tested organisational culture," he noted. "The judiciary of Botswana has always sought to provide a world-class service to our people by remaining independent, impartial, ethical, and selflessly humble in the discharge of its mandate."

Humility

The Chief Justice promised to lead Botswana's judiciary into a new era, building a team of judicial officers and support staff that will make it "the envy of the African



continent".

On the role of the Chief Justice, he emphasised that while the office is significant, it requires humility. "The Chief Justice is not above other judges but is the first amongst equals," he noted.

"The Chief Justice is the Chief Administrator, Spokesperson, Public Relations Officer and Accounting Officer of the Judiciary, and plays a central role in planning, leadership and conflict management within the courts."

In discussing the critical role of the Judicial Services Commission (JSC), Chief Justice Ketlogetswe called it the judiciary's constitutional body responsible for providing strategic leadership.

Unnecessary controversy

"The JSC must reposition itself to ensure the judiciary remains a credible institution with integrity and a good reputation," he stated. "As the Chief Justice, therefore, I am awake to the task that lies ahead, that is, the responsibility to steer the judiciary away from any unnecessary controversy."

The judiciary has been mired in controversy, with former president Mokgweetsi Masisi recently retired Chief Justice Terrence Rannowane and High Court Judge Gaolapelwe Ketlogetswe at the centre.

Their dispute traced back to 11 August 2022 when then Justice Ketlogetswe wrote to then President Masisi, accusing Rannowane of attempting to influence his judgment in the unlawful arrest and deten-

tion case of then MP for Lobatse Thapelo Matsheka.

Transparent tribunal

Justice Ketlogetswe urged Masisi to consider Rannowane's removal as Chief Justice.

The issue disrupted the judiciary, drawing in the Law Society of Botswana (LSB) and the Judicial Services Commission (JSC). Masisi referred the Justice Ketlogetswe's complaint to the JSC, a move that LSB challenged, demanding a transparent tribunal within 30 days to investigate then Chief Justice Rannowane.

LSB criticised Masisi's alleged failure to act promptly on the allegations of judicial interference claims.

Former minister of State President Kabo Morwaeng was also implicated, with the Justice Ketlogetswe asserting that then Chief Justice Rannowane and Morwaeng's meddling in the Matsheka case undermined judicial independence.

In another case, Judge Tshepo Motswagole accused Masisi, then Chief Justice Rannowane, Court of Appeal Justice Tebogo Tau, and the Attorney General of maintaining an unfair system for appointing judges to appeal cases.

Impeachment

He alleged that certain High Court judges were selectively invited to the Court of Appeal without a fair and objective process.

Before then, Amnesty International and the SADC Lawyers got involved after four High Court judges were suspended by then president Ian Khama in October 2015 for alleged misconduct and bringing the judiciary into disrepute. This followed a petition signed by 12 judges, including the four, calling for impeachment of then Chief Justice Maruping Dibotelo.

Amnesty International and the SADC Lawyers Association called for reinstatement of the four, namely Key Dingake, Mercy Garekwe, Rainer Busang and Modiri Letsididi, "if the independence of the judiciary is to be preserved".

Law Society Condemns Boko's Attack On The Judiciary

- Urges respectful and measured critique of the courts
- President Boko has railed against "anti-human rights" judges

GAZETTE REPORTER

The Law Society of Botswana (LSB) has strongly criticised President Duma Boko for his remarks against the judiciary at the funeral of Pitseng Gaoberekwe, urging for respectful and measured critique of the courts.

Speaking at the official opening of the legal year, LSB Chairman Lesedi Moahi emphasised the importance of judicial independence and urged all stakeholders, including political leaders, to respect the judiciary.

"In this regard, the Society is of the view that criticism of the judiciary should

be measured and restrained to the interpretation and application of legal principles," he stated.

"Unwarranted"

"As such, we are of the view that personal attacks upon judges who presided over the Pitseng Gaoberekwe matter by His Excellency the President were unwarranted and undermined the independence of the judiciary."

Speaking at Gaoberekwe's burial ceremony at Metsiamanong in the Central Kalahari Game Reserve (CKGR), President Boko issued a stark warning to judges that he deems "anti-human rights", stating that judges unwilling to contribute to the hu-

man rights cause are not only ineffective but also pose a danger to citizens.

With the funeral coinciding with the International Human Rights Day on 10 December, the President's speech was also in commemoration of the significant occasion.

"You are a danger to us"

Pitseng Gaoberekwe had been denied burial in his ancestral home by the previous administration after the one before it drove BaSarwa out of the park. President Boko expressed his firm stance on the importance of judicial responsibility in upholding human rights. "Where there is a right, there is a remedy," he asserted.

"You can't say the law doesn't specify how we can remedy a violation. The law demands that appropriate relief be created for any human rights violation. If, as

a judge, you do not see that, you are not fit for your position and must be relieved. You are a danger to us."

Moahi reaffirmed the Society's commitment to defending judicial independence and urged judges to uphold their mandate impartially.

Clarion call

"We therefore reiterate the clarion call for the respect of the independence of the judiciary and that our judges reciprocate the same by dispensing justice without fear or favour," he said.

Moahi assured the judiciary of the legal community's commitment to upholding the rule of law. "To conclude, My Lord, our members pledge to uphold the rule of law and to assist the court with skill, diligence, and integrity for the attainment of justice," he said.

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DISS Under Scrutiny Over "Secretive" Legal Services Deals

- LSB wants govt to deal with DISS's opaque outsourcing of legal work
- Calls for greater transparency and fairness in govt legal contracts
- Over P27m spent in outsourcing to private lawyers and firms last year

TEFO PHEAGE

The Law Society of Botswana (LSB) has raised concerns about the Directorate of Intelligence and Security Services' (DISS) opaque outsourcing of legal work and called for greater transparency and fairness in government legal contracts.

Speaking at the opening of the legal year, the Chairman of LSB, Lesedi Moahi, emphasised the need for accountability in the allocation of legal work, particularly within state institutions like DISS, which he accused of secretly awarding legal contracts to a select few.

Disproportionate

"To redress the lack of transparency, accountability, and fairness in the outsourcing of legal work by the Attorney General and other government departments, especially DISS, we must confront the prevailing practice that disproportionately benefits a few at the expense of the general membership of the LSB," he said.

However, Moahi commended the Minister of Justice Nelson Ramaotwana for engaging with LSB twice since assuming office to address these concerns but emphasised that mere discussions were not enough without meaningful action.

"Honourable Minister, we shall hold you to this," he asserted, stressing that commitments must be upheld by both parties.

Over P27m

Last year, former justice minister Machana Shamukuni revealed that the government had spent over P27 million in outsourcing private lawyers and firms for cases over the previous five years.

Although he said he could not openly share the names of the law firms due to issues of client privilege, Shamukuni disclosed that the outsourcing of cases to private law firms started in earnest in April 2020.

He said a total of 91 cases were outsourced to law firms in the last five years. Breaking down how much was spent each year since 2020, Shamukuni said P2.9 million was spent in 2020 while P9.9 million was spent in 2021. P4.2 million was spent in 2022 while there was an exponential rise to P10.6 million in 2023.

Intricate cases

According to Shamukuni, the government continued to turn to private firms for state cases because state prosecutors do not have the capacity to deal with intricate cases.

"The procedure is that when it is determined that a case is complex and requires the services of an experienced lawyer, a formal request with justification is made to the Attorney General through the head of division," he said.



Speaking at the opening of the legal year, the Chairman of LSB, Lesedi Moahi, emphasised the need for accountability in the allocation of legal work, particularly within state institutions like DISS, which he accused of secretly awarding legal contracts to a select few.

Trading Statement 2024/2025 Interim Financial Results



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The Listing Requirements of the Botswana Stock Exchange (BSE) require a listed company to announce through the BSE and the press, any likely or anticipated material change to the financial results for the next reporting period.

The Board of Directors of FNBB ("the Board") wishes to inform shareholders that the Company's overall profit before tax for the period ended 31 December 2024 will be higher than that reported in the previous corresponding period by between 10% and 15%, which in number terms is an increase of between P88 million and P132 million. The profit before tax for the corresponding period ended 31 December 2023 was P879 million.

Shareholders should note that the financial information on which this trading statement is based has not been reviewed or reported on by the external auditors. The full details will be provided to shareholders at the announcement of the period ended December 2024 interim financial results, due to be released on or about the 4th March 2025. Accordingly, shareholders are advised to exercise caution when dealing in the Company's securities until a full announcement is made.

BY ORDER OF THE BOARD

Gaone Setlhake
Company Secretary
31 January 2025

UDC YET TO HOLD NEC MEETING AFTER ELECTIONS

Molapisi: "We need new strategies to grow the movement"

LETLHOGILE MPUANG

The Umbrella for Democratic Change (UDC) has yet to convene a National Executive Committee (NEC) meeting since winning last year's elections, the Chairman of the coalition, Motlatsi Molapisi, has confirmed.

"Yes, it is true we have not met as the UDC since the elections but we hope to

meet soon," he told *The Botswana Gazette* this week.

The UDC, a coalition comprising the Botswana National Front (BNF), the Alliance for Progressives (AP), and the Botswana People's Party (BPP), secured 36 parliamentary seats, ending the Botswana Democratic Party's (BDP) 58-year rule.

Growing concerns



(Pic: Monirul Bhuiyan/PRESS PHOTO)

DEPOSIT & LENDING INTEREST RATES

As at February 2025
Interest earned is Tax-free



DEPOSIT RATES

Type of Deposit Account	Nominal Interest Rate (Lowest -Highest)	Actual Interest Rate (Lowest -Highest)	Minimum Opening Balance (Pula)
Current	NIL	NIL	
Savings			
Sesigo	1.75% - 2.75%	1.76% - 2.78%	200.00
Ordinary	1.75% - 1.75%	1.76% - 1.76%	50.00
SAYE	1.25% - 2.00%	1.26% - 2.02%	200.00

Fixed Deposits	Nominal Interest Rate	Actual Interest Rate	Minimum Opening Balance
3 months	0.80% - 1.00%	0.80% - 1.00%	1,000.00
6 months	1.40% - 1.75%	1.41% - 1.76%	1,000.00
12 months	1.85% - 2.20%	1.87% - 2.22%	1,000.00
24 months	2.25% - 2.55%	2.27% - 2.58%	1,000.00
Over 24 months	3.35% - 3.80%	3.40% - 3.87%	1,000.00

PRIME LENDING RATE 6.01% 6.01% 6.01% 6.01%

LENDING RATES

Lending Rates	Nominal Interest Rate	Average Effective Interest Rate
MoPR	1.90%	1.90%
Prime Lending Rate	6.01%	6.01%
Mortgage Facility	Prime to Prime + 4.50%	Prime to Prime + 4.59%
Overdraft Facility (Revolving credit lines)	N/A	N/A
Credit card	N/A	N/A
Eezi Auto	Prime +3.50% to Prime +5.50%	Prime +3.56% to Prime +5.64%
Lease Loans	N/A	N/A
Unsecured Personal Loans (excluding overdraft, mortgage and credits cards)	Prime +12% to Prime +22%	Prime +12.68% to Prime +24.36%
Other Long - Term Loans	N/A	N/A

There is rising concern that individual coalition parties are prioritising their own interests over strengthening the UDC movement.

Said an insider: "We owe our voters consistent feedback as the UDC, not just as individual parties. We need new strategies to grow the movement, lest we forget that it was the UDC that made this possible."

Explaining the delay in holding the National Executive Committee (NEC) meeting, Molapisi emphasised that the leadership is still focused on understanding government structures.

"We admit we should have met earlier, but our priority has been improving governance."

Tensions within

"We admit we should have met earlier, but our priority has been improving governance," he said. "We are still adjusting, but we are making progress."

Reports suggest tensions within the coalition, particularly regarding the nomination of Specially-Elected Members of Parliament (SEMPs), councillors, and cabinet positions.

President Duma Boko and Vice President Gaolathe Ndaba are said to have taken opposing positions on some decisions. The BNF is reportedly seeking greater influence in key appointments, thus unsettling the AP.

BPF

Another unresolved matter is the potential incorporation of the Botswana Patriotic Front (BPF) into the UDC. The BPF has pledged to vote with the UDC in Parliament and was rewarded with two ministerial appointments - Baaratiwa Mathoothe and Lawrence Ookeditse.

There is speculation that the BPF could soon become a contracting member of the coalition.

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Efforts Underway To Make DCEC Independent

- DCEC to report directly to a select committee or Parliament
- Parliament to interview and select candidates for DG post

GAZETTE REPORTER

The government has announced plans to review and amend the Corruption and Economic Crimes Act in order to grant full autonomy to the Directorate on Corruption and Economic Crimes (DCEC).

The move aims to strengthen the institution's independence from the mainstream public service, addressing long-standing concerns about its effectiveness and impartiality.

Established in 1994, DCEC has faced criticism over the years, with concerns raised about its inability to fully execute its mandate.

Political interference

Critics have pointed to issues such as political interference, weak enforcement mechanisms, frequent leadership changes and limited resources.

The lack of full autonomy, its reporting structure under the Office of the President, and selective investigations have further fuelled public scepticism about the directorate's effectiveness.

Speaking to DCEC staff last week, the Minister of State President, Moeti Mophwasa, confirmed that efforts were underway to heed calls for the directorate's independence.

Greater oversight

"The restructured DCEC, along with other critical institutions, will report directly to a select committee or Parliament, ensuring greater oversight and independence," he said.

Mophwasa indicated that the proposed reforms will establish a more transparent process where a select committee or Parliament will be responsible for interviewing and selecting candidates for the position of Director General before making recommendations to the President for final approval.

A crucial part

This will be a departure from what currently pertains where the President appoints the Director General and his/her assistants while the Directorate of Public Service Management (DPSM) handles staff appointments.

Recognising the role of DCEC personnel in the fight against corruption, Mophwasa stressed the need to boost staff morale, acknowledge their contributions, and provide the necessary resources to enhance their performance.

Ensuring that employees have the tools and support required to execute their duties effectively is seen as a crucial part of the institution's transformation.

Forensic audits

The minister said the government plans to undertake several initiatives in the coming months. These include conducting forensic audits on government expenditure and assessing the functional effectiveness of existing anti-corruption systems and institutions.

Mophwasa emphasised that the government expects DCEC to shift its mandate from merely preventing corruption to actively eliminating it.

He reaffirmed the government's commitment to rooting out corruption and embedding an anti-corruption culture in society, making it clear that strengthening the DCEC's independence is a key step towards achieving this goal.



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Gaolathe Assembles Council of Economic Advisors

Assembling a strong council of advisors by the Vice President and Minister of Finance Ndaba Gaolathe marks the first step towards taking Botswana out of its economic woes. The team includes Absa senior economist Naledi Madala and the Commissioner General of BURS Jeanette Makgolo and will work closely with the Permanent Secretary of the Ministry of Finance Tshokologo Kganetsano to devise radical economic, monetary and fiscal reforms aimed at delivering Botswana from a decline made worse by plummeting prices on the international diamond market where the lustre of the natural stones is being stolen by lad-grown synthetics

LETLHOGILE MPUANG

The Vice President and Minister of Finance Ndaba Gaolathe has been working round the clock to assemble a team of economic advisors to help address Botswana's financial challenges. Sources say the advisory team consists of local and international experts.

Since the Umbrella for Democratic Change (UDC) assumed power in late 2024, Botswana has faced significant economic hurdles.

The country's reliance on diamond exports, which account for 90% of foreign exchange earnings, has made it vulnerable to market fluctuations.

High unemployment

A downturn in the diamond

market has led to declining revenues, causing foreign exchange reserves to drop from P63.9 billion in September 2023 to P52.8 billion a year later.

Economic growth has also slowed, with GDP projected at just 1% for 2024, down from 2.7% in 2023 and 5.5% in 2022. High unemployment remains a major concern, reaching 27.6% in early 2024, with youth unem-



(Pic: Monirul Bhuiyan/PRESS PHOTO)

ployment even higher.

One of Gaolathe's first major moves was appointing former Bank of Botswana (BoB) deputy governor Tshokologo Kganetsano as Permanent Secretary (PS) at the Ministry of Finance.

Seasoned monetary policy expert

Officially appointed on 31 December 2024, Kganetsano replaced Olesitse Masimega, who was reassigned to the Ministry of Trade and Entrepreneurship.

A seasoned monetary policy expert, Kganetsano had been with BoB since 1995, holding senior roles such as Director of Research and Financial Stability and Deputy Governor.

His expertise in financial stability and exchange rate policy is expected to be instrumental in shaping Botswana's fiscal direction.

Another key figure in Gaolathe's advisory circle is Permanent Secretary to the President, Emma Peloetletse. While there is speculation about her possible departure, she remains an influential economic strategist.

Broader economic expertise

Gaolathe has also enlisted Absa senior economist Naledi Madala as a Senior Policy Advisor. Madala specialises in macroeconomic analysis, fiscal policy, and financial sector research,

with a strong background in infrastructure development and investment strategies.

In addition, reports say that Gaolathe is consulting with former South African finance minister, Trevor Manuel. Although the government has not officially confirmed his involvement, sources say Manuel is advising on economic reforms.

Widely credited with stabilising South Africa's economy, Manuel served as his country's finance minister from 1996 to 2009, driving foreign investment and reducing national debt.

Key role in diamond deal

Another key figure in Gaolathe's advisory circle is Permanent Secretary to the President, Emma Peloetletse. While there is speculation about her possible departure, she remains an influential economic strategist.

Peloetletse played a key role in the recent diamond deal negotiations with De Beers and advised the new government against making drastic changes to the agreement.

Additionally, Gaolathe is said to be impressed by the Commissioner General of Botswana Unified Revenue Service (BURS), Jeanette Makgalo. Under her leadership, tax revenue collections have surged.

Maiden budget speech

BURS has set an ambitious revenue collection target of P70.5 billion for the 2024/25 financial year - an increase of P11.4 billion from the previous year - signalling the government's commitment to stronger tax compliance and reduced reliance on mineral revenues.

Gaolathe is set to deliver his maiden budget speech next Monday. The public awaits in hope, looking for solutions to economic hardships and the fulfilment of the UDC's campaign promises.

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FIRST AND FINAL CALL FOR BENEFICIARIES - DEATH BENEFITS CLAIMS

Mmila Fund Administrators has received notifications regarding pension Death Benefits for Debswana Pension Fund members listed below. Investigations of these notifications are ongoing with the known family members. In order to ensure that all possible dependents and/or beneficiaries are accounted for, Mmila Fund Administrators wishes to give NOTICE to any unknown potential dependents and/or beneficiaries of the deceased members. Family members who have been contacted should ignore this notice.

Respondents are required to contact Mmila Fund Administrators no later than 14 days from date of publication of this notice.

Full Name	Member Status	Date of Death	Place of Residence
Hommy Dikole	Pensioner	09.07.2024	Tloaneng / Jwaneng
Tapologo Sebitla	Active	11.12.2023	Kanye / Gaborone / Letlhakane
Ogomoditse Kgwarae	Deferred	02.08.2024	Mogoditshane
Phokoje Thabo Phokoje	Pensioner	25.09.2024	Palapye
Motlhophi Mothoyomotona	Pensioner	07.09.2024	Gaborone / Maitengwe / Orapa
Samuel Lebone Maaloso	Pensioner	07.10.2024	Serowe
Tshwaane Tshwaane	Pensioner	04.09.2024	Moshopa

Contacts:

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Stanbic Bank Botswana DEPOSIT, LENDING AND FOREIGN CURRENCY DEPOSIT INTEREST RATES February 2025



Stanbic Bank Botswana Prime Lending Rate (SBBPLR) - 6.01%

BWP Deposit Interest Rates

Type of Deposit Account	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)	Minimum Opening Balance
Current	NIL	NIL	P50
Youth Account	2.00%	2.02%	P50
Call	0.05% - 1.00%	0.05% - 1.00%	P10,000
Premium Call	0.30% - 1.30%	0.30% - 1.31%	P50,000
32 Day Notice	0.25% - 1.00%	0.25% - 1.00%	P1,000
Savings (Pure Save)	0.25% - 0.75%	0.25%-0.75%	P50
Koketso Savings	2.40%	2.43%	P100
Matshelo Savings	0.50% - 1.50%	0.50% - 1.51%	P500
Maitlamo Savings (12 - 36 months)	2.30% - 2.80%	2.32% - 2.84%	P100
91 day fixed deposit ^a	1.90%	1.92%	P1,000
6 month fixed deposit ^a	2.10% - 2.30%	2.12% - 2.32%	P1,000
12 month fixed deposit ^a	2.20% - 2.35%	2.22%-2.38%	P1,000
24 month fixed deposit ^a	2.55% - 2.80%	2.58% - 2.84%	P1,000
Over 24 month fixed deposit ^a	2.80% - 3.30%	2.84% - 3.35%	P1,000
Stanbic Bank Prime Lending Rate	6.01%		

* Reference rate

All interest rates quoted are on annual basis

^a Rate applies to Flexi - Access Account

Lending Interest Rates

Lending Rates	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)
MoPR	1.9%	1.9%
SBBPLR Lending Rate	6.01%	6.01%
Mortgage Facility	SBBPLR +2% - SBBPLR + 5%	SBBPLR +2.02% - + SBBPLR 5.12%
Overdraft Facility (Revolving credit lines)	SBBPLR +5% - SBBPLR +12%	SBBPLR +5.12% - SBBPLR +12.68%
Credit Card	28% - 32%	31.89% - 32.14%
Lease Loans	SBBPLR +2% - SBBPLR + 6%	SBBPLR +2.02% - SBBPLR + 6.17%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	SBBPLR +8% - SBBPLR +20%	SBBPLR +8.30% - SBBPLR +21.94%
Other Long-Term Loans	NIL	NIL

*Scheme related lending is per the scheme contract and is negotiable.

All interest rates quoted are on annual basis

Foreign Currency Deposit Interest Rates

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

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

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

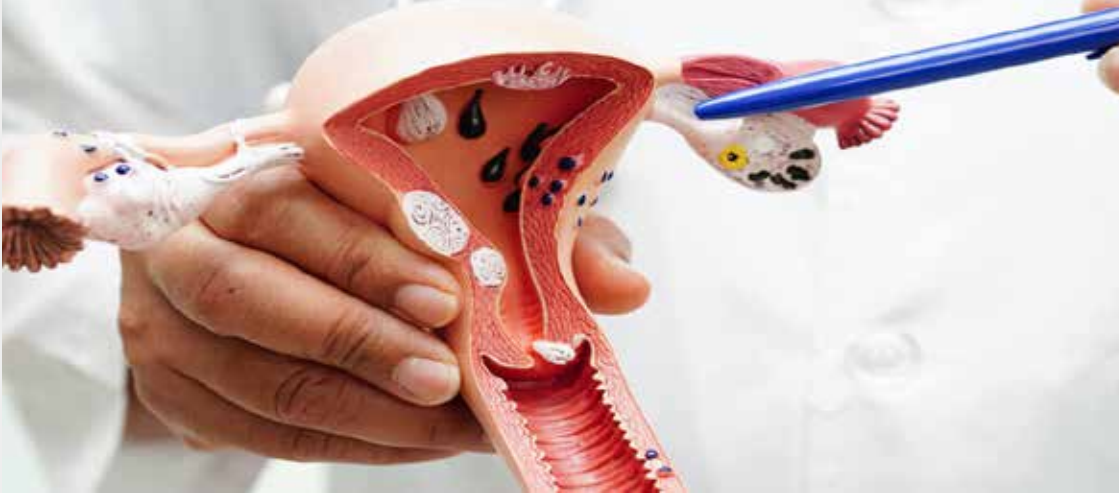
Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
EURO	EURO	EURO	EURO
Current	0.0%	0.0%	50.00
Call	0.00%	0.00%	100.00
1 Month	0.00%	0.00%	100.00
2 Months	0.00%	0.00%	100.00
3 Months	0.00%	0.00%	100.00
6 Months	0.00%	0.00%	100.00
12 Months	0.00%	0.00%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

- All interest rates quoted are on annual basis
- Interest is calculated based on the daily closing balance and is credited to the account monthly. Interest begins to accrue from the day a deposit is made, if the minimum balance requirement is met. This applies to all interest-bearing products, except fixed deposits.
- Fixed Deposit interest is calculated based on the principal amount, agreed term and applicable interest rate. The accrued interest is paid at maturity or termination.

Member of Deposit Insurance Scheme of Botswana

Cervical Cancer Claims 200 Lives Per Year

- Botswana records over 370 cases and over 200 deaths per year
- This is a mortality rate of 20.1 deaths per 100 000 women
- 6644 total cancer cases were recorded over the last five years



BONGANI MALUNGA

At 20.1 deaths per 100 000 women, Botswana's mortality rate of cervical cancer is higher than the global age standardised mortality rate (ASMR) of 7.08 deaths per 100 000 women.

This is according to the Na-

tional AIDS and Health Promotion Agency (NAHPA) and the Human Papillomavirus (HPV) Centre.

200 deaths

According to both organisations Botswana records over 200 cervical cancer-related deaths per year with up to 370 cases recorded annually.

Cervical cancer is regarded as one of the leading causes of cancer-related deaths among women aged between 15 and 44 years, according to the two health organisations.

Holistic picture

In terms of the outlook for all forms of cancer, NAHPA has revealed that Botswana has re-

corded 6644 cases in the last five years. On average, 2317 people are diagnosed with cancer per year while 1277 succumb to the disease per year.

Early detection

Speaking in a *Btv* interview recently, NAHPA's Non-Communicable Diseases Manager, Nonfofete Leteane, stated that dealing with risk factors and early screening can help reduce cases of cancer.

He cited risk factors such as excessive alcohol intake, heavy smoking, poor diet and lack of physical activity as contributing causes of rising cancer cases.

In plain sight

"We need to concentrate on the risk factors," Leteane said. "They are common and we are well aware of them. We often take them lightly. If we can deal with the risk factors, the number of cancer cases will reduce significantly."

Early detection

He recommended regular screening and health checks to be normalised. However, he urged Botswana not to view a cancer diagnosis as a death sentence because early detection can lead to a full recovery, if treated adequately.

"Cancers are very tricky," Leteane noted. "You can live with cancers for a very long time unaware. That is why we are preaching screening for early detection."

Govt To Set Up Taskforce To Review Cattle Pricing

- Consultative meetings with communities will guide formation of taskforce
- Junior agric minister calls for farmers to make up the taskforce
- Farmers have been unhappy with uneven cattle prices across Botswana

BONGANI MALUNGA

The government will consult Botswana about setting up a taskforce to review cattle pricing at abattoirs in Botswana.

This was announced by the Assistant Minister of Water and Human Settlement, Motsamai Motsamai, during a kgotla meeting at Kole in Gantsi District recently.

The aim is to regulate the pricing of cattle carcasses at abattoirs to ensure that individuals, companies and communities that depend on the cattle farming get better returns.

Consultative meetings

Motsamai - who is also the MP for Charleshill - stated that the taskforce will be formed after consultative meetings with communities around the country that will begin this month (February) and end in March.

"There will be people going around the country gathering your recommendations and overall input that will guide the makeup of the taskforce," he said.

"They will consult you on who you want to be on the regulatory body that will oversee cattle pricing. I have asked the government to include people from Charleshill because we have farmers of high standard."

Practical experience

He added that the taskforce should be made up of farmers because they know the ins and outs of the cattle farming industry and are superior to people who have only theoretical knowledge.

"In most cases, such boards are made up of people who have only theoretical knowledge as opposed to practical experience," Motsamai said.

Uneven pricing of cattle across Botswana has been a source of concern among cattle farmers, with many of them calling for standardised pricing country-wide.

Price differentials

In 2014, the pricing for cattle at abattoirs was P14 per kilogram per carcass weight and went up to P19.50 per kg per carcass weight after farmers urged the Botswana Meat Commission (BMC) to raise the pricing.

In 2019, the pricing increased from P19.50 to P23 per kg per carcass weight. However, there was a price differential of P3 and P13.50 for carcasses with farmers in other regions stating that Francistown and Lobatse got better rates.

In 2017, independent radio station *Duma FM* conducted interviews in which farmers in Ngamiland said they felt marginalised by poor prices at the local abattoir compared to abattoirs in Francistown and Lobatse.

Invitation to Tender:

Process Optimization Consultancy for Hollard Insure Claims

Hollard Insure, a leading provider of innovative insurance solutions, invites qualified consultancy companies to tender for a Process Optimization Project aimed at enhancing our claims management operations.

This initiative seeks to improve efficiency, accuracy, and customer satisfaction through the reengineering of claims processes. We are seeking experienced consultancy firms with a proven track record of delivering successful optimization projects in the insurance sector.

Key Requirements:

- Expertise in process analysis, redesign, and implementation.
- Demonstrated ability to deliver innovative, efficiency-focused solutions.
- In-depth understanding of insurance claims workflows.
- Strong skills in stakeholder engagement and change management.

Interested companies are encouraged to submit their company profiles and references for evaluation. To obtain the full Request for Proposal (RFP) document, which includes project scope, submission requirements, and evaluation criteria, please contact tech@hollard.co.bw.

Submission Deadline: 07 February 2025

Hollard Insure is committed to forging strategic partnerships to achieve excellence in claims management. We welcome your proposals and look forward to collaborating to deliver industry-leading outcomes for our clients.

For additional information or inquiries, please email tech@hollard.co.bw

Hollard Insure
Home • Car • Business • Commercial

The Hollard Insurance Company
of Botswana (Pty) Ltd,
BW00000444758

Tel: +267 395 8023
Fax: +267 395 8024

Plot 70667 Building 2, Fairscape Precinct,
Fairgrounds, Gaborone, Botswana

Hollard
insure

Govt Courts Foreign Investors for Universal Energy Access

- Govt has ambitions of 100% energy access to all households by 2030
- Botswana has no access to IDA grants, loans
- Middle income status prevents Botswana from multilateral funding



BONGANI MALUNGA

The government is actively seeking foreign investment in order to fulfil its ambitions of 100 percent energy access to all households by 2030.

The high cost of capital needed to complete the project resulted in Botswana scoping a wide net of investors at the Mission 300 Africa Energy Summit in Dar-es-Salaam, Tanzania last week.

Botswana's 100 percent access ambitions are in line with Africa's Mission 300 initiative which aims to connect 300 million people to electricity in Sub-Saharan Africa by 2030.

"We need to address how middle-income countries can still benefit from multilateral funding without being an IDA member through extra concessional lending because we are a high ambition country."

Extra funding

Speaking to the media while in Tanzania, the Minister of Minerals and Energy, Joy Kenewendo, stated that while Botswana is committed to advancing energy access for all households, extra funding is needed to accelerate the project.

Kenewendo said Botswana has to find investors since the country is not a part of the International Development Association (IDA) which offers loans and grants to the world's poorest countries to finance major projects.

Botswana's status as a middle-income economy inhibits the country from benefiting from the assistance of the World Bank's soft lending branch.

"Our ambition is to ensure that we have 100 percent energy access (by all households) by 2030," Minister Kenewendo told journalists in Dar.

High cost of capital

"What we wish to achieve here is to find partners, speak to investors, institutions or philanthropists who can help us achieve that.

"One of the issues that our stakeholders mentioned at home is the very high cost of capital, and we hope to address that since Botswana is not part of the IDA.

"We need to address how middle-income countries can still benefit from multilateral funding without being an IDA member through extra concessional lending because we are a high ambition country."

Deposit & Lending Interest Rates

For the month of February 2025

Type of Deposit Account	Nominal Interest Rates (%)	Effective Interest Rates (%)	Minimum Opening Balance (Pula)
	(Lowest-Highest)	(Lowest-Highest)	
Current	Nil	Nil	Nil
Call	0.00% - 0.60%	0.10% - 0.60%	1000
Savings	0.15% - 4.10%	0.15% - 4.18%	100
91Day	1.00% - 3.25%	1.00% - 3.29%	1000
6 Months	1.75% - 2.00%	1.76% - 2.01%	1000
12 Months	2.05% - 2.25%	2.05% - 2.25%	1000
24 Months	2.25% - 2.50%	2.25% - 2.52%	1000
Over 24 Months	2.55% - 3.00%	2.55% - 3.02%	1000

Lending Rates	Nominal Interest Rates (%)	Average Effective Interest Rate (%)
MoPR	1.90%	1.90%
Access Bank Botswana Prime Lending Rate	6.01%	6.01%
Mortgage Facility	From ABB Prime +0.5% to ABB Prime +15%	From ABB Prime +0.50% to ABB Prime +16.1%
Overdraft Facility (Revolving credit lines)	From ABB Prime +1.0% to ABB Prime +30%	From ABB Prime +1% to ABB Prime +34.9%
Credit Card	Up to 32%	Up to 37.1%
Lease Loans	From ABB Prime +1% to ABB Prime +15%	From ABB Prime +1% to ABB Prime +16.1%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	From ABB Prime +1% to ABB Prime +25%	From ABB Prime +1% to ABB Prime +28.1%
Other Long-Term Loans	Not Available	

*Minimum Pricing Available

Access Bank Botswana Prime Lending Rate (ACBB PLR) as independently determined by the Bank is at **6.01%**.

Deposit Interest Rates shown are indicative only

For firm rates please contact any of our Branches and Sales and Service Centres:

Game City Branch	- 370 4700	Francistown Branch	- 245 0000
Fairgrounds Branch	- 367 4600	Selebi Phikwe Branch	- 263 1000
Airport Junction Branch	- 371 9700	Palapye Branch	- 494 1000
The Square Branch	- 398 5700	Maun Branch	- 682 0000
Ghanzi Sales and Service Centre	- 659 8800	Mahalapye Sales and Service Centre	- 474 9399
Molepolole Sales and Service Centre	- 592 3050	Lobatse Sales and Service Centre	- 533 0341
Lethakane Sales and Service Centre	- 298 5011	Kasane Sales and Service Centre	- 625 0017
Kanye Sales and Service Centre	- 544 6300	Mochudi Sales and Service Centre	- 577 7162
Shakawe Sales and Service Centre	- 687 5244	Mogoditshane Sales and Service Centre	- 316 4584

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



Member of the Deposit Insurance Scheme of Botswana.



more than banking

Property Auction

Bank Gaborone would like to notify the public and its valued customers of the upcoming auction of different properties in Gaborone and the surrounding areas.



Bank Gaborone would like to notify the public and its valued customers of the upcoming auction of different properties in Gaborone and the surrounding areas.

FINANCE IS AVAILABLE AT AFFORDABLE RATES TO QUALIFYING APPLICANTS. A DEPOSIT OF P10,000.00 (TEN THOUSAND PULA) HAS BEEN STANDARDISED ON CERTAIN PROPERTIES.

For more information, please contact the respective Deputy Sheriff or the following number 71374432, 71374427, 740004159

STARTING BID: P900,000.00



DEPUTY SHERIFF Nonofa Mabina
CONTACT 71657100
DATE OF SALE: 11th February 2025
TIME: 1430hrs
PLACE: Lot 67857, Gaborone (G-North)
PLOT SIZE 551m2

PROPERTY TO BE SOLD: A four bedroomed house, lounge, dining room, kitchen, scullery, guest toilet, bathroom, double garage, servant's quarter, paved yard, boundary-wall with electric fence

BIDDING START AT P2 200 000



DEPUTY SHERIFF: Gaone Ratsoma
CONTACT: 72199719
DATE OF SALE: 10th February 2025
TIME: 0930hrs
LOCATION: Lot 37815, Gaborone (Universal Estate Next to BTV)
PLOT SIZE: 1050m2

PROPERTY TO BE SOLD: A double-storey house, Ground Floor with two ensuited bedrooms, fitted kitchen, dining room, sitting room, TV room, scullery and guest toilet. First Floor with three ensuited bedrooms, 3x balconys.

BIDDING START AT P2 500,000



DEPUTY SHERIFF Gaone Ratsoma
CONTACT Cell: 72199719
DATE OF SALE 4th March 2025
TIME: 1430hrs
LOCATION Tribal Lot 2176, Tlokweng
PLOT SIZE 3440m2

PROPERTY TO BE SOLD: 1st Building: a conference facility with reception, 2x small offices by reception, 2x toilets, 8x different size offices, 2x store rooms, bathrooms for ladies with 3 toilets and bathroom for guys with 3 toilets. 2nd Building: 1x big room, 1x kitchen, 1x store-room. The parking area is paved, yard is walled with electric fence and motorised gate.

BIDDING START AT P4 400 000



DEPUTY SHERIFF: Bathusi Billy
CONTACT: 71607940
DATE OF SALE: 10th February 2025
TIME: 1430hrs
LOCATION: Lot 53731, Gaborone (Golf Estate)
PLOT SIZE: 1159m2

PROPERTY TO BE SOLD: A double house with the ground floor comprises a guest toilet, lounge, dining area fitted kitchen, scullery, family room, 1x bedroom fitted with cupboards, 1x en-suite with bathtub and shower cubicle. The first floor comprises of another family room with a scenic balcony, study room, 1x bedroom fitted with cupboards and another main en-suite with bathtub, shower cubicle with a balcony, common bathroom. 1x Guest wing comprises a kitchenette, the bedroom is fitted with cupboards, shower, wash hand basin, parking space for 2 cars, Swimming pool, paved drive-way, walled with electric fence and motorised gate.

BIDDING START AT P800,000.00



DEPUTY SHERIFF Bathusi Billy
CONTACT Cell: 71607940
DATE OF SALE 5th March 2025
TIME: 1130hrs
LOCATION Lot 57988, Gaborone (Block 10)
PLOT SIZE 300m2

PROPERTY TO BE SOLD: A three bedroomed house with master ensuite and dining room, fitted kitchen, fitted wardrobes, sitting room, the yard is paved and electric fence with sliding gate.

BIDDING START AT P900,000.00



DEPUTY SHERIFF Gaone Ratsoma
CONTACT Cell: 72199719
DATE OF SALE 7th March 2024
TIME: 1200hrs
LOCATION Lot 7028, Francistown (Next Galo Mall)
PLOT SIZE 924m2

PROPERTY TO BE SOLD: A 7 bedroomed house including 5 en-suites, guest toilet, fitted kitchen, sitting room, laundry room, pantry room, store room, dining room, walled, electric fence and motorised gate.

BIDDING START AT P1,000,000.00



DEPUTY SHERIFF Nonofa Mabina
CONTACT Cell: 71657100
DATE OF SALE 13th February 2025
TIME: 1030hrs
LOCATION Lot 25502, Gaborone
PLOT SIZE 525m2

PROPERTY TO BE SOLD: A 4 bedroomed house with en-suite, sitting room, dining room, fitted kitchen, single garage, and a 1/2 house, paved yard, boundary wall, electric fence and motorised gate.

BIDDING START AT P700,000.00



DEPUTY SHERIFF Bathusi Billy
CONTACT Cell: 71607940
DATE OF SALE 10th March 2024
TIME: 1030hrs
LOCATION Lot 40976, Gaborone (Block 5)
PLOT SIZE 435m2

PROPERTY TO BE SOLD: A two bedroomed house with, sitting room, bathroom, toilet, servant's quarter, walled.

BIDDING START AT P1,400,000.00



DEPUTY SHERIFF Gaone Ratsoma
CONTACT Cell: 71607940
DATE OF SALE 10th March 2024
TIME: 1030hrs
LOCATION Lot 40976, Gaborone (Block 5)
PLOT SIZE 435m2

PROPERTY TO BE SOLD: A two bedroomed house with, sitting room, bathroom, toilet, servant's quarter, walled.

Branches

Airport Junction - 318 5903 | CBD - 371 5470 | Francistown - 244 2323
Game City - 318 1077 | Ghanzi - 659 7353 | Kang - 651 7190 | Kasane - 625 0123
Mall - 367 1601 | Molepolole - 592 1444 | Mahalapye - 471 2952 | Maun - 680 0810
Palapye - 492 4477

www.bankgaborone.co.bw Customer Contact Centre: 315 8681



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Bank Gaborone
a member of Capricorn Group



PRESS RELEASE

BOTSWANA INSTITUTE OF BANKING AND FINANCE ANNOUNCES THE APPOINTMENT OF MOLAODI LAXTON MENYATSO AS MANAGING DIRECTOR

The Botswana Institute of Banking and Finance (BIBF) is pleased to announce the appointment of Mr Molaodi Laxton Menyatso as its new Managing Director as of 01 January 2025. This follows his successful tenure as the Acting Managing Director.

During his acting appointment, Mr Menyatso has demonstrated exceptional leadership, vision, and a deep commitment to advancing the banking and finance sector in Botswana. His strategic initiatives have not only strengthened the institute's relationships with key stakeholders but have also enhanced the curriculum and training programs that support financial literacy and professional development within the industry.

Mr Molaodi Laxton Menyatso is a seasoned education leader and a proven administrator; fully conversant with training and development of human capital as well as demonstrated progressive management and leadership of educational entities. Mr Menyatso brings over 30 years of experience in the education and training sector, having previously held different positions at the Ministry of Education and Skills Development and has been the Director of Academics at BIBF for over 7 years where he was instrumental in transforming the Institute to what it is today.

Laxton, as he is affectionately known in social circles, has a Master of Education in Science Education and a Bachelor of Education in Science Education from the illustrious University of Botswana. He has also successfully completed a Management Development Program with Stellenbosch.

Mr Menyatso brings over 30 years of experience in the education and training sector, having previously held positions at Ministry of Education and Skills Development. He holds a Masters Degree in Education and is passionate about fostering a robust financial ecosystem that serves both individuals and businesses across Botswana.

He is a focused professional who fervently believes in personal development through further learning and

deliberate exposure to the intricacies of the principles and practices of managing and leading innovative organisations and is passionate about fostering a robust financial ecosystem that serves both individuals and businesses across Botswana.



Molaodi Laxton Menyatso
BIBF Managing Director

MD COMMENTS:

I am honored to take on the role of Managing Director at the Botswana Institute of Banking and Finance and look forward to continuing our work of empowering professionals in the financial sector and enhancing the quality of education and training provided at the institute. Together with my dedicated team, I am excited to explore new avenues for growth and collaboration within the industry.

The BIBF remains committed to offering high-quality educational programs and resources that support the development of a professional and competent workforce in banking and finance. Under my leadership, the institute is poised to further its mission of fostering excellence and innovation in the sector.

Member of the Deposit Insurance Scheme of Botswana.

BONELA Urges Govt To Ensure Uninterrupted HIV/AIDS Care

- Calls on govt to start stakeholder engagements with affected civil society organisations
- Govt says US funding cuts will not affect availability of ARVs because it is independent of US aid

BONGANI MALUNGA

The Botswana Network on Ethics, Law and HIV/AIDS (BONELA) has urged the government to formulate an emergency plan to ensure that the United States of America's (USA) funding cuts do not disrupt HIV response in the country.

BONELA - which is among frontline organisations in the fight against HIV/AIDS - recently issued a statement in which it highlighted the need for the government to secure emergency financial resources to preserve the life-saving services of civil society organisations that are set to be affected by the funding cuts.

Job losses

It noted that the USA's decision to withdraw global aid will result in job losses for the civil society organisations. The organisation has asked the government to include the affected civil society in stakeholder engagements that will map the way

forward in the fight against HIV/AIDS.

"Many civil society organisations that have been at the forefront of Botswana's HIV response now face an uncertain future, with possible job losses and shutting down of key programmes that serve the most vulnerable in our communities," it said. "This is a national crisis that demands a unified response from all stakeholders.

Emergency plan

"BONELA calls on the government of Botswana to take urgent and decisive action by working in close partnership with civil society to develop a comprehensive emergency plan that safeguards HIV prevention, treatment and care services.

"This requires an immediate multi-stakeholder convening, including government, civil society organisations, development partners and key stakeholders to strategise and mobilise alternative funding to offset the shortfall caused by US aid cuts."

Meanwhile, the Ministry of Health has allayed fears around access to antiretrovi-



"Many civil society organisations that have been at the forefront of Botswana's HIV response now face an uncertain future, with possible job losses and shutting down of key programmes that serve the most vulnerable in our communities."

ral (ARV) medication by assuring Botswana that the US funding cuts will not affect availability ARVs.

Not dependent on US aid

It did so in a recent statement in which it emphasised that ARV medication is directly procured by the government and is not dependent on US aid.

The National AIDS and Health Promo-

tion Agency (NAHPA) also stated that ARV medication policies will not be affected, saying even non-citizens will continue to gain access to life saving medication.

NAHPA added that the government will augment HIV response by putting together a taskforce to safeguard the supply and availability of ARV medication.

Leaders of SADC, EAC To Meet Over DRC Crisis

- Regional tensions rise as SA and Rwanda clash over rebel support
- Botswana yet to take formal stance on DRC conflict



(Pic: Monirul Bhuiyan/PRESS PHOTO)

LETLHOGILE MPUANG

President Duma Boko is set to participate in a joint summit of the Southern African Development Community (SADC) and the East African Community (EAC) in Tanzania this week.

The emergency meeting will address the escalating conflict in the eastern Democratic Republic of Congo (DRC).

It follows separate meetings held by SADC and EAC last week where both blocs endorsed a coordinated response to the crisis.

SA and Rwanda

The Chairman of EAC, Kenyan President William Ruto, confirmed the summit on his official X account, emphasising that peace and security are crucial for Africa's economic growth.

The conflict has triggered a diplomat-

ic standoff between South Africa and Rwanda in which South African President Cyril Ramaphosa's government is accusing Rwanda of backing the M23 rebels, a claim Rwanda denies.

Tensions escalated after an attack on South African peacekeepers killed 13 soldiers. South African defence minister Angie Motshekga subsequently warned that further aggression would be seen as a "declaration of war" by Rwanda.

"The realisation of the SADC Vision 2050 and the African Union Agenda 2063 depends on a strong foundation of political stability, peace and security."

Divisions within SADC

Rwandan President Paul Kagame fired back, accusing South Africa of being part of a "belligerent force" engaged in offensive military operations in the DRC. His remarks have deepened divisions within SADC on how to handle the crisis.

Despite its history of supporting re-

gional peacekeeping efforts, Botswana has yet to take a formal stance on the conflict.

While it previously deployed troops to Mozambique's Cabo Delgado province under a SADC military intervention, it is unlikely to send forces to the DRC.

Zambia aloof

Recent international reports have suggested that the SADC region is divided on the DRC question. Zambia President Hakainde Hichilema did not attend the recent head of state meeting, fuelling speculation that he has taken a stance to stay as far away from the conflict as possible.

SADC Chairperson and Zimbabwean President Emmerson Mnangagwa stressed the need for a unified response.

"The realisation of the SADC Vision 2050 and the African Union Agenda 2063 depends on a strong foundation of political stability, peace and security," he said at the SADC summit on Mt. Hampden.

Turning point

The instability in eastern DRC has displaced millions and claimed thousands of lives. Last week, the M23 rebels captured Goma, a city of nearly two million people.

While the rebels claim to be fighting for minority rights, the DRC government accuses them of seeking control over the region's mineral wealth.

With diplomatic tensions rising and SADC divided, the upcoming summit in Tanzania is expected to be a turning point in shaping the region's response to the crisis.

REQUEST FOR EXPRESSION OF INTEREST FOR THE REGISTRATION OF CONTRACTORS TO PARTICIPATE IN THE WORKS AND SERVICES CONTRACTS ASSOCIATED WITH WORKS PACKAGE DMS (1)



Building Better.

INTRODUCTION

HSNV Mining (PTY) Ltd, a 100% Citizen owned Development Management Company, invites interested, suitably qualified and well experienced 100% Citizen owned Construction Companies, registered with the Public Procurement Regulatory Authority (PPRA), and domiciled in the Francistown Region and Tutume District, to express interest for shortlisting to participate in construction works associated with Works Package_DMS (1).

1.1 Project Scope

The Development Manager will oversee management, vetting, appointment, and supervision of building contractors in various areas for the duration of the works program.

The HSNV Mining (PTY) Ltd works packages comprise the following Projects:

Construction of a Permanent Office and 15No Staff Houses with Associated External Works under the Civil Works Project for the Reconstruction of the Nata – Gweta Road.

For which the requirement is for 100% Citizen Contractors registered with PPRA under:

Code: 01	Building Construction Works and Maintenance (Sub code(s) - 01 Building Construction, - Grade OC, A – Nata Gweta Area - Grade B - Tutume District - Grade D, C - Francistown Region including Tutume District & Nata/ Gweta Area
Code: 13	Fencing, Building, Roads and others, (Sub code(s) - 01 Fencing Works, Grade , and Sub code(s) - 02 Electrical Fencing, Grade OC or A - Nata-Gweta area
Code: 03	Civil Engineering Works, Grade OC- Nata-Gweta area

VERIFICATION

2.1 Verification of PPRA Documents

Verification of PPRA registration will be done online through PPRA's Integrated Procurement Management System by the Development Manager's evaluation committee.

SUBMISSION DETAILS

3.1 Database Creation

The Expression of Interest (EOI) will be used to create a database of contractors for specific projects.

The shortlisting process will be based on documents and information provided by compliant companies that have submitted.

3.2 Contact Information

For further details, interested service providers can contact HSNV Mining at procurement@hsnv.co.bw or +267 363 0003.

FORMAT OF SUBMISSION

4.1 EOI Submission Format

All submissions must follow the terms outlined in the EOI and provide the required information.

Submissions must be package in a folder headed **EOI FOR WORKS PACKAGE DMS (1)** followed by the company's name and works building code.

Submissions should be submitted electronically to procurement@hsnv.co.bw, on or before the **16th February 2025 at 17:00HRS**.

REQUIRED DOCUMENTS

<p>5.1 Part 1: Compliance Requirements</p> <ul style="list-style-type: none"> • Submission of Covering Letter • Submission of Company Profile • Submission of CIPA Certificate of Incorporation and Company Extract. • Submission of valid Tax Clearance Certificate as issued by BURS. • Submission of a board resolution indicating authority to sign for the expression of interest • Submission of Certified Copies of Directors and Shareholder's Identification Documents. 	<p>5.2 Part 2: Applicant's Resourcing</p> <p>In addition, the following documents are to be submitted to indicate the availability of resources required to undertake the stated works:</p> <ul style="list-style-type: none"> • Submit a schedule of previous works which have been undertaken in the last 5 Years • Submit a minimum of three (3) references for works completed of a similar nature in the last 5 years • Submit a list of plant and equipment available for undertaking the stated works <p><i>Please note that the procurement office reserves the right to request that; upon adjudication; the contractor provide all relevant documentation proving vested ownership in plant and equipment (eg: bluebooks, etc)</i></p> <ul style="list-style-type: none"> • Submit an organogram indicating key personnel in your company and the personnel resource you will be allocating to the works packages
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CLOSING DATE

The closing date for the submission of the EOI is **16th February 2025 at 17:00HRS**.

Note: This is an Expression of Interest. It is NOT an offer to contract nor promise to contract thereof. Neither HSNV nor its agents will be responsible nor liable for any action or loss as a result of the EOI. Our rights remain fully reserved.

Rising Protests A Sign of Democratic Maturity - Analysts

Applaud govt for allowing the aggrieved to protest

GAZETTE REPORTER

Political analysts have described the recent wave of peaceful protests by graduates as a sign of Botswana's growing democratic maturity and commitment to good governance.

In an interview with *The Botswana Gazette* on the protests organised by different

groups of graduates, political commentator Dr Adam Mfundisi stated that since the transition of power in November 2024, there has been a newfound sense of relief and celebration among citizens.

Minimal state intervention

"Protests are a sign of the maturity of our democracy and good governance," he said. "When people are aggrieved, they



Political analysts have described the recent wave of peaceful protests by graduates as a sign of Botswana's growing democratic maturity and commitment to good governance.

should be able to peacefully exercise their democratic rights and freedoms with minimal state intervention.

"Over the past 58 years, fundamental rights to protest were curtailed through draconian legislation and police brutality. Protesters faced bureaucratic hurdles when seeking permits for demonstrations, petitions, and protests, with most requests being denied on flimsy grounds.

"Unauthorised protests were often met with force. The Umbrella for Democratic Change (UDC) government has positioned itself as a champion of human rights and the rule of law. Therefore, freedom of assembly, speech, and association must be upheld as pillars of governance."

Reforms

However, the political analyst noted that the nation still awaits progressive constitutional and legal reforms to solidify and sustain the promises of the new government.

"Rampant corruption under the previous regime exacerbated poverty, unemployment, inequality, crime and disease," Dr Mfundisi said. "We are sitting on a ticking time bomb that could explode at any moment if triggered," he added.

Another political commentator, Professor Zibani Maundeni, emphasised that protests - whether against unemployment, injustice, dispossession, or exploitation - are indicative of a nation committed to safeguarding good governance and protecting its citizens.

Impatient

He noted that citizens are increasingly aware of the dangers of poor governance, mismanagement and the abuse of power.

"When protests occur against a new government, it typically means that expected changes are either not happening or are progressing too slowly," he said.

"Alternatively, it could indicate that people are impatient and eager to see substantial development. The new government must be seen to be delivering on its promise of massive job creation.

Surge in protests

"Failure to do so raises suspicions that it lacks the capacity to govern effectively."

He warned that without visible signs of progress, people may begin to doubt that any real change is forthcoming, leading to continued demonstrations.

Since the UDC government assumed power in the 2024 elections, the country has seen a surge in protests, with various groups of graduates demonstrating against unemployment and injustices affecting their professions.

Among some of the recent protestors are temporary and unemployed teachers, social workers, boarding assistants and agriculture graduates.

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Botswana Telecommunications Corporation - BTC



Republic of Botswana

DE BEERS GROUP

MEDIA RELEASE

**GOVERNMENT OF THE REPUBLIC OF BOTSWANA AND DE BEERS
CONCLUDE NEGOTIATIONS ON ROUGH DIAMOND SALES AGREEMENT**

The Government of the Republic of Botswana ("GRB") and De Beers Group ("De Beers") are pleased to announce the successful conclusion of negotiations focused on establishing a new sales agreement for Debswana's rough diamond production, as well as extending Debswana's mining licences beyond 2029. This development is in alignment with the Heads of Terms agreed on September 30, 2023.

Debswana, a 50:50 joint venture between the GRB and De Beers, operates several leading diamond mines in Botswana: Jwaneng, Orapa, Letlhakane, and Damtshaa.

Following the issuance of new mining licences by the appropriate regulatory authorities in Botswana and final governance approvals, both parties look forward to signing and executing the relevant agreements. Until the execution of these new agreements, the terms of the existing agreements will continue to remain in effect.

The GRB and De Beers reaffirm their commitment to their enduring partnership, which has lasted over 50 years. This collaboration is aimed at the responsible recovery, marketing, and sale of diamonds, ensuring the sustainability of the global diamond industry while enhancing the significant fiscal and societal contributions that diamonds provide to Botswana.

The GRB and De Beers remain steadfast in their dedication to fostering a robust and sustainable diamond sector that positively impacts the nation's economy and supports the welfare of its citizens.

- Ends -

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About Botswana

Botswana, a thriving democracy, is located in Southern Africa. It is the topmost producer of diamonds by value. Botswana is renowned for the rule of law, including respect for property rights. Heralded for its ease of doing business in the mining sector, it is by no coincidence that it is a premier investment destination for mining.

The Botswana government has placed a strong emphasis on effective management of its diamond resources, recognizing their pivotal role in the nation's economic development. By exercising careful oversight and strategic partnerships, Botswana maximises revenue from diamond sales, strengthening its position as a key player in the global diamond market and ensuring that these valuable resources drive sustainable socio-economic growth. With a focus on sustainable practices, the government is dedicated to ensuring that the wealth generated from diamond mining contributes significantly to the welfare of its citizens. Revenue from these sales is strategically reinvested to foster growth, infrastructure development, and social programmes, ultimately positioning Botswana as a stable and prosperous socio-economic hub in the region. This commitment underscores the government's vision of enhancing the livelihoods of its people while promoting overall national prosperity, thereby solidifying Botswana's reputation as a forward-thinking and resilient nation in the face of global economic challenges.

About De Beers Group

Established in 1888, De Beers Group is the world's leading diamond company with expertise in the exploration, mining, marketing and retailing of diamonds. Together with its joint venture partners, De Beers Group employs more than 20,000 people across the diamond pipeline and is the world's largest diamond producer by value, with diamond mining operations in Botswana, Canada, Namibia and South Africa. Innovation sits at the heart of De Beers Group's strategy as it develops a portfolio of offers that span the diamond value chain, including its jewellery houses, De Beers Jewellers and Forevermark, and other pioneering solutions such as diamond sourcing and traceability initiatives Tracr and GemFair. De Beers Group also provides leading services and technology to the diamond industry in the form of education and laboratory services and a wide range of diamond sorting, detection and classification technology services. De Beers Group is committed to '[Building Forever](#),' a holistic and integrated approach for creating a better future – where safety, human rights and ethical integrity continue to be paramount; where communities thrive and the environment is protected; and where there are equal opportunities for all. De Beers Group is a member of the Anglo American plc group. For further information, visit www.debeersgroup.com.

Tlokweng Land Board Launches Plots Allocation Probe

- Beneficiaries of ploughing fields at Fairfields Farm summoned to briefing
- Land allocation in the area abruptly halted pending investigations
- Probe follows call for transparency by lands ministry

BONGANI MALUNGA

The Tlokweng Land Board has launched an investigation into allocation of plots at Mathothwane on Fairfields Farm while further allocations have been halted.

A team has been put together to conduct an overview of land allocations at Fairfields Farm and ploughing fields in the area.

Investigation

The land board made the announcement on Tuesday (yesterday) morning as the in-

vestigation commenced immediately.

Beneficiaries of land allocations in the area have been summoned by the Tlokweng Land Board to aid in the investigations.

The beneficiaries will be given a preliminary briefing on the investigations on Friday morning in a bid to ensure a fair and transparent process.

Task team

“In line with this investigation, the task team will be interacting with all those allotted ploughing fields at Fairfields Farm to generate a consolidated map of the

area,” said the land board in a statement.

“In light of the Land Board’s position on halting any dealings with the land, all those allotted ploughing fields at Fairfields Farm are hereby invited to an important briefing.”

Transparency

The investigation comes a few weeks after the Permanent Secretary of the Ministry of Lands and Agriculture, Kabelo Ebineng, asked land board secretaries across the country to be truthful and transparent in land management issues.

Ebineng made the remarks at a work-

shop aimed at familiarising the ministry with key stakeholders. He recommended introduction of digitised land records to ensure transparency in land transactions.

In line with this investigation, the task team will be interacting with all those allotted ploughing fields at Fairfields Farm to generate a consolidated map of the area.”

MoH Addresses Staffing Shortages

- Fills all existing vacancies in public health facilities
- Nearly 300 health professionals recruited so far



In an interview with *The Botswana Gazette*, the ministry’s spokesperson, Dr Christopher Nyanga, stated that the decision to fill all vacancies was made due to widespread staff shortages across all departments in the health sector.

GAZETTE REPORTER

The Ministry of Health (MoH) has taken decisive action to fill all existing vacancies in public health facilities to mitigate staff shortages.

So far, the ministry has recruited nearly 300 employees. Among them, 161 are nurses and midwives, 75 are medical doctors, while the rest include clinical psychologists, pharmacists, pharmacy technicians and medical scientific officers.

In an interview with *The Botswana Gazette*, the ministry’s spokesperson, Dr Christopher Nyanga, stated that the decision to fill all vacancies was made due to widespread staff shortages across all departments in the health sector.

Specialists

“While the health sector is experiencing shortages in all areas, the most hard-hit include specialists, pharmacists and pharmacy technicians,” he said.

“We have a revolving number of short-

ages due to resignations, retirements and those leaving for greener pastures. To address this, the ministry has decided to fill all vacancies.

“Our target is to absorb all those who have been working on a temporary basis, including interns and graduates.

“Most of these newly recruited employees have already reported to their duty stations while others will be joining in the coming days and weeks. Hopefully, the upcoming 2025/26 budget will allow us to recruit more.”

24-hour facilities

Due to the acute shortage of pharmacists and pharmacy technicians, many dispensaries at 24-hour public health facilities are closed at night.

Dr Nyanga acknowledged that although the public health sector has long been under strain, the mass exodus of healthcare professionals in recent years, in search of better opportunities, especially in the UK, has worsened the situation.

For a long time, the country’s public health sector has struggled with staffing shortages, and the ministry hopes these recent recruitments will provide some relief.

JCE Results Show Improvement

- Sixteen candidates obtained merit compared to eight in 2023
- Grade As increased from 440 in 2023 to 613 in 2024
- (Only) two candidates achieved straight As in all nine of their subjects

GAZETTE REPORTER

The 2024 Junior Certificate Examination (JCE) results have shown an improvement on the 2023 cohort.

In a statement released on Monday this week, the Botswana Examinations Council (BEC) announced that the overall performance of both government and private school candidates has improved.

The proportion of students obtaining credit passes (Grade C or better) increased to 36.28 percent in 2024, up from 34.24 percent in 2023, an improvement of 1.47 percent.

Merit doubled

Additionally, the percentage of candidates obtaining a passing grade (Grade E

or better) rose to 85.54 percent, compared to 83.10 percent in 2023, marking a 2.44 percentage point increase.

BEC highlighted notable achievements in the 2024 results. The number of candidates who obtained a merit doubled from eight in 2023 to 16 in 2024.

These top-performing students were spread across 15 different examination centres nationwide. Additionally, two candidates achieved straight As in all nine of their subjects.

Uptick

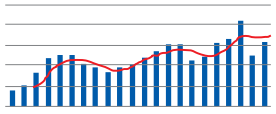
The number of students obtaining Grade A rose from 440 in 2023 to 613 in 2024. Similarly, Grade B increased from 4,326 to 4,790, while Grade C saw an uptick from 10,541 to 10,899.

The results reflect a continued improvement in academic performance, demonstrating efforts by both students and educators to achieve better outcomes.

The number of students obtaining Grade D also rose from 13,834 in 2023 to 14,458 in 2024. Furthermore, 5,410 students received Grade E, up from 5,166 in the previous year.

BEC stated that the results reflect a continued improvement in academic performance, demonstrating efforts by both students and educators to achieve better outcomes.

TIRED OF SHARING?



FNBB Forecasts Up To P132m In Profit Before Tax

- Projecting PBT growth between 10% and 15% on period to December 2023
- Projects increase of between P88m and P132m on PBT of P879m at Dec '23



FNBB CEO, Steven Bogatsu

TLOTLO KEBINAKGABO

First National Bank Botswana (FNBB) is projecting a significant increase in profit before tax for the period ending 31 December 2024, estimating growth of between 10 percent and 15 percent compared to the corresponding period in 2023.

The bank's profit before tax for the

same period in 2023 was P879 million. Based on FNBB's projections, this translates to an increase of between P88 million and P132 million.

In a trading statement released through the Botswana Stock Exchange (BSE), FNBB noted that the announcement aligns with BSE listing requirements, which mandate listed companies to disclose any material changes to fi-

nancial results for upcoming reporting periods.

Preliminary

"The Board of Directors of FNBB wishes to inform shareholders that the company's overall profit before tax for the period ended December 31, 2024, will be higher than that reported in the previous corresponding period by between 10 percent and 15 percent," read

the statement.

However, the bank emphasised that the financial projections are preliminary and have not been audited.

"Shareholders should note that the financial information on which this trading statement is based has not been reviewed or reported on by the external auditors," it stated.

Caution in trading

The bank advised caution in trading its securities ahead of the release of its official interim financial results on or around March 4, 2025.

"Accordingly, shareholders are advised to exercise caution when dealing in the company's securities until a full announcement is made," the statement added.

"The full details will be provided to shareholders at the announcement of the period ended December 2024 interim financial results."

"The full details will be provided to shareholders at the announcement of the period ended December 2024 interim financial results."

FNBB remains one of Botswana's leading commercial banking institutions, with a strong foothold in retail and corporate banking.

Full range

It is the largest commercial bank in the country, providing a full range of banking services to individuals as well as large and small businesses through an array of technologically-driven services.

FNBB has a nationwide branch and automated teller machine (ATM and ADT) network, as well as self-service channels such as Cash Plus and digital platforms like online banking, an FNB App and cellphone banking.

The bank provides its customers with convenient access to banking solutions around the clock.

NOTICE OF TENDER CANCELLATION

Reference is made to the above subject matter:

This serves to notify that BPOMAS has resolved to cancel the following tenders:

- 1) BPOMAS / 01 - 2024 / IT ADVISORY SERVICES
- 2) BPOMAS/02-2024/COUNSELLING SERVICES

We apologise for any inconvenience caused.

Regards
Procurement Secretary



First National Bank Interest, Lending and Foreign Currency Deposit Rates February 2025



The following standard Savings, Lending and Investment rates will apply

Interest Rates

Type of Deposit Account	Nominal Rate per Annum (NACM)	Annual Effective Rate	Minimum Opening Balance (Pula)
Current	-	-	Nil
Call	0.00% - 0.46%	0.00% - 0.46%	1,000
Money Maximiser	0.00% - 3.35%	0.00% - 3.40%	100,000
Savings (Poloko)	0.00% - 3.00%	0.00% - 3.04%	100
FutureSave	0.00% - 0.40%	0.00% - 0.40%	100
Future Forward	0.00% - 0.40%	0.00% - 0.40%	50
Savings Pocket	0.00% - 1.60%	0.00% - 1.61%	-
Flexi Fixed (3 Months)	1.95% - 2.20%	1.97% - 2.22%	100
Flexi Fixed (6 Months)	3.05% - 3.35%	3.09% - 3.40%	100
Flexi Fixed (12 Months)	3.85% - 4.35%	3.92% - 4.44%	100
7 Day Notice	0.15% - 1.25%	0.15% - 1.26%	100
32 Day Notice Plus	1.25% - 2.00%	1.26% - 2.02%	1,000
1 Month Fixed Deposit	0.90% - 0.95%	0.90% - 0.95%	1,000
3 Months Fixed Deposit	1.60%	1.61%	1,000
6 Months Fixed Deposit	2.10% - 2.15%	2.11% - 2.16%	1,000
12 Months Fixed Deposit	2.15% - 2.75%	2.15% - 2.75%	1,000
24 Months Fixed Deposit	2.60% - 3.05%	2.60% - 3.05%	1,000
Over 36 Months Fixed Deposit	4.25%	4.25%	1,000
Prime Lending Rate	6.01%		
MoPR	1.90%		

***For term deposits the minimum amount is BWP 1 million to qualify for a special rate

- Interest is calculated on the daily account closing balance and credited in to the account monthly (For all interest bearing products excluding fixed deposits)
- Fixed deposits interest is calculated based on the principal amount, agreed term and applicable interest rate. The accrued interest is credited at Maturity or termination
- Interest rates are linked to the Monetary Policy Rate (MoPR)

Lending Rates

Lending Rates	Nominal Interest Rate Per Annum (%)	Average Effective Interest Rate
MoPR	1.90%	1.90%
Prime Lending Rate	6.01%	6.01%
Mortgage Facility	Prime +3.34% to 4.34%	Prime +3% to 4.1%
Overdraft Facility (Revolving Credit Lines)	Prime +8% to 10%	Prime +8.19% to 10.48%
Credit Card	17.75% to 23.75%	19.02% to 26.26%
Lease Loans (VAF)	Prime +3.75% to 5.5%	Prime +3.45% to 5.38%
Unsecured Personal Loans (Excluding Overdraft, Mortgage and Credit Card)	Prime +6% to 22%	Prime +5.93% to 25.14%
Other Term Loans		

*Scheme related lending is as per the scheme contract

Foreign Currency Deposit Rates

ZAR – South African Rand***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (ZAR)	EUR – Euro	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (EUR)
Current (Global Account)	2.00%	2.00%	1,000	Current (Global Account)	-	-	100
1 Month Fixed Deposit	1.00%	1.00%	1,000	1 Month Fixed Deposit	These rates are quoted on request		100
2 Months Fixed Deposit	1.05%	1.05%	1,000	2 Months Fixed Deposit		100	
3 Months Fixed Deposit	1.25%	1.26%	1,000	3 Months Fixed Deposit		100	
6 Months Fixed Deposit	1.50%	1.51%	1,000	6 Months Fixed Deposit		100	
12 Months Fixed Deposit	2.00%	2.00%	1,000	12 Months Fixed Deposit		100	
24 Months Fixed Deposit	2.50%	2.50%	1,000	24 Months Fixed Deposit		100	
				Over 36 Months Fixed Deposit		100	
AUD – Australian Dollar	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (AUD)	GBP – British Pound Sterling***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (GBP)
Current (Global Account)	-	-	100	Current (Global Account)	-	-	100
1 Month Fixed Deposit	These rates are quoted on request		100	1 Month Fixed Deposit	0.07%	0.07%	100
2 Months Fixed Deposit		100	2 Months Fixed Deposit	0.09%	0.09%	100	
3 Months Fixed Deposit		100	3 Months Fixed Deposit	0.10%	0.10%	100	
6 Months Fixed Deposit		100	6 Months Fixed Deposit	0.15%	0.15%	100	
12 Months Fixed Deposit		100	12 Months Fixed Deposit	0.20%	0.20%	100	
24 Months Fixed Deposit		100	24 Months Fixed Deposit	0.20%	0.20%	100	
USD – US Dollar***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (USD)				
Current (Global Account)	-	-	100				
1 Month Fixed Deposit	0.40%	0.40%	100				
2 Months Fixed Deposit	0.47%	0.47%	100				
3 Months Fixed Deposit	0.50%	0.50%	100				
6 Months Fixed Deposit	0.55%	0.55%	100				
12 Months Fixed Deposit	0.80%	0.80%	100				
24 Months Fixed Deposit	1.30%	1.30%	100				

***Note:

- Special rates offered for amounts of ZAR 1 000 000 and more
- Special rates offered for amounts of USD 100 000 and more
- Special rates offered for amounts of GBP 100 000 and more

For more information:

Visit FNB Branch

Visit fnbbotswana.co.bw

Real Estate Loan Growth Slows Amid Economic Shifts

- Report highlights rising corporate leverage
- Says credit risk in mortgage subsector remains low
- Commercial real estate credit up 7% to P5.8bn
- Location concentration risks noted as most loans are for properties in Gabs

GAZETTE REPORTER

Residential real estate loans in Botswana have seen a slight decrease to P15.5 billion in August 2024 from P15.7 billion the previous year.

However, according to the Bank of Botswana's Financial Stability Report October 2024 released recently, the sector remains a vital part of household credit, constituting 26.5 percent of total household loans and 17.4 percent of total credit.

The report highlighted challenges facing the mortgage sector, including constrained income growth relative to rising house prices

Limited housing stock

These pressures are possibly linked to "limited housing stock in various categories, or availability of land and affordability of building materials," the report noted.

However, credit risk in the mortgage subsector remains low, with commercial banks maintaining moderate loan-to-value (LTV) ratios, though isolated cases have seen ratios reach 105 percent.

"The moderate LTV ratios, as well as security in the form of property financed, limit the expected losses of banks from mortgage credit default," the report stated.

Vulnerabilities minimal

Impaired mortgage loans declined from 6.9 percent in De-

cember 2022 to 6.3 percent in December 2023, signalling a recovery from the financial challenges brought on by the COVID-19 pandemic.

"Vulnerabilities in the sector pose minimal risk to financial stability," the report emphasised, while cautioning that "prospective developments require continuous close monitoring and assessment".

Commercial real estate up

Commercial real estate (CRE) credit increased to P5.8 billion in August 2024 from P5.7 billion in August 2023, accounting for 7 percent of total loans.

The sector recorded a non-performing loan (NPL) ratio of 1.7 percent in June 2024, suggesting limited risks to financial

stability.

However, concerns linger over location-based concentration risks, as most loans are tied to properties in or around Gaborone.

The report also shed light on corporate sector dynamics, indicating improved performance among companies listed on the Botswana Stock Exchange (BSE).

Corporate leverage

Profitability increased, leading to a higher return on equity. However, the cost-to-income ratio rose from 74.9 percent in 2021 to 81.7 percent in 2022 due to the resumption of normal operations, which drove up production and operating costs.

Corporate leverage also increased, with the debt-to-equity ratio climbing to 102.6 percent

in 2022 from 85.2 percent the previous year.

"The increased leverage could cause corporate debt overhang and distress if financial conditions tighten suddenly," the report warned.

Sustained oversight

Despite the rise in leverage, the quality of corporate sector loans remained stable, with an NPL ratio of 5.7 percent between December 2022 and December 2023.

The report underscores the need for ongoing vigilance in monitoring both real estate and corporate credit sectors.

While financial stability risks appear limited for now, the evolving economic landscape calls for sustained oversight to mitigate potential vulnerabilities.

Chobe Holdings Maintains Strong Performance

- Innovative marketing key for flagships Desert & Delta Safaris and Ker & Downey
- Group notes "strong demand for our products well into Financial Year 2026"
- Reports mitigation measures for pressure on aviation expenses due to global supply chain disruptions

GAZETTE REPORTER

Chobe Holdings Limited has weathered global economic headwinds to maintain robust performance in the first half of the 2025 financial year ending August 31, 2024.

Despite reduced bed availability due to major renovations at key lodges, the company achieved favourable rates and benefitted from the depreciation of the Botswana Pula against the United States Dollar.

"Even with the challenges presented by supply chain constraints and rising operational costs, we are seeing strong demand for our products well into Financial Year 2026," said CEO John Gibson in Chobe's Business Update recently published with the Botswana Stock Exchange.

Bed capacity

The company's flagship brands, Desert & Delta Safaris and Ker & Downey Botswana, continue to thrive with innovative marketing strategies and ongoing product development.

The lease renewal for Xugana Island Lodge and ongoing discussions regarding the Okuti camp lease signal continued expansion and growth.

Chobe Holdings has ambitious plans to expand bed capacity, with projects underway to add 14 beds at Maxa Camp, 5 at Xugana Island Lodge, and another 14 at King Lewanika Lodge. These additions are set to come online in 2026.

Optimistic

The Group reported a significant increase in operating expenses, primarily due to higher salaries and extensive maintenance efforts following the COVID-19 pandemic. However, the company is

optimistic about containing repair costs moving forward.

Global supply chain disruptions have exerted pressure on aviation expenses but mitigation measures are already in place for the coming financial year.

"We remain proactive in managing these challenges and ensuring we continue delivering premium experiences to our guests," noted Gibson.

Strategic partnerships

Chobe Holdings is shifting its revenue growth strategy from occupancy-driven growth to rate adjustments as it reaches capacity limits. The company is also exploring strategic partnerships to further boost bed-night availability.

With most of its revenue earned in US dollars and expenses largely in Botswana Pula, the company remains well-positioned amid currency fluctuations. However, fuel prices, influenced by global market dynamics, remain a concern.

New properties, including King Lewanika Lodge and Maxa, are expected to become operational in Financial Year 2026. Although they won't materially impact revenue in the immediate term, these ventures represent Chobe Holdings' long-term growth ambitions.

Post-pandemic recovery

Chobe's dividend policy remains conservative, with advanced travel receipts excluded from dividend payouts to support organic growth. This prudent approach underscores the company's focus on sustainable development. As the tourism sector continues its post-pandemic recovery, Chobe Holdings' strategic investments and operational resilience position it well for sustained success in the years ahead.



BOTSWANA BUREAU OF STANDARDS

EMPLOYMENT OPPORTUNITIES

Applications are invited from suitably qualified candidates for the following position:

1. Human Resources Officer: Vacancy No. 6/2024/2025

Job Summary and Requirements

The successful candidate will be expected to provide the Bureau with full range of operational human resources management services to ensure that the Bureau attracts, develops, motivates and retains high caliber staff. To ensure the implementation of the Bureau's conditions of employment, HR procedures and policies to assist in the development and maintenance of a constructive and harmonious environment that facilitates the accomplishment of the Bureau's objectives. To advise management and staff on best HR and IR practices to ensure that they comply with legislation requirements and are aligned with best practice trends within the International Standards Industry. The incumbent will also coordinate the staff training and development programme, which will ensure that BOBS is staffed with suitably qualified and experienced personnel to achieve its objectives as well as ensuring effective and efficient implementation of the performance management system.

The successful candidate will have at least a Degree in Human Resources Management and a valid driving licence. At least three years practical on the job experience in HR & IR policies, practices and procedures.

A detailed CV, names of three referees and certified copies of certificates should accompany applications and be emailed to: recruitment@bobstandards.bw not later than **14th February 2025**. BOBS will enter into correspondence with shortlisted candidates only.

For any enquiries do not hesitate to contact Human Resources at Telephone Number: 3903200/3645561/3645559.

BotswanaPost's Year of Financial Challenges and Digital Transformation

- Reports flat revenue of P254m inspite of 31% decline in traditional mail volumes
- Courier services and transit operations in strong performance
- Sustained record loss of P80.9m due to 4% rise in operational costs, 5% rise in cost of sales
- 7% salary increase across all levels a critical factor



Despite facing significant financial losses, BotswanaPost is positioning itself as a resilient and forward-thinking entity by embracing innovation and maintaining a cost-conscious culture.

TLOTLO KEBINAKGABO

Despite facing significant financial losses, BotswanaPost is positioning itself as a resilient and forward-thinking entity by embracing innovation and maintaining a cost-conscious culture.

This is according to the CEO of BotswanaPost, Cornelius Ramatlhakwane, in the company's strategic vision and fiscal chal-

lenges in its 2023/2024 Integrated Report.

"We scrutinise every controllable cost," he said. "We negotiate the best possible supplier terms, and we nurture a cost-conscious culture in our workplace."

Correct context

BotswanaPost has reported a flat revenue of P254 million for the financial year, a notable achievement considering a 31 percent decline in traditional mail volumes in line with global trends.

Despite the challenges posed by shrinking mail services, Ramatlhakwane emphasised the strong performance of courier services and transit operations, which have continued to bolster the company's revenue streams.

However, the company sustained a record loss of P80.9 million during the financial year. "It is important to put this loss into its correct context," he noted and explained that operational costs increased by 4 per-

cent, with a 5 percent rise in the cost of sales.

Long overdue

A critical factor was a 7 percent salary increase, the first since 2019, benefitting staff across all levels of the organisation. "This long-overdue improvement for our team was necessary despite the financial strain," said the CEO.

Ramatlhakwane emphasised BotswanaPost's resilience, highlighting a 13 percent increase in gross profits compared to the previous year.

He credited the company's "Value Centre" model, which embraces lean principles and entrepreneurial thinking as a guiding philosophy in delivering customer-centric solutions.

Intellectual capital

"Our brand is relevant, resilient, and respected," he said. "Our progressive strategies and dedication to innovation are shaping our growth and transformation story, resulting in deep channels of intellectual capital that permeate the organisation."

Central to this transformation is BotswanaPost's technological advancements, notably the consolidation of online services under the new "Posa'it" super app. The app integrates upgraded solutions such as PosoMoney and the BotswanaPost App to streamline user experiences.

"Posa'it extends our reach even further," said Ramatlhakwane. "The hand-held devices we are rolling out give micro-enterprises the ability to act as fully-fledged postal agents, creating new income streams and recurring revenue."

Staying connected

Beyond technology, BotswanaPost remains dedicated to its role as a community connector. "We are now fully immersed in the digital era with a transformation that redefines convenience, access and value," he said.

The company's digital solutions are designed to meet the diverse needs of customers, from entrepreneurs managing logistics to families staying connected across distances. "This transformation isn't just about technology," Ramatlhakwane said.

"It's about empowering people. By combining our trusted legacy with innovative tools, BotswanaPost ensures that no one is left behind. Whether online or in person, we deliver so much more than mail - we deliver the future."

Banking Sector Maintains Profitability

- Capital adequacy ratios at 22% much higher than prudential requirement of 12.5%
- Banks' digital innovations enhance customer experiences and broaden financial inclusion
- Report identifies market concentration as a pressing challenge
- Raises serious cybersecurity concerns and robust measures to address them

TLOTLO KEBINAKGABO

Botswana's banking sector continues to demonstrate strong financial stability, with several institutions recording notable profit gains in the first half of 2024.

The latest Financial Stability Report by the Bank of Botswana, released in October 2024, attributes the sector's resilience to effective asset and liability management, diversified income streams and cost-optimisation measures.

Well-capitalised

The report highlights that the sector is well-capitalised, with capital adequacy ratios standing at 22 percent in August 2024 - significantly higher than the prudential requirement of 12.5 percent.

"This robust capitalisation provides a significant buffer against potential losses and enhances the sector's resilience to economic shocks, contributing to overall financial stability," the report states.

Botswana's banks are increasingly embracing digital transformation as they invest in advanced digital platforms, mobile banking services, and internet solutions.

Customer-centric

These innovations aim to enhance customer experiences and broaden financial inclusion across the country. "This proactive approach to digitalisation positions the sector for continued growth and adaptability in a rapidly evolving technological landscape," the report notes.

As part of this transformation, banks are also focusing on customer-centric strate-

gies by offering tailored products and services. However, the report warns that the growing reliance on digital technologies has heightened cybersecurity concerns.

"Robust cybersecurity measures and continuous investment in security infrastructure are essential to mitigate these risks and maintain the integrity of the financial system," says the report.

Limiting competition

Despite these positive trends, the report identifies market concentration as a pressing challenge. Four large banks account for 74 percent of total assets as at August 2024, creating systemic risks and limiting competition.

The sector also faces the dominance of household borrowing and wholesale funding, raising concerns about exposure to po-

tential financial vulnerabilities.

"Continuous monitoring of systemic risk and policies to encourage greater competition within the sector are necessary," the report notes, stressing the importance of diversifying funding and lending bases.

Positive investor sentiment

Although non-performing loans (NPLs) are on a downward trend, they remain a concern, particularly in the household sector.

The 2023/24 Household Indebtedness Survey Report underscores this concern, noting that government employees are the largest borrowers from banks.

Despite the concentration risks, investor sentiment towards Botswana's banking sector remains optimistic.

Data from the Botswana Stock Exchange (BSE) shows that two listed banks posted share price gains of over 42 percent in October 2024 compared to the same period in 2023.

Increase in share prices

One bank experienced a trading price drop of just over 10 percent, while another had a marginal decline of 0.5 percent.

"The average increase in share prices signals positive investment sentiments and underscores a positive outlook for the banking sector amid a challenging macroeconomic environment," the report observes.

DumaTau and Mokete Opened As Pinnacles of Partnerships



Okavango Wilderness Safaris (OWS) has reaffirmed its commitment to Botswana's tourism sector with the official opening of two camps, Wilderness DumaTau and Wilderness Mokete. The event was attended by Minister of Environment and Tourism Wynter Mmolotsi, along with key government officials, tourism leaders, and media representatives.

GAZETTE REPORTER

Okavango Wilderness Safaris (OWS) has reaffirmed its commitment to Botswana's tourism sector with the official opening of two camps, Wilderness DumaTau and Wilderness Mokete. The event was attended by Minister of Environment and Tourism Wynter Mmolotsi, along with key government officials, tourism leaders, and media representatives.

Accompanying the minister were Boatametse Modukanele, Permanent Secretary at the Ministry of Environment and Tourism; Charles Mojalemotho, Acting Deputy Permanent Secretary; Keitumetse Setlang,

CEO of Botswana Tourism Organisation (BTO); and members of parliament from Chobe and Maun North. Wilderness Group CEO Keith Vincent, Okavango Wilderness Safaris Board Chairman Kabelo Binns, and Caretaker MD Joe Matome welcomed the delegation.

Camps target conservation and growth

Located in the Linyanti and Mababe regions, the two newly launched camps are positioned as contributors to Botswana's tourism expansion and conservation efforts. Minister Mmolotsi described them as additions that will support both the economy and the preservation of Botswana's biodiversity.

"Today, we open not one but two exceptional camps that will enrich our tourism offerings, support the preservation of our unique biodiversity, and contribute to the economic growth and diversification of the country," Mmolotsi said. He also highlighted Wilderness' long-standing presence in Botswana and its focus on high-value, low-volume tourism.

Investment in sustainability and local communities

Wilderness has invested approximately BWP 108 million in these two camps. Beyond their role in attracting visitors, the company emphasizes their alignment with conservation goals and local community

engagement. DumaTau, set on the Osprey Lagoon, is designed to blend into its surroundings, while Mokete highlights northern Botswana's ecological and cultural heritage with minimal environmental impact.

Binns noted the company's broader commitment to community support, pointing to Wilderness' three-month food relief programme, which distributed 1,096 food parcels—amounting to 40 tonnes of aid—across northern Botswana, benefiting around 4,400 people affected by drought.

Long-term commitment to Botswana's economy

Wilderness' investments in Botswana extend beyond infrastructure. From 2014 to 2023, the company and its partners have invested over BWP 700 million in capital projects. Okavango Wilderness Safaris currently employs around 900 people, 97% of whom are Batswana.

The company also runs the Children in the Wilderness (CITW) programme, which has provided education and support to over 2,700 children while contributing to community development projects such as food aid and sustainable agriculture.

Future plans and industry collaboration

Wilderness Group CEO Keith Vincent acknowledged the contributions of local employees in bringing these projects to life and emphasized the company's commitment to working with the government and industry stakeholders.

"We are excited about the future and remain committed to working with the government, all authorities, and the people of Botswana to achieve even more for the country," Vincent said.

Through continued investments and partnerships, Wilderness aims to strengthen Botswana's position as a global tourism destination while maintaining a focus on conservation and sustainable development.

Stanbic Bank Wins Two Visa Bank Awards



Stanbic Bank Botswana has received two awards at the inaugural Visa Bank Awards, recognizing its contributions to financial inclusion and innovation in the country's digital payments sector.

GAZETTE REPORTER

Stanbic Bank Botswana has received two awards at the inaugural Visa Bank Awards, recognizing its contributions to financial inclusion and innovation in the country's digital payments sector. The awards, hosted by Visa, honored banks that have demonstrated excellence in expanding financial access and strengthening the digital payments ecosystem.

The bank won the Visa Payments Excellence Award 2024 and the Visa Brand

Awareness Award 2024, acknowledging its efforts in enhancing customer experience and solidifying its connection with clients through trusted financial services. These accolades follow recent investments by Stanbic Bank Botswana in improving customer service and driving progress in the sector.

Botswana's digital payments growth

The recognition comes as Botswana's digital payments industry experiences significant expansion, with 2.8 million Visa cardholders—a figure exceeding the coun-

try's population of approximately 2.3 million. The growth underscores the collaboration between Visa and banking partners such as Stanbic Bank in advancing secure and innovative payment solutions.

Chose Modise, Chief Executive of Stanbic Bank Botswana, welcomed the awards, stating: "Winning these awards is a testament to our unwavering commitment to excellence and innovation in the financial services sector. Enhancing access to secure and efficient payment solutions is key to driving financial inclusion and empower-

ing communities as we work to drive Botswana's growth."

Impact on financial inclusion

The Visa Bank Awards highlight banks that have embraced digital transformation to provide cost-effective and secure solutions, particularly benefiting small and medium-sized enterprises (SMEs). These

"Winning these awards is a testament to our unwavering commitment to excellence and innovation in the financial services sector." – Chose Modise, Chief Executive of Stanbic Bank Botswana.

advancements have played a crucial role in expanding financial inclusion and driving economic development.

Visa Country Head for Botswana, Salame Makau, praised the role of banks in the digital economy, stating: "Botswana's financial sector has demonstrated exceptional leadership in advancing the digital economy. Banks like Stanbic Bank Botswana have set a high standard in payments excellence and brand visibility, playing a vital role in creating a more inclusive financial system for all."

Stanbic Bank Botswana remains committed to supporting businesses and individuals with innovative financial solutions, furthering its contribution to the country's transition toward a cashless, card-based economy.

High-Income Status: The Grand Delusion

Without urgent policy shifts, Botswana is not on the path to prosperity but on the highway to stagnation, writes **DOUGLAS RASBASH***

The government has set its sights on Botswana becoming a high-income country by 2036, a vision that, on paper, promises prosperity and economic transformation.

But the harsh reality, backed by economic data and long-term projections, suggests that this goal is less a strategic target and more a grand delusion - a dangerous miscalculation of the country's structural weaknesses and overreliance on a failing

economic model. Per Capita GDP will be in freefall if current trends continue. Economic growth is not just slowing - it is contracting.

Instead of making progress towards high-income status, Botswana is moving in the opposite direction. The economy is increasingly reliant on public administration, wholesale & retail trade, and accommodation services, none of which generate the kind of high-value jobs and exports needed to sustain long-term prosperity.

the economy down. Manufacturing and agriculture remain weak and uncompetitive, unable to absorb job seekers from the shrinking mining sector.

Highly centralised

Meanwhile, technology and the 4IR - critical for modern economies - receive minimal support beyond lofty promises. The country's reluctance to liberalise energy markets, support small-scale industrialisation, and embrace digital exports keeps it trapped in an outdated economic model.

The government remains highly centralised where local government receives just 14% of public sector spending, which is not a good strategy to breed empowerment and innovation. Simply put, the government to-date talks diversification but invests in stagnation.

The probability of achieving high income status

There has been much written about the issue over the years, but on this occasion your *Gazette* has attempted to model the probability of Botswana achieving high income status. For this endeavour, the well-known Monte Carlo simulation has been applied. Of course, the most important

status by 2036 is a dangerous distraction.

Assuming that the structural change in the diamond market continues - as it shows every sign of so doing - the recession will be long term and structural, causing per capita incomes to fall as shown in the graph. If these trends continue, Botswana's economy could face significant challenges by 2030, reinforcing the urgent need to diversify.

For decades, economic success has been built on diamond mining, a sector that once catapulted the country from extreme poverty to upper-middle-income status. However, this golden era is fading.

Instead of doubling down on delusions, policymakers must confront reality:

Diversification must be real, not rhetorical. Investment should shift towards research, innovation, and out-of-the box thinking such as carbon credits as well as mega solar and data storage and away from heavy industry, transport hubs and mega projects.

Importing talent is vital, through population building and relaxing migration,

Category	Assumption
Target High-Income Threshold	\$13,845 per capita GDP (2023 World Bank threshold)
Current Per Capita GDP (2023)	\$7,239 (P97,727 at exchange rate of 13.5 BWP/USD)
GDP Growth Rate (Annual)	Normally distributed with a mean based on historical trends, adjusted for declining diamond income
GDP Growth Rate Limits	Lower bound: -4.3% (Q3 2024 downturn), Upper bound: 4.0% (best-case scenario)
Population Growth	Fixed at 2.2% annually
Exchange Rate	Constant at 13.5 BWP/USD (no real exchange rate adjustments)
Diamond Contribution to GDP (2023)	~30% of GDP (subject to decline over time)
Diamond Contribution Decline	Expected to drop by 1-2% per year due to market shifts
Economic Shocks	Included as random variations (commodity booms, crises, slowdowns)
Number of Simulations	10,000 iterations
Evaluation Metric	Probability of reaching \geq \$13,845 per capita GDP by 2030

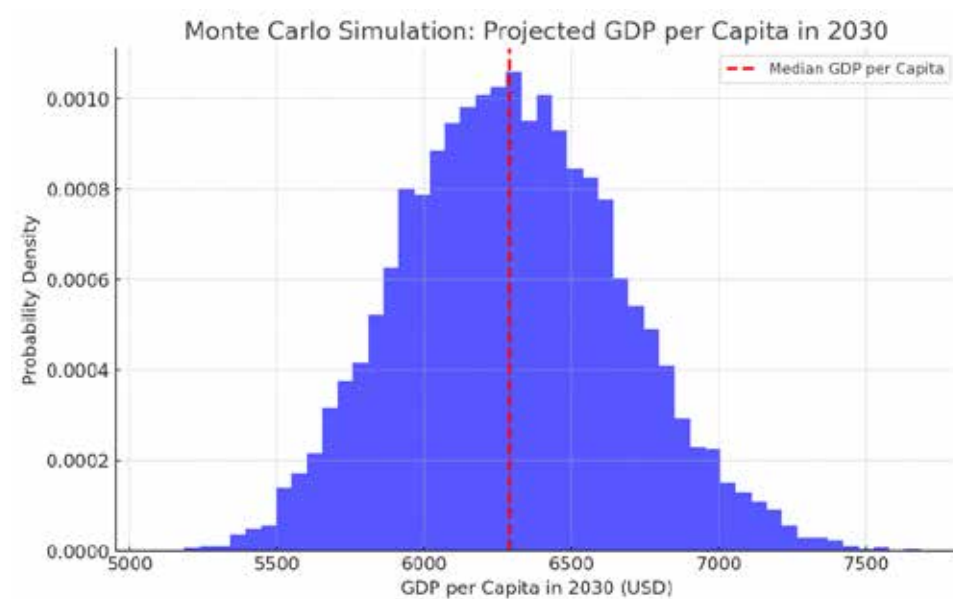
economic model.

For decades, economic success has been built on diamond mining, a sector that once catapulted the country from extreme poverty to upper-middle-income status. However, this golden era is fading. In Q3 2024, Botswana's GDP shrank by 4.3% year-on-year, marking its third consecutive quarter of contraction. The biggest culprit is a reduction in mining and quarrying activity, with diamond trading suffering the sharpest fall.

The mirage of high-income status

For Botswana to achieve high-income status, per capita GDP must almost double from the current level of \$7,329 in 2023 to \$13,845 USD in the next few years. This would require sustained annual GDP growth of 7 to 10%, far beyond what Botswana has achieved in the last decade. Instead, recent trends indicate a multi-year contraction, making such growth highly improbable.

To obtain that level of growth, govern-



Synthetic alternatives

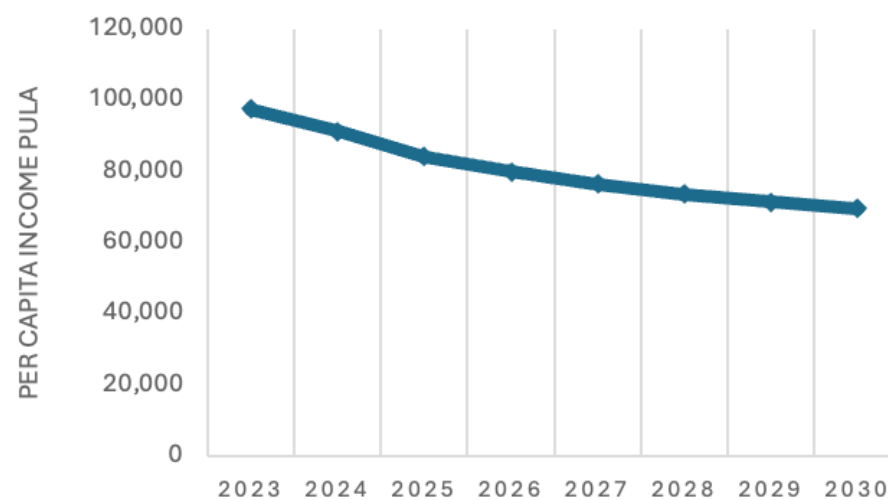
This is not a temporary dip. Global demand for diamonds is shrinking due to synthetic alternatives, shifting consumer preferences, and economic slowdowns in key markets like China and the US.

As the government clings to the illusion of diamonds financing future growth, the numbers tell a different story: a structural decline that will accelerate economic hardship if diversification efforts remain inef-

ment rhetoric emphasises economic diversification, yet policy actions contradict reality. Despite climate change concerns, Botswana continues to double down on coal exports and fossil fuels, mostly ignoring the global shift towards renewable energy.

Let this be very clear: fossil fuels are a more expensive way to produce electricity and to transport people and goods. Our continued dependence on them is dragging

BOTSWANA DECLINING INCOME 2023 TO 2030



part of such modelling exercises are the assumptions made, and these are placed in the table.

When the simulation was run with the help of AI, a distribution of probabilities was produced, and this is given in the figure which shows that the highest probability would be that per capita income in 2030 would be \$6,289.

This is a fall or 13% from the current GDP per capita of \$7,239 pa. This is reasonable estimation, given the current economic trajectory. It could be a lot worse, considering the prospect of a tariff war depressing international trade.

A reckoning is coming

However, the harsh economic reality is that Botswana's economic decline is accelerating. With no credible plan to replace lost diamond revenues, and with public sector spending masking deeper inefficiencies, the illusion of achieving high-income

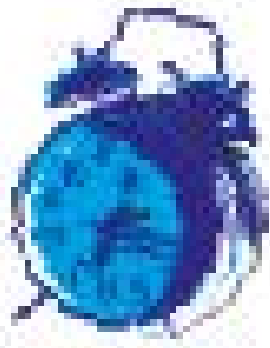
including digital nomads, not restricting movement.

Monopolies and SOEs, which are mostly loss-making, must be broken up. The private sector needs greater participation in the economy to improve efficiency and competitiveness.

Botswana must embrace regional and global integration. Tying the economy to outdated trade models is limiting growth. Any thoughts of protection to generate growth must be confined to the dustbin of failed strategies.

The Grand Delusion Must End

The dream of high-income status is not based on economic fundamentals but rather on political ambition and denial of reality. Without urgent policy shifts, Botswana is not on the path to prosperity - it is on the path to stagnation. The Budget must face this reality and avoid sugar-coating to improve its palatability. The electorate deserve nothing less.



Samantha Mogwe Signs Off The Airwaves

- The award-winning artist of The Fixers fame bids farewell to Gabz FM
- "This may be the end of my chapter at the (radio) station, but the story continues"

GAZETTE REPORTER

After five years of captivating midday radio audiences with insightful discussions, humour and an unmistakable on-air presence, Samantha Mogwe is signing off from Gabz FM.

The award-winning singer, songwriter and radio broadcaster has announced that she did not renew her contract when it ended on 31 January 2025.

For Mogwe, radio was never just a job but a space to create, inspire and engage.

The Midday Fix

Alongside her co-host Swift Mpoloka, she co-founded The Midday Fix, a show that quickly became a listener favourite for its dynamic blend of music, thought-provoking discussions and expert-led conversations.

She and Mpoloka made such a dynamic combination that they soon came to be known as the The Fixers.

Since joining Gabz FM in 2019, Mogwe has pioneered meaningful midday programming, bringing both depth and entertainment to the station's loyal audience.

More than a workplace

Though she took a brief hiatus from 2022 to 2023, her return only strengthened her impact, further shaping The Midday Fix into a platform that resonated

with many. "Gabz FM has been more than just a workplace," she said in a statement.

"It has been a space of growth, creativity, and true connection with our listeners and my colleagues. I had a vision for a midday show that would be engaging, fun and filled with meaningful conversations. I am so proud of what The Midday Fix has become."

"To everyone who tuned in, sent messages, called in, laughed with us, and shared in our conversations, thank you so much."

She credits her co-host, Swift Mpoloka, for helping create a dynamic programme that blended humour, wit and deep con-

versation, qualities that made their show stand out.

New opportunities

While her departure from radio marks the end of an era, Mogwe has assured fans that this is not the end of her journey but the beginning of a new season. "This decision was not an easy one because Gabz FM has truly been home," she said.

"But I also recognise that growth sometimes means embracing new opportunities and challenges. It's time for me to explore other aspects of my journey with full force, and I do so with a heart full of gratitude."

Mogwe's next steps will see her focus on her music career and project management ventures, diving deeper into her passions and creative pursuits.

Heartfelt thank you

For her, the most treasured part of her radio career has been the deep connections that she built with her listeners. "To everyone who tuned in, sent messages, called in, laughed with us, and shared in our conversations, thank you so much," she said in her statement.

"You made every moment worth it. And to my Gabz FM family, thank you for the memories, the lessons, and the abundance of love. This may be the end of my chapter at the station, but the story continues."

TIRED OF SHARING?



EXPRESSION OF INTEREST TO SERVE AS AN INDEPENDENT NON-EXECUTIVE TRUSTEE (1 POSITION) OF THE BOARD OF BOTSWANA MEDICAL AID SOCIETY

1. INTRODUCTION

Botswana Medical Aid Society ("Bomaid/Fund") invites expressions of interest from qualified and suitable candidates to be considered for appointment as an Independent Member to the Board of Trustees of the Fund.

2. BOMAID HISTORY

Established in 1969 as Botswana Medical Aid Society, Bomaid is the largest not-for-profit open medical aid fund, registered as a Society under the Societies Act 2022 (Registration Number CR0104) and regulated by the Non-Bank Financial Institutions Regulatory Authority (NBFIRA).

3. RESPONSIBILITIES OF THE BOARD OF TRUSTEES

The responsibilities of the Board of Trustees are outlined in Rule 19 (A) of the Bomaid Book of Rules, which states:

19 (A) The Board shall be responsible for sound and proper management of the Fund.

19 (B) IV (b) Members of the Board of Trustees shall have no direct or indirect interest in any institution, firm, organisation or enterprise of any kind, that supplies medical, dental, optical and pharmaceutical products or any other medical services to the Fund.

19 (B) IV (c) The Board shall exercise all functions of the Fund, and, in particular those functions required by law, other than such functions that require to be exercised by the Fund in a General Meeting.

The Board Charter further emphasizes the roles of the Board under Clause 2 as follows:

(a) Lead Bomaid through strategic direction, policy approval, oversight and accountability to achieve good governance outcomes including an ethical culture, good performance, effective control and stakeholder legitimacy.

(b) In aspiring to fulfil this role and discharge these responsibilities, the Board must apply practices that should assist it and the Fund in attaining its "good corporate citizen" status and governance outcomes. Board Members shall at all times act honestly, fairly, diligently and in all respects in accordance with applicable laws.

(c) Each Member shall at all times act in the best interests of Bomaid customers, and shall have regard to the interest of Bomaid's stakeholders, the community and environment in which Bomaid operates.

(d) The Board shall seek to support and maintain a culture within Bomaid that embraces and establishes the principles set out in the Board Charter.

In addition, Trustees may be appointed to one or more Sub – Committees of the Board, depending on their skills and expertise.

4. REQUIRED SKILLS

Candidates with expertise in the following areas are encouraged to apply:

Mandatory: Medicine

Additional Skills

- Managed care
- Healthcare insurance administration
- Medical aid scheme administration

5. DESIRED COMPETENCIES

Applicants should demonstrate the following competencies:

- Strategic Orientation/Vision
- Business and Financial Acumen
- Industry knowledge
- Decision Making
- Influence/Impact
- Leadership and Teamwork Skills
- Continuous Learning
- Governance and Compliance

6. EXPERIENCE

The ideal candidate should have executive or senior leadership experience, and a strong track record in:

- Strategic management
- Risk management
- Governance
- Business management

7. APPLICATIONS PROCEDURE

Interested candidates are invited to submit the following

1. A detailed Curriculum Vitae, highlighting qualifications, experience, areas of expertise and traceable referees.
2. A letter of Motivation.

Please Note

- Non-compliant submissions will not be considered.
- Late submissions will not be accepted.

For any enquiries and further clarification, please contact the Board Secretary / Chief Legal Officer, Mr Musa Nleya at 3633287. All expressions of interest and attachments must be addressed to:

THE CHIEF EXECUTIVE OFFICER
Botswana Medical Aid Society
Plot 50638, Fairgrounds
Gaborone

And should be emailed to principalofficer@bomaid.co.bw

CLOSING DATE: 14 FEBRUARY 2025

www.bomaid.co.bw    

Bomaid
Health & Happiness at heart

GAZETTE REPORTER

Botswana's dynamic crossover jazz band, WDP, is set to deliver an electrifying live performance at a sold out Molapo Theatre on Saturday 8 February.

With tickets selling swiftly, an additional Friday night show has been scheduled to meet overwhelming demand.

This back-to-back showcase solidifies WDP's reputation as one of the country's most sought-after live acts, promising an intimate evening of jazz-infused interpretations of local favourites.

Experimental approach

Blending jazz with elements of Botswana's diverse musical heritage, WDP continues to redefine the local music landscape.

Their experimental approach to reimagining contemporary songs has established them as a fresh and innovative force, bridging the gap between tradition and modernity.

The creative sector has the potential to be a key economic driver, but without adequate investment, it remains largely underdeveloped.

Their ability to craft bespoke concert experiences has set them apart, making each live performance a unique artistic statement.

Bechuanaland Sessions

At the heart of their success is

WDP Encore With Sold-Out Jazz Experience

Another Friday night show has been scheduled to meet overwhelming demand, promising an intimate evening of jazz-infused interpretations of local favourites



their debut album, *The Bechuanaland Sessions: Phase 1*, which has introduced audiences to their signature sound.

The album, available on all streaming platforms, includes reimagined renditions of popu-

lar tracks such as *Robete* by Seretsi & The Natives, *Transition* by Samantha Mogwe featuring Zeus, and *Sala Le Nna* by the late Dramaboi featuring Katlego Ramphaleng.

Their live sets extend beyond

the album, incorporating both classic and contemporary hits like HT Tautona's *Gotta Go*, Scar's *My People*, and KX Legit's *Jikeleza*.

Six-piece ensemble

The six-piece ensemble of

WDP brings together some of Botswana's finest musicians, each contributing to the band's signature fusion of styles.

The lineup features Thero Seleka on guitar, Michael Mokgatitwane on bass, Tebogo Gaetsewe on vocals, Benjamin Msemburi on sax, Maleho Makgothi on sound engineering, and founder Leroy Nyoni on drums.

With their collective expertise, WDP has built a reputation for seamlessly merging different musical elements while maintaining an unmistakable jazz identity.

Need for funding and structural support

While WDP's sold-out performances highlight the growing appetite for quality live music in Botswana, the industry still faces significant challenges, particularly in funding and structural support.

The creative sector has the potential to be a key economic driver, but without adequate investment, it remains largely underdeveloped.

"Private sector partnerships have proven to be essential in bridging these gaps in other thriving creative economies, such as South Africa and Nigeria," Executive and Artistic Director, Leroy Nyoni told Time Out.

National branding

"Financial backing from corporate sponsors and private investors can accelerate the professionalisation of Botswana's music industry, enabling artists to scale their careers, reach wider markets, and increase their global competitiveness."

Nyoni says a thriving creative sector does not only benefit musicians; it contributes to job creation, boosts tourism and enhances national branding.

Countries that have successfully integrated private investment into their creative economies have witnessed substantial growth in GDP contributions from music, film, fashion and the visual arts.

Création Botswana Ushers in New Era for Fashion Entrepreneurs

The programme has brought together 20 emerging designers under Cohort 1 and 8 established designers under Cohort 2

GAZETTE REPORTER

A new chapter in Botswana's fashion industry recently unfolded when Création Botswana officially welcomed its inaugural cohort of designers at an onboarding session held at Alliance Française de Gaborone.

The event was more than just an introduction; it was the beginning of a transformative journey for emerging and established designers selected from across the country as well.

With industry experts, key partners, and the French Embassy to Botswana lending their support, the session set the tone for a year dedicated to nurturing, refining and elevating local fashion entrepreneurs.

A collaborative initiative

Since its launch in September 2024, Création Botswana has positioned itself as a beacon of opportunity for the country's fashion industry.

A collaborative initiative between Alliance Française de Gaborone and the National Arts Council of Botswana (NACB), with backing from the French Embassy, the programme aims to provide designers with not only financial support but also hands-on incubation, mentorship and access to international markets.

Following a nationwide roadshow that identified talent from Gaborone, Palapye, Francistown and Maun, the programme has brought together 20 emerging designers under Cohort 1 and 8 established designers under Cohort 2.

Industry experts offer global insights

At the onboarding session, designers were introduced to the programme's framework, highlighting its objectives and the industry experts who will guide them through the first phase.

The lineup of mentors has some of the most accomplished names in fashion and cultural entrepreneurship. Among them is Pierre Elgorriaga from Montpellier in France, who is a specialist in creative and cultural industries, and Nelly Wandji from Paris, a renowned expert in African luxury branding and founder of Moonlook.

South Africa is also represented through Bonolo Moleme, a seasoned fashion business strategist, and Lukhanyo Mdingi, an award-winning designer and cre-

ative director.

Strengthening Botswana's global fashion presence

The presence of the French Ambassador, Olivier Brochenin, along with representatives of NACB and Alliance Française, underscored the significance of this initiative.

Addressing the designers, they emphasised their commitment to equipping Botswana's fashion entrepreneurs with the tools to thrive in a competitive global industry.

The programme's focus on bridging the gap between local creativity and international markets marks a crucial step towards making Botswana a recognised force in fashion beyond its borders.

Tailored support for busi-**ness growth**

With the onboarding completed, designers now move into the next critical phase - one-on-one diagnostic sessions with industry experts.

These sessions will assess each designer's business model, technical capabilities and market positioning, laying the groundwork for a tailored series of masterclasses and mentorship opportunities.

Through this hands-on approach, Création Botswana is not only fostering innovation but is also ensuring that each participant gains the practical skills needed to build a sustainable and globally-competitive fashion brand.

VACANCY

Senior Accountant

Be a Key Player in Driving Excellence at Pule Funeral Group

Are you a seasoned financial expert with a passion for delivering results and driving strategic growth? Pule Funeral Group, the leading name in the funeral services industry, invites you to embark on a journey of professional fulfilment and excellence. Comprising Pule Funeral Services, Pule Coffin Manufacturers, and Pule Insurance Agency, our organisation is committed to delivering comprehensive solutions with financial transparency and operational efficiency at its core.

Your Role in the Team

1. **Financial Management:** Prepare monthly management accounts and performance reports while ensuring accurate General Ledger entries, robust financial controls, and compliance with statutory tax submissions. Oversee balance sheet reconciliations, fixed asset registers, and collaborate with auditors for transparent financial audits.
2. **Cash Flow and Budgeting:** Drive the organisation-wide budget planning process, providing strategic financial insights to Directors. Develop reliable cash flow projections and oversee AP/AR operations to ensure optimal expenditure and smooth cash flow.
3. **Risk Management:** Ensure profitability and protection of company assets by reviewing client contracts, establishing standard agreements, implementing confidentiality measures, and assessing risks with robust mitigation strategies.
4. **Systems Support and Administrative Excellence:** Oversee technology systems, office operations, and financial planning while recommending sustainable capital investments and collaborating with Operations and Sales teams to forecast revenue and manage expenditures effectively

What we are looking for

- A Bachelor's degree in Finance, Accounting, or a related discipline.
- Professional certification (e.g., ACCA, CIMA, CPA) is highly desirable.
- Proven expertise in financial management, risk mitigation, and strategic planning.
- Strong leadership, analytical, and interpersonal skills to inspire and collaborate.

Application Details:

Interested candidates should submit a comprehensive CV and cover letter detailing their qualifications and experience by **12th February 2025**.

Email Applications to: hr@pulegroup.com



Botswana's Bold Vision for the Creative Economy

- Govt pledges investment and reforms at 2025 Arts Pitso
- Creatives want existing NACoB Board dissolved

GOSEGO MOTSUMI

The government is positioning the creative industry at the heart of its economic diversification agenda.

This was the nub of the message of the Minister of Sports and the Arts (MOSA), Jacob Kelebens, when he addressed a gathering of artists, filmmakers, musicians, and cultural activists at the 2025 Arts Pitso in Gaborone this week.

A key priority, as he stated, will be infrastructure development. The government plans to build and modernise theatres, art galleries, recording studios, and performance venues as essential spaces for elevating Botswana's creative productions to international standards.

Community-based art hubs

Recognising the urgency of these needs, the ministry is also pursuing strategic partnerships with private entities that already own creative spaces to ensure immediate access for artists.

In a move to decentralise opportunities, community-based art hubs will be introduced in rural areas, fostering local talent beyond urban centres. "We cannot just wait for budgets to materialise," Minister Kelebens said. "We must be creative in our approach, just like you."

Beyond infrastructure, the minister highlighted the need to formalise the creative industry, ensuring that artists and cultural workers receive financial security. This includes access to grants,



low-interest loans, and entrepreneurial training to support sustainable careers.

Economic potential

"Artists are businesses. They must be recognised and supported as such," Kelebens stated, stressing that policies must evolve to reflect the economic potential of the arts.

The government aims to facilitate startup funding for creative enterprises, particularly in music production, filmmaking and the performing arts.

To create a globally competi-

tive creative sector, Kelebens urged artists to embrace international markets. He announced ongoing negotiations with major technology companies, including Google, to improve local access to digital distribution platforms, ensuring Botswana artists can monetise their work beyond national borders.

Digital marketplaces

"We must take full advantage of digital marketplaces, streaming services, and international festivals," he said. "Our artists should not be limited by geogra-

phy."

Intellectual property protection is also a crucial pillar in this strategy. The minister encouraged creatives to work with COSBOTS and other regulatory bodies to safeguard their copyrights, trademarks and royalties. Plans are in place to strengthen Botswana's copyright laws and establish a national copyright office.

A sustainable creative economy cannot thrive without skilled professionals. The government will expand arts education in schools and introduce scholarships and international exchange programmes to expose artists to global expertise.

Funding for traditional arts, indigenous knowledge systems, and cultural festivals will be prioritised to preserve Botswana's identity and attract cultural tourism.

Cultural festivals

Simultaneously, cultural heritage will receive increased institutional and financial support. Funding for traditional arts, indigenous knowledge systems, and cultural festivals will be prioritised to preserve Botswana's identity and attract cultural tourism.

With a vast landscape and

unique stories to tell, Botswana has untapped potential in the film industry. Kelebens revealed that policies are being developed to attract international productions, provide tax incentives for filmmakers, and establish a national film studio.

The government will also mandate broadcasting quotas for locally produced content and launch an online streaming platform to distribute Botswana's creative works globally.

Illegitimate

"We must build an ecosystem where Botswana's stories are told by Botswana, produced by Botswana, and exported to the world," said the minister.

The minister laid out an ambitious roadmap but the creatives in attendance voiced immediate concerns. Many called for the existing National Arts Council Board to be dissolved because they consider it illegitimate and its decisions therefore null and void.

They suggested that an interim board should be appointed for six months to prepare for elections for suitable people to become board members.

Private-sector funding

They also demanded greater access to markets, stronger government collaboration with arts associations rather than individuals, and inclusion of private sector funding in arts development.

Tebogo Matebesi of MOSA assured attendees that the ministry will consult further to align policies with their expectations. "This will not be a talk shop," he said. "The feedback from today's discussions will be taken seriously, and we will report back soon."

Lil-Lets Restores Dignity For The Girl Child

More than 6 000 sanitary pads were distributed on campuses, and an additional 5 000 sanitary pad packs donated to SOS Children's Villages. Staff Writer **GOSEGO MOTSUMI** reports

For many young women, menstruation remains a taboo topic, often surrounded by stigma and misinformation.

To challenge these barriers, Lil-Lets visited five major tertiary institutions - the University of Botswana, Ba Isago University, Limkokwing University, Botho University and Botswana Accountancy College where students were encouraged to speak openly about menstrual health.

Through workshops and interactive discussions, the campaign provided a safe space to explore the importance of menstrual hygiene and its role in education and empowerment.

Making real change

Said Marno Stander, Exports Senior Brand Manager at Pre-

mier FMCG in an interview: "Menstrual health remains covered in stigma in many communities. At Lil-Lets, we're proud to empower people who menstruate through education and access to quality products

"This campaign is about more than donations; it's about breaking barriers and making real change. It is part of our ongoing commitment to making a positive impact where it's needed most."

SOS the students' choice

In an effort to extend the initiative's reach, students were invited to nominate a charity they believed deserved additional sanitary pad donations. The overwhelming choice was SOS Children's Villages Botswana, an organisation dedicated to pro-



viding care and support to vulnerable children.

Lil-Lets responded by donating 5 000 sanitary pad packs to the organisation, which operates in Tlokweng, Francistown, Serowe, and areas surrounding these centres.

Said Motshwari Kitso, the National Director of SOS Children's Villages Botswana. "We are honoured to have been selected by students as the recipient of this generous donation.

Quality care

nation.

"We appreciate this gesture," she said. "We have so many teenage girls who are going to benefit immensely, and we will pass the knowledge we have about menstrual health to our girls."

Empowering

The impact of this initiative extends beyond the physical donation of sanitary products. By educating young women about menstrual health, the campaign empowers them to advocate for themselves and others in their communities.

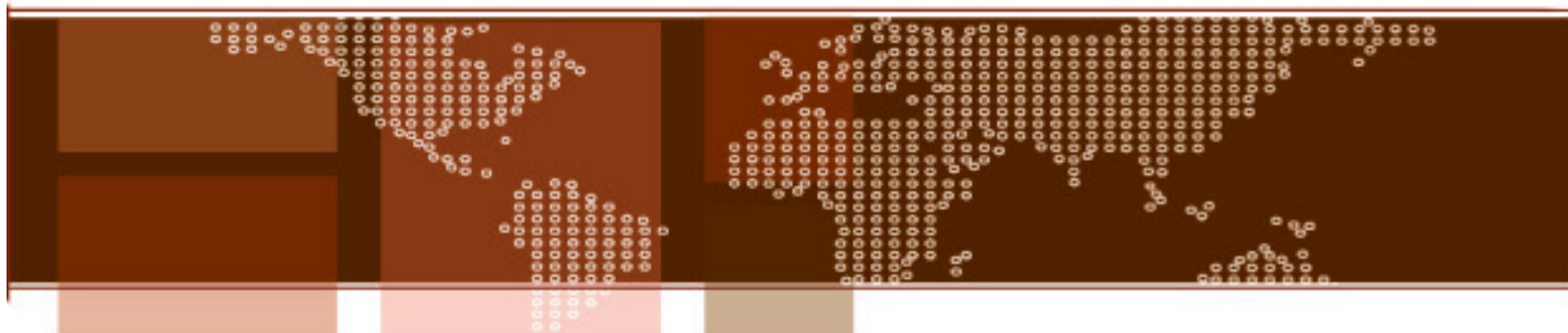
For over three decades, SOS Children's Villages Botswana has been at the forefront of providing safe and supportive environments for children while empowering families and communities.

Contributions like this from Lil-Lets strengthen its ability to meet growing needs and build long-term sustainability for the young women it serves.

"Access to sanitary products can change lives by enabling women and girls to participate fully in education and work without interruption.

"This partnership with Lil-Lets helps us deliver on our mission to provide quality care and opportunities for communities in need of our support."

SOS Mother's representative, Lorato Motlhabi, who has over a decade of experience working with the organisation, also highlighted the significance of the do-



CALL FOR EXPRESSIONS OF INTEREST TO SERVE ON PARASTATAL BOARDS

The Public Enterprises Evaluation and Privatisation Agency (PEEPA) invites expressions of interest from suitable and interested candidates to be considered for appointment to the boards of parastatals that fall under the Ministry of Communications and Innovation. These parastatals are: **Botswana Post, Botswana Communications Regulatory Authority (BOCRA), Botswana Fiber Networks (BOFINET), Botswana Institute of Technology Research and Innovation (BITRI), Botswana Digital Innovation Hub (BDIH) and Radiation Protection Board.**

1. Qualifications Required

Business Management	Research and Development (preferably in Materials or Natural Science)
Information and Communication Technology (ICT)	Engineering (preferably Electrical or Electronics)
Information Technology Policy or Regulation	Intellectual Property
Financial Accounting	Marketing and Communications
Economics	Quality Assurance (process and products quality)
Project Management	Risk Management
Law	Digital, Technology and Innovation
Strategic management	Relationship and Stakeholder Management
Logistics, Supply and Distribution	Brand and Reputation Management
Broadcasting	Physics/Nuclear Science/Technology
Media	Health Physics
Human Resources Management / Human Capital Management	Environment Health
Telecommunications	Diagnostic Treatment, Equipment Maintenance (Radiology, Medical Imaging, Oncology, Medical
Postal Services	Physics, Biomedical Engineering)
Consumer Protection	Law Enforcement/Security
Mining Professions (Mining Engineering/Chemical Engineering, Geology)	Diplomatic Relations

2. Required Competencies

In addition to the above listed qualifications, interested individuals must be able to demonstrate the following competencies; **executive or senior leadership experience, strategic management, corporate governance, business acumen, negotiation skills, critical and innovative thinking and entrepreneurial outlook**, as well as a special knowledge of or interest in matters relating to the mandate and purpose of the parastatal they wish to be a board member of.

PEEPA continues to receive requests for candidates from other Ministries, **and therefore individuals whose expertise are not listed above are highly encouraged to also submit their expressions of interest accompanied by CVs for inclusion in the Agency's database**, for consideration when other vacancies arise. Expressions of interest are particularly invited from individuals who possess the following qualifications:

- Industrial relations
- Labour relations
- Development studies
- Economic Planning
- Development Economics
- Architecture
- Business Analytics
- Structural/Civil Engineering
- Audit
- Consumer Affairs
- Entrepreneurship
- Education (Quality Assurance, Curriculum development, Technical and Vocational Education, Examinations Testing and Evaluation)
- Medicine
- Programme Management
- Statistics
- Social Work

3. Application Procedure

Interested individuals with the requisite qualifications and competencies must submit the following documents by email:

- a. A letter of motivation
- b. A detailed Curriculum Vitae (CV) outlining qualifications, experience, areas of expertise and competencies, membership in boards (current and past if applicable), membership in professional bodies, their outstanding achievements. Contact numbers and email address as well as contactable referees.
- c. Certified copy of identity document (Oman/passport)
- d. Certified copies of educational and professional certificates

Women, people with disabilities and youth are encouraged to apply.

Please note that non-compliant submissions will not be considered. PEEPA shall enter into correspondence with shortlisted candidates only. Please also note that although PEEPA facilitates the process, the ultimate decision and authority to appoint Board members lies with the Ministers responsible.

For any enquiries and further clarification please contact **Mr S. Rathapo** at Tel: **3980000**.

Your Expression of Interest should be addressed to:-

Public Enterprises Evaluation & Privatisation Agency
Plot 64511, Block 4, Unit 1&2 Fairground Office Park
Private Bag 00510, Gaborone
Email: boards@peepa.co.bw

Chef Melissa Ngoni on Crafting a Presidential Feast

"It's an opportunity to represent Botswana on a plate ... A well-crafted local dish can give a guest a taste of the country's soul"

GOSEGO MOTSUMI

Cooking for a head of state is not just about preparing a meal but an act in diplomacy, a showcase of national pride and an intricate balancing act of flavours and presentation.

Avani Resort's Executive Chef Melissa Ngoni and her team recently had the prestigious assignment of cooking for the President of Guinea - Bissau, General Umaro Sissoco Embaló.

The task was clear: create an unforgettable dining experience that will not only impress but will also reflect Botswana's rich culinary heritage.

Recalled from leave

For Chef Ngoni, this was not her first high-profile assignment but the excitement and pressure remained as intense as if it was.

The call came when she least expected it because it was on the first day of her annual leave. But when duty called, Chef Ngoni didn't hesitate. "I literally sprang back into work mode and forgot that I was on leave," she told *Time Out* in an interview.

"Cooking for a head of state is always a mix of excitement, pressure and responsibility. No matter how many times I've done it, the stress never fades because

the expectations are incredibly high."

"Big Up to my team!"

With the weight of national pride on her shoulders, she hand-picked her team to ensure flawless execution under time constraints.

"Big Up to my team! When cooking for a head of state, precision is key. It's about more than just great food; it's an opportunity to represent Botswana on a plate."

Rather than crafting a menu influenced by Guinean cuisine, a decision was made that Botswana's flavours would take centre stage.

Mosuthwane top-notch

"The menu was Botswana cuisine with a twist in accordance with the client's request," Chef Ngoni explained. "It was a powerful opportunity to showcase our cultural identity and national pride."

From the very first bite, the visiting delegation was introduced to the rich flavours of Botswana with a menu carefully curated to offer an immersive experience. The starter was traditional biltong accompanied by a potato and tomato salad.

The mains were Botswana's world-renowned beef and Chobe

breem, both cooked to perfection with a special side of mosuthwane risotto, a modern take on the traditional Botswana grain.

Deeply personal

For Chef Ngoni, cooking is about more than just taste but storytelling, emotion and memory. One dish, in particular, stood out: the mosuthwane risotto.

"Mosuthwane risotto was special because it reflects our creativity with local food," she said. "But for me, it is also deeply personal."

The grain, which was once a school meal staple, carried childhood memories for the chef, some of them rather unpleasant. This is why:

"During my primary school days, we were served mosuthwane every day. It was always burnt, oily and quite unpleasant. I hated the smell and taste of it."

African sushi

But in 2021, she set out on a mission to reinvent mosuthwane in a way that would make it not just palatable but exquisite. "I started experimenting, making mosuthwane arancini (rice balls).

"That's African sushi using mosuthwane instead of sushi rice, and eventually mosuthwane risotto. It became a dish



that I refined over time, and today it is one of my comfort foods and a signature dish in my culinary journey."

Culinary diplomacy

Cooking for a head of state is about more than feeding an important guest but building bridges through food. "A well-crafted local dish can give a guest a taste of the country's soul," Chef Ngoni asserted.

Culinary diplomacy

"I wanted the President of Guinea-Bissau to leave with more than just a full stomach. I wanted

him to experience Botswana's warmth, culture and hospitality through our food."

With yet another successful high-profile service under her belt, Chef Ngoni and her team have once again proven that Botswana's culinary talents are world-class.

"This experience was a reminder of why I love what I do," she said contentedly. "Cooking is not just an art; it's a way of connecting people, telling stories and creating unforgettable moments."

TatsoConnekt's Vision Board & Bubbly Brunch With MotherK

Attendees will dive into manifestation fundamentals, aligning thoughts, emotions and actions with goals

GAZETTE REPORTER

A new year brings new dreams, new aspirations, and for many, a deep desire to reset and realign.

This is exactly what TatsoConnekt's Vision Board & Bubbly Brunch, in partnership with MotherK Masire, aims to offer - a transformational experience designed to help individuals manifest their best lives.

Visualising success

Set to take place on Saturday 8 February 2025 at The Patio & Deli (formerly Caravela) in Gaborone, this four-hour brunch experience will not be just about sipping bubbly and flipping through magazines but also set-



ting intentions, visualising success and aligning with the energy of creation.

Hosted by Basadi Masimolole, the founder and director of Bash Connektor, the event is designed as a curated blend of mindfulness, manifestation, and networking, or as the organisers put it, "Connekting, Connekting, Connekting."

A scrumptious brunch

For P1,000 per person, guests will enjoy a four-hour vision board session guided by mindfulness coach MotherK Masire, a scrumptious brunch, a bottle of Graham Beck MCC to toast to the future, and an opportunity to connect with like-minded individuals.

The dress code? "Your Best Self" and bringing magazines.

"Vision boarding isn't just about goals; it's about aligning your inner desires with the energy of creation," says MotherK Masire, who will facilitate the session.

Tools of transformation

Vision boards are more than just collages of magazine clip-

pings but are also tools of transformation.

At the brunch, attendees will dive into manifestation fundamentals, aligning thoughts, emotions and actions with goals. The Science of Attraction - how energy and focus bring opportunities.

This experience is open to individuals and corporates looking to invest in holistic wellness.

Who should attend

This experience is open to individuals and corporates looking to invest in holistic wellness.

Whether you're a professional seeking clarity, a creative craving inspiration, or a company looking for a unique gifting opportunity for employees or clients, TatsoConnekt's Vision Board Brunch offers a transformational start to 2025.

Exclusive corporate packages are also available.



"Stop sending messages to actors, producers or directors looking for jobs ... They won't hire you that way."

GOSEGO MOTSUMI

Botswana's talent export to South Africa, Amogelang Telekelo, has captivated audiences with her authentic Setswana dialect and outstanding acting skills in the Showmax hit series, Youngins.

Playing the role of Palesa, Telekelo has become a household name that is celebrated not only in Botswana but also in South Africa where her portrayal of a confident, self-assured young woman has won over many.

Time Out caught up with the rising star at DStv Botswana's premiere of *Adulting Season 3* in Gaborone, where she reflected on her journey from an unexpected acting opportunity when at university to landing a major role on *Youngins*, which is a hard-hitting teen telenovela set at a boarding school in Johannesburg.

Serendipitous

Telekelo's acting career began unexpectedly at Limkokwing University where she had been studying before fate intervened. She recalls how a friend, Alfah William, invited her to sit in on an acting rehearsal.

"As soon as the director saw me, he handed me a script and asked me to read three lines. Little did I know that the moment would

change my life. From there I started investing in my craft, which led me to drop out of school and pursue film and TV in South Africa," she said in an interview.

Breaking barriers

Telekelo takes immense pride in representing Botswana and speaking Setswana on screen. She believes her presence in the South African entertainment space is a game-changer because the industry is often dominated by Zulu and Xhosa-speaking actors.

"It feels amazing to represent Botswana and to speak Setswana freely," she said. "South African Botswana actors and Botswana audiences feel proud that we are slowly seeing change in the industry for Setswana-speaking actors."

Raised in a strong Setswana-speaking home, her mother hails from Hukuntsi and her father from Mmathethe - a background that has shaped her authenticity in portraying Palesa.

Raw authenticity

While securing the role of Palesa was no ordinary feat, Telekelo's natural talent and raw authenticity set her apart from other contenders. "I got an audition from my agents, went in, and auditioned right away," she told *Time Out*.

"Showmax selected me immediately. What made me stand out

MEET SHOWMAX'S YOUNGINS STAR AMOGELANG TELEKELO

- The young Motswana actress is making waves in SA's TV industry
- Telekelo shares a few traits with her character, Palesa, especially self-worth

was that I didn't try to 'act' the character; I became the character, and that made the casting directors love me."

Telekelo shares a few traits with her character, Palesa, especially when it comes to self-worth and knowing the value of her work. "Like Palesa, I am confident in my craft and skills," she asserted.

Phenomenal support

"I know how much they are worth, and won't settle for just food without getting physical payments. Palesa is very confi-

dent with her rates because she knows the quality of the services she provides."

She describes the South African film and TV industry as highly professional, structured and nurturing. "The experience has been phenomenal," Telekelo said.

"They give you the platform to learn as much as you can so that you're able to build something for yourself in the future."

Being early ...

One of her biggest lessons? Time management. "I've learned

that being early is better than being on time," she said. "Being late costs a lot of money and professionalism is key in this industry."

Beyond the cameras, Telekelo has witnessed a culture of appreciation on Showmax sets. "What you didn't know about Showmax is that they love celebrating one another on set. Any achievement or birthday, they go all out."

This camaraderie fosters a positive work environment, which in turn enhances the quality of productions.

As someone who has successfully navigated the acting industry, Telekelo urges aspiring actors in Botswana to stop seeking shortcuts. "My advice is to stop sending messages to actors, producers or directors looking for jobs," she said.

Seizing opportunities

"Unfortunately, they won't hire you that way. Instead, go to an acting academy or find an agency. They will definitely put you on."

With her star rising fast, Telekelo hopes her journey inspires young Botswana to take risks and pursue their dreams fearlessly.

Her story is a testament to the power of seizing opportunities, refining one's craft, and breaking barriers in an industry that is still evolving.

"I hope I can inspire Botswana to take risks just from my testimony," she said. "The journey hasn't been easy but it has been worth it."

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Closing date of applications is 21 days from date of first publication.

NB. Only Shortlisted candidates will receive responses.



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Vacancy: Research Coordinator

African Cyber Security – A leading cyber consultancy in Southern Africa – seeks a **Research Coordinator** to drive cybersecurity research across Africa.

Key Responsibilities:

- Plan and manage research projects in Botswana and beyond.
- Identify funding opportunities and research collaborations.
- Engage researchers and ensure compliance with regulations.
- Oversee ethical standards and data protection laws.
- Prepare research reports, proposals, and presentations.

Requirements:

- **Bachelor's/Master's in Research, Education, or Statistics.**
- **10-15 years of experience** in research management (cybersecurity/higher education).
- Strong leadership, critical thinking, and digital literacy skills.
- Experience in organizing research conferences and sourcing funding.

Apply by 20 Feb 2025: Send a cover letter, CV, **three referees**, and **certified certificates** to admin@afriancyber.com

VACANCIES EXIST: Tungaashike Construction (Pty) Ltd. - a Company specializing in providing all kinds of civil engineering construction works & services with its office located at Plot 55070, Phakalane, Gaborone urgently require the services of the following qualified and experienced personnel:

Steel Bender Supervisors (3)

The incumbent should at least have a Diploma in the relevant field with minimum of 10 years post-qualification experience in the same field.

Translator/Language Coordinator (1)

The incumbent should be experienced and qualified; being very familiar with Mandarin and English languages with at least 10 years work experience.

Project Coordinator (1)

The incumbent should at least have a Diploma in the relevant field with minimum of 10 years post-qualification experience in the same field.

Welder/Frame Cutter Supervisor (1)

The incumbent should be qualified and experienced as Welder/Flame Cutter with at least 10 years of post-qualification experience in the same field.

Sheet Metal Supervisor (1)

The incumbent should be experienced and qualified as Sheet Metal Moulder with at least 10 years post qualification experience.

Chinese Cook (2)

The incumbent should be experienced and qualified as Chinese cook, being very familiar with preparation of all kinds of Chinese Cuisine. He/She should hold at least 10 years' work experience in Chinese hotels/restaurants.

All above positions offer attractive salary package and fringe benefits.

Interested applicants should urgently apply in confidence with full details to:

Managing Director
P. O. Box 403287
GABORONE
Email: tungaashikebw@gmail.com

Deadline for submission: **21st February, 2025**

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHGB 001113/24

IN THE ESTATE of the Late **JOSEPH HARRY ISAACS** who died at the Village Plot No. 33687, Gaborone, Gaborone District, Republic of Botswana on **5th June 2024**.

NOTICE IS HEREY GIVEN that Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with the undersigned within thirty (30) days after the publication hereof.

DATED at Gaborone on this 4th Day of February 2025

Executor Testamentary
Mark Isaacs
P O Box 200
MOGODITSHANE
CELL: 71668881

NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHFT-000478-24

IN THE ESTATE OF THE LATE EVANGELOS HARITOS who died at **RIVERSIDE HOSPITAL, FRANCISTOWN** on the **18TH day of AUGUST 2024**.

NOTICE IS HEREBY given that Creditors and Debtors in the above Estate are hereby required to file their claims and pay their debts to the undersigned within thirty (30) days from the date of the last publication hereof.

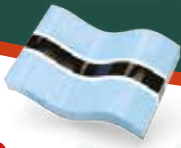
DATED at FRANCISTOWN on this the **20TH day of JANUARY 2025**.

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

2025 EDUCATION AFRICA FAIR

SOUTHERN & EASTERN AFRICA

GABORONE - BOTSWANA
ONGWEDIVA - NAMIBIA
NAIROBI - KENYA



EVENT DETAILS

TOWN/COUNTRY: Gaborone, Botswana
EVENT NAME: 2025 Education Africa Fair in Botswana
VENUE: Regent Hill International School, Gaborone
DATE: Saturday 08th February 2025
TIME: 7:30am - 4:30pm
SET-UP: 2:30pm Friday 7th February 2025

EVENT DETAILS:

TOWN/COUNTRY: Ongwediva - Namibia
EVENT NAME: 2025 Education Africa Fair in Namibia
VENUE: Ongwediva
DATE: Thursday 6th March & Friday 7th March 2025
TIME: 7:30am - 4:30pm
SET-UP: 2pm Wednesday 5th March 2025

EVENT DETAILS

TOWN/COUNTRY: Kenya - Nairobi
EVENT NAME: 2025 Education Africa Fair in Kenya
VENUE: Sarit Centre, Westlands, Nairobi
DATE: Thursday 6th March & Friday 7th March 2025
TIME: 7:30am - 4:30pm
SET-UP: 2:30pm Wednesday 5th March 2025



BOTSWANA: 2025 EDUCATION AFRICA FAIR: PARTICIPANTS, PARTNERS, SPONSORS FROM BOTSWANA AND NEIGHBOURING COUNTRIES



THE 2025 EDUCATION AFRICA FAIR covering preparatory through to undergraduate and postgraduate levels, are scheduled to run from **7:30 a.m. to 4:30 p.m.** on the following dates: • Windhoek, Namibia - **Thursday 24th July** and **Friday 25th July 2025** • Harare, Zimbabwe - **Thursday 7th August 2025**

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SPORTS MINISTRY SEEKS SOLUTIONS TO PERSISTENT CHALLENGES

"We are not here for a talk show," said sports minister Jacob Kelebeng, highlighting the pitso's focus on tackling the brass tacks and finding solutions

TLOTLO KEBINAKGABO

In an effort to address long-standing issues in Botswana's sports sector, the Ministry of Sports and the Arts (MOSA) convened a Sports Pitso over the weekend in Gaborone.

"We're here to come up with solutions to our problems. We've faced challenges, including our failed bid to host AFCON 2027."

The gathering aimed to chart actionable solutions to problems such as inadequate funding, absence of school sports, and the country's struggle to host major



international events.

"We are not here for a talk show," Minister Jacob Kelebeng said in an interview on the sidelines of the event. "We're here to come up with solutions to our problems."

AFCON 2027

"We've faced challenges, including our failed bid to

host AFCON 2027. That rejection highlighted our lack of preparation and inadequate facilities. We need to prioritise what we host and develop a clear strategy moving forward."

Kelebeng emphasised that the pitso was designed to engage all stakeholders involved in sports, includ-

ing the media, corporate entities, and national sports associations, to set a fresh mandate for the newly formed ministry.

"As a new ministry, we are coming up with ideas to construct and transform the sports landscape," he said. "This ministry was created because sports can be a tool

for job creation, economic diversification, and national development."

Private-sector partnerships

The minister stressed the importance of securing private-sector partnerships and adopting innovative funding models to advance the sector.

He also underscored the need to develop a national strategy for hosting international sporting events to position Botswana as a competitive player on the global stage.

Beyond sports development, Kelebeng addressed broader societal issues, condemning gender-based violence (GBV) and urging the sports community to be proactive in addressing social challenges.

Equitable access

"We must rethink how sports can be part of the solution to societal problems," he said. "Our ministry is charged with ensuring equitable access, systematic development and excellence in sports."

The event concluded with renewed calls for collaboration across sectors to build a thriving sports industry in Botswana.

Botswana's Judo Stars Eye Glory in Tunisia

BJF says it expects medals in the junior category

TLOTLO KEBINAKGABO

Botswana's judo team is set to make its mark on the international stage as two promising athletes, Neo Nogampe (-70kg) and Neelo Modise (-52kg), gear up to compete at the Tunis African Judo Open in Tunisia from 13 to 16 February.

The two will represent the nation in both the junior and senior categories, a rare challenge that underscores their talent and determination.

Development Director at

the Botswana Judo Federation, Edwin Sello, has emphasised the team's preparation and resilience despite financial hurdles.

Much-needed experience

"These players are juniors, so we expect them to do well and bring home medals in the junior category," he said in a telephone interview. "For the senior side, we just want them to gain much-needed experience for future competitions."

Nogampe and Modise's journey has been bolstered by

the prestigious Zebra Athlete Grant, awarded by the Botswana National Sports Commission for the 2024/2025 cycle.

The grant will enable the athletes to continue elevating their training and performance on the international stage. "They've been training twice a day without taking a break, even during December," said Sello.

Financial constraints

"Because we couldn't take them out of the country due to financial constraints, we organised a local competition towards the end of the year to prepare them."

The Tunis competition marks a pivotal moment for the athletes and growth of judo in Botswana. The sport, once misunderstood and often confused with karate, has seen a steady rise in recognition. "A lot of people are starting to learn more about judo and understand its uniqueness," Sello noted.

"This is giving us hope. We are no longer just based in Gaborone. We now have centres



in places like Selibe-Phikwe, showing that the sport is growing. We will continue doing our best to help it grow."

Coordination and discipline

The team will be led by Sensei William Matike who was recently honoured with the Non-Citizen of the Year award at the 43rd Botswana Sports Awards.

His expertise and leadership are expected to guide

Nogampe and Modise as they navigate the pressures of competing on the continental stage.

Sello used the opportunity of the interview to appeal to the nation to support development of judo, highlighting its positive impact on young people.

"Judo teaches coordination and inculcates discipline," he said. "Getting more people involved would help address a lot of issues."

SPORTS LEADERS CALL FOR RENEWED VISION

- Sports minister underscores sports as a potential economic driver
- Calls for programmes aimed at combating gender-based violence

GAZETTE REPORTER

In a call to redefine Botswana's sports landscape, the senior vice president of Botswana National Olympic Committee (BNOOC), Tshepo Sitale, has urged stakeholders to explore innovative pathways to elevate the country's standing in global sports.

Sitale made the remarks at the 2025 Sports Pitso that was held over the weekend in Gaborone under the theme, Rethinking Sport: Advancing Botswana to Greater Heights.

"As we engage in dialogue today, let us take an honest, holistic, and unbiased approach to discussions so we can build a future we can all be proud of," he said.

Collaborative efforts

The Ministry of Sports and

the Arts (MOSA), in partnership with the Botswana National Sports Commission (BNSC) and BNOOC, convened the high-level event.

"We need to rethink the sector not only as a passion but also as a lucrative industry and a marketable product."

The pitso drew participation from national sports associations, government ministries, and corporate entities, including Debswana, Okavango Di-



amond Company, Botswana Tourism Organisation and Botswana Gambling Authority.

The Permanent Secretary of MOSA, Nancy Chengeta, highlighted the importance of collaborative efforts in shaping Botswana's sports sector.

Concrete partnerships

"Our desire is that this pitso opens doors for more specific and concrete partnerships that will help us leverage sporting expertise to drive efficiency, productivity, and elevate us to new heights as we compete regionally, across Africa, and globally," she said.

The Minister of Sports and the Arts, Jacob Kelebeng, underscored the significance of sports as a potential economic

driver.

"We need to rethink the sector not only as a passion but also as a lucrative industry and a marketable product," he said, and went on to stress the importance of professionalising sports administration.

The minister disclosed that the BNSC Act No. 30 of 2014 is under review to adapt to the evolving sports landscape. He called for development of sports programmes aimed at combating gender-based violence.

From Philadelphia with love

In a highlight of the event, Kelebeng presented sprint sensation Letsile Tebogo with an award from the Council of

the City of Philadelphia in the United States in recognition of his international achievements.

Stakeholders made presentations on diverse topics, including sports funding by Debswana and international event hosting strategies by BNSC while Botswana Gambling Authority presented on the growing influence of gambling in sports.

In closing, BNSC Chairperson Marumo Morule encouraged ongoing collaboration. "The conversations we have today must not end here," he said. "Let us cultivate partnerships that drive the sector forward."

Chess Players Start Year Strong

- Gideon Masaiti emerged supreme in weekend chess championship
- Mosweu Amolemo emerged best female player of FIDE-rated tournament

TLOTLO KEBINAKGABO

Gideon Masaiti emerged the champion from the FIDE-Rated Year Opener Chess Championship held over the weekend in Gaborone, clinching 10 points out of a possible 11 and earning P2,000 in prize money.

This was in spite of the financial constraints that had cast a shadow over the championship, with organisers lamenting the lack of sponsorship that impacted prize money and tournament logistics.

The spokesperson for the Botswana Chess Federation, Goitsemodimo Makgatle, said the absence of financial backing could dampen players' en-



thusiasm.

Late registrations

"Prize money was lower than we hoped, and that affects player motivation," she

said in a telephone interview. "We urge the private sector to support chess because we have players who can put Botswana on the map."

In addition to funding woes, the championship faced another familiar hurdle: late registrations by players.

"This has become a recurring issue," Makgatle noted. "It disrupts our schedule, but we always try to start on time despite the challenges."

Still, the tournament was a success, drawing a maximum of 80 participants eager to launch their competitive year. "Players were excited to kickstart the season," said Makgatle.

Optimistic

Gideon Masaiti was followed by Keletshabile Monnaatsheko in second place with 9 points, earning P875 and a medal. Lesole Pudungwane also finished with 9

points, sharing the second-place prize.

The best female player of the tournament was Mosweu Atlang Amolemo, who pocketed P600 for her strong performance.

"We urge the private sector to support chess because we have players who can put Botswana on the map."

Despite the financial challenges, Makgatle remained optimistic about the future of chess in Botswana. "We have great talent in this country," she said. "With the right support, our players can compete on a global level."



ROLLERS REACH THE SUMMIT AS RELEGATION BATTLE INTENSIFIES



Seasoned forwards Segolame Boy and Godfrey Tauyatswala have ensured that Rollers reach the commanding heights of the league but Popa's two-point lead could prove precarious

GAZETTE REPORTER

After a narrow but crucial 2-1 victory over VTM FC at the Royal Aria Stadium in Tlokweng last weekend, Township Rollers have reached the top of the FNB Premiership log for the first time this season.

Goals from seasoned forwards Segolame Boy and Godfrey Tauyatswala ensured that Rollers claimed all three points, marking a significant milestone in their campaign.

VTM's Ayanda Molefhe found the net but couldn't rescue his side from defeat.

With this victory, Rollers now have 36 points from 17 matches, leading the pack by two points.

Resurgence

Their rise to the top highlights a resurgence after a relatively slow start to the season. The club's consistent performances in recent weeks have finally paid off, putting them in pole position as the title race intensifies.

Tafic FC, who had been leading the league, slipped to second place after a 1-1 draw with Jwaneng Galaxy in Francistown.

Jean Lwamba put Tafic ahead but Thero Setsile ensured Galaxy salvaged

a point.

GU's superior goal difference

Tafic now have 34 points while Galaxy remains in fourth place with 33 points, trailing Gaborone United (GU) who also have 33 points but boast a superior goal difference.

GU kept their title ambitions alive with a slim 1-0 victory over BDF XI.

Sua Flamingoes are lurking dangerously in fifth place with 31 points after a commanding 4-1 thrashing of Matebele FC.

The Flamingoes are proving to be strong contenders and could upset the top four if their impressive form continues.

Relegation battle heats up

At the opposite end of the table, the relegation battle is becoming just as fierce. Union Flamengo Santos are rock-bottom with a mere 8 points from 16 matches.

Their dismal defensive record, with 37 goals conceded, highlights the struggles they face in trying to survive the drop.

Chadibe FC fares only slightly better, sitting in 15th place with 8 points as well but with a worse goal difference (-23).

Both clubs are in urgent need of wins to avoid being cut adrift.

The danger zone

BDF XI SC finds themselves in 14th place with 13 points, struggling to escape the danger zone. Despite having a better goal difference than Chadibe, their inability to secure consistent victories has put them at risk.

Extension Gunners and Security Systems, with 14 and 15 points respectively, are also dangerously close to the relegation zone and must step up their performances.

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