Embracing the Reset Agenda

“Change of mindset opens you up to new possibilities”

Slumber Tsogwane, VP

Thursday August 8, 2024 No. 146

NIU revives Tati mine

His Excellency President Dr Mokgweetsi Eric Keabetswe Masisi (left) and NIU Invest Principal Investor, Mr Cevdet Caner during a courtesy call at the Office of the President on Tuesday. President Masisi said the government of Botswana had a wonderful record of working with the private sector.

Photo: Phenyo Moalosi
Collective change vital for transformation

By Lorato Gaofise

GABORONE Economic transformation requires radical change from individual to national level. Presenting on the pivotal role of Human Resource (HR) professionals in driving and sustaining transformative mindset changes at the 7th Strategic HR Conference and Gala Dinner, National Mindset Change coordinator, Ms Maipelo Seletetsa said change began from an individual before it could be a collective at national level. The three-day conference themed: Shifting Perspectives, Embracing a New Mindset for Organisational Excellence and Transformation, is meant to explore the transformative power of shifting perspectives and embracing new mindsets, thereby empowering HR professionals and business leaders to lead their organisations towards greater resilience, agility and innovation.

“Collective action is the one that will be able to drive change at national level, which now calls for creation of context, structure and space that can bring cultural change for excellence and high performance, as well as coming up with impactful leadership and people development strategies,” she said.

Effective change management, Ms Seletetsa said, was critical because if we don’t [do it], we are not going to have return on investment. Mindset change, she said, was therefore a critical starting point to improve and cultivate a positive mindset among individuals.

She stressed that it was also imperative to come up with strategies that integrated cultural shifts into organisational practices to build a resilient and forward-thinking national identity.

She also said it was important to recognise the profound impact that embracing new mindsets could have on organisational excellence and transformation.

Unpacking the five commitments, as the anchoring tent of the programme, speaker and author, Ms Ethel Kanya said change was driven by commitment that created generational impact. For that reason, she said leaders should be worthy custodians and be responsible with influence by taking charge of the dreams and hopes of those they led.

“You need to create generational impact by having respect for those who listen to you. Make decisions that can impact and influence the people you lead in a positive way,” Ms Kanya said.

A leader, she said, should curate wise counsel, be curious and be deliberate about whose influence to take in or whom to listen to.

“To see innovation, you should first build curiosity to change things in life and make a commitment bearing in mind that commitment is not the absence of options, because when you chose something it does not mean that there were no options,” she added.

Real leaders, Ms Kanya, who is also an advisor and entrepreneur, said, required change of one’s thinking patterns, as thoughts influenced one’s feelings and ultimately behaviour.

Dikgosi propose establishment of national kgotla, amendment of standing orders

By Moshe Galeragwe

GABORONE - A report to His Excellency President Dr Mokgweetsi Masisi by the National Mindset Change coordinator, Ms Mapelelo Seletetsa on Tuesday has proposed among others the establishment of the national kgotla and amendment of standing orders.

Kgosikgosi Puso said the kgotla system was the foundation of the laws governing the country, and it was unfortunate to observe that currently there was nothing in place at national level to embrace the kgotla system.

Therefore, Kgosikgosi Puso said, the proposal was to have a new Nilo ya Dikgosi chamber with components that embodied the traditional kgotla set up.

He said his office had identified two locations proposed for the construction of the new spacious Nilo ya Dikgosi chamber.

He added that the new facility would also take into consideration the anticipated increase in the members of Nilo ya Dikgosi in numbers.

Kgosikgosi Puso said the proposed increases in members would see each administrative district represented by two members.

The house must also cater for specially elected members, he said. Kgosikgosi Puso said currently the house had 35 members, but the current structure could not accommodate them.

Kgosikgosi Puso also proposed for the President to speak or respond to an issue. He also said the current Standing Orders did not allow for the chairperson to open the sitting with a formal/detailed speech touching on various sectors of the economy and development.

Kgosikgosi Puso said Nilo ya Dikgosi was only mandated to table motions and ask questions. The dissolution of Parliament at the end of the current winter session, the mandate of Nilo ya Dikgosi would also expire.

He said during the past five years, Nilo ya Dikgosi had, despite challenges, successfully executed its mandate through great leadership and guidance of President Masisi.

Despite the challenges of the COVID-19 pandemic, Kgosikgosi Puso said dikgosi had contributed immensely to rural and national development as well as to other aspects of the development agenda and the economy.

The report presented to President Masisi entails, among others, proposed amendments to the rules of procedure governing Nilo ya Dikgosi.

Kgosikgosi Puso said members of the house had proposed the review of the tenure of the chairperson and deputy from the current one year to two and a half years.

He also added that the revision of the rules (Standing Orders) governing the house was also sought for clarity on the roles of the chairperson and deputy as well as provision for the house to have a legal officer and sergeant in arms, who were not provided for under the current rules.

Nilo ya Dikgosi has also proposed for the President to address Nilo ya Dikgosi on national and development issues as and when such a need arose.

He also said the Standing Orders did not allow for the chairperson to open the sitting with a formal/detailed speech touching on various sectors of the economy and development.

Kgosikgosi Puso said Nilo ya Dikgosi was only mandated to table motions and ask questions. Nilo ya Dikgosi has also proposed for guests to be allowed to address the house.

Kgosikgosi Puso has also revealed that the current rules did not allow for the house to extend working hours beyond the prescribed period.

Therefore, he said the situation was a challenge, as the house sometimes failed to conclude pressing matters within the specified time.

He also said the current standing orders did not allow for one member to be offered more than one chance to speak or respond to an issue.

BOPA
Investors breathe life into Tati Nickel mine

By Pako Lehanna

GABORONE - The decision to invest in Tati Nickel mine by NIU Invest, a European investment equity company domiciled in Germany and British signals investor confidence in Botswana, its predictable economic climate and well established mining regulatory framework.

His Excellency President Dr Mokgweetsi Eric Keabetswe Masisi expressed these sentiments while receiving an NIU Invest delegation led by Principal Investor, Mr Cevdet Senai, at the Office of the President on Tuesday.

He said he appreciated the company’s interest in investing capital into the Francistown-based mine.

“We want to thank you for your investment, we deeply appreciate it. You are very welcome with your capital to Botswana. You will find us as we have pledged to be, we are predictable, honest, sincere, very accommodative, and we believe in dialogue. We are abhorrent of deals that are outside rules, and in our legal framework, no one is above the law, and we are committed to protecting private property rights,” Dr Masisi said.

He further outlined Botswana’s track record of industriously providing the platform for private capital investment to Dorelah and of government partnering with the private sector in the mining industry since independence.

“We have a wonderful record of working with the private sector. In our minerals legislation, there is an option for government to acquire a stake or equity in any firm, we can exercise that right, we do it procedurally and judiciously if we do, and we are happy to let the private sector be the operator. We have a historical background with a multinational company, De Beers, very successfully for 50 years,” the President said.

He expressed the desire to see NIU Invest succeed at Tati Nickel, adding that the financial success of private companies allowed government to reap the benefit of increased tax revenue that allowed the state to finance public projects such as roads, schools, and healthcare provision.

Mr Senai thanked government, the Ministry of Minerals and Energy and the Botswana Trade and Investment Centre, who helped to facilitate the investment.

He said they signed an asset purchase agreement, and were pleased with the quality of the infrastructure maintained at the Tati facility. Mr Caner said they had met the top three banks in the country as they worked on establishing their Botswana operations.

In an interview with BOPA after the meeting, the Minister of Minerals and Energy, Honourable Lefoko Moagi, said after an open bidding contest, NIU Invest came across as the most viable investor in the mine.

“These European investors have shown great interest in the Tati Nickel mine, Francistown. After the open bidding process for the mine, the liquidator, supervised by the Registrar of the High Court, confirmed that the NIU Invest bid was most tenable and would be of benefit to Botswana. They will be looking at those to work with locally, which means job creation,” Mr Moagi said.

The minister added that during the eight years that the Tati Nickel mine had been closed, new mining technologies came to the fore globally and NIU Invest would be able to utilise such to resuscitate the mine, and within a duration of six to 18 months, the mine could be operational.

Tati Nickel Mining Company was previously owned by Norilsk Nickel (85 per cent share-holding) and the Botswana government 15 per cent, operating the Selepkir and Phoenix mines in Francistown.

Norilsk sold its stake to BCL Limited in 2016, and the latter company was liquidated around that period.

A process of bidding thereafter followed for the mine and its comprehensive asset portfolio which includes the mine fleet, processing plants, storage and warehouses, as well as workshops and maintenance facilities. BOPA
GABORONE - The Ministry of Health is currently revising its human resource plan to align with its vision and mission statements. Assistant Minister of Health, Honourable Sethomo Lelatisitswe, confirmed this in Parliament on Tuesday.

Minister of Entrepreneurship, Honourable Karabo Gare said 78 per cent of the total funded enterprises were female-owned while people with disability owned three per cent of the total number of funded enterprises.

GABORONE - Parliament has been told that the existing programmes intended for wealth creation have been consolidated under the Wealth Creation Programme under the Ministry of Entrepreneurship.

Answering a question in Parliament, the Minister of Entrepreneurship, Honourable Karabo Gare said the programmes included the former Poverty Eradication Programme (PEP), Youth Development Fund (YDF) and Women Economic Empowerment Programme (WEE).

He explained that the Poverty Eradication Programme and Youth Development Fund have already been transferred to his ministry. However, he said implementation of YDF still with the Ministry of Youth, Gender, Sport and Culture (MYSC) for this financial year as his ministry was not yet ready to take over the programme due to lack of implementation capacity.

He told Parliament that the Women Economic Empowerment, on the other hand, has not yet been transferred to his ministry as it was still being implemented under the Ministry of Youth, Gender, Sport and Culture.

Minister Gare explained that the current status of the mandate of Wealth Creation Programme was to improve the livelihoods of Botswana living under extreme/abject poverty.

He further indicated that the Chemla Chema Fund programme, was launched in April 2024 is the latest and complementary addition to the suite of programmes or initiatives.

He said its impact was yet to be measured, adding that at present, a total of 41 725 enterprises (comprising of 42 492 beneficiaries) have been funded since inception in 2011.

Minister Gare said 78 per cent of the total funded enterprises were female owned, those with disabilities own three per cent of the total number of funded enterprises.

He indicated that 30 459 of the total funded enterprises, translating to 73 per cent, are currently operational, providing a total employment of 34 563.

He explained that about 4000 (10 per cent) of the funded enterprises had collapsed, while the remaining ones were semi-operational, mainly because of delay in supply of key raw materials e.g. restocking for broilers and layers.

On the Youth Development Fund, Minister Gare said it was temporarily being implemented under the Ministry of Youth, Gender, Sport and Culture, remains unchanged.

The programme is geared towards empowering the youth to start, and, or grow their respective enterprises and targets the youth aged between 18 and 35.

To this end, he said the programme had funded 12 248 enterprises since inception in 2009.

He said 9 864, of the total funded enterprises were operational and that the loan recovery rate was low, currently at 7.2 per cent.

Minister Gare emphasised that the Wealth Creation Programme remains pivotal to addressing poverty and unemployment amongst the marginalised members of our society.

The MP for Selebi Phikwe East, Mr Kgoberego Nkawana had asked the minister to appraise Parliament on existing programmes intended for wealth creation and their status to date. BOPA
GABORONE - Minister of Defence and Security, Honourable Kagiso Mmusi has told Parliament that Botswana Defence Force (BDF) camp in Maun uses a facility that biologically treats sewage. Minister Mmusi said this in response to a question in Parliament on Monday.

He said the facility was installed and commissioned on April 14, 2017 by a Maun-based company and the facility bioreactor had the capacity to efficiently treat 20 cubic metres of waste water on a daily basis.

He said the effluent was tested regularly and had shown to meet the effluent standards of BOBS 93:2001.

"The effluent is used for irrigation in the camp and the waste water treatment plants, by their nature, have a smell which, however, is not objectionable," he said.

He added that before the installation of the facility, sewage trucks used to empty the conservancy tanks and dispose into the Maun municipal wastewater treatment plant.

He said since the installation of the facility, sewage trucks were not used to empty the conservancy tanks and dispose into the Maun municipal wastewater treatment plant.

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He explained that there were complaints from people residing next to the camp before the installation of the facility, adding however, that since such a development to address the deficiency of conservancy, neither the BDF nor the minister had received any complaints up to date.

"It must be noted the situation to address the offensive sewage smell that led to the installation of the bioreactor was a result of the breakdowns and the engagement that took place with households adjacent to the sewerage tanks.

He said the enhanced smell only occurred when the treatment facility experienced technical problems resulting in accumulation of sewage in the conservancy tank and in such instances, the BDF sewage trucks were used to empty the tanks.

He noted that the breakdowns of the bioreactor were a rare occurrence, as it was regularly monitored and maintained to ensure proper functioning and efficiency of the process.

Maun East MP, Mr Goretsetse Kekonge Gile said he asked the minister to brief Parliament on how BDF dealt with extreme smell affecting households adjacent to the sewerage tanks.

Mr Kekonge Gile had also wanted the minister to explain how BDF dealt with extreme smell affecting households adjacent to the sewerage tanks.

Ex BCL employees occupy houses without paying rent

GABORONE - Parliament has heard that government has since allowed former Botswana Concession Limited (BCL) employees to occupy some company houses without paying rent, was after taking into consideration the loss of jobs caused by the liquidation and economic hardships that hit the former employees.

Minister of Minerals and Energy Honourable Lefoko Moagi said the government’s decision to allow former BCL employees to occupy some company houses without paying rent was after taking into consideration the loss of jobs caused by the liquidation and economic hardships that hit the former employees.

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Economic growth stagnant

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unsustainable,” the analysts at Account (GIA) balance has fallen projected deficit for 2024/25 has been based on net domestic borrowing of P19 billion, which is far beyond the appetite of domestic financial institutions, even with the increased domestic investment requirements for pension funds. It is further said some external borrowing may be feasible, but would be very expensive if taken from commercial sources. Such a rapid increase in borrowing, whether from domestic or external sources, would be a sign of fiscal instability,” it is said. The Econsult analysts are of the view that the projected P102 billion expansionary budget is not feasible and achievable as revenues are expected to under-perform and the consequent borrowing target cannot be financed hence some cutsbacks in spending will be required in the current financial year. The development budget has been increased to P29 billion, up from P14 billion in 2022/23 and growth by cautiously purchasing and using Botswana products,” Mr Gaerekwe added. He said BITC mandate was to help businesses pursue international markets and provide opportunities for such. He said because such enterprises have potential to access internal markets, BITC could help build their marketing skills, improve product quality, provide funding opportunities and offer any intervention to put them in the competitive edge. “The international markets await our readiness as a country. One such market is the African Continental Free Trade Area (AfCFTA),” he added. He said Botswana rectified her agreement in 2023, an agreement that gifted Botswana a position to benefit from interregional trade with the African continent and further contribute to the growth and diversification of the country’s economy. “It covers a market of 1.4 billion people and a gross domestic product of $3.4 trillion, across all 55 member states of the African union. He assured the companies that market opportunities awaited them, both nationally, regionally and internationally.

Econsult states that the diamond market has been experiencing difficulties emanating from competition from synthetics, weak demand in China, disruption of supply chains due to the Russian invasion of Ukraine and the negative impact of measures imposed by G7 countries to enforce sanctions on Russian diamonds.

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Magistrate extends Selolwane remand warrant

By Bonang Masolotate

LOPORUNG - R ape accused, Samuel Selolwane alongside his co-accused were granted bail before Broadhurst Magistrate Court on August 20 for status hearing.

The decision is by Principal Magistrate Ms Loratle Moremi-Ramakoloi who extended Selolwane and the second accused person’s remand warrant when they appeared before court on Tuesday.

The 59-year-old Selolwane is facing a single charge of raping a minor, a 13-year-old girl in Oodi, Gaborone this year.

His previous attempts to get bail were rejected by Magistrate Linah Oshile-Mokiboe of Broadhurst Magistrate Court as well as Justice Itumeleng Segopo of the Gaborone High Court.

Selolwane is charged alongside the victim’s mother and a friend who are alleged to have aided and abetted in the commission of the sexual violence on the minor.

Despite him being denied bail, the accused person had throughout the case maintained that he was innocent of the crime he was accused of.

He is represented by attorney Dr Obonye Jonas while the victim’s mother and friend are self-represented and the state is represented by Ms Seelseto Oskkeldise of the Directorate of Public Prosecutions.

The case will mention again before the substantive magistrate Ms Oahile-Mokibe on August 20.

Self-reliance spirit works for Loporung residents

By Gontle Merafhe

The self-reliance spirit works for Loporung residents after the start of the project.

Residents said the community had, however, started erecting a cordon fence restricting livestock to cross the neighbouring South Africa.

Before the construction of the cordon fence, residents were way ahead, adding that by the time they started constructing the boreholes, residents had already volunteered with building materials for the reservoir and drinking troughs.

He said they had, however, lost hope when they reported such cases, perpetrators were never brought before courts of law.

They said it was now time for the two governments to work closely if the cordon fence was to survive.

The chairman of Loporung community borehole Mr Edison Sesike said though they were against the erection of the fence, they now realise its importance as it was serving at least two purposes of avoiding livestock rustling and cross border crime of illegal goods.

Magistrate extends Selolwane remand warrant

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LOPORUNG - The first ever Gaborone City Mayor’s Walk billed for Saturday will raise funds for Ambrove Trust of Autism.

The trust, which is running Ambrose Academy in Gaborone North is said to be grappling with financial constraints.

Gaborone mayor, Mr Austin Broadhurst, said Ms Kgoisi Mosi, chief executive officer, Mr Mpho Masuge is the chief walker, while corporate companies and organisations are expected to take part.

Besides Ambrove Trust of Autism, the walk was also meant to raise funds for Local Authority Health Institutions Society (LAHISA) and local authority health institutions.

The Mayor said the 10-kilometre walk is in partnership with Standard Chartered Bank of Botswana.

Standard Chartered Bank of Botswana chief executive officer, Mr Mpho Masuge is the chief walker, while corporate companies and organisations are expected to take part.

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Holy Matrimony Society levels up

By Motlalepula Mokgadi

GABORONE – August 3, 2024

The Holy Matrimony Society (HMS) celebrated its first anniversary in Botswana.

The event was held at the Serowe/Palapye branch and was attended by members, partners, and guests. The celebrations included a launch of the new uniform and a speech by Dr Charity Opelo, the society’s president.

The launch of the uniform took place at the AGM and first anniversary in Botswana. The uniform includes a branded t-shirt, white shawl with leteisi dress, headgear, and an apron. The apron symbolises a woman’s duty to lend a helping hand wherever she finds community members hard at work.

During the event, Dr Opelo emphasised the need to be robust about marriage enrichment programmes in order to inculcate such things as health of married couples, lack of which sometimes compromised peace. She also emphasised the need to motivate couples to stick to their partners through thick and thin, for richer or for poorer, in sickness and in health, as in the book of Ruth 1:9.

Dr Opelo also celebrated the launch of the uniform which includes a t-shirt, white shawl with leteisi dress, headgear and an apron. The apron symbolises a woman’s duty to lend a helping hand wherever she finds community members hard at work. The apron also includes branded t-shirt, white shawl with leteisi dress, headgear, and an apron. The apron symbolises a woman’s duty to lend a helping hand wherever she finds community members hard at work.

Holy Matrimony Society members; Elena Morwe, Jaqueline Obert, Motsatsangane and Paletsu Sedibw showing the society’s uniform, which includes branded t-shirt, white shawl with leteisi dress, headgear and an apron. The apron symbolises a woman’s duty to lend a helping hand wherever she finds community members hard at work.

Among the celebrated achievements was the fact that HMS had been consistently engaged in community work through branch-to-branch charity events such as the Tsuapong branch’s contribution of the Selshar Prison, resulting in donating and spending quality time with inmates, while the Francistown branch’s taking care of a needy new mother, who is also a member of the society.

The Serowe/Palapye branch has also once donated baby necessities to Serowe Sekgoma Memorial Hospital Maternity wing.

The society also appreciated having received numerous testimonials from married couples who were on the verge of divorce, but had since reconsidered their decisions after the counselling they received from HMS.

While HMS has every reason to celebrate its numerous achievements, it is not without challenges, among them financial constraints. Lack of funds is also a significant hurdle, preventing the expansion of services to rural areas and hampering recruitment efforts.

The society is also struggling to maintain an office space due to rent and utility costs.

HMS is, therefore, appealing to organisations, stakeholders, and members of the society for sponsorship to cover office and recruitment costs as many of its members are unemployed, making it difficult to run their families and actively participate in society initiatives.

Lack of funds is also a stumbling block that prevent HMS from holding induction training for branch committee members. Struggling with challenges has, however, not stopped HMS from launching initiatives to strengthen the society, including robust recruitment of branches with low membership, marriage enrichment projects to address the issues of divorce and troubled marriages among members as well as end of year celebration and a vacation highlighted for December at a secluded place.

BOPA
MISSION STATEMENT: Botswana Defence Force Exist to Defend Botswana’s Territorial Integrity, Sovereignty and National Interests

VACANCY CIRCULAR NO. 7 OF 2024
EXTERNAL ADVERTISEMENT

The Botswana Defence Force is looking forward to employ suitably qualified Non-uniformed Personnel for the following positions:

1. DIRECTING STAFF EZ X3 (LAND WARFARE, AIR WARFARE & LOGISTICS)

   Qualifications: Master’s Degree in Defence and Strategic Studies, Master of Arts in Military History & Strategic Studies and Master of Military Operational Art & Science or related field plus Staff College Qualification (psc).

   Experience: Special expertise in Combat, Combat Support or Combat Service Support field. At least 2 years teaching experience in a Military Institution.

   Salary scale: E2 (P449,256 – 467,436) per annum

   Certification: Teaching or Training qualification, accreditation as Moderator and Assessor would be an added advantage

   Terms of employment: The appointment is on contract terms of 24-36 months

   Benefits: 
   - Optional Contributory Medical Aid Scheme with Botswana Public Services Medical Aid Scheme – BOMAS (Government pays 50% while Employee pays 50%)
   - Gratuity payable at the rate of 30% of total basic salary
   - 30% Firefighters overtime allowance
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   - P 309.00 housing and upkeep allowance.
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   Job duties and responsibilities:
   - Research, prepare and deliver course material in line with DCSC standards in order to ensure adherence to curriculum.
   - Coordinate the activities of the Regional Fire Station Station to ensure operational efficiency.
   - Implement crash, fire and rescue policies and procedures to ensure safety and prevent loss of life and property.
   - Implement fire safety plans and programs to ensure adherence to fire safety codes.
   - Monitor the implementation of firefighting equipment storage procedures to ensure the adherence to set standards.
   - Manage the implementation of Performance Management System to ensure the achievement of Fire and Rescue Services mission.

   Key Competencies:
   - Leadership and Deciding
   - Supporting and Co-operating
   - Interacting and Presenting
   - Analyzing and Interpreting
   - Creating and Conceptualizing
   - Organizing and Executing
   - Adapting and Coping
   - Linking and Performing

   2. DIVISIONAL FIRE OFFICER C1 – X 5 POSITION TENABLE AT FRANCISTOWN, MOGOIDITSHANE X 2, THEBEPHATSWA AIR BASE & SELEBI PHIKWE

   Qualifications: Diplomas in Engineering and Safety Management.

   Experience: Minimum of two (2) years satisfactory service as Station Fire Officer at F2 salary scale.

   Salary: C1 (P192,588 – P229,104) per annum

   Benefits:
   - Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%).
   - Contributory Pension Scheme (Government pays 15% while Employee pays 5%).
   - P 309.00 housing and upkeep allowance.
   - 30% Firefighters overtime allowance

   Job Purpose:
   Manage the implementation of the Crash, Rescue and Fireighting policies at regional level.

   Key Competencies:
   - Working with people
   - Presenting and communicating information
   - Planning and organising
   - Adapting and responding to change
   - Following instructions and procedures

   3. STATION FIRE OFFICER C2 – X 2 POSITION TENABLE AT MOGOIDITSHANE & SELEBI PHIKWE


   Experience: Minimum of two (2) years satisfactory service as Sub-Station Fire Officer at C4/C5 salary scale.

   Salary: C2 (P156,336 – P185,868) per annum

   Benefits:
   - Optional Contributory Medical Aid Scheme (Government pays 50% while Employee pays 50%).
   - Contributory Pension Scheme (Government pays 15% while Employee pays 5%).
   - P 309.00 housing and upkeep allowance.
   - 30% Firefighters overtime allowance

   Job Purpose:
   Command and control shift activities for the effective and efficient Crash, Fire and Rescue services.

   Key Competencies:
   - Working with people
   - Presenting and communicating information
   - Planning and organising
   - Adapting and responding to change

   NB: All applicants should include the following information:
   - Updated Curriculum Vitae.
   - Certified true copies of academic certificate(s), transcript(s) and at least two (2) work related references (not more than 6 months old).
   - Certified true copy of National Identity Card.
   - Where applicable proof of registration with relevant professional/governing body.
   - Also indicate: Date of first appointment, present post and date of appointment thereto.

   Applications from serving Government employees should be routed through the Permanent Secretary/ Heads of Departments. Applications not so routed will not be considered.

   Closing date: 16 August 2024

   Applicants should be addressed to:
   The Commander,
   Botswana Defence Force
   Civilian Personnel Registry
   Private Bag X06
   Gaborone

   For further information, please contact:
   Recruitment Division at 3663093, 3663934, 3662716, 3663167

   NB: No hand deliveries will be accepted.
   Only shortlisted candidates will be responded to.
Ba solofetsa koketsego ya thobo

PANDAMATENGANA - Go simododitswa ga difalana tse disha kwa Pandamatenga ke kgothoatsa mo balemiwa ba kgarlo ya Chobe go re ba simolola go soldo maximo a bone molemo ba oketsa thobo dijo di tie di mme teng.

Mogolwane - Lo porung fa re ka lebogang le bokwana ka Loporung, Dr Jaone Sebina o ne a ke kete kabo ditsha le ntshitse diekere di lebona bo, Kgosi Mosii o ne go kganto ya temo-thuo le go godisa itsholelo.
Interpol officer cautions against online marriages

By Esther Mmolai

MAUN - Online businesses and marriages can expose people to trafficking and human smuggling. Detective Senior Superintendent Selebatsa Mokgosi, who is also officer commanding for Interpol, cautioned against such online activities, noting that there was an emerging phenomenon of human trafficking in which some Batswana were entering into businesses and marriage of convenience with foreign nationals through social media platforms, which put them at risk of exploitation.

He was presenting on situational analysis of the trafficking in persons and smuggling of migrants phenomenon in Botswana including identified cases at the ongoing training of law enforcement officers. He revealed that his office had stopped three such marriages through investigations.

“It is a pity that in most cases, the affected traffickers were married and wanted to marry second wives and in other instances some victims are shuffled around like commodities as the traffickers focused their efforts on making even bigger profits,” he added.

Detective Senior Superintendent Mokgosi revealed that Botswana was one the countries which were transits route for traffickers, adding that the country was also a host and recruitment spot and targeted people were women, men and children.

Most people, he said, were promised better jobs, high wages and better life abroad. He urged Batswana to be vigilant and not to fall prey to online scams or traffickers.

Detective Senior Superintendent Mokgosi revealed that in Botswana, 36 cases of trafficking in persons and smuggling of migrants had been reported of which 12 had been completed before court while 15 were pending investigations.

In addition, he said, 45 were female victims, while male victims were 39 and 46 were children. He said police realised that most trafficked children in Botswana were mischievous while some women were desperate to have children and were promised miracle children.

A total number of 19 cases of smuggling involving 37 suspects, he said, was recorded of which five had been completed, four before court, four under investigations and four withdrawn.

He also pointed out that the situation at the moment and smuggling and efforts were made to hit on the affected companies to stop their operations.

Senior Superintendent Mokgosi called on all stakeholders to collaborate to combat human trafficking. He also emphasised the need for stakeholders to document everything that they were doing and submit it to the relevant authority.

Meanwhile, participants were apprised on the trafficking in persons and smuggling of migrant framework and programme in Botswana and reminded that they were duty bound to help the government combat the human trafficking national action plan.

Acting chief administration officer from Ministry of Justice, Ms Shirley Ben, said as the coordination for the project, the network of stakeholders and appreciated that the human trafficking action plan launched last year October focused roles of all key stakeholders in the next five years.

The plan, she said, meant to provide guidance for state actors, civil society and other actors in an organised and coordinated manner.

She said the project concept was well thought out and had convinced the panel that the project was feasible. She said the soils, which come in a diverse spectrum of colours could be used to produce goods such as bricks and roofing tiles.

Regarding the possibility of the project due to the soils getting depleted in the future, she said, the presenters had assured the panel that that risk was minimal as the soils were sourced through rainy seasons, therefore making the project sustainable in terms of raw material availability.

She said what also came across as interesting in the presentation was the issue of the conservation of the environment, especially in light of the group’s report that they witnessed the presence of the special soils exploited them with no benefit to the community, in the process degrading the environment as they sourced the soils with no due care.

She said they were also identified as some potential uses of the soils, he said. Moshana residents would enjoy better access to jobs as they would require as well as where they would source it.

He said through the project, Moshana residents would enjoy better access to jobs as they would require as well as where they would source it.

He added that they were not in a position to state the total cost of getting the project off the ground and the extension of the project as that was anticipated to contribute to job creation.

Also in an interview, a representative of the group Mr Ditiro Rakgomo said the soils presented themselves in 12 different colours and could be used for different purposes including color and roof tiles.

He also pointed out that the project was yet to address some pertinent issues regarding the project’s implementation such as identifying potential buyers and members that they would require as well as where they would source it.

Also in an interview, a representative of the group Mr Ditiro Rakgomo said the soils presented themselves in 12 different colours and could be used for different purposes including color and roof tiles.

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HEADBOY FOR CATTLE AND GOATS in Duitse, 2 years experience no drinking no smoking. 72 100 673 / 732 2006
FARM WORKER WANTED. Lebaka 73 971 071 / 71 544 181
ONE (1) FARM WORKER WANTED at Majweanaadipitse/ Serowe for horticulture produce. Work experienced in vegetable produce is an added advantage. Contact: Godfrey O. Thogela. P.O. Box 1224 Serowe, 71449007 / 73 110 374
CAGE SERVICES PROPRIETARY LIMITED. Farm worker needed PO BOX CAGE SERVICES PROPRIETARY LTD. P.O. BOX 71449007 / 73 110 374

FARM WORKER WANTED at Mankweapana farms. Apply to PO Box 2044 Kauk backing Gaborone
FARM WORKER WANTED in Mbolodi. Apply to PO Box 431 Masunga. Contact 71 524 711 Mambona Malabe
MALE FARM WORKER WANTED at Sempo lands in Gobogojj 7728684 / 76 488 164
1 FARM WORKER WANTED at Tumane. Call 71 796 855 Gofamodimo Metse. 71 524 711 Mambona Malabe

DOMESTIC WORKER WANTED at extension 10, plot 3464 by Nicole Mazoko to take of her child, to clean, cook and just take care of the household. Contact 75 723 938, closing date: 14 days after publishing date

MISCELLANEOUS

FARM WORKER WANTED at Serowe. Call Bospello 75 526 0/4
HERO BOY WANTED at Matopo Tati East District Contact Tobokwani 71 452 497
KE BATLA MODISA ko Thabala call 7293638

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

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

IN THE ESTATE of the Late Norah Motomane Molefe who died at Dobobal Memorial Hospital, Mokolodi, Gaborone District, Botswana on the 29th July 2022.

NOTICE IS HEREBY given of First and Final Liquidation and Distribution Account in the above Estate will be open for inspection at the offices of the Master of the High Court at Gaborone for a period of twenty-one (21) days from the date of this publication hereof.

DATED at Gaborone on the 06 day of August 2024 E. Rakula

The Estates Building
P O Box 703 Gabane. Tel. no: 3653591, 3653589, 3653592, 3653590, 3653593

NOTICE OF NEXT OF KIN MEETING

IN THE ESTATE of the Late Bernand Gujarathakang - ESHT: 00446-24-3, whose will is on file at the Botswana High Court, Tlokweng, Kgatleng District, Botswana on 1st May 2022.

NOTICE IS HEREBY given for the purpose of identifying all persons having any interest in the estate as shown in the said will to appear and be heard at the Master’s Office of the High Court at Gaborone High Court on Thursday the 24th day of September 2024 at 08:30 hours.

All the respective meetings of the next of kin are required to be appointed Executive(s) or Executors/Distributors. Interested persons may forward their applications to the Master’s Office at 371 8343 or via email: estate@master.gov.bw.

NOTICE TO DEBTORS AND CREDITORS

IN THE ESTATE of the late Bopometsi Ditshego who died at Mahalapye West, Mahalapye Central, Republic of Botswana on 15th March 2003.

NOTICE IS HEREBY given that Debtors and Creditors in the above estate are hereby required to pay their debts and claims of whatever nature with the estate of their deceased relative.

For more information concerning the deceased persons estates please contact the Master’s Office at 371 8343 or via email: estate@master.gov.bw.

DATED at: on this Day of 2024

MASTERS Reference: ESHTG: 00446-24-3

VACANCIES

COMPANY LOOKING for a Senior Bollieemaker to head and train Junior Bollieemakers. Serious candidates only with Minimum 22 years work experience. Must have a Diploma in equivalent. Apply to Pologwem (Pty) Ltd. P.O Box 703 Gabane.

Horticulturist (large scale, multiple sites, multi family plot) wanted.

QUALIFICATION: BPhc. Registered with BPhc. Address: P O Box 3727 Serowe.

Horticulture Manager (large scale, multiple sites, multi family plot) wanted.

QUALIFICATION: Any Horticultural qualifications, must have experience with a large scale operation, willingness to travel and stay away from home for long periods of time. Contact: P O Box 3727 Serowe.

JOB VACANCY- SECURITY OFFICERS

WE ARE LOOKING for efficient and productive Security Officers in the age group of 30-40 years, who are well trained and experienced with clean record in the field. The candidate should be willing to work long hours and should have good knowledge of Security functionalities. The candidate should be willing to be employed in any branch of the company in Botswana.

Interested candidates are required to submit the application along with the following:

1) Copy of the CV
2) Certified copies of educational and other qualifications

Closing Date for receipt of applications: 15 August 2024 at 1200 hrs. Please apply to:

The HR Manager,
Mr Veg Pty Ltd,
Private Bag 89
Gaborone, Botswana

BUY & SELL KUTLANWO for profit

Contacts: 365 3500 / 241 3403

CLASSIFIEDADS

NEIGHBOUR CONSULTATION

OWNER OF PLOT 9635 PHASE 1, Lichtenhake, wishes to change land use from single family to commercial and residential. Any objections should be forwarded to Francistown City Council Or Contact 241 2183.

OWNER OF PLOT 10533 BLOCK 7, Francistown, wishes to change land use from single family to commercial and residential. Any objections should be forwarded to Francistown City Council Or Contact 241 2183.

Neighbours of PLOT 972 Kigoro consult 71425979 regarding change of landuse from single to multi residential land.

OWNER OF PLOT 1366 Mokapitse, Francistown, wishes to change land use from single family to mixed use (commercial and residential). Any objections should be forwarded to Francistown City Council Or Contact 241 2183.

Indigenous Workers

ONE (1) FARM WORKER WANTED at Botlhokwa in Gaborone tribal territory, would like to change land use from residential to multi-residential. Any objections should be forwarded to Francistown City Council. Physical Planning Department, Telephone no; 463 1138 within 14 days of publication.

OWNER OF PLOT 12550 at Lobate/ Mochudi would like to change land use plot from single residential to multi-residential. Any objections should be forwarded to Contact Physical Planning Unit, South East District Council at 392 8355 or 3932305. To be contacted within 14 days of this publication.

ECOULA VENTURES (PTY) LTD is proposing to change land use from agriculture (integrated farm) in Bosaicia, Mochudi to mixed land use- industrial. Any objections should be forwarded to Contact the Kgatleng District Council Physical Planning Office on number 377 5372 / 377 7411 within 14 days of this publication.

CEO OF THE ESTATE should be contacted at Gaborone for the proposed change of use. Any objections should beforwarded to the proposal should contact Kgatleng District Council Physical Planning Office on number 377 5372 / 377 7411 within 14 days of this publication.

NEIGHBOUR CONSULTATION

OWNER OF PLOT 12027, Francistown, wishes to change land use from single family to commercial and residential. Any objections should be forwarded to Francistown City Council Or Contact 241 2183.

Neighbours of PLOT 972 Kigoro consult 71425979 regarding change of landuse from single to multi residential land.
ACCESS FROM ONLINE PLATFORMS

https://dailynews.gov.bw
& facebook: DailyNewsbw
**Xere Cultural Festival**

**August 23**

By Thandy Tebogo

**GABORONE** - Botswana has been implored to attend Xere Cultural Festival in numbers to experience unique undiluted culture of the Basarwa, their knowledge, skills and talent to uplift and empower them.

Permanent secretary in the Ministry of Environment and Tourism Boaatse Botswa Modakaane made the call during a press briefing in Gaborone on Tuesday.

The festival is scheduled for August 23-24 in Xere. He said the ministry supported the community through provision of financial, technical support, hospitality and catering to ensure that people got value for their money.

The community, he said, would take a lead role in all event activities, whilst the ministry only facilitated adherence to tourism and hospitality standards.

He said the main interest was to ensure that Xere community benefited from the event as the aim was to create employment opportunities for them.

Xere Conservation Trust chairperson Batshwanetsi Keabuile pleaded with Batswana to invest in promoting the culture of Basarwa in Xere through their natural resources as well as preparation of animal meat cuts, cultural artefacts as well as preparation of animal resources as well as creation of employment opportunities such as being tour guides, artists and chefs.

The event, he said, had various corporate packages at a cost of P55 000 for four people, P75 000 four six people, and P100 000 for eight people.

He said there would be affordable accommodation in self-camping worth P450.

Botswana Tourism Organisation, Chief executive officer Keitumetse Setlang said the aim was to stimulate economic activity in the area and build a sustainable and self-funding event.

The Coordinator of National Arts Council, Tshirilelo Modika said Xere Cultural event would inject returns in the local economy through value chains in various sectors.

Keabuile pleaded with Batswana to ensure that Xere community benefitted from the event as the aim was to create employment opportunities for them.

The traditional gospel single Mfodise, is packed with hope that can help anybody going through hardship.

“Through Mfodise, Action pours out his heart to God to heal him. “It is a song of faith and hope where I am crying out to God for healing,” he said.

If you purchase three tickets, you can help the event which is scheduled for August 23-24 and aimed to showcase the culture and heritage of the Basarwa.

Photo: Gothusaang Leeso

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**Music and Coffee with Goth Rose Saturday**

By Ketshepile More

**GABORONE** - An enchanting acoustic music and coffee show is scheduled for Saturday at Ginger Pink Bakery. Curated by Goth Rose, the show is a cultural experience that combines music, poetry, art exhibitions and fashion.

The show also features a lineup of talents who are expected to share their unique melodies and stories on stage.

The show, which is held every two months, has a fashion theme for each episode and this time around the theme is: Plaid.

“The backdrop pattern’s versatility. Plaid is a classic pattern that carries a rich history, symbolising both tradition and individuality,” she said, adding that it also reflected a fusion of the old and new.

She also said the theme carried a sense of comfort and cosiness, inviting guests to relax and enjoy the intimate atmosphere of the acoustic performances of the day.

“The backdrop pattern’s intersecting lines and vibrant colours represent the diversity and connection among artists and attendees, celebrating the intersection of music, poetry, art and fashion,” Rose said.

Artists scheduled to perform at the event include Bhekz Hippo, Serene Malaika, Justin, Belin, Khumo, Plutosian, Refilwe Boleseng and WADA.

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**Action releases Mfodise single**

By Calviniah Kgautlhe

**TSABONG** - Tsabong-based gospel artist, Lucky ‘Action’ Sephipi, of Twister entertainment has released a single titled Mfodise.

The dance track is set to electrify the airwaves next week to give his fans a taste of his latest offering.

The musician’s life journey has been marked by moments of triumph and challenges yet amidst the setbacks, he has been able to rise above and prove that he is a force to be reckoned with in the entertainment industry.

The traditional gospel single Mfodise, is packed with hope that can help anybody going through hardship.

The single was produced at Touch Record Studio.

“The album is set to soon hit the airwaves and I appreciate my backing vocalists for doing a marvelous job,” he said.

The artist released his debut album, Ke Motwesi, a six-track album in 2010, then released eight-tracked Nka Se Sute in 2012.

Mosamaree with eight songs, and an EP, Ke a Mora, which carried three songs were produced in 2022.

Action said in an interview that he preferred to release singles as it was expensive to record a full album, which he said yielded less dividends as supporters may not like every song in the album hence less airplay.

He added that music piracy also adversely affected artists.
Botswana fields Majaga, Masuge for Paralympics

By Moshe Galeragwe

GABORONE - Gloria Majaga and Edwin Masuge, who will be representing the country at the Paris 2024 Summer Paralympic Games, have been urged to compete with honour and integrity but most of all, to focus on enjoying the moment.

The two athletes will compete in the T13 (400m). Majaga and Masuge have shown what it means to strive for excellence. They have trained tirelessly, pushing yourselves beyond limits and making countless sacrifices. As you go onto the field track, remember that you carry with you the hopes and pride of all of us. You are not just representing yourselves, but your families, your coaches and Botswana,” he said.

Morale said the Paralympics were more than a competition, adding that they were the pinnacle platform, and it was every athlete’s dream to participate in them.

“They are a celebration of human strength and the indomitable will to succeed. They remind us that our differences are not limitations but unique strengths that contribute to collective greatness,” he said.

He said Majaga and Masuge carried with them the dreams and aspirations of a nation that stands united in support and pride.

Additionally, Morale encouraged the athletes to stay focused knowing that the nation was behind them, as they believed in their abilities.

He reminded them to remember that every game, race and competition was an opportunity to showcase their athletic prowess and the spirit of unity, courage and determination.

Morale said government must be applauded for being an enabler, by first providing athletes access to sound facilities for training in order to excel at such competitions. He also recognised Debswana for their partnership in developing and promoting sport.

Debswana Deputy Managing Director, Koolatotse Koolatotse, said the send-off ceremony was meant to celebrate and give due recognition to great para athletes as they compete on the biggest sporting stage in the world.

“At Debswana we remain wholly committed to the inclusion of differently abled persons, which is in line with our diversity, equity and inclusion agenda and our building forever strategy,” said Koolatotse.

He said their commitment was to avail opportunities for differently abled persons with a target to achieve a 4.5 per cent of their representation in Debswana by 2028 across the various differently abled categories. Koolatotse said as at July 2024, Debswana had employed 119 differently abled persons in different vocations across all categories of disabilities, a significant increase from 29 at the end of 2022.

He said over the years, Debswana had made some notable contributions to the lives of persons with disabilities.

One such contributions was in April 2023, where the company hosted the inaugural General Manager’s Paralympic Games in Gwagweng.

Focusing on the Paris 2024 Paralympics, Koolatotse said Debswana had invested in seeing Botswana para athletes going through to the Olympics.

The Deputy Managing Director said Debswana had committed the sum of over P3 500 000 to assist the Paralympics team on their travel to Paris, France, for the Paralympic Games.

“I am proud to say that Debswana has committed just over P1 million to the Paralympic Association of Botswana over the past year, to encourage sports development and participation for differently abled athletes,” he said.

He said the athletes’ would be accompanied by two Debswana officials, who would provide first hand support to the Paralympics team and return with insights, which would inform the company’s strategy moving forward. He was hopeful that the athletes would do their best on the world stage.

“Continue to challenge and change perceptions and stereotypes through your determination and success. Wear your blue, black and white colours with pride knowing that the nation at large is behind you, no matter the outcome. Aim for a podium finish, we know that you can do it,” said Koolatotse.

Botswana fields Majaga, Masuge for Paralympics

By Tebagano Ntshole

Molepolole - Supporters of Masiatoka Football Club are running against time to salvage their team following the sale of its status in the Botswana Premier League.

In their meeting held recently, the supporters agreed to revive their team by buying a status in the Kweneng Division One league after their investor, Aryl Ralebala, disinvested in the team and dissolved Masiatoka Enterprises.

Supporters, who were visibly agitated by the decision taken by their investor, were also shocked to learn that Ralebala had absorbed the P1 per cent they had in Masiatoka Enterprises. Masiatoka Enterprises was formed to manage Masiatoka Football Club, a society, based in Molepolole.

Through the investment, the team had had a good run in the Premier League ever since it gained automatic promotion in the 2020/21 season following its First Division South Championship at the end of the 2019/20 season.

Given the challenges of competing in the elite league, the team roped in an investor to help with the team’s finances.

However, at the end of this season, the relationship between the investor and supporters turned sour, and after he announced that he could no longer manage to run the team, he promised to hand it back to Bakwena.

Bakwena, however, are not happy as the status of their team in the Premier League has been sold to Mochudi Centre Chiefs, a team which refused to swap their First Division South status with them.

According to a member of the task force team, which was formed to negotiate with Ralebala on behalf of the team, they initiated the negotiations with Chiefs but reached a deadlock after the latter refused to swap with them their First Division status.

Jiki Sefetile said they were shocked to learn that Ralebala had sold the status at the tune of P400 000, and in their earlier meeting with him, they encouraged him to look for a status in Division One to buy.

Ralebala promised to use the P400 000 to assist them to purchase a status and preparation for the next season. Currently the team does not have players after they were released and the task team said they would take the equipment, which includes the kit and balls from the investor.

Supporters, however, want to know how their 10 per cent was dissolved and if the right procedure was followed to sell the team’s status without their input. Some suggested that they write a letter to the Botswana Football Association (BFA) blocking the sale but some supporters felt it was a futile exercise.

The task force has meanwhile pleaded with the supporters to continue rallying behind the team and promised to keep updating members about new developments.
**By Anastacia Sibanda**

**GABORONE** - After three Botswana 400m athletes failed to proceed to the finals at the ongoing Olympic Games, focus is now on the 4x400m relay team which starts its campaign on Friday.

The three, Collen Kebinathsipi, Bayapo Ndori and Leungo Scotch, are the strong members of the relay team, and their recovery after their individual races is very crucial for them to handle the three rounds. Botswana is well known for being aggressive in the 4x400m relay and having recently won the World Relays, the World will be closely watching. The relay team is made up of the trio together with Lee Eppie, Boitumelo Masilo and Anthony Pesela. With Kebinathsipi and Ndori having run sub 45, should they get their tactics right, surely a medal is possible. Coach Chilume Nshwarang was confident that the team would deliver.

He said the athletes would have enough rest to recover for the relay, which would give them freshness going into the tough relay heat. He said although the three did not qualify for the finals, they would add value to the relay, adding that Kebinatshipi ran well and dropping a Personal Best time in the semis was a good experience.

Nshwarang said Ndori also ran well because he was also on the edge of making it to the final. He also commended Scotch looking at the fact that he competed in two rounds on consecutive days, and running 45.16 in the semi-final. He said all their performances in the individual events would add depth into the relay team. He said other relay team members were also training and ready for the competition.

Meanwhile, the Botswana Athletics Association vice president technical, Kenneth Kikwe, said they were still hopeful for a medal. He said despite five athletes to date having not made it to the finals, they were still confident that Botswana would salvage a medal. "In my opinion, the athletes are doing well, and the Olympics are not easy but at the same time remember that our team is made up of debutants, so they are learning and in future we will be one of the nations to watch," he said.

So far, Tshepiso Masalela has booked himself a semi-final slot after clocking a time of 1:45.38 finishing in position three in heat two. Tumo Nkape and Kethobogile Haingura will today compete in the repechage heats after failing to automatically make it to the next round. Nkape finished sixth with 1:46.99 in heat one while Haingura settled for position seven in heat six with a time of 1:46.46.

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**Medal hunt continues for athletes**

By Anastacia Sibanda

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